

CONSTITUTION OF A CHARITABLE INCORPORATED ORGANISATION

Registered Charity Number 1151468

Date of constitution: 2 April 2013

1. Name

The name of the Charitable Incorporated Organisation ("the CIO") is **The Merseyside, Cheshire & Greater Manchester Teacher Training Consortium.**

2. National location of principal office

The principal office of the CIO is in England.

3. Object

The object of the CIO is, for the benefit of the public, the advancement of further and higher education, including in particular but without limitation the training of persons as teachers and associated developmental activities.

The CIO will operate in particular but not exclusively within North West England.

4. Powers

The CIO has powers to do anything which is calculated to further its object or is conducive or incidental to doing so. In particular, the CIO's powers include power to:

1. borrow money and to charge the whole or any part of its property as security for the repayment of the money borrowed. The CIO must comply as appropriate with sections 38 and 39 of the Charities Act 1993 if it wishes to mortgage lands;
2. buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;
3. sell, lease or otherwise dispose of all or any part of the property belonging to the CIO. In exercising this power, the CIO must comply as appropriate with sections 36 and 37 of the Charities Act 1993;
4. employ and remunerate such staff as are necessary for carrying out the work of the CIO. The CIO may employ or remunerate a charity trustee only to the extent that it is permitted to do so by clause 6 (Benefits and payments to charity trustees and connected persons) and provided it complies with the conditions of those clauses.
5. deposit or invest funds, employ a professional fund-manager, and arrange for the investments or other property of the CIO to be held in the name of a nominee, in the same manner and subject to the same conditions as the trustees of a trust are permitted to do so by the Trustee Act 2000.

5. Application of income and property

1. The income and property of the CIO must be applied solely towards the promotion of the object.

- a. A charity trustee is entitled to be reimbursed from the property of the CIO or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the CIO.
 - b. A charity trustee may benefit from trustee indemnity insurance cover purchased at the CIO's expense in accordance with, and subject to the conditions in, section 73F of the Charities Act 1993.
2. None of the income or property of the CIO may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way or profit to any member of the CIO. This does not prevent a member who is not also a charity trustee receiving:
 - a. benefit from the CIO as a beneficiary of the CIO;
 - b. reasonable and proper remuneration for any goods or services supplied to the CIO.
3. Nothing in this clause shall prevent a charity trustee or connected person receiving any benefit or payment which is authorised by clause 6.

6. Benefits and payments to charity trustees and connected persons

1. General provisions

No charity trustee or connected persons may:

 - a. buy or receive any goods or services from the CIO on terms preferential to those applicable to members of the public;
 - b. sell goods, services, or any interest in land to the CIO;
 - c. be employed by, or receive any remuneration from, the CIO;
 - d. receive any other financial benefit from the CIO;

unless the payment or benefit is permitted by sub-clause (2) of this clause, or authorised by the court or the Charity Commission ("the Commission"). In this clause, a "financial benefit" means a benefit direct or indirect, which is either money or has a monetary value.
2. Scope and powers permitting trustees' or connected persons' benefits
 - a. A charity trustee or connected person may receive a benefit from the CIO as a beneficiary of the CIO provided that it is available generally to the beneficiaries of the charity.
 - b. A charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provisions of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, section 73A to 73C of the Charities Act 1993.
 - c. Subject to sub-clause (3) of this clause a charity trustee or connected person may provide the CIO with goods that are not supplied in connection with services provided to the CIO by the charity trustee or connected person.
 - d. A charity trustee or connected person may receive interest on money lent to the CIO at a reasonable and proper rate which must be not more than the Bank of England bank rate (also known as the base rate).
 - e. A charity trustee or connected person may receive rent for premises let by the trustee or connected person to the CIO. The amount of the rent and the other terms of the lease must be reasonable and proper. The charity trustee concerned must withdraw from any meeting at which

such a proposal of the rent or other terms of the lease are under discussion.

- f. A charity trustee or connected person may take part in the normal trading and fundraising activities of the CIO on the same terms as members of the public.
3. Payment for supply of goods only - controls
- The CIO and its charity trustees may only rely upon the authority provided by sub-clause (2)(c) of this clause if each of the following conditions is satisfied:
- a. The amount or maximum amount of the payment for the goods is set out in an agreement in writing between the CIO and the charity trustee or connected person supplying the goods ("the supplier") under which the supplier is to supply the goods in question to or on behalf of the CIO.
 - b. The amount or maximum amount of the payment for the goods does not exceed what is reasonable in the circumstances for the supply of the goods in question.
 - c. The other charity trustees are satisfied that it is in the best interests of the CIO to contract with the supplier rather than with someone who is not a charity trustee or connected person. In reaching that decision the charity trustees must balance the advantage of contracting with a charity trustee or connected person against the disadvantages of doing so.
 - d. The supplier is absent from the part of any meeting at which there is discussion of the proposal to enter into a contract or arrangement with him or her or it with regard to the supply of goods to the CIO.
 - e. The supplier does not vote on any such matter and is not to be counted when calculating whether a quorum of charity trustees is present at the meeting.
 - f. The reason for their decision is recorded by the charity trustees in the minute book.
 - g. The majority of the charity trustees then in office are not in receipt of remuneration or payments authorised by clause 6.
4. In sub-clauses (2) and (3) of this clause:
- a. "the CIO" includes any company in which the CIO:
 - i. holds more than 50% of the shares; or
 - ii. controls more than 50% of the voting rights attached to the shares; or
 - iii. has the right to appoint one or more directors to the board of the company;
 - b. "connected person" includes any person within the definition set out in clause 30 (Interpretation)

7. Conflicts of interest and conflicts of loyalty

A charity trustee must:

1. declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared; and
2. absent himself or herself from any discussions of the charity trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interests (including but not limited to any financial interest).

