

## **Regather Culture and Values**

### **Co-operative Principles and Values**

We are dynamic, adaptable and continually trying to improve the work we do.

As a Community Benefit Society, Regather adheres to the principles and values of Co-operatives. Co-operatives throughout the world share a set of values that give them their distinctive character.

#### **Self-help**

In co-operatives & community benefit societies, people help each other whilst helping themselves by working together for mutual benefit.

**In practice:** We don't claim to be experts, we want all staff to feel able to challenge thinking, propose new ideas and contribute to their fullest potential.

#### **Self-responsibility**

Individuals within co-operatives & community benefit societies act responsibly and play a full part in the organisation.

**In practice:** If you see a problem, we want you to be part of the solution. We try to avoid top-down thinking. Issues should be solved by those that it affects. We value opinions and want feedback on how we are doing.

#### **Democracy**

A community benefit society will be structured so that members have control over the organisation – one member, one vote.

**In practice:** As a staff member, we want you to become a member. A member plays an active role in shaping the organisation and can vote on decisions that affect the organisation.

#### **Equality**

Each member will have equal rights and benefits (according to their contribution).

**In practice:** All staff members (including Directors) are paid the same amount per hour. No job should be considered below someone; all work is valued.

#### **Equity**

Members, staff, volunteers and community members will be treated justly and fairly.

**In practice:** We recognise that the same treatment for all does not acknowledge different lived experience. We must set ambitious targets and hold ourselves accountable to achieve equity in our work and organisation.

## **Solidarity**

Members will support each other and other co-operatives & community benefit societies.

**In practice:** Staff, volunteers and members should all look out for each other. Offer support when we think it is needed. Work in partnership, not in competition.

## **Ethical Values**

In the tradition of the founders of the Co-operative movement, we believe in the ethical values of:

- Honesty
- Openness
- Social responsibility
- Caring for others

Read about our specific values for the Regather Veg Box and Farm here:

<https://regather.net/box/ethos/>