



## Ethical Trading Policy

Common Threads is a world-wide community of playwork practitioners, trainers, development and support workers, authors, academics and theorists which exists to promote playwork theory and practice. We operate as a social enterprise. This means that we make a charge for some of the things we do in order to put the profits back into; providing support and information for our members, developing projects which promote playwork to the wider field of working with children and young people and the general public, and supporting worthwhile grass-roots projects both in the UK and abroad.

We have also developed socially responsible ways of working, which include;

- ◆ Only providing fairly traded refreshments, and encouraging others to do the same.
- ◆ As an employer we accommodate flexible working patterns.
- ◆ We support the following organisations on a non-cash basis: NSPCC, Amnesty International and OXFAM. Ongoing charitable donations from publication sales are contributed to; RAPCAN and Save the Children.
- ◆ We also closely support the Nicaraguan Children's Right to Play Campaign. See [www.commonthreads.org.uk/righttoplay.htm](http://www.commonthreads.org.uk/righttoplay.htm) for more details.
- ◆ We have an office policy of using environmentally friendly and recycled paper whenever possible, and also recycling used paper.
- ◆ We are happy to offer discounts to those who cannot afford our standard fees.
- ◆ Playwords is subsidised by profits from our training and publications and digital copies are free to members.
- ◆ We will be pleased to refer enquiries to other agencies if we genuinely believe that we are not the best organisation for the job.
- ◆ The majority of our financial transactions are carried out through ethical or mutual financial institutions.
- ◆ Our office premises and the premises in which we run our annual training programmes are all accessible, both for people who have physical impairments and in terms of transport.
- ◆ We do not encourage participants on our training courses to 'think back to their childhoods'. We consider this to be a dangerous practice and believe that there are other more legitimate means of enabling adults to see things from a child's point of view.
- ◆ We are responsible for ensuring that any additional support needs are met for participants on our training courses in conjunction with our clients.
- ◆ We abide by the requirements of the Data Protection Act 1998. We do not sell or lend our databases to any other organisation or individual.
- ◆ We will not initiate competition with those with whom we work in partnership, or with those with whom we have worked in partnership, without prior consultation.
- ◆ We do not accept advertisements or other funding from sources which we consider to be harmful, or potentially harmful, to the well-being of children.
- ◆ We will be clear about the fees that we charge and will not add additional expenses as 'hidden extras'.

### Common Threads Publications Ltd

Wessex House, Upper Market Street, Eastleigh, Hampshire, SO50 9FD UK

T: 02380 629460

F: 02380 644627

E: [info@commonthreads.org.uk](mailto:info@commonthreads.org.uk)

W: [www.commonthreads.org.uk](http://www.commonthreads.org.uk)



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VAT Reg No 806 6795 96

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