Any charity trustee absenting himself or herself from any discussions in accordance with this clause must not vote or be counted as part of the quorum in any decision of the charity trustees on the matter.

8. Liability of members to contribute to the assets of the CIO if it is wound up

1. If the CIO is wound up, each member of the CIO is liable to contribute to the assets of the CIO such amount (but not more than £1) as may be required for a payment of the debts and liabilities of the CIO contracted before that person or organisation ceases to be a member, for payment of the costs, charges and expenses of winding up, and for adjustment of the rights of the contributing members among themselves.
2. In sub-clause (1) of this clause "member" includes any person or organisation that was a member of the CIO within 12 months before the commencement of the winding up.
3. But subject to that, the members of the CIO have no liability to contribute to its assets if it is wound up, and accordingly have no personal responsibility for the settlement of its debts and liabilities beyond the amount that they are liable to contribute.

9. Membership of the CIO

1. Admission of new members
 - a. Eligibility

Membership of the CIO is open to anyone who is interested in furthering its purposes, and who, by applying for membership, has indicated his, her or its agreement to becoming a member and acceptance of the duty of members set out in sub-clause (3) of this clause.

A member may be an individual, an individual representing a corporate body, or an individual representing an organisation which is not incorporated.
 - b. Admission procedure

The charity trustees:
 - i. may require applications for membership to be made in any reasonable way that they decide;
 - ii. shall, if they approve an application for membership, notify the applicant of their decision within 28 days;
 - iii. may refuse an application for membership if they believe that it is in the best interests of the CIO for them to do so;
 - iv. shall, if they decide to refuse an application for membership, give the applicant their reasons for doing so, within 28 days of the decision being taken, and give the applicant the opportunity to appeal against the refusal; and
 - v. shall give fair consideration to any such appeal, and shall inform the applicant of their decision, but any decision to confirm refusal of the application for membership shall be final.
2. Transfer of membership

Membership of the CIO cannot be transferred to anyone else, except in the case of an individual representing a corporate body or an individual representing an organisation which is not incorporated, whose membership

may be transferred by the incorporated or unincorporated organisation to a new representative. Such transfer of membership does not take effect until the CIO has received written notification of the transfer.

3. Duty of members

It is the duty of each member of the CIO to exercise his or her powers as a member of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO.

4. Termination of membership

a. membership of the CIO comes to an end if:

- i. the member dies, or, in the case of an organisation, or the representative of an organisation, that organisation ceases to exist; or
- ii. the member sends a notice of resignation to the charity trustees; or
- iii. any sum of money owed by the member to the CIO is not paid in full within six months of its falling due; or
- iv. the charity trustees decide that it is in the best interests of the CIO that the member in question should be removed from membership, and pass a resolution to that effect.

b. Before the charity trustees take any decision to remove someone from membership of the CIO they must:

- i. inform the member of the reasons why it is proposed to remove him, her or it from membership;
- ii. give the member at least 21 clear days notice in which to make representation to the charity trustees as to why he, she or it should not be removed from membership;
- iii. at a duly constituted meeting of the charity trustees, consider whether or not the member should be removed from membership;
- iv. consider at that meeting any representations which the member makes as to why the member should not be removed; and
- v. allow the member, or the member's representative, to make those representations in person at that meeting, if the member so chooses.

5. Membership fees

The CIO may require members to pay reasonable membership fees to the CIO.

6. Informal or associate (non-voting) membership

- a. The charity trustees may create associate or other classes of non-voting membership, and may determine the rights and obligations of any such members (including payment of membership fees), and the conditions for admission to, and termination of any such class of members.
- b. Other references in this constitution to "members" and "membership" so not apply to non-voting members, and non-voting members do not qualify as members for any purpose under the Charities Acts, General Regulations or Dissolution Regulations.

10. Members' decisions

1. General provisions

Except for those decisions that must be taken in a particular way as

indicated in sub-clause (4) of this clause, decisions of the members of the CIO may be taken either by vote at a general meeting as provided in sub-clause (2) of this clause or by written resolution as provided in sub-clause (3) of this clause.

2. Taking ordinary decisions by vote
Subject to sub-clause (4) of this clause, any decision of the members of the CIO may be taken by means of a resolution at a general meeting. Such a resolution may be passed by a simple majority of votes cast at the meeting (including votes cast by postal or email ballot, and proxy votes).
3. Taking ordinary decisions by written resolution without a general meeting
 - a. Subject to sub-clause (4) of this clause, a resolution in writing agreed by a simple majority of all members who would have been entitled to vote upon it had it been proposed at a general meeting shall be effective, provided that:
 - i. a copy of the proposed resolution has been sent to all the members eligible to vote; and
 - ii. a simple majority of members has signified its agreement to the resolution in a document or documents which are received at the principal office with the period of 28 days beginning with the circulation date. The document signifying a member's agreement must be authenticated by their signature, by a statement of their identity accompanying the document, or in such other manner as the CIO has specified.
 - b. The resolution in writing may comprise several copies to which one or more members have signified their agreement.
 - c. Eligibility to vote on the resolution is limited to members who are members of the CIO on the date when the proposal is first circulated in accordance with paragraph (a) above.
 - d. Not less than 10% of the members of the CIO may request the charity trustees to make a proposal for decision by the members.
 - e. Charity trustees must within 21 days of receiving such a request comply with it if:
 - i. The proposal is not frivolous or vexatious, and does not involve the publication of defamatory material;
 - ii. The proposal is stated with sufficient clarity to enable effect to be given to it if it is agreed by the members; and
 - iii. Effect can lawfully be given to the proposal if it is so agreed.
 - f. Sub-clauses (a) to (c) of this clause apply to a proposal made at the request of members.
4. Decisions that must be taken in a particular way
 - a. Any decision to remove a trustee must be taken in accordance with clause 15(2) (Retirement and removal of charity trustees).
 - b. Any decision to amend this constitution must be taken in accordance with clause 28 of this constitution (Amendment of Constitution).
 - c. Any decision to wind up or dissolve the CIO must be taken in accordance with clause 29 of this constitution (Voluntary winding up or dissolution). Any decision to amalgamate or transfer the

