



Code of Conduct

Dance Co-operative Birmingham CIC

The purpose of this document is to outline the values of Dance Co-operative Birmingham (DCB) and signpost Members to our relevant policies. The Code of Conduct has to be agreed to by all members, directors, participants and collaborators when entering engagement with DCB.

Goal of the Code of Conduct: We are a mutually beneficial community that champions each other and our artistic pursuits through adhering to the following Artistic and Cooperative values:

Artistic 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 value access to resources to thrive.
- We value income and employment and good, decent working conditions.

Cooperative values:

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 cooperation.
6. It **co-operates**, works with, and supports other co-ops.
7. A co-op supports the **communities** it works with.

Reference taken from: [Co-op values and principles](#)

Your commitment

By becoming a Member, you agree to uphold the following ways of working:

- DCB is a space of mutual respect, support, kindness and growth
- Each individual has a responsibility to create a safe space through respectful communication
- Opinions and dialogues are welcome relevant to the coop, its values and undertakings
- Communication is positive, considerate of others and in line with our policies
- Differences of experience and opinion are treated with respect

- Any form of bullying behaviour will not be tolerated, and individuals will be held accountable.

POLICIES:

To ensure everyone associated with DCB adheres to the Code of Conduct, its goal, values and your commitment, please see the below signposts to our policies which you must adhere to when working with DCB:

Bullying and Harassment

This policy's purpose is to ensure all will be treated with dignity and respect at Dance Co-operative Birmingham.

Equality, Diversity and Inclusion

This policy's purpose is to not unlawfully discriminate on the basis of the Equality Act 2010, which protects characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation. It further exists to oppose and avoid all forms of unlawful discrimination. This applies but is not limited to; pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, selection for employment, promotion, training or other developmental opportunities.

Safeguarding Adults

The purpose of this policy is to demonstrate the commitment of DCB to safeguarding adults and to ensure that everyone involved in DCB is aware of the legislation, policy and procedures for safeguarding adults, their role and responsibility for safeguarding adults and what to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation.

Whistleblowing

The whistleblowing policy sets out the framework for dealing with allegations of illegal and improper conduct. This policy is intended to provide a means of making serious allegations about standards, conduct, financial irregularity or possible unlawful action in a way that will ensure confidentiality and protect those making such allegations in the reasonable belief that it is in the public interest to do so from being victimised, discriminated against or disadvantaged.

Members also have access to the following policies on the Members' Portal:

- Borrow Box Terms of Use
- Fair Usage Policy
- Studio Space Terms of Use
- Health and Safety
- Social Media
- Privacy Policy

Updated: **09/05/25**

Next review date: **09/05/26**