

## **FAQs on the Values Framework**

### **1. Why do we need new Values?**

The Values compliment and work together with our Mission, the Girl Guide Promise & Law, Code of Conduct and the Australian Guiding Program and the WAGGGS Educational Method, otherwise known as the Girl Guide/Girl Scout Method. They position us for future growth, enabling us to articulate what it feels like to be part of Guides in terms that everyone can understand and relate to.

Guiding in Australia has never had a consistent, Australian-wide set of Values. Whilst Values have been referenced in various artifacts and documents, these haven't been part of a Values framework which applies to everyone who is involved in supporting, delivering and participating in Guides.

### **2. The Girl Guide Promise and Law have always provided Members with everything they need. Has there been a recent shift away from the Girl Guide Promise & Law providing Values for Members?**

No. Whilst the Girl Guide Promise & Law talk about Values, they do not provide a Values framework. The Values identified will compliment and work together with our Mission, Girl Guide Promise & Law, Code of Conduct and the Australian Guiding Program and the WAGGGS Educational Method.

### **3. How will the new Values sit with the Girl Guide Promise and Law?**

The new Values will work together with our Girl Guide Promise and Law. They do not replace or supersede them. These Values are how the Girl Guide Promise and Law are brought to life in terms of how individuals involved with Australian Guiding act and behave.

### **4. Designing a Values framework that applies to all Members (Youth and Adult) and staff seems to be a shift in focus. What caused this shift?**

We recognise a need for an easier to understand Values framework for everyone involved in Australian Guiding. Having everyone aligned behind a single set of Values will make us stronger as an organisation and set us up to succeed and grow now and in the future.

### **5. What is the reason for including Youth members alongside Adult Members in consultation?**

Australian Guiding is experienced by lots of different groups. We want to identify a single set of Values for everyone. We believe Youth and Adult Members should align to the same Values.

### **6. Why are we asking Guiding parents and families and external parties to complete the survey?**

These are all people who interact with Guiding, who support the Girl Guide Promise and Law but do not have the same connection to its commitment. We are interested to learn what they think our Values are.

### **7. Why are we developing our own Values and not using the WAGGGS Values?**

A number of global Guiding organisations, like us, have chosen to develop their own Values. We are not obligated to adopt the WAGGGS Values, although we have considered whether it would be appropriate to adopt them as part of this process. Our consultation will help validate whether these Values align with our Members or whether some Values better reflect our Australian Guiding program.

## **8. What is the end output?**

A comprehensive Values framework that clearly articulates our Values and what behaviours people need to do to live up to our Values.

## **9. What happened to the other Values that were developed in the past across the various States and Territories?**

The Working Group has assessed Values and materials developed by State-based Guiding organisations over the last few years. These have been used as inputs into the Values work alongside WAGGGS Values and external best practice.

Given the focus of these new Values is Australian-wide and are designed to apply across Youth and Adult Members and other key Guiding groups, (e.g. employees, Guiding families and volunteers), these inputs have been consolidated and will be validated as part of this process.

## **10. The last Values were not successful, why will new Values be successful this time?**

Australian Guiding has never had a consistent Values framework. We believe running significant consultation with everyone involved in Guides, will mean we identify a set of Values which resonate.

GGA and all State-based leadership teams have agreed to adopt these Values, and a comprehensive implementation and embedment plan will be developed.

## **11. Who and what will these new Values cover?**

These Values will apply to all Members (Youth and Adult), Guide House Employees and Volunteers. External partners will need to be aligned with these Values.

## **12. Who will decide on the final set of Values?**

GGA is committed to developing these Values in consultation with all relevant parties. We want these Values to reflect the nature of Australian Guiding. Feedback from the survey and feedback from the youth caravan will be used to collectively identify the best Values for Girl Guides.

## **13. Are these Values meant to be core values or aspirational ones?**

These new Values are meant to articulate the Australian Guiding experience now and into the future.

## **14. What happens if we don't live by these Values?**

We are all accountable for behaving and engaging in ways that uphold and strengthen our Values. Not doing so is not in line with our Mission, Girl Guide Promise and Law.

## **15. Why did I get the Caravan Materials when I am not a Unit Leader?**

We believe that all our Adult Members and Employees should receive a copy of the caravan, so you have an understanding of the youth engagement being undertaking and can assist in championing this project in your SGGO.