

1. Co-operative Principles and Values

What is a Co-operative?

A Co-operative is a jointly-run and democratically-controlled voluntary organisation which allows people to meet their own needs – for housing in the case of Wellington Mills Housing Co-operative.

Co-operative Principles

The Co-operative Movement is international and there are many different kinds of co-operative, like the well-known Co-op shops, but the principles behind them are the same. Here is a brief summary of the International Co-operative Alliance Principles 2004, as they affect Wellington Mills Housing Co-operative.

1. Membership is voluntary and open. This means open without discrimination to anyone who can make use of the Co-operative's services and wants to do so.
2. Co-operatives are democratic organisations controlled by their members who actively participate in setting their policies and making decisions. Members have equal voting rights (one member, one vote). Anyone elected to a committee or an office is accountable to members and can be removed by them.
3. Members contribute equally to the Co-operative through the purchase of a share. Our shares only cost 5p but the principle of equal, common ownership is important. Members control the capital although the business, including most financial decisions, of the Co-operative may be delegated to an elected committee, as at Wellington Mills. Members of the Co-operative may not be paid for any work they do for it (except basic expenses).
4. Whatever legal agreements are made, they always permit democratic control by members. Co-operatives provide training so that members can contribute effectively. Where appropriate they work together with other co-operatives. In particular they work for the sustainable development of their communities.

Co-operative Values

Co-operatives are based on the values of self-help, self-responsibility, democracy, equality, equity (fairness) and solidarity.

Self-help and self-responsibility (self-discipline) are about being responsible for your own actions and ensuring that you are living in harmony with and helping your neighbours.

Democracy, equality and equity (fairness) are about treating everyone equally, respecting them and allowing everyone to have their say in the running of the Co-op. Solidarity is about working together with other people for the common good.

Ethical Values

In the tradition of their founders, co-operative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

These ethical values are most important. They affect your dealings with other members and the opinions others will have of you. By being honest and open, not trying to conceal or manipulate things to your own advantage, you will gain respect and trust.

Social responsibility and caring for others may be about actively working to help your community or other individuals but, if you are not in a position to do so, it can simply mean taking account of the concerns of others. Put yourself in their place when discussing or deciding estate affairs or in conversations with or about other residents.

Can I join?

None of us is perfect - and certainly not all the time - but if you feel at home with these principles and values and intend to uphold them, and are willing to accept the *responsibilities of membership, then you are eligible for membership and are very welcome to join the Co-operative.

Why should I join the Co-operative?

Wellington Mills was conceived as a housing co-operative from the beginning. As any of the original tenants still living here will tell you, they were interviewed by the then Greater London Council before being granted a tenancy. They had to convince the panel that they would contribute to the well-being of the estate community. Together they created the pleasant estate that we all enjoy.

*See separate leaflet: The Responsibilities of Membership (available from the Estate Office)

Approved by the Management Committee, March 2008, amended December 2012
Chapter 6: Annex C (2): Wellington Mills Housing Co-operative Membership Agreement 2012

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Homes & Communities Agency Reg No C3278

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Membership Agreement

1. I agree to become and intend to remain a member of the Wellington Mills Housing Co-operative during the period of my tenancy/leasehold.
2. I have read and am willing to accept the Responsibilities of Membership.
3. I have read and I support the Co-operative Principles and Values.
4. I agree to abide by any regulations relating to Health & Safety that are brought to my notice.
5. I undertake to pay 5p for a share in the Co-operative.

<u>Applicant</u>	<u>Witnessed by</u>
Name	Name
Address	Post held and Employer
Signature	Signature
Date	Date

Management Agreement Chapter 6: Annex C (3):
Wellington Mills Housing Co-operative Membership Agreement 2012