**Our Values**

Our values and approaches are integral to who we are and how we work. They guide every aspect of the work we do, forming the basis of our strategy and creating an inspirational organizational philosophy through which we strive to achieve our vision.

**Respect**

UaCP does not see children as the product of their suffering but as the sum of their potential and this is what we ask our supporters and donors to become involved in: investing in the solution, not feeling guilty about the problem. Illustrative of this is the fact that we only use positive images of children.

People are not defined by their economic or social status and every community has strengths and weaknesses. We do not believe that poverty is a characteristic. Ambition and potential lie within everyone, especially children and young people, and as an organization it is our privilege to play a role in helping them unlock their capabilities.

At the heart of our organizational values lies the respect between our staff, boards, community partners, government officials, and most importantly between UaCP and the children and beneficiaries that we work with.

Although as an oragnisation we often provide the resources to facilitate child focused projects, this funder-community relationship is always one of equality between two parties committed to transforming the lives of children. One of our best measures for assessing if we are succeeding as an oragnisation is not how well people respond to our marketing or our message, but how children, their communities and our local partners talk about us when asked if the relationship is genuine, equal and respectful.

**Inclusivity**

UaCP’s staff and programmers are truly diverse, and we do not discriminate based on gender, disability, race, religion, political affiliation, sexual orientation, caste or age. Whilst UaCP is very careful not to align with any specific political groups, parties, organization’s or philosophies in the areas we work in, we do engage very closely with the government to promote our work and lobby for the fulfilment of the rights of children. Furthermore, all our efforts are aimed at complementing rather than opposing government efforts and priorities.

Although we recognize and acknowledge that different cultures have different attitudes (both in the workplace and society) towards different issues, we as an organization ensure that all of our internal and external interactions actively promote inclusion, tolerance, respect, and above all, equality.

Moreover, despite working in many different communities, focus is given to process not hierarchy. Our Project Management discipline sees people working collaboratively together based on expertise and involvement rather than any of the traditional hierarchical work practices.

**Active Engagement**

Wherever possible we seek to actively engage our donors and supporters to encourage them to gain a deeper understanding of our work and become involved as active stakeholders, rather than passive contributors. In addition to creating an energetic and enthused supporter base, this has the added advantage of transforming UaCP from being just an organization, into an active movement.

Most of our staff and some of our supporters are young people themselves and, as such, the future decision makers within their societies. By becoming advocates during such a pivotal stage of their lives, our staff and supporters develop a broader sense of development awareness and are embedded with the passion needed to successfully promote the interests and rights of children around the world.

Moreover, we encourage the active engagement of our beneficiaries, communities, project partners and staff. Child participation and community led development is integral to every aspect of our work, from the formation of projects to the assessment of our impact on the ground.

**Honesty**

In our role as the custodians of funds intended to benefit the lives of children around the world, it is especially important that we transparently communicate the nature of our projects and our financial operations to our donors, the communities in which we work, the organization’s that we support and the wider public. Our reputation for sound financial management is of utmost importance.

Furthermore, we have a responsibility to be honest and open with the children who participate in our projects and the communities who invite us to work with them.

In order to improve our work as an organization and contribute positively to the work done by the community development sector, it is also especially important that we are honest about the challenges that we face and share the lessons we have learnt in order to enable others to improve their work. Central to this is the creation of an organizational culture within UaCP which avoids blame and encourages a sense of shared responsibility for organizational development. Through acknowledging our weaknesses and failings we can respond constructively and work effectively to enhance our efforts.