

# **Police UK Disability Sport Foundation (PUKDS Foundation) Charitable Incorporated Organisation (CIO)**

**Governing Document - CIO Constitution**

**Date of Constitution: 13/09/2025**

**Last Amended:**



**1. Name:** The name of the Charitable Incorporated Organisation (CIO) is;

**Police UK Disability Sport Foundation**

Also known as: **PUKDS Foundation**

**2. National location of principle office:** The principle office of the CIO is in England;

**2 Thomas King Drive, Huntingdon, Cambridgeshire, PE29 6HL**

**3. Objects:** The objects of the CIO are;

**1. Community Amateur Sports**

- a. The promotion of community participation in healthy recreation in particular by the provision of facilities for the playing of adaptive sports within the emergency services, volunteer services, blue light and armed forces communities across the United Kingdom.
- b. The advancement of amateur adaptive sports across the United Kingdom for the public benefit of the emergency services, volunteer services, blue light and armed forces communities by the provision of facilities for the participation in adaptive sports.

**2. Relief of Sickness**

- a. To assist in the treatment and recovery of persons in the emergency services, volunteer services, blue light and armed forces communities suffering from physical or mental health illness, disability or neurodiversity of any description or in need of rehabilitation as a result of injury or illness, by the provision of facilities for adaptive sports participation.
- b. To promote and protect the physical and mental health of those with injuries, illness, disability or neurodiversity in all areas of the United Kingdom through the provision of financial assistance, support services and advice.

**3. Relief of Financial Hardship**

- a. The relief of financial hardship among people in the emergency services, volunteer services, blue light and armed forces living in the United Kingdom, by providing them with specialist adaptive sports equipment and services which they could not otherwise afford through lack of means.
- b. The relief of financial hardship, either generally or individually, of people in the emergency services, volunteer services, blue light and armed forces communities living in the United Kingdom by making grants of money for providing or paying for items, services or facilities.

#### **4. Recreational Charities Act 1958**

- a. To promote for the benefit of the inhabitants of the United Kingdom the provision of facilities for adaptive sports recreation and other leisure time activities for individuals in the emergency services, volunteer services, blue light and armed forces communities who have need of such facilities by reason of their infirmity or disablement, financial hardship or social and economic circumstances, or for the public at large in the interests of social welfare and with the object of improving the condition of life of said inhabitants.
- b. To provide or assist in the provision of facilities in the interests of social welfare for adaptive sports recreation and other leisure activities of individuals from the emergency services, volunteer services, blue light and armed forces communities who have need of such facilities by reason of their infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life.

#### **5. Racial Harmony**

- a. The promotion of racial harmony for the public benefit by promoting racial equality in sport and working collaboratively with service providers and minority groups to deliver safe space for adaptive sports participation.
- b. Promoting knowledge and mutual understanding between different racial groups.
- c. Raising awareness about different racial groups to promote good relations between persons of different racial groups.
- d. Working towards the elimination of racial discrimination in the emergency services, volunteer services, blue light and armed forces, within sport and society in general.

#### **6. Relief of Poverty**

- a. The prevention of the relief of poverty in the United Kingdom's emergency services, volunteers services, blue light and armed forces communities by providing grants, items and services to individuals, groups, charities and other non-profit organisations working to prevent or relieve poverty.

#### **7. Promotion of the Law, Police and Crime Prevention**

- a. To promote for the benefit of the public in the United Kingdom's police forces, in partnership with the police, the protection of people and property from, and the prevention of, criminal acts, by working with youth groups in the community to engage with young offenders through projects that encourage volunteering in adaptive sports delivery. Promoting young offender rehabilitation.

#### **8. Equality and Diversity**

- a. The promotion of equality and diversity for the public benefit by:
  - i. The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion.
  - ii. Advancing education and raising awareness in equality and diversity.
  - iii. Promoting activities to foster understanding between people from diverse backgrounds.
  - iv. Conducting or commissioning research on equality and diversity issues within sport and publishing the results to the public.

- v. Cultivating a sentiment in favour of equality and diversity.

