



## **Statement of Core Values**

---

### Our “Mission Statement”

***“Express FM exists to help people in the Portsmouth area realise their potential. We do this by creating innovative programmes that highlight learning, leisure and career ideas, and by providing access and training so local people can make their own radio”.***

### Our Core Values

#### ***We deliver ‘social gain’***

Social gain is defined in the government’s Community Radio Order:

- Serving underserved groups
- Facilitating discussion and the expression of opinion
- Provision of training, and
- Strengthening community understanding

It may also include promotion of; local services, economic development, social enterprise, employment and work experience, social inclusion, diversity, civic participation and volunteering.

Over time, Express FM will address every one of these aspects of social gain, through the programmes we broadcast and/or the way we encourage local people to make those programmes.

#### ***We deliver for our funders***

Express FM was founded by local educationalists, so we place special emphasis on how training and learning, in the broadest sense, can help people realise their potential. But our founders also want Express FM to serve the whole of the Portsmouth area, with programmes and access schemes to address a wide variety of community needs.

Whenever we enter a funding partnership we take time to understand what the partner wants from the deal. We then deliver to the best of our ability, and account for what we’ve done in the agreed way.

## ***...but we retain our editorial freedom***

Express FM's board and management are the guardians of our independence. No funder can 'buy' our editorial stance. We are politically neutral.

## ***We deliver for the Portsmouth area and its people***

We aim to help celebrate the good things about life in and around Portsmouth, and provide a forum for discussion on how to make the bad things better. We positively encourage local people to engage in their community. And we provide access and training to help them get involved in Express FM.

## ***We don't discriminate***

We work to ensure equality of access to our services. No-one should be excluded because of gender, age, disability, race, religion, sexual orientation, financial resources, pre-existing skill levels or any other irrelevant factor.

## ***We respect the power of radio***

We never forget that public broadcasting is a privilege. The needs of audiences may take precedence over the needs of our programme-makers. We respect our listeners and our special access into their homes, cars and workplaces. We don't broadcast offensive or unfair material.

## ***We stay focused***

We focus on our core activities. We undertake other work only when it supports those activities.

## ***We are efficient and lawful***

We strive to respond rapidly and helpfully to enquiries, to deliver work and accountability well and on time, and to run internal systems that ensure smooth delivery and clear communication. We abide by all relevant laws and Ofcom radio codes.

## ***We're creative and positive and we have fun***

We have a positive, supportive attitude, on-air and behind the scenes. We help each other out, we are open to constructive criticism and we positively encourage new ideas. We don't mind hard work, but we promote an atmosphere that's fun to be part of.