



# Kent & East Sussex Railway



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## THE IMPORTANCE OF VALUES

Successful organisations, such as we aim to be, all work to a set of common values. These set out how things should be done, and the expectations that are placed on people. They may not always be adhered to in every detail, but they provide a benchmark and a standard to aspire to. And they are part of what gives an organisation its distinctive character.

They are especially relevant in an organisation like ours which has under its wing people from a wide range of backgrounds carrying out many different tasks in different locations and which is committed to increased diversity and being a welcoming environment for all.

The Kent and East Sussex Railway's values document has been in place for over a year now. It has been adopted by the Board; and it applies to, and is available to, all staff and volunteers. All of us in the wider Railway family, including rolling stock owning groups and other similar bodies, should aspire to live up to it. Perhaps it's not as widely known as it should be, and we need to do something about that.

It's important that from time to time we remind ourselves of what our values are, so here they are:

- We are all One Railway. Within the Kent and East Sussex family we work together and support each other.
- We run a safe Railway which complies with relevant standards or recognised best practice.
- We recognise the importance of communication which should be open and transparent.
- We respect each other's viewpoints. If we disagree, we do so constructively with the intention of finding a better solution.
- We recognise that resource will always be limited, and we look for solutions that are safe, effective, proportionate, and practicable.

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- We take pride in what we do, and in our Railway and its surroundings.
- We want our visitors to have a positive experience and look forward to coming back.
- We value all our people. We treat other with respect. We are here because we want to enjoy ourselves.
- We challenge, appropriately, those who do not display these values and behaviours.

We shall update the document periodically, but in the meantime, just run your eye again over the list and think about how it applies to you. Our Railway is already a great place to be – if each of us really lived up to these values it could be even better!

Simon Marsh  
Chairman  
March 2024

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