## **9. Elderly People**

- a. To relieve financial hardship, sickness and poor health amongst elderly people in the emergency services, volunteer services, blue light and armed forces communities throughout the United Kingdom.

## **10. Young People**

- a. To advance in life and relieve needs of young people from the emergency services, volunteer services, blue light, armed forces communities and general public across the United Kingdom through;
  - i. The provision of adaptive sports and leisure activities provided in the interest of social welfare, designed to improve their conditions of life.
  - ii. Providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- b. To help young people, especially but not exclusively through adaptive sports and leisure activities, so as to develop their capabilities that they may grow to full maturity as individuals and members of society.
- c. To act as a resource for young people living in the United Kingdom by providing advice and assistance and organising programmes of physical, educational and other activities as a means of;
  - i. Providing recreational adaptive sports and leisure activities in the interests of social welfare for young people living in the United Kingdom of benefit who have need by reason of their age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

## **11. Social Inclusion**

- a. To promote social inclusion within the emergency services, volunteer services, blue light and armed forces communities in the United Kingdom and for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one or more of the following factors; unemployment, financial hardship, youth or old age, ill health (physical or mental), neurodiversity, substance misuse or dependency including alcohol and drugs, discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment, poor educational or skills attainment, relationship and family breakdown, poor housing (that is housing that does not meet basic habitable standards), crime (either as a victim of crime or as an offender rehabilitating into society).

- b. To promote social inclusion for the public benefit by working with people in the United Kingdom's emergency services, volunteer services, blue light, armed forces communities and for the public benefit, who are socially excluded on the grounds of their ethnic origin, religion, belief or creed, to relieve the needs of such people and assist them to integrate into society, in particular by;

- i. Providing a network group that encourages and enables members of the community to participate more effectively with their wider community.
- ii. Increasing, or co-ordinating opportunities for members of the community to engage with service providers, to enable those providers to adapt services to better meet the needs of that community.
- c. The promotion of social inclusion among deaf parents and their children within the emergency services, volunteer services, blue light and armed forces communities who are excluded from society, or parts of society, as a result of being deaf by;
  - i. Providing information to support and enable deaf parents to maximise educational opportunities for their children.
  - ii. Raising public awareness of the issues affecting deaf parents and their children, both generally and in relation to their social exclusion.
  - iii. Providing workshops, forums, advocacy and general support.
  - iv. Providing adaptive sports, recreational and leisure activities for deaf and hearing people.
- d. The promotion of social inclusion among elderly members of the emergency services, volunteer services, blue light and armed forces communities who are excluded from society because they are house-bound, or who are unable to drive or easily access public transport, by the provision of;
  - i. A transport service to and from adaptive sport and recreational and leisure activities, or providing greater access to public services in the community through working with service providers and the award of grants for the benefit of reducing financial hardship.
  - ii. Outings and social trips including transport to and from home.
  - iii. Information technology at home to enable them to access the internet, to be able to engage with online community groups.
- e. The promotion of social inclusion for single parents within the emergency services, volunteer services, blue light and armed forces communities, who are excluded from society, or parts of society, due to their social and economic position by the provision of adaptive sport, recreational and play areas to support single parents and their children to develop and gain new skills.

## **12. Religious Harmony**

- a. The promotion of religious harmony in sport and in society for the benefit of the public by;
  - i. Educating the public in different religious beliefs including an awareness of their distinctive features and their common ground to promote good relations between persons of different faiths.
  - ii. Promoting knowledge and mutual understanding and respect of the beliefs and practices of different religious faiths.

## **13. Relief of Unemployment**

- a. The relief of unemployment for the benefit of people from the emergency services, volunteer services, blue light and armed forces communities in such ways as providing volunteer, full-time and

part-time roles within the charity, and at facilities and events, or by providing assistance to find employment.

Nothing in this constitution shall authorise an application of the property of the CIO for the purposes which are not charitable in accordance with section 7 of the Charities and Trustee Investment (Scotland) Act 2005 and section 2 of the Charities Act (Northern Ireland) 2008.