undertaking of the CIO to one or more other CIOs must be taken in accordance with the provisions of the Charities Act 1993.

11. General Meetings of members

1. Types of general meeting

There must be an annual general meeting (AGM) of the members of the CIO. The first AGM must be held within 18 months of the registration of the CIO, and subsequent AGMs must be held at intervals of not more than 15 months. The AGM must receive the annual statement of accounts (duly audited or examined where applicable) and the trustees' annual report, and must elect trustees as required under clause 13 (Appointment of charity trustees). Other general meetings of the members of the CIO may be held at any time. All general meetings must be held in accordance with the following provisions.

2. Calling general meetings

a. The charity trustees:

- i. must call the annual general meeting of the members of the CIO in accordance with sub-clause (1) of this clause, and identify it as such in the notice of the meeting, and
- ii. may call any other general meeting of the members at any time.

b. The charity trustees must, within 21 days, call a general meeting of the members of the CIO if:

- i. they receive a request to do so from at least 10% of the members of the CIO; and
- ii. the request states the general nature of the business to be dealt with at the meeting, and is authenticated by the member(s) making the request.

c. If, at the time of any such request, there has not been any general meeting of the members of the CIO for more than 12 months, then sub-clause (b)(i) of this clause shall have effect as if 5% were substituted for 10%.

d. Any such request may include particulars of a resolution that may properly be proposed, and is intended to be proposed at the meeting.

e. A resolution may only properly be proposed if it is lawful, and is not defamatory, frivolous or vexatious.

f. Any general meeting called by the charity trustees at the request of the members of the CIO must be held within 28 days from the date on which it is called.

g. If the charity trustees fail to comply with this obligation to call a general meeting at the request of its members, then the members who requested the meeting may themselves call a general meeting.

h. A general meeting called in this way must be held not more than 3 months after the date when the members first requested the meeting.

i. The CIO must reimburse any reasonable expenses incurred by the members calling a general meeting by reason of the failure of the charity trustees to duly call the meeting but the CIO shall be entitled to be indemnified by the charity trustees who were responsible for such failure.

3. Notice of general meetings

- a. The charity trustees, or, as the case may be, the relevant members of the CIO, must give at least 14 days clear notice of any general meeting to all of the members, and to any charity trustee of the CIO who is not a member.

- b. If it is agreed by not less than 90% of all members of the CIO, any resolution may be proposed and passed at the meeting even though the requirements of sub-clause (3) (a) of this clause have not been met. This sub-clause does not apply where a specific period of notice is strictly required by another clause in this constitution by the Charities Act 1993 or by the General Regulations.
 - c. The notice of any general meeting must:
 - i. state the time and date of the meeting;
 - ii. give the address at which the meeting is to take place;
 - iii. give particulars of any resolution which is to be moved at the meeting, and of the general nature of any other business to be dealt with at the meeting; and
 - iv. If a proposal to alter the constitution of the CIO is to be considered at the meeting, include the text of the proposed alteration;
 - v. include with the notice for the AGM, the annual statement of accounts and trustees' annual report, details of persons standing for election or re-election, as trustee, or where allowed under clause 22 (Use of electronic communication) details of where the information may be found on the CIO's website.
 - d. Proof that an envelope containing a notice was properly addressed, prepaid and posted, or that an electronic form of notice was properly addressed and sent, shall be conclusive evidence that the notice was given. Notice shall be deemed to be given 48 hours after it was posted or sent.
 - e. The proceedings of a meeting shall not be invalidated because a member who was entitled to receive notice of the meeting did not receive it because of accidental omission by the CIO.
4. Chairing of general meetings
- The person nominated as chair by the charity trustees under clause 19(2) (Chairing of Meetings) shall, if present at the general meeting and willing to act, preside as chair of the meeting. Subject to that, the members of the CIO who are present at a general meeting shall elect a chair to preside at the meeting.
5. Quorum at general meetings
- a. No business may be transacted at any general meeting of the members of the CIO unless a quorum is present when the meeting starts.
 - b. Subject to the following provisions, the quorum for general meetings shall be the greater of 5% or three members. An organisation represented by a person present at the meeting in accordance with sub-clause (7) of this clause, is counted as being present in person
 - c. If the meeting has been called by or at the request of the members and a quorum is not present within 15 minutes of the starting time specified in the notice of the meeting, the meeting is closed.
 - d. If the meeting has been called in any other way and a quorum is not present within 15 minutes of the starting time specified in the notice of the meeting, the chair must adjourn the meeting. The date, time and place at which the meeting will resume must be notified to the CIO's members at least seven clear days before the date on which it will resume.

