

SCOTTY'S LITTLE SOLDIERS



CULTURE CODE



**“THE ONLY WAY TO DO GREAT WORK IS TO LOVE
WHAT YOU DO.”**

- STEVE JOBS

WHAT IS A CULTURE CODE & WHY DOES SCOTTY'S HAVE ONE?



*It's the collective
personality of our charity.*

*Outlines our mission
and core values.*

It's who we are and how we do things.

Our Team Members are the heartbeat of the charity & it's important we all pull in the same direction.

We encourage individuality but demand loyalty to the Scotty's Culture Code.

OUR MISSION

TO PROVIDE RELIEF FROM THE EFFECTS OF BEREAVEMENT TO YOUNG PEOPLE WHO HAVE SUFFERED THE LOSS OF A PARENT WHO SERVED WITH THE ARMED FORCES OF THE CROWN.

#HelpTheirChildrenSmile

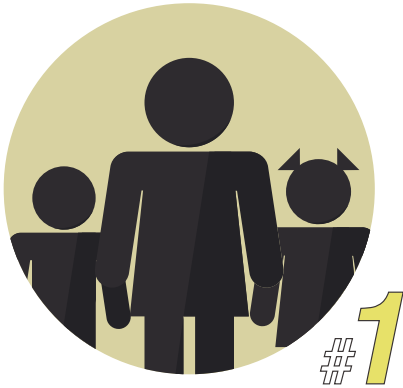
OUR PROMISE

WE WANT EVERY BEREAVED FORCES CHILD TO HAVE:

- 01. ACCESS TO THE VERY BEST HEALTH AND WELL-BEING SUPPORT**
- 02. OUTSTANDING DEVELOPMENT OPPORTUNITIES**
- 03. THE CHANCE TO SMILE AGAIN**

#HelpTheirChildrenSmile

OUR CORE VALUES



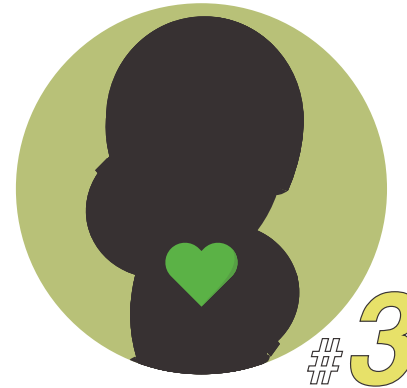
FAMILIES COME FIRST

Our beneficiaries are the sole reason we are here. For every decision we make and every action we take, we ask ourselves how this takes us closer to completing our Mission.



EVERYONE A SUPPORTER, EVERY SUPPORTER A V.I.P

Everyone who walks through our doors has the potential to support the charity. Without that support we can't achieve our Mission. Everyone is a potential supporter & every supporter should be treated like a V.I.P.



LOVE WHAT YOU DO

When you truly love what you do it shouldn't feel like work, and when it doesn't feel like work you can achieve great things. We work as a team towards one goal, our Mission.



REMEMBER EVERYDAY

For our beneficiaries Remembrance isn't just one day of the year, it's everyday of the year. We remember the sacrifices made by these families, everyday.

ARE YOU WITH US?

AWESOME, LET'S BEGIN!

THOSE CLOSELY INVOLVED WITH THE CHARITY OFTEN CALL IT THEIR
“Scotty family” ...



...WE  THAT BUT...

...WE ARE NOT A *family*, WE ARE A HIGH PERFORMING TEAM!

Seriously though, it feels like a family but it's more like a sports team. Sports teams can't afford to carry team members, every player has to perform well for the team to win. To accomplish our mission we need high performing individuals, working as a team towards a common goal.

WHO WE ARE

A decorative border at the top of the slide, consisting of a series of overlapping triangles and polygons in shades of yellow, olive green, and brown, creating a jagged, mountain-like silhouette.

TRANSPARENT

DRIVEN

**REALLY
PASSIONATE**

CREATIVE

PROFESSIONAL

HUMBLE

HONEST

FUN

WE ARE 'DOERS' - WE GET STUFF DONE!

WHO WE AREN'T

A decorative graphic element consisting of a series of overlapping triangles and polygons in shades of yellow, olive green, and brown, forming a jagged, mountain-like silhouette.

OLD FASHIONED

NEGATIVE

SELF-PROMOTING

DRAMA QUEENS

GOSSIP MONGERS

SLACKERS

PUSHY

**“HUMILITY IS NOT THINKING LESS OF YOURSELF,
IT IS THINKING OF YOURSELF LESS.”**

- C.S. LEWIS

ONE QUESTION

WITH EVERY DECISION, ASK YOURSELF...
HOW DOES THIS HELP THE CHILDREN OF OUR HEROES?

clue: If it doesn't, we don't do it.





POLICIES

**AS A CHARITY WE HAVE LOTS OF POLICIES,
BUT WE ALSO HAVE ONE POLICY TO RULE THEM ALL**

USE. GOOD. JUDGEMENT.

OR REFER BACK TO THE 'ONE QUESTION'

DO NOT BE AFRAID TO **FAIL**,
WE ALWAYS LEARN FROM OUR MISTAKES

**RESULTS MATTER MORE THAN THE NUMBER OF HOURS WORKED OR
WHERE WE PRODUCED THEM.**

REMEMBER: WE ARE 'DOERS' - WE GET STUFF DONE!

“SCOTTY’S IS DEDICATED TO PUTTING SMILES ON THE FACES OF BRAVE YOUNG INDIVIDUALS. THEREFORE ‘FUN’ HAS TO RUN RIGHT THROUGH THE ENTIRE CORE OF THE CHARITY. THIS IS A FUN YET HIGHLY FOCUSED AND PROFESSIONAL PLACE TO WORK.”

- STUART ROBINSON

SCOTTY’S CEO

ARE YOU STILL WITH US?



www.scottyslittlesoldiers.co.uk/jobs