



# Values and Code of Conduct

## Dance Co-operative Birmingham CIC

**Aim/ Purpose:** We are a mutually beneficial community that champions each other and our artistic pursuits.

### Values:

- We value dancing.
- We value SPACE to dance, think, create, research and support.
- We will support skills development in common interests.
- We value teaching and workshop leading.
- We value cross-artform networking.
- We need access to resources to thrive.
- We value income and employment and good, decent working conditions.

### We uphold and map on to these Cooperative values:

There are seven co-operative principles that define how a co-op operates:

1. A co-op is owned and controlled by its members. It exists for the benefit of its members, who may be customers, workers, suppliers or the wider community.
2. A co-op is democratic – this means every member has an equal say in how it's run and how profits are used.
3. Every member contributes financially in some way – from buying products, working for the co-op, investing in it or deciding how to spend its profits.
4. A co-op is an independent business, owned and controlled by its members.
5. It offers education and training to everyone involved, so they can develop the co-op and promote the benefits of co-operation.
6. It co-operates, works with and supports other co-ops.
7. A co-op supports the communities it works with.

<https://www.uk.coop/understanding-co-ops/what-co-op/co-op-values-and-principles>

Code of Conduct:

- This co-op is a space of mutual respect, support, kindness and growth
- Each individual has a responsibility to create a safe space through communication and being present
- All opinions, dialogues are welcome
- Avoid assumptive/ undermining/ judgement-based communication when responding to what is shared
- Value the differences of experience and opinion with respect
- Agree to be mindful with language choice during communications
- Any form of bullying behaviour will not be tolerated, and individuals will be held accountable.

After or in-meeting. If an issue arises, please write to:

[dancecooperativebirmingham@gmail.com](mailto:dancecooperativebirmingham@gmail.com)

**Last reviewed: 12/03/25**