- e. If a quorum is not present within 15 minutes of the start time of the adjourned meeting, the member or members present at the meeting constitute a quorum.
 - f. If at any time during the meeting a quorum ceases to be present, the meeting may discuss issues and make recommendations to the trustees but may not make any decisions. If decisions are required which must be made by a meeting of the members, the meeting must be adjourned.
6. Voting at general meetings
- a. Any decision other than one falling within clause 10 (4) (Decisions that must be taken in a particular way) shall be taken by a simple majority of votes cast at the meeting (including proxy and postal votes). Every member has one vote.
 - b. A resolution put to the vote of a meeting shall be decided on a show of hands, unless (before or on the declaration of the result of the show of hands) a poll is duly demanded. A poll may be demanded by the chair or by at least 10% of the members present in person or by proxy at the meeting.
 - c. A poll demanded on the election of a person to chair the meeting or on a question of adjournment must be taken immediately. A poll on any other matter shall be taken, and the result of the poll shall be announced, in such manner as the chair of the meeting shall decide, provided that the poll must be taken, and the result of the poll announced, within 30 days of the demand for the poll.
 - d. A poll may be taken:
 - i. at the meeting at which it was demanded; or
 - ii. at some other time and place specified by the chair; or
 - iii. through the use of postal or electronic communications.
 - e. In the event of an equality of votes, whether on a show of hands or on a poll, the chair of the meeting shall have a second, or casting vote.
 - f. Any objection to the qualification of any voter must be raised at the meeting at which the vote is cast and the decision of the chair of the meeting shall be final.
7. Representation of an organisation and corporate members
 An organisation or a corporate body that is a member of the CIO may, in accordance with its usual decision-making process, authorise a person to act as its representative at any general meeting of the CIO.
 The representative is entitled to exercise the same powers on behalf of the organisation or corporate body as the organisation or corporate body could exercise as an individual member of the CIO.
8. Adjournment of meetings
 The chair may with the consent of a meeting at which a quorum is present (and shall if so directed by the meeting) adjourn the meeting to another time and/or place. No business may be transacted at an adjourned meeting except business which could properly have been transacted at the original meeting.

12. Charity Trustees

- 1. Functions and duties of charity trustees
 The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. It is the duty of each charity trustee:

- a. to exercise his or her powers and to perform his or her functions as a trustee of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO; and
 - b. to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to:
 - i. any special knowledge or experience that he or she has or holds himself or herself out as having; and
 - ii. if he or she acts as a charity trustee of the CIO in the course of a business or profession, to any special knowledge and experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.
2. Eligibility for trusteeship
- a. Every charity trustee must be a natural person.
 - b. No one may be appointed as a charity trustee:
 - i. if he or she is under the age of 16 years; or
 - ii. if he or she would automatically cease to hold office under the provision of clause 15(1)(f) (Retirement and removal of charity trustees).
 - c. No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.
3. Number of charity trustees
- a. There should be not less than three and not more than 12 elected and/or nominated trustees.
There will be three ex-officio trustees, being the Chief Executive Officer, Training Manager and Taught Programme Manager, together with either the Finance Manager or representative of the organisation responsible for managing the main bank account of the CIO.
 - b. There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee.
 - c. The maximum number of charity trustees that can be appointed is as provided in sub-clause (a) of this clause, No trustee appointment may be made in excess of these provisions.
4. First Charity Trustees
- The first individual charity trustees of the CIO are:
- Mike Finnigan, Lead External Quality Assurance Tutor, Primary; Retired Headteacher
- Ted Graham, Lead External Quality Assurance Tutor, Secondary; Retired HMI (Education)
- Janet Groom, Headteacher, Comberbach Primary School
- Mark Higginbottom, School and Settings Improvement Officer, Representative of Halton Borough Council
- Colin Rowling, Chair, Merseyside & Cheshire GTP Consortium; Retired Headteacher
- Cathy Smith, Teacher, Alsop High School
- Pam Tinnion, Retired Teacher & Lecturer, Liverpool John Moores University Vacancy
- Ex-officio trustees:
- Tony Stringer, Chief Executive Officer
- Bob Cleverly, Training Manager

13. Appointment of charity trustees

1. Elected charity trustees

- a. At every annual general meeting of the members of the CIO, one-third of the individual charity trustees shall retire from office. If the number of charity trustees is not three or a multiple of three, then the number nearest to one-third shall retire from office, but if there is only one charity trustee, he or she shall retire.
- b. The charity trustees to retire by rotation shall be those who have been longest in office since their last appointment or reappointment. If any trustee were last appointed or reappointed on the same day those to retire shall (unless they otherwise agree among themselves) be determined by lot.
- c. The vacancies so arising may be filled by the decision of the members at the annual general meeting; any vacancies not filled at the annual general meeting may be filled as provided in sub-clause (d) of this clause.
- d. The members or the charity trustees may at any time decide to appoint a new charity trustee, whether in place of a charity trustee who has retired or been removed in accordance with clause 15 (Retirement and removal of charity trustees), or as an additional charity trustee, provided that the limit specified in clause 12(3) on the number of charity trustees would not as a result be exceeded.
- e. A person so appointed by the members of the CIO shall retire in accordance with the provisions of sub-clauses (b) and (c) of this clause. A person so appointed by the charity trustees shall retire at the conclusion of the annual general meeting next following the date of his or her appointment, and shall not be counted for the purpose of determining which of the charity trustees is to retire by rotation at that meeting.

