



## Shared Principles, Values and Behaviours

- To act at all times towards others with transparency, respect and humility and to adhere to the highest standards of institutional governance and financial management.
- To place the well-being and security of its learners and employees, and their data, at the heart of the design of its environment and operations.
- To develop and maintain a learning and living environment where challenging opinions can be expressed and heard; where every voice, from whatever perspective, is invited and free to speak and live without fear; where each voice is considered to be equally important; and where any voice can speak or disagree openly with confidence that others will listen patiently and respectfully.
- To commit and engage fully as an active citizen of the NMITE community; motivated by concern for others; focused on selfless contribution; and communicating and behaving ethically, honestly and truthfully at all times and in all circumstances.
- To take personal responsibility for making an individual contribution to NMITE and its community, and to play an energetic and fully contributing part in teams working to develop and sustain NMITE.
- To support the evolution and delivery of a programme of engineering learning that is truly interdisciplinary within the profession and truly liberal in the integration of other disciplines, knowledge and skills; which is accessible to learners with different learning styles and at different points in their learning; and which inspires a profound and deep understanding of engineering and the real world contexts in which engineering is done.
- In so doing, listen carefully and reflectively so as to ensure that NMITE's learning programme and working environment incorporate the input of and deliver meaningfully to all of NMITE's Engineers and Employers.
- To embrace change and renewal in the continuous evolution of NMITE, creating and supporting an active and mutually rewarding relationship of lifelong learning; to constantly seek and learn from global best practices; and to set a standard for and commitment to sharing new and better approaches to learning.
- To develop, evolve and deliver life- and career-changing engineering learning, in a learn-by-doing safe-to-fail environment; encouraging and supporting engineers who will be known by their qualities as NMITE Engineers: resilient, curious, creative, innovative, empowered, team-focused, entrepreneurial, thoughtful, proud, and highly capable.
- To commit to working and engaging openly with and within Hereford, Herefordshire and communities beyond to help build and support an economic, social and educational ecosystem; to think and engage as a collaborative partner, understanding the implications for and respecting input from the community; and seeking to deliver for the collective good.