

TEES VALLEY

NATURE PARTNERSHIP

Values & Behaviours Framework

Our Purpose

To lead, enable and champion nature recovery across the Tees Valley, ensuring that people, place and nature thrive together.

Our values and behaviours guide how we work, make decisions and collaborate across sectors.

Our Values

Integrity: We act transparently, ethically and in the best interests of nature, people and place. We use resources responsibly and uphold the highest standards of accountability.

Collaboration: We work across local authorities, industry, communities, academia and environmental partners. We value shared purpose over organisational competition.

Stewardship of Place: We care deeply for the landscapes, seascapes and communities of the Tees Valley. Our decisions prioritise long-term benefit for future generations.

Inclusion & Respect: We champion diverse voices, lived experience and equitable participation. We create a culture where everyone can contribute meaningfully.

Evidence-Led Practice: We use data, expertise and local knowledge to guide our decisions. We stay open to learning and continuous improvement.

Impact & Accountability: We focus on meaningful outcomes. We evaluate and demonstrate the difference we make.

Behaviours We Expect

- Work constructively, respectfully and with openness.
- Share information appropriately to support collective progress.
- Prepare for meetings and follow through on commitments.
- Welcome constructive challenge and alternative viewpoints.
- Support collective decisions once they are made.
- Prioritise partnership benefit over organisational self-interest.

Behaviours We Do Not Accept

- Using the Partnership for self-promotion, influence or funding without clear public benefit.
- Dominating conversations, withholding information or obstructing progress.
- behaviours that marginalise smaller organisations or communities.
- Undermining agreed decisions or damaging the credibility of the Partnership.
- Organisations that consistently absorb funding without meaningful or measurable outcomes are not suitable partners for governance or funded work.

How We Hold Ourselves to Account

- The Chair supports a positive, respectful, outcome-focused culture.
- All members share responsibility for maintaining standards.
- Concerns can be raised confidentially with the Chair or Vice-Chair.
- Guidance, mediation or (if necessary) removal from roles may follow serious or repeated breaches.