2. Ex officio charity trustees

The Chief Executive Officer for the time being ("the office holder") shall automatically, by virtue of holding that office ("ex officio"), be a charity trustee. The Training Manager for the time being ("the office holder") shall automatically, by virtue of holding that office ("ex officio"), be a charity trustee. The Taught Programme Manager for the time being ("the office holder") shall automatically, by virtue of holding that office ("ex officio"), be a charity trustee. The Finance Manager or representative of the organisation responsible for managing the main bank account of the CIO for the time being ("the office holder") shall automatically, by virtue of holding that office ("ex officio"), be a charity trustee.

If unwilling to act as a charity trustee, the office holder may:

- a. before accepting appointment as a charity trustee, give notice in writing to the trustees of his or her unwillingness to act in that capacity; or
- b. after accepting appointment as a charity trustee, resign under the provisions contained in clause 15 (Retirement and removal of charity trustees).

The office of ex officio charity trustee will then remain vacant until the office holder ceases to hold office.

3. Nominated charity trustees
Whilst partner Local Authorities, Universities and schools are welcome to nominate a representative to be a charity trustee, this person will be an individual charity trustee representing the nominating organisation in name only, and must comply with the clauses applying to elected charity trustees.

14. Information for new charity trustees

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- a. a copy of this constitution and any amendments made to it, and
- b. a copy of the CIO's latest trustees' annual report and statement of accounts.

15. Retirement and removal of charity trustees

1. A charity trustee ceases to hold office if he or she:
 - a. retires by notifying the CIO in writing (but only if enough charity trustees will remain in office when the notice of resignation takes effect to form a quorum for meetings);
 - b. is absent without the permission of the charity trustees from all their meetings held within a period of six months and the trustees resolve that his or her office be vacated;
 - c. dies;
 - d. becomes incapable by reason of mental disorder, illness or injury of managing and administering his or her own affairs;
 - e. is removed by the members of the CIO in accordance with sub-clause (2) of this clause; or
 - f. is disqualified from acting as a charity trustee by virtue of section 72 of the Charities Act 1993 (or any statutory re-enactment or modification of that provision).
2. A charity trustee shall be removed from office if a resolution to remove that trustee is proposed at a general meeting of the members called for that purpose and properly convened in accordance with clause 11 (General meeting of members), and the resolution is passed by a majority of votes cast at the meeting.
3. A resolution to remove a charity trustee in accordance with this clause shall not take effect unless the individual concerned has been given at least 14 clear days notice in writing that the resolution is to be proposed specifying the circumstances alleged to justify removal from office, and has been given a reasonable opportunity of making oral and/or written representations to the members of the CIO.

16. Reappointment of charity trustees

Any person who retires as a charity trustee by rotation or by giving notice to the CIO is eligible for reappointment.

17. Taking of decisions by charity trustees

Any decision may be taken either

- at a meeting of the charity trustees; or

- by resolution in writing or electronic form agreed by all of the charity trustees, which may comprise either a single document or several documents containing the text of the resolution in like form to each of which one or more charity trustees has signified their agreement.

18. Delegation by charity trustees

1. The charity trustees may delegate any of their powers or functions to a committee or committees, and, if they do, they must determine the terms and conditions on which the delegation is made. The charity trustees may at any time alter those terms and conditions, or revoke the delegation.
2. This power is in addition to the power of delegation in the General Regulations and any other power of delegation available to the charity trustees, but is subject to the following requirements:
 - a. a committee may consist of two or more persons, but at least one member of each committee must be a charity trustee;
 - b. the acts and proceedings of any committee must be brought to the attention of the charity trustees as a whole as soon as is reasonably practicable; and
 - c. the charity trustees shall from time to time review the arrangements which they have made for the delegation of their powers.

19. Meetings and proceedings of charity trustees

1. Calling meetings
 - a. Any charity trustee may call a meeting of the charity trustees.
 - b. Subject to that, the charity trustees shall decide how their meetings are to be called, and what notice is required.
2. Chairing of meetings

The charity trustees may appoint one of their number to chair their meetings and may at any time revoke such an appointment. If no-one has been so appointed, or if the person appointed is unwilling to preside or is not present within 10 minutes after the time of the meeting, the charity trustees present may appoint one of their number to chair that meeting.
3. Procedure at meetings
 - a. No decision shall be taken at a meeting unless a quorum is present at the time when the decision is taken. The quorum is two charity trustees, or the number nearest to one-third of the total number of charity trustees, whichever is the greater, or such larger number as the charity trustees may decide from time to time. A charity trustee shall not be counted in the quorum present when any decision is made about a matter upon which he or she is not entitled to vote.
 - b. Questions arising at a meeting shall be decided by a majority of those eligible to vote.
 - c. In the case of an equality of votes, the chair shall have a second or casting vote.
4. Participation in meetings by electronic means
 - a. A meeting may be held by suitable electronic means agreed by the charity trustees in which each participant may communicate with all the other participants.
 - b. Any charity trustee participating at a meeting by suitable electronic means agreed by the charity trustees in which a participant or

participants may communicate with all the other participants shall qualify as being present at the meeting.

- c. Meetings held by electronic means must comply with rules for meetings, including chairing and the taking of minutes.

