

**Constitution of
Inspired Learning
a Charitable Incorporated Organisation
(Foundation Structure)
Whose Only Voting Members Are its Trustees**

Date of Adoption (last amended): 10th May 2018

1. Name

The name of the Charitable Incorporated Organisation ("the CIO") is:

Inspired Learning

2. National Location of Principal Office

The principal office of the CIO is in England.

3. Objects

The Objects of the CIO are:

3.1 To advance the education for the public benefit, of students, particularly students from disadvantaged backgrounds, by providing extra-curricular learning support.

3.2 To promote education for the public benefit, including assistance in finding and applying for places in further and higher education.

3.3 The relief of unemployment for the public benefit, including assistance to find employment.

3.4 To advance such charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time in particular but not limited to advancing the education of young people for the public benefit by making grants and awards to students in full and part-time education.

3.5 To advance such charitable purposes (according to the law of England and Wales) as the trustees see fit from time to time in particular but not limited to advancing the education of young people for the public benefit by making grants and awards to other charities with shared or similar purposes.

4. Powers

The CIO has power to do anything which is calculated to further its Objects or is conducive or incidental to doing so. In particular, the CIO has 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 124 and 125 of the Charities Act 2011, if it wishes to mortgage land;
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 117 and 119-123 of the Charities Act 2011;
4. employ and remunerate such staff as are necessary for carrying out the work of the CIO. The CIO may employ or remunerate a Trustee only to the extent that it is permitted to do so by clauses 6 to 11 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 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 Objects.
 - 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 them 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 189 of the Charities Act 2011.
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 of profit to any member of the CIO.
3. Nothing in this clause shall prevent a Trustee or connected person receiving any benefit or payment which is authorised by clause 6.

6. Benefits and Payments to Trustees and Connected Persons

1. General Provisions

No Trustee or connected person 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 this constitution or is 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 Benefits to Trustees or Connected Persons

- a. A 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 CIO.
- b. A Trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where it is permitted in accordance with, and subject to the conditions in, sections 185 to 188 of the Charities Act 2011.
- c. Subject to sub-clause (3) of this clause, a trustee or connected person may provide the CIO with goods that are not supplied in connections with the services provided to the CIO by the charity trustee or connected person.
- d. A Trustee or connected person may receive interest on money lent to the CIO at a reasonable and proper rate which must be no more than the Bank of England base rate.
- e. A 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 Trustee concerned shall withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.
- f. A 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 trustee 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 payments for the goods is set out in a written agreement between the CIO and the charity trustee of connected person supplying the goods ("the supplier").
- 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 them 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. A 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;
 - 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 29 (Interpretation);

7. Conflicts of Interest and Conflicts of Loyalty

A Trustee must:

- 1. declare the nature and extent of any interest, direct or indirect, which they have 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 themselves from any discussions of the Trustees in which it is possible that a conflict of interest will arise between their duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any Trustee absenting themselves from any discussions in accordance with this clause must not vote or be counted as part of the quorum in any decision of the Trustees on the matter.

8. Liability of Members to Contribute to Assets of CIO if it is Wound Up

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

9. Charity of Trustees

1. Functions and duties of the 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 their powers and to perform their functions in their capacity as a trustee of the CIO in the way they decide 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 they have or hold themselves as having; and,

- ii. if they act as a charity trustee of the CIO in the course of a business or profession, to any special knowledge or 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 trustee must be a natural person.
- b. No individual may be appointed as a trustee of the CIO:
 - i. If they are under the age of 16 years; or
 - ii. If they would automatically cease to hold office under the provisions of clause [12(1)(e)].
- c. No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until they have expressly acknowledged, in whatever way the charity trustees decide, their acceptance of the office of charity trustee.

3. Number of charity trustees

- a. There should be:

Not less than one nor more than four appointed trustees;
- b. There must be at least two 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 charity trustees are as follows, [and are appointed for the following terms]:

- Joanna Mary Randhawa [for 3 years]
- Manpreet Singh Khera [for 2 years]

10. Appointment of charity trustees

1. Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.
2. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

1. Excluded persons

Under no circumstances shall any of the following serve as Trustees:

- a. a person aged less than 16 years;
- b. a person who is an undischarged bankrupt or has made any composition or arrangement with creditors;
- c. a person who has an unspent conviction involving dishonesty or deception or who is otherwise disqualified by law from serving as a Trustee.

