



**For better
mental health**

Mind in Brighton and Hove Values

We believe that our values are vital in informing how we put our aims into practice, and our values and guiding principles are:

Empowerment

We work for the empowerment of individuals and communities and support people to contribute meaningfully to the design and provision of services to enable positive change.

Innovation

We believe in seeking innovative responses to the needs of people with mental health problems, based on the initiatives suggested by our staff and service users.

Effectiveness

Our skilled staff focus on meeting the needs of the communities we serve. We are committed to providing cost effective, accountable and quality services with an emphasis on evaluation and continuous improvement. We work with integrity and transparency.

Mindful Employer

We respect and value the skills and knowledge of our staff and volunteers. We value the diversity of our workforce and are committed to equality.

Social Justice

We work towards social justice. We recognise that social injustice is not only one of the causes of mental health difficulties but also exacerbates mental health difficulties. We challenge stigma and discrimination wherever we find it and defend the human and civil rights of people with mental health difficulties.

Independence

All our services are structurally independent from statutory organisations and from all service provider agencies. Our services will be as free from conflict of interest as possible both in design and operation, and we actively seek to reduce conflicting interests. All our staff should be free to act according to the wishes and needs of service users.