20. Saving provisions

1. Subject to sub-clause (2) of this clause, all decisions of the charity trustees, or of a committee of charity trustees, shall be valid notwithstanding the participation in any vote of a charity trustee:
 - who was disqualified from holding office;
 - who had previously retired or who had been obliged by the constitution to vacate office;
 - who was not entitled to vote on the matter, whether by reason of a conflict of interest or otherwise;if, without the vote of that charity trustee and that charity trustee being counted in the quorum, the decision has been made by a majority of the charity trustees at a quorate meeting.
2. Sub-clause (1) of this clause does not permit a charity trustee to keep any benefit that may be conferred upon him or her by a resolution of the charity trustees or of a committee of charity trustees if, but for sub-clause (1), the resolution would have been void, or if the charity trustee has not complied with clause 7 (Conflicts of interest and conflicts of loyalty).

21. Execution of documents

1. The CIO shall execute documents either by signature or by affixing its seal (if it has one).
2. A document is validly executed by signature if it is signed by at least two of the charity trustees.
3. If the CIO has a seal:
 - a. it must comply with the provisions of the General Regulations; and
 - b. it must only be used by the authority of the charity trustees or of a committee of charity trustees duly authorised by the charity trustees. The charity trustees may determine who shall sign any document to which the seal is affixed and unless otherwise determined it shall be signed by two charity trustees.

22. Use of electronic communication

1. General

The CIO will comply with the requirements of the Communications Provisions in the General Regulations and in particular:

 - a. the requirements to provide within 21 days to any member on request a hard copy of any document or information sent to the member otherwise than in hard copy form;
 - b. any requirements to provide information to the Commission in a particular form or manner.
2. To the CIO

Any member or charity trustee of the CIO may communicate electronically with the CIO to an address specified by the CIO for the purpose, so long as

the communication is authenticated in a manner which is satisfactory to the CIO.

3. By the CIO

- a. Any member or charity trustee of the CIO, by providing the CIO with his or her email address or similar, is taken to have agreed to receive communications from the CIO in electronic form at that address, unless the member has indicated to the CIO his or her unwillingness to receive such communications in that form.
- b. The charity trustees may, subject to compliance with any legal requirements, by means of publication on its website:
 - i. provide members with the notice referred to in clause 11(3) (Notice of general meetings);
 - ii. give charity trustees notice of their meetings in accordance with clause 19(1) (Calling meetings); and
 - iii. submit any proposal to the members or charity trustees for decision by written resolution or postal vote in accordance with the CIO's powers under clause 10 (Members' decisions), 10(3) (Decisions taken by resolution in writing) or clause 10(6) (Voting at general meetings).
- c. The charity trustees must:
 - i. take reasonable steps to ensure that members and charity trustees are promptly notified of the publication of any such notice or proposal;
 - ii. send any such notice or proposal in hard copy form to any member or charity trustee who has not consented to receive communication in electronic form.

23. Keeping of registers

The CIO must comply with its obligations under the General Regulations in relation to the keeping of, and provision of access to, registers of its members and charity trustees.

24. Minutes

The charity trustees must keep minutes of all:

1. appointments of officers made by the charity trustees;
2. proceedings at general meetings of the CIO;
3. meetings of the charity trustees and committees of charity trustees including:
 - the names of the trustees present at the meeting
 - the decisions made at the meetings; and
 - where appropriate the reasons for the decisions;
4. decisions made by the charity trustees otherwise than in meetings.

Once confirmed as a true and correct record, a copy of the minutes should be signed by the chair of the subsequent meeting and filed.

25. Accounting records, accounts, annual reports and returns, register maintenance

1. The charity trustees must comply with the requirements of Part 6 of the Charities Act 1993 with regard to the keeping of accounting records, to the preparation and scrutiny of statements of accounts, and to the preparation of

annual reports and returns. The statements of accounts, reports and returns must be sent to the Charity Commission, regardless of the income of the CIO, within 10 months of the financial year end.

2. The charity trustees must inform the Commissioners within 28 days of any change in the particulars of the CIO entered on the Central Register of Charities.

26. Rules

The charity trustees may from time to time make such reasonable and proper rules or bye laws as they may deem necessary of expedient for the proper conduct and management of the CIO, but such rules or bye laws must not be inconsistent with any provision of this constitution. Copies of any such rules or bye laws currently in force must be made available to any member of the CIO on request.

27. Disputes

If a dispute arise between members of the CIO about the validity or propriety of anything done by the members under this constitution, and the dispute cannot be resolved by agreement, the parties to the dispute must first try in good faith to settle the dispute by mediation before resorting to litigation.

28. Amendment of constitution

As provided by clauses 14 and 15 of Schedule 5b to the Charities Act 1993:

1. This constitution can only be amended:
 - a. by a resolution agreed in writing by all members of the CIO; or
 - b. by a resolution passed by a 75% majority of votes cast at a general meeting of the members of the CIO.
2. Any alteration of clause 3 (Objects), clause 29 (Voluntary winding up or dissolution), this clause, or of any provision where the alteration would provide authorisation for any benefit to be obtained by charity trustees or members of the CIO or persons connected with them, requires the prior written consent of the Charity Commission.
3. No amendment that is inconsistent with the provisions of the Charities Act 1993 or the General Regulations shall be valid.
4. A copy of any resolution altering the constitution, together with a copy of the CIO's constitution as amended, must be sent to the Commission within 15 days from the date on which the resolution is passed. The amendment does not take effect until it has been recorded in the Register of Charities.