#### **4. Powers:**

The CIO has the power to do anything which is calculated to further its objects or is conducive or incidental to doing so. In particular, the CIO has the 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 the carrying out the work of the CIO. The CIO may employ or remunerate a charity trustee only to the extent that 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 that clause.
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 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 189 of the Charities Act 2011.
  - c. 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.
  - d. 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 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 sub-clause (2) of this clause or authorised by the court or the prior written consent of the Charity Commission has been obtained. 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 a majority of the trustees do not benefit in this way.
- b. A charity trustee or connected person may enter into a contract for the supply of services and/or goods to the CIO where that is permitted in accordance with, and subject to the conditions in sections 185 and 188 of the Charities Act 2011.
- c. 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 rate (also known as the base rate).
- d. 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 or the rent or other terms of the lease are under discussion.
- e. 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. In sub-clause (2) 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. A connected person includes any person within the definition set out in clause (30) interpretation.

## 7. Conflicts of interest:

1. A charity trustee must;

- a. 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
- b. 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 interest (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, 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 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 in his or her capacity 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 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 charity trustee must be a natural person.
- b. No individual may be appointed as a charity trustee of the CIO;
  - 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 provisions of clause (12 (1) (e)).
- c. No one is entitled to act as a charity trustee whether on appointment or 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.
- d. At least one of the trustees of the CIO must be 18 years of age or over. If there is not trustee aged at least 18 years, the remaining trustees may only act to call a meeting of the charity trustees, or appoint a new charity trustee.

3. Number of charity trustees.

- a. 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.

- i. There is no maximum number of charity trustees that may be appointed to the CIO.

4. First charity trustees.

- a. The first charity trustees are as follows, and are appointed for the following terms;

Hollie Crawford for 3 years

Mark Clougherty for 3 years

Craig Godsall for 3 years

Danielle Stevens for 3 years

**10. Appointment of charity trustees:**

1. Apart from the first charity trustees, every trustee must be appointed for a term of 2 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.

**11. Information for new charity trustees:**

1. The charity trustees will make available to each new charity trustee, on or before his or her 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 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. In the written opinion, given to the CIO, of a registered medical practitioner treating that person, has become physically or mentally incapable of acting as a trustee 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.
3. A charity trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year.



### **13. Taking of decisions by charity trustees:**

1. Any decision may be taken either:
  - a. At a meeting of the charity trustees; or
  - b. By resolution in writing (or electronic form) agreed by a majority of all 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;
    - i. 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
    - ii. 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 any 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 principle 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:
  - i. A committee may consist of two or more persons, but at least one member of each committee must be a charity trustee.
  - ii. The acts and proceedings of any committee must be brought to the attention of the charity trustees as a while as soon as is reasonably practicable; and
  - iii. 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.
2. Chairing of meetings.
  - a. The charity of trustees may appoint one of their number to chair their meetings and may at any time revoke such appointment. If no-one has been so appointed, or if the person appointed is unwilling to preside or is not presented 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 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 person who chairs the meeting 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 taking of minutes.

## **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. Informal or associate (non-voting) membership:**

1. 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 membership of any such class of members.
2. Other references in this constitution to 'members' and 'membership' do 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.

## **18. 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, in accordance with the Charities Act 2011; 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 charity trustees).

- d. Decisions of the members may be made either;
  - e. By a resolution at a general meeting; or
  - f. By resolution in writing, in accordance with sub-clause (4) of this clause.
2. Any decision specified in sub-clause (1) of this clause must be made in accordance with the provisions of clause (28) (amendment of constitution), clause (29) (Voluntary winding up or dissolution), or the provisions of the Charities Act 2011, the General Regulations or the Dissolution Regulations as applicable. Those provisions require the resolution to be agreed by a 75% majority of those members voting at a general meeting, or agreed by all members in writing.
3. Except where a resolution in writing must be agreed by all the members, such a resolution may be agreed by a simple majority of all the members who are entitled to vote on it. Such a resolution shall be effective provided that:
- a. A copy of the proposed resolution has been sent to all the members eligible to vote; and
  - b. The required majority of members has signified its agreement to the resolution in a document or documents which are received at the principle office within 28 days beginning with the circulation date. The document signifying a members' 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.

