

## Our Core Values

Our strategy is built on our core values – the things that are fundamentally important to us and affect the way we want to work and the things we want to achieve. We are committed to:

1. making a difference in people's lives through open access to a universal past;
2. being an open, collaborative, educational charity;
3. illuminating the past's importance, advancing knowledge and protecting archaeology and heritage;
4. working seamlessly from archaeological investigation through to compelling public attractions and events, creating authentic, interactive, exciting opportunities for engagement and enjoyment;
5. delivering excellence and value to our clients, visitors and colleagues;
6. creating a fulfilling work and voluntary environment for everyone based on equality, honesty, mutual respect and a spirit of creativity, innovation and entrepreneurship; and
7. working sustainably and reducing our environmental impact.

We realise that, being human, we will at times fall short of sustaining these values and driving towards the aims we have defined. But one of the many reasons to have our strategy is to give us challenges towards goals that are worth striving for and to remind us of the need to deliver on our plans and projects.

## York Archaeological Trust Strategy 2013–18



## Our Vision for 2018 is to be:

1. an integrated, financially stable, charity;
2. delivering compelling public benefit using our full range of skills in each of our offices;
3. internationally recognized as innovators creating wide appreciation of the past and increasing knowledge;
4. a great place to work and volunteer with rewarding workplace opportunities; and
5. providing excellent service to clients, visitors and colleagues.

# Aims

In order to achieve our Vision we have defined a number of key aims, which will underpin the development of an annual implementation plan. These are not fixed, intentionally broad brush in their expression and, given the development of annual plans, will themselves be subject to review. They represent our best approximation of the issues to which we need to pay attention if we want to achieve our Vision.

1. To provide a safe and healthy place to work and volunteer remains our highest priority.
2. To have skilled, trained and motivated staff and volunteers.
3. To deliver efficient and effective operations.
4. To ensure that we are financially sustainable.
5. To improve working between the different parts of the Trust.
6. To promote working in strategic partnership, sharing knowledge, expertise and benefits.

7. To widen and diversify our activities and audiences sustainably and innovatively.
8. To focus on the development of opportunities that enable us to deploy the full range of our skills in each of our offices.
9. To act as advocates of the importance of archaeology and heritage, developing wider recognition of the charity's work.
10. To use our expertise to facilitate the curation, conservation, enjoyment and understanding of the past.
11. To formulate and implement research and dissemination strategies.
12. To maintain robust Information Systems.
13. To work towards a sustainable future, reducing our environmental impact.

