

It matters to us that what we do is of use to people. We also care about those hired to provide services on behalf of the organisation as they are people too.

**we**  
care

We know only by working together, can real change for the better occur and are committed to the principles of co-design, production and delivery.

**we**  
respect

...that often life can be challenging. Being more resilient or self-managing that which has no easy answers or immediate solution is the best we can do. Pain in life is inevitable, suffering is optional.

**we**  
understand

...strategies which can help us learn to live with the challenge, or uncertainty and being able to find meaning and purpose to our lives regardless of what life throws.

**we**  
promote

...it's learning to be kind to ourselves, each other and the planet which can lead to improved well being for everyone.

**we**  
believe

Everyone has a point of view and a contribution to make, and we believe in listening and hearing, so communication can be improved, and connections can be built which support positive changes.

**we**  
listen

...often when we live in the past, we are depressed. When we live in the future, we can be anxious but to live in peace, we must learn to live in the present.

**we**  
know

**we**  
are aware

People who are within the protected characteristics of; age, disability, gender reassignment, gender, sexual orientation, marriage and civil partnership, pregnancy and maternity. Race, religion or belief, should be protected from all forms of discrimination so we will never knowingly treat one person worse than another person because of a protected characteristic.

# EQUALITY, DIVERSITY, BUILDING A KINDER, MORE COMPASSIONATE WORLD FOR EVERYONE

The Values of COPE Scotland and all its projects