29. Voluntary winding up or dissolution

1. As provided by the Dissolution Regulations, the CIO may be dissolved by resolution of its members. Any decision by the members to wind up or dissolve the CIO can only be made:
 - a. at a general meeting of the members of the CIO called in accordance with clause 11 (General meetings of members), of which not less than 4 days notice has been given to those eligible to attend and vote:
 - i. by resolution passed by a 75% majority of those voting, or

- ii. by a resolution passed by decision taken without a vote and without any expression of dissent in response to the question put to the general meeting; or
 - b. by a resolution agreed in writing by all members of the CIO.
- 2. Subject to the payment of all the CIO's debts:
 - a. Any resolution for the winding up of the CIO, or for the dissolution of the CIO without winding up, may contain a provision directing how any remaining assets of the CIO shall be applied.
 - b. If the resolution does not contain such a provision, the charity trustees must decide how any remaining assets of the CIO shall be applied.
 - c. In either case the remaining assets must be applied for charitable purposes the same as or similar to those of the CIO.
- 3. The CIO must observe the requirements of the Dissolution Regulations in applying to the Commissioner for the CIO to be removed from the Register of Charities, and in particular:
 - a. the charity trustees must send with their application to the Commissioner:
 - i. a copy of the resolution passed by the members of the CIO;
 - ii. a declaration by the charity trustees that any debts and other liabilities of the CIO have been settled or otherwise provided for in full; and
 - iii. a statement by the charity trustees setting out the way in which any property of the CIO has been or is to be applied prior to its dissolution in accordance with this constitution;
 - b. the charity trustees must ensure that a copy of the application is sent within seven days to every member and employee of the CIO, and to any charity trustee of the CIO who was not privy to the application.
- 4. If the CIO is to be wound up or dissolved in any other circumstances, the provisions of the Dissolution Regulations must be followed.

30. Interpretation

In this constitution:

"connected person" means:

- a. a child, parent, grandchild, grandparent, brother or sister of the charity trustee;
- b. the spouse or civil partner of the charity trustee or of any person falling within sub-clause (a) above;
- c. a person carrying on business in partnership with the charity trustee or with any person falling within sub-clause (a) or (b) above;
- d. an institution which is controlled:
 - i. by the charity trustee or any connected person falling within sub-clause (a), (b) or (c) above; or
 - ii. by two or more persons falling within sub-clause (d)(i), when taken together
- e. a body corporate in which:
 - i. the charity trustee or any connected person falling within sub-clauses (a) to (c) has a substantial interest; or
 - ii. two or more persons falling within sub-clause (e)(i) who, when taken together, have a substantial interest.

Paragraphs 2 to 4 of Schedule 5 to the Charities Act 1993 apply for the purposes of interpreting the terms used in this constitution.

"General Regulations" means the Charitable Incorporated Organisations (General) Regulations 2011.

"Dissolution Regulations" means the Charitable Incorporated Organisations (Insolvency and Dissolution) Regulations 2011.

The **"Communications Provisions"** means the Communications Provisions in Part 10, Chapter 4 of the General Regulations.

"charity trustee" means a charity trustee of the CIO.

A **"poll"** means a counted vote or ballot, usually (but not necessarily) in writing.

31. Operational Responsibilities - Charity Trustees

1. The overall role of the Charity Trustees is to act in the best interests of the CIO and to protect the general interests of all stakeholders in the charity and associated programmes and to ensure that contractual relations and requirements are abided by.
2. The strategic development of the charity is a prime responsibility of the Charity Trustees.
3. The Charity Trustees will meet as and when required, at least on a minimum of 3 occasions per year.
4. The Charity Trustees shall appoint such staff as required for the operation of the project, except for those occasions where it chooses to delegate this responsibility for effective operational procedure, per clause 18. (See clause 33)

32. Membership - Members Management Group

1. Members shall form a Members Management Group, who will be responsible for overseeing the operational activities of the charity.
2. Membership of the Members Management Group is open to any member, but the following representation is recommended:
 - a. Any Charity Trustee;
 - b. A representative of each partner school that currently has a trainee or trainees;
 - c. A representative of any Local Authority where the charity is operational;
 - d. A representative of any University/Higher Education Institution currently working in partnership with the charity;
 - e. One Primary Trainee representative;
 - f. One Secondary Trainee representative;
 - g. Two representatives from the previous year's cohort of trainees (Newly Qualified Teachers);
 - h. Lead External Quality Assurance Assessors;
3. Any school involved in teacher training may also apply for membership of the Member Management Group, and these will be accepted at the discretion of the Group.
4. Rules
The rules governing a Member Management Meeting shall be as per clause 11 (General Meeting of Members).

5. Payment
Members shall receive no payment for attendance at Member Management Meetings apart from any reasonable travel expenses, which must be duly claimed.

32. Operational Responsibilities - Member Management Group

1. The Member Management Group shall be responsible to the Charity Trustees for ensuring that the contractual terms of any programme or contract of the charity are delivered.
2. The Member Management Group shall support and advise the Charity Trustees in the strategic development of the Consortium.
3. The Member Management Group shall normally meet on 8 occasions per year.
4. The Member Management Group will monitor and ensure compliance with the Initial Teacher Training Criteria and any subsequent requirements issued by the Department for Education, Teaching Agency or any other contracted body.
5. The Member Management Group will act as a Quality Assurance sub-group to oversee arrangements for Quality Assurance including on-going and annual monitoring and evaluation, compliance with national criteria for Initial Teacher Training, Ofsted inspection and overview of changes to the programme.
6. The Member Management Group can co-opt additional members as required and as determined by the Member Management Group.
7. The Member Management Group shall form other operational sub-groups as required, and co-opt additional members onto the sub-groups as appropriate.
8. The Member Management Group shall annually at the first meeting of the autumn term nominate a Chairperson to preside over meetings.

