

## Our Values – How we do what we do:

At Born at the Right Time Limited we believe we can create a world where *all* families thrive by working in a way that is conscious of the world we live in, the people who live in it, and is protective of limited resources.

Therefore, if you interact with us, be assured that we:

- **Value Diversity** – we do our best to share experiences and research from a broad spectrum of society. We are open and acknowledge where our experience may be limited, or our background privileged in any way which leads to unconscious bias.
- **Know everyone has a role in protecting vulnerable children and adults** – our team prioritise safeguarding children and adults taking appropriate action through the course of their work.
- **Promote story stewardship\*** – people’s stories are at the heart of our work, and we ensure that when shared, they are done so with expressed permission and financial compensation. We honour privacy, confidentiality and an individual’s authority over their own medical history.
- **Care for the world as well as the people within it** – we consider the environmental impact of all our business decisions e.g. travel, stationery and the credentials of the organisations we work with.
- **Will prioritise collaboration** – we prioritise working *with* rather than *for* or *to*. We recognise excellence in others, share power, celebrate progress and endeavour to acknowledge the origins and authors of any work we share.
- **Want to hear and amplify the quietest voices** – We want to ensure that our senses are finely tuned to those that feel under-represented, misheard or misunderstood.
- **Offer positive alternatives** – We are solution focused and won’t shy away from challenging problems or difficult conversations.
- **We aren’t perfect** – We want to improve, are open to feedback, and do the best we can until we know better.

**We are a small organisation with big aspirations!**