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**Metro Moneywise Credit Union’s Values**

Metro Moneywise is a financial co-operative based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity.

In the tradition of The Rochdale Pioneers, we believe in the ethical values of honesty, openness, social responsibility and caring for others.

**Metro Moneywise Credit Union’s Principles**

**1. Voluntary and open membership**

Membership is open to all qualifying members who are willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.

**2. Democratic member control**

We are a democratic organisation controlled by our members who actively participate in policy development and decision making by electing representatives to our Board. The Board is elected by the membership and members have equal voting rights (one member, one vote), and democratic control is exercised at the Annual General Meeting.

**3. Member Economic Participation**

As a financial co-operative, the surplus generated by the credit union is re-distributed to the membership in the form of a dividend on savings. Saving is a condition of membership and ensures that every member has a stake in the credit union. Through the Board, members determine how the surplus of the credit union is used to ensure the continued development of the credit union, maintaining adequate reserves, member benefits and any other activities as approved by the membership.

**4. Autonomy and independence**

Metro Moneywise is an autonomous, self-help organisation controlled by its members. If we enter into agreements with other organisations, including governments, or raise capital from external sources, we do so on terms that ensure democratic control by our members and maintain their co-operative autonomy.

**5. Education, Training and Information**

Metro Moneywise provides financial education to members through the work that we do and the information we provide on an ongoing basis. We also provide appropriate training for elected representatives, managers and employees so they can contribute effectively to the development of the credit union. We aim to raise awareness of the nature and benefits of co-operation with the wider public, young people and opinion leaders.

**6. Co-operation among Co-operatives**

Metro Moneywise is committed to the principles of co-operation and recognises that the most effective way to serve our members and strengthen the Co-operative Movement is by working together through local, national, regional and international structures.

**7. Work with partners that share our values**

Metro Moneywise aims to extend the benefits of credit union membership to more members by increasing the number of payroll partners we work with. However we will only work with partners that share our values and are committed to the democratic and co-operative principles that underpin the credit union.

Therefore we will not extend payroll deductions to companies that have a reputation for unethical employment practices, such as zero hours contracts or lack of sick pay. Our 3 year business plan states that we will not actively seek new payroll partners, however if a partner approaches us and is committed to working with us to promote the financial well-being of their employees then we will be open to new partners.