# NSW Landcare Enabling Program (2023-2027)

## Core Values and Behaviour Charter

This Charter has been developed by the NSW Landcare Enabling Program partnership and seeks to articulate a shared cultural foundation that underpins our work together in the Program.

## The Landcare Enabling Program

The Landcare Enabling Program ('herein referred to as the Program’) is a multifaceted initiative that builds on the long-term partnership between Local Land Services and Landcare NSW. Local Land Services is a State Government agency, and as part of the Department of Primary Industries and Regional Development it is regulated via the Local Land Services Act 2013. Landcare NSW is a registered not-for-profit organisation under the regulation of the Australian Charities and Not-for-Profit Commission, and the Corporations Act 2001. Landcare NSW represents Landcarers and Landcare groups throughout New South Wales who benefit from the support the Program provides to the Landcare community.

## Intent of the NSW Landcare Enabling Program

The Program provides support to Landcare communities and volunteers by enhancing the coordination of connected volunteer groups to empower, educate, network and facilitate natural resource management outcomes and outputs. The Program enables Landcare communities to support and work with the NSW Government to deliver its initiatives and priorities.

**Program Objectives**

The Program objectives are to:

* increase the capacity of Landcarers to produce effective outcomes by developing their knowledge, skills and experience
* improve the efficiency of Landcare groups and networks by increasing the volume of Landcare activity relative to resource inputs
* increase the self-sufficiency of Landcare groups and networks through leveraging investment to activate a diverse range of funding sources.

It does this by supporting the Landcare groups and networks who employ program funded roles such as Regional Landcare Coordinators, Regional Administration Officers and Local Landcare Coordinators.

Enabling components co-designed by Local Land Services and Landcare NSW at a state level include Community of Practice, Digital Landcare, Leveraging Self Sufficiency and Shared Services to ensure that Landcare communities, staff and volunteers are supported in their roles to do their best work.

The Program Guidelines, Program Fact Sheet and grantee contracts provide guidance on program deliverables and reporting requirements.

It is expected that all organisations supported by the Program are committed to understanding and following the guidelines provided so that the program delivers on and exceeds expectations.

## Purpose

The purpose of the Charter is to articulate, clarify and demonstrate how the Program strives to establish and maintain a shared cultural foundation that underpins our work together in the NSW Landcare Enabling Program.

This Charter is a guide and reference document that defines and invites us into the values and standards of behaviour that guide and support all participants in the NSW Landcare Enabling Program.

**Who is this for?**

For the purpose of this Charter, Landcare Enabling Program participants include:

* LLS and Landcare NSW program teams
* 16 organisations granted funding under Phase 1 (grantees)
* Any organisation who manage/host funded roles and its committee members
* Phase 1 funded roles including Regional Landcare Coordinators (RLC), Local Landcare Coordinators (LLC) and Regional Administration Support Officers (RASO)

## Our values

* **Collaborations** - We value collaboration and understand that we are in this together.
* **Partnership** – we value our partners and focus on creating new opportunities.
* P**rogram accountability** – we value program accountability and celebrating our collective achievements
* **Community connection and inclusion** – we value respect and inclusion.

## Our principles

**As we go about our work in the program, we:**

* keep community and Country at the centre of our decisions
* are inclusive of diverse perspectives, cultures and needs
* seek to build relationships and partnerships with community and Country with First Nations people at every step
* respect, support and take time to connect with each other
* seek to create spaces where we can listen to each other and work things out together
* remember that we are all representing Landcare, all the time
* nurture existing partnerships and seek other opportunities to collaborate
* act with integrity and hold ourselves to high professional standards
* are transparent in our work with each other and our stakeholders
* are flexible and adaptable and innovative where necessary
* are accountable to the Program objectives and values
* foster a learning culture and commitment to continuous improvement
* are open minded and invite learning from other experiences
* celebrate our achievements and share the stories of our efforts
* acknowledge and honour the resources (time, effort, finances) that make our work possible
* we share responsibility for the experience and the outcomes of the program
* remain apolitical

### Some of our practices, approaches or tools to support this behaviour:

* + Inclusion
    - Acknowledge Country and its Traditional Aboriginal People, their Elders, Ancestors and Descendants
    - Design inclusive and culturally safe meetings and events

* + Communication and listening:
    - Regular check-ins
    - Feedback channels
    - Open door policy
    - Facilitated discussions
    - Access to support for working with conflict

* + We share and learn with each other:
    - Aboriginal Partnerships
    - Regional Community of Practice
    - Conferences
    - State Gathering
    - Parliamentary Friends of Landcare
  + We celebrate our achievements:
    - social media
    - newsletters
    - website platforms
    - Landcare Gateway
  + We are accountable:
    - avoid, acknowledge and declare conflicts of interest
    - follow Program guidelines and funding deeds
    - undertake our roles and responsibilities professionally and as part of the Landcare Enabling Program team.

## A shared culture across Landcare in NSW

The outcome of this Charter and our shared culture in the Landcare Enabling Program is experienced through our behaviours. This Charter is an invitation into the everyday micro-behaviours that become the experience of our work together. This matters - how we listen, how we respond to emails, how we finish conversations, and how we acknowledge shortcomings and successes, it all matters.