11. Information for New Trustees

Each new Trustee must receive, on or before their first appointment:

- a. a copy of the current version of this constitution; and
- b. a copy of the CIO's latest Trustees' annual report and statement of accounts.

12. Retirement and Removal of Trustees

1. The office of a Trustee shall be immediately vacated if they:
 - a. resign their office in writing to the CIO (but only if at least 1 Trustee shall remain in office);
 - b. is absent without good reason or permission from all their meetings held within a period of six months and the remaining Trustees decide that they shall vacate office by reason of such absence;
 - c. dies
 - d. in the written opinion, given to the company, of a registered medical practitioner treating that person, has become physically or mentally incapable of acting as a director and may remain so for more than three months;
 - e. is disqualified from acting as a charity trustee by virtue of sections 178-180 of the Charities Act 2011 (or any statutory re-enactment or modification of that provision).
2. Any person retiring as a charity trustee is eligible for reappointment.

13. 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 a majority of 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 which the majority of all of the charity trustees has signified their agreement. Such a resolution shall be effective provided that:
 - a copy of the proposed resolution has been sent, at or as near as reasonably practicable to the same time, to all of the charity trustees; and
 - the majority of all of the charity trustees has signified agreement to the resolution in a document or documents which has or have been authenticated by their signature, by a statement of their identity accompanying the document or documents, or in such other manner as the charity trustees have previously resolved, and delivered to the CIO at its principal office or such other place as the trustees may resolve [within 28 days of the circulation date].

14. 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 shall 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.

15. Meetings 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.
- c. A meeting may be held by suitable electronic means agreed by the Trustees in which each participant may communicate with all the other participants.

2. Chairing of meetings

The Trustees shall appoint one of their number to chair their meetings and may at any time revoke such appointment. If no-one has been appointed to chair meetings of the Trustees, or if the person so appointed is unwilling to preside or is not present ten minutes after the time appointed for the meeting, the Trustees present shall appoint one of their number to chair that meeting.

3. Procedure at meetings

- a. No decision may be made by a meeting of the Trustees unless a quorum is present at the time the decision is made. "Present" includes being present by suitable electronic means agreed by the Trustees in which a participant or participants may communicate with all the other participants.
- b. A quorum shall be 2 Trustees.
- c. A Trustee shall not be counted in the quorum present when any decision is made about a matter upon which that Trustee is not entitled to vote.
- d. Questions arising at any meetings shall be decided by a majority of votes, each Trustee having one vote on any matter to be decided. In the case of an equality of votes, the chair of the meeting shall have a second or casting vote.

16. Membership of the CIO

1. The members of the CIO shall be its charity trustees for the time being. The only persons eligible to be members of the CIO are its charity trustees. Membership of the CIO cannot be transferred to anyone else.

2. Any member and charity trustee who ceases to be a charity trustee automatically ceases to be a member of the CIO.

17. Decisions Which Must be Made by the Members of the CIO

1. Any decision to:
 - a. amend the constitution of the CIO;
 - b. amalgamate the CIO with, or transfer its undertaking to, one or more other CIOs; or
 - c. wind up or dissolve the CIO (including transferring its business to any other charity),must be made by a resolution of the members of the CIO (rather than a resolution of the Trustees);
2. Such members' decisions may be made either:
 - a. by resolution at a general meeting; or
 - b. by resolution in writing.
3. A resolution made at a general meeting requires a majority of at least 75% of the votes that are cast.
4. A resolution in writing requires the agreement of all the members on the date the resolution is circulated. The following conditions shall apply:
 - a. a copy of the proposed resolution must be sent to all the members eligible to vote;
 - b. the document indicating a member's approval of a written resolution may be sent to the CIO as hard copy or in electronic form. A member's agreement to a written resolution, once signified, may not be revoked;
 - c. a written resolution lapses if the necessary number of approvals has not been received 28 days after the first day on which copies of the resolution were circulated to members.
 - d. The resolution in writing may comprise several copies to which one or more members has signified their agreement. 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.

