



Little Gate Farm Ethos, Values and Behaviours

How do your values match ours?

We want to see our values displayed through our attitudes and behaviours, we will measure this by honestly appraising ourselves and through appraisals.

Little Gate Ethos – What is our motivation for how we operate?

To bring transformation passionately and unapologetically through employment, so that adults and young people with learning disabilities and autism can live ordinary lives, benefiting economically, socially, and psychologically.

Our Values – How we do what we do?

We aim to transform the lives of our Learning Disabled and Autistic community by being:

Aspirational: On the behalf of the learning disabled and Autistic community we serve in East Sussex, we are ambitious for their employment and holistic life goals. We believe that everyone who comes to Little Gate can go into paid work!

Aspirational Behaviours

1. Put the work trainee first in our interactions, relationships, and decision-making.
2. Always be positive role models to work trainees.
3. Encourage work trainees to be aspirational for themselves and their peers
4. Have high aspirations for all work trainees
5. Celebrate stories of success with each other, with stakeholders and with wider community
6. Having a shared growth mindset for work trainees and fellow staff members

Barriers to Aspiration

1. Fear of making mistakes, avoiding change
2. Being passive or negative about improving quality
3. Only caring about our own role, not the bigger picture
4. Limiting ambitions and speaking negatively about work trainees or colleagues



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Compassionate: We acknowledge the struggles and challenges many of our work trainees have, we understand that growth is possible despite and because of journeys travelled, and we work with the individual in the way they need us too.

Compassionate Behaviours

1. Take time to understand why work trainees sometimes behave in ways that is not positive to their learning
2. Allow every work trainee to start with a clean slate
3. Look deeper at a work trainee's circumstances and history than merely at their presenting behaviour
4. Be compassionate with yourself and your colleagues, help each other in trying situations, acknowledge that we all make mistakes, and we want to help each other improve
5. Think of others above ourselves be adaptable to the needs of others

Barriers to Compassion

1. Talking down to or about our work trainees or colleagues
2. Lacking empathy
3. Dismissing and mocking Issues and concerns
4. Lack of patience and allowing frustration to effect performance

Respectful: Respect is demonstrated as an attitude, and how we treat ourselves and others. At Little Gate we respect and value difference and diversity.



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Respectful Behaviours

1. Treating work trainees and colleagues in a way you would want to be treated
2. Uphold a culture of respect for all, always
3. Challenge the behaviour of staff who do not show respect to work trainees, carers, or other staff
4. Be honest and trustworthy and act with integrity
5. Approach tricky situations with a win-win attitude, so that all interactions are mutually beneficial and satisfying, communicate positively and with kind candour
6. Be aware of your body language, the tone of voice, and your demeanour and expression in all your interactions at work
7. Actively celebrate and value difference and diversity

Barriers to Respect

1. Discriminating against people consciously or unconsciously regarding race, disability, religion, gender, sexuality, size, age, or country of origin
2. Not appropriately challenging other staff or work trainees if language or attitude is discriminatory to others
3. Not communicating appropriately, holding a grudge, or behaving inappropriately towards colleague

Intentional: All our programs at Little Gate are intentionally moving towards sustainable employment and an enriched life

Intentional Behaviours



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1. We all work together to support every work trainee to reach their potential, we understand that each work trainee will get there, at their pace
2. We try new ways of doing things, we are constantly improving in small ways
3. We are fully focused on the work and our behaviour and attitude is on the people we support
4. We are radiators not drains! (Radiators radiate warmth and energy, Drains are pessimistic and negative).
5. We know that our behaviour matters and that we are always role models
6. We encourage work trainees to be curious and try new things

Barriers to Intentional Relationships

1. Lacking aspiration for the work trainees or the organisation
2. Losing focus of what is important
3. Lack of self-discipline, accountability for personal attitude
4. Having favourites or speaking ill of others

The culture of Little Gate is underpinned by our values, and our behaviours are our core beliefs in action.

