

OCTOBER BOOKS

Radical Ethos & Purpose of October Books

October Books is a not for profit business that aims to promote the value of reading, writing, imagination and creativity. We believe in the value of local independent bookshops as an alternative to high street chains and as a way of fostering and supporting the community. We endeavour to support local authors and provide them with a place to sell and promote their work.

October Books is also a space to promote books and ideas that challenge the status quo and we promote and support books, local authors, groups and organisations that are working towards social, economic and environmental equality and justice.

October Books aims to support and promote voices of oppressed and minority groups including but not limited to those oppressed because of gender, sexuality, race, religion and disability.

October Books will not provide a platform for sexist, colonialist, imperialist, fascist, racist, abelist, homophobic, transphobic, anti-semitic or islamophobic ideas. We will endeavour not to sell books that promote such view points and will actively try to provide books that challenge these ideas and that focus on what we have in common.

Alongside books, we also sell fair trade, organic, sustainable and low environmental impact products. We endeavour to make sure the products we sell support fair trade and that the farmers and workers who grow and make these products are fairly paid.

October Books is not affiliated to any political parties and will not promote or campaign on behalf of any political parties or candidates.

Code of Conduct

Whilst acting on behalf of October Books all Members, regardless of whether they are employees, volunteers or customers, should:

- Act in line with our radical purpose and ethos.
- Treat all people including staff, volunteers, committee and collective members with dignity, respect and fairness
- Conduct themselves in a way that maintains public confidence in their integrity and that ensures that standards of service and the reputation of October Books are maintained.
- Take due care of all materials, equipment and any other property of, or under the control of, October Books, this includes mobile phones, lap tops and keys. Any loss, defect or damage to any such property should be reported to a staff member
- Work cooperatively and supportively, listen to each other with respect and look for creative, new ways of thinking and problem solving

- Undertake to maintain the confidentiality of any information relating to other members which may be made available in the course of volunteering activity
- Inform October Books of any relevant change to circumstances which may affect their adherence to the membership requirements
- Refrain from seeking any personal advantage of being a member

Members should not :

- Act in an oppressive or abusive manner or use threatening language. This includes racism, sexism, homophobia, transphobia and ableism.
- Use physical, sexual or verbal intimidation.
- Remove property from October Books without prior authorisation from appropriate person.
- Use the October Books printers, photocopiers or fax machines, computers or other equipment and materials for private purposes, without permission, including use of internet and e-mail, telephones and post.

Diversity of opinions is encouraged within our radical ethos and guidelines above.

Any differences of opinion should be discussed in a respectful manner. Problems, issues and differences of opinion between individual Members that cannot be resolved through discussion and cause ongoing tension may be referred to a mediator or third party.

By signing and returning this form, I agree with the radical ethos and purpose of October Books and agree to abide by October Books Code of Conduct

Signature.....

Date.....