18. General Meetings of Members

1. Calling of General Meetings of Members

The Trustees may designate any of their meetings as a general meeting of the members of the CIO. The purpose of such a meeting is to discharge any business which must by law be discharged by a resolution of the members of the CIO as specified in clause 17.

2. Notice of General Meetings of Members

- a. The minimum period of notice required to hold a general meeting of the members of the CIO is 14 days.
- b. Except where a specified period of notice is strictly required by another clause in this constitution, by the Charities Act 2011 or by the General Regulations, a general meeting may be called by shorter notice if it is so agreed by at least 75% of the members of the CIO.

- c. 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.

3. Procedure at General Meetings of Members

The provisions in clauses 15 (2)-(3) governing the chairing of meetings, procedure at meetings and participation in meetings by electronic means apply to any general meeting of the members, with all references to Trustees to be taken as references to members.

19. 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:
 - a. who was disqualified from holding office;
 - b. who had previously retired or who had been obliged by the constitution to vacate office;
 - c. 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 them 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).

20. Execution of Documents

1. The CIO shall execute documents either by signature.
2. A document is validly executed by signature if it is signed by at least two of the charity trustees.

21. Use of Electronic Communications

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

- a. the requirement to provide a member with a hard copy of any document or information if they request it, to be sent within 21 days of the request;
- b. any requirements to provide information to the Commission in a particular form or manner.

22. Registers

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

23. Minutes

The Trustees must keep minutes of all:

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

24. Accounting Records, Accounts, Annual Reports and Returns, Register Maintenance

1. The Trustees must comply with the requirements of the Charities Act 2011 with regard to the keeping of accounting records, to the preparation and scrutiny of statements of account, and to the preparation of annual reports and returns. The statements of account, reports and returns must be sent to the Commission, regardless of the income of the CIO, within 10 months of the financial year end.
2. The Trustees must comply with their obligation to inform the Commission within 28 days of any change in the particulars of the CIO entered on the Central Register of Charities.

25. Rules or Bylaws

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

26. Disputes

If a dispute arises 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.

27. Amendment of Constitution

1. As provided by sections 224 to 227 of the Charities Act 2011, this constitution can only be amended:
 - a. by resolution agreed in writing by all members of the CIO; or

- b. by a resolution passed by a 75% majority of those voting at a general meeting of the members of the CIO.
- 2. Any alteration of clause 3 (Objects), clause 28 (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 2011 or the General Regulations shall be valid.
- 4. A copy of every resolution amending the constitution, together with a copy of the CIO's constitution as amended must be sent to the Commission by the end of the period of 15 days beginning with the date of passing of the resolution, and the amendment does not take effect until it has been recorded in the Register of Charities.

28. 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 this constitution, of which not less than 14 days' notice has been given to those eligible to attend and vote, by a resolution passed by a 75% majority of those voting; 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 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 Commission for the CIO to be removed from the Register of Charities, and in particular:
 - a. the Trustees must send with their application to the Commission:
 - i. a copy of the resolution passed by the members of the CIO;
 - ii. a declaration by the 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 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 Trustees must ensure that a copy of the application is sent within 7 days to every member and employee of the CIO, and to any 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.

29. Interpretation

In this constitution:

"connected person" means:

- a. a child, parent, grandchild, grandparent, brother or sister of the Trustee;
- b. the spouse or civil partner of the Trustee or of any person falling within sub-clause (a) above;
- c. a person carrying on business in partnership with the Trustee or with any person falling within sub-clause (a) or (b) above;
- d. an institution which is controlled:
 - i. by the 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 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.

Section 118 of the Charities Act 2011 applies for the purposes of interpreting the terms used in this constitution.

"General Regulations" means the Charitable Incorporated Organisations (General) Regulations 2012.

"Dissolution Regulations" means the Charitable Incorporated Organisations (Insolvency and Dissolution) Regulations 2012.

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

Subject to section 177 of the Charities Act 2011, **"Trustee"** means a charity trustee of the CIO.

"in writing" shall be taken to include references to writing, printing, photocopying and other methods of representing or reproducing words in a visible form, including electronic transmission where appropriate.