33. Operational Staff

1. Chief Executive Officer
 - a. The Charity Trustees shall appoint a suitable person or organisation to act as Chief Executive Officer.
 - b. The Chief Executive Officer shall act as the first point of contact for the Charity Trustees and will be authorised to act on behalf of the Charity Trustees, as directed by the Chair and in consultation with the Charity Trustees.
 - c. The Chief Executive Officer shall perform such duties as outlined within the contract between the two parties and any additional work agreed.
 - d. The Chief Executive Officer shall report to the Charity Trustees.
 - e. The Chief Executive Officer shall be an ex-officio Charity Trustee.
2. Finance Manager
 - a. The Charity Trustees shall appoint a suitable person or organisation to act as Finance Manager.
 - b. The Finance Manager shall be responsible for the day-to-day management of the charity finances, and shall work closely with the Chief Executive Officer, Chair of the Charity Trustees and Training Manager to ensure that income is received and expenditure disbursed in a timely and controlled manner.

- c. The Finance Manager shall perform such duties as outlined within the contract between the two parties and any additional work agreed.
 - d. The Finance Manager shall report to the Charity Trustees.
 - e. The Finance Manager shall be an ex-officio Charity Trustee.
3. Authorised Signatories
- a. The Charity Trustees will appoint at least two Charity Trustees to be authorised signatories on the charity's main bank account.
 - b. The Authorised Signatories will be responsible for authorising all payments of the charity from the main account.
 - c. The charity may open other bank accounts as it deems appropriate, and appoint appropriate persons to be authorised signatories of these accounts.
4. Training Manager
- a. The Charity Trustees shall appoint a suitable person or organisation to act as Training Manager.
 - b. The Training Manager shall be responsible for the day-to-day operation of the charity for the delivery of Teacher Training Programmes and associated contracts, ensure that the charity meets its contractual and legal requirements, shall attend all meetings of the charity and report strategic issues to the Charity Trustees and operational issues to the Members Management Group.
 - c. The Training Manager shall perform such duties as outlined within the contract between the two parties and any additional work agreed.
 - d. The Training Manager shall report to the Charity Trustees.
 - e. The Training Manager shall act as Administrator to the Charity Trustees and record minutes of Charity Trustee meetings.
 - f. The Training Manager shall be responsible for the Administrator.
 - g. The Training Manager shall be an ex-officio Charity Trustee.
5. Taught Programme Manager
- a. The Charity Trustees shall appoint a suitable person or organisation to act as Taught Programme Manager.
 - b. The Taught Programme Manager shall work with the Training Manager to develop programme delivery, especially in the area of training delivery.
 - c. The Taught Programme Manager shall perform such duties as outlined within the contract between the two parties and any additional work agreed.
 - d. The Taught Programme Manager shall report to the Charity Trustees.
 - e. The Taught Programme Manager shall be an ex-officio Charity Trustee.
6. External Quality Assurance Advisors
- a. The Charity Trustees shall appoint one or more suitable person, persons, organisation or organisations to act as External Quality Assurance Advisors.
 - b. The External Quality Assurance Advisors shall work with the Training Manager to develop programme delivery, especially in the area of Quality Assurance.
 - c. The External Quality Assurance Advisors shall perform such duties as outlined within the contract between the two parties and any additional work agreed.
 - d. The External Quality Assurance Advisors will work closely with the Training Manager, and shall report to the Member Management Group.

- e. The External Quality Assurance Advisors will assemble a suitably qualified and experienced team of Quality Assurance Tutors.
- 7. Quality Assurance Tutors
 - a. The External Quality Assurance Advisors shall appoint one or more suitable person, persons, organisation or organisations to form a team of Quality Assurance Tutors.
 - b. The role of the Quality Assurance Tutor shall be as laid out in the current version of the Guidance for Quality Assurance Tutors.
 - c. Quality Assurance Tutors will be appointed for a period of 12 months only, with re-appointment subject to a satisfactory review.
- 8. External Examiner
 - a. The Charity Trustees shall appoint one or more suitable person, persons, organisation or organisations to act as External Examiner.
 - b. The role of the External Examiner shall be as laid out in the current version of the Guidance for Quality Assurance Tutors.
 - c. The External Examiner will prepare a written report for the Member Management Group.
 - d. The External Examiner will be appointed for a period of 4 years only; with a possible extension of 12 months should a suitable replacement not be found or available at that time.
- 9. Administrator
 - a. The Charity Trustees shall appoint a suitable person or organisation to act as Administrator.
 - b. The Administrator shall provide administrative services to the charity and attend and record all meetings of the charity except the formal meetings of the Charity Trustees.
 - c. The Administrator shall perform such duties as outlined within the contract between the two parties and any additional work agreed.
 - d. The Administrator shall report to the Training Manager.
- 10. Multiple Roles
 - a. The Charity Trustees may appoint one person or organisation to perform more than one role, if it deems it appropriate.
- 11. Other Roles
 - a. The Charity Trustees may increase or decrease the staff structure at their discretion.
- 12. Employment
 - a. Generally, the charity is not an employer, and all staff will be engaged under a self-employed contract, with both parties bound by the conditions of that contract.
 - b. Each contract is subject to annual review by the Charity Trustees.

34. Profit

- 1. The charity is 'not-for-profit' organisation. As such, contracts will not be run to generate profit, but to cover incidental expenditure.
- 2. Any surplus generated through the delivery of contracts shall be re-invested in the Aim of the Consortium.

35. Financial Year End

1. To meet with the requirements of the Department for Education and the Teaching Agency the charity will have a financial year end of 31 July.

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