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.

## **19. General meetings of members:**

1. Calling of general meetings of members.

The charity 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 (18) (Decisions which must be made by the members of the CIO).

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 28 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 a majority 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.

- a. The provisions in clause 15 (2)-(4) 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.

4. Proxy voting.

- a. Any member of the CIO may appoint another person as a proxy to exercise all or any of that member's rights to attend, speak and vote at a general meeting of the CIO. Proxies must be appointed by a notice in writing (a 'proxy notice') which:
  - i. States the name and address of the member appointing the proxy;
  - ii. Identifies the person appointed to be that member's proxy and the general meeting in relation to which that person is appointed;
  - iii. Is signed by or on behalf of the member appointing the proxy, or is authorised in such manner as the CIO may determine; and
  - iv. Is delivered to the CIO in accordance with the constitution and any instructions contained in the notice of the general meeting to which they relate.
- b. The CIO may require proxy notices to be delivered in a particular form, and may specify different forms for different purposes.
- c. Proxy notices may (but do not have to) specify how the proxy appointed under them is to vote (or that the proxy is to abstain from voting) on one or more resolutions.
- d. Unless a proxy notice indicates otherwise, it must be treated as:
  - i. Allowing the person appointed under it as a proxy discretion as to how to vote on any ancillary or procedural resolutions put to the meeting; and
  - ii. Appointing that person as a proxy in relation to any adjournment of the general meeting to which it relates as well as the meeting itself.
- e. A member who is entitled to attend, speak or vote (either on a show of hands or on a poll) at a general meeting remains so entitled in respect of that meeting or any adjournment of it, even though a valid proxy notice has been delivered to the CIO by or on behalf of that member.
- f. An appointment under the proxy notice may be revoked by delivering to the CIO a notice in writing given by or on behalf of the member by whom or on whose behalf the proxy notice was given.
- g. A notice revoking a proxy appointment only takes effect if it is delivered before the start of the meeting or adjourned meeting to which it relates.
- h. If a proxy notice is not signed or authenticated by the member appointing the proxy, it must be accompanied by written evidence that the person who signed or authenticated it on that member's behalf had authority to do so.

5. Postal voting.

- a. The CIO may, if the charity trustees so decide, allow the members to vote by post or electronic mail ('email') to elect charity trustees or to make a decision on any matter that is being decided at a general meeting of the members.

- b. The charity trustees must appoint at least two persons independent of the CIO to serve as scrutineers to supervise the conduct of the postal/email ballot and the counting of votes.
- c. If postal and/or email voting is to be allowed on a matter, the CIO must send to members of the CIO not less than (21) days before the deadline for receipt of votes cast in this way:
  - i. A notice by email, if the member has agreed to receive notices in this way under clause (22) (Use of electronic communications), including an explanation of the purpose of the vote and the voting procedure to be followed by the member, and a voting form capable of being returned by email or post to the CIO, containing details of the resolution being put to a vote, or of the candidates for election, as applicable;
  - ii. A notice by post to all other members, including a written explanation of the purpose of the postal vote and the voting procedure to be followed by the member; and a postal voting form containing details of the resolution being put to a vote, or of the candidates for election, as applicable.
- d. The voting procedure must require all forms returned by post to be in an envelope with the member's name and signature, and nothing else, on the outside, inside another envelope addressed to 'The Scrutineers for (name of CIO)', at the CIO's principle office or such other postal address as is specified in the voting procedure.
- e. The voting procedure for votes cast by email must require the member's name to be at the top of the email, and the email must be authenticated in the manner specified in the voting procedure.
- f. Email votes must be returned to an email address used only for this purpose and must be accessed only by a scrutineer.
- g. The voting procedure must specify the closing date and time for receipt of votes, and must state that any votes received after the closing date or not complying with the voting procedure will be invalid and not be counted.
- h. The scrutineers must make a list of names of members casting valid votes, and a separate list of member's casting votes which were invalid. These lists must be provided to a charity trustee or other person overseeing admission to, and voting at, the general meeting. A member who has cast a valid postal or email vote must not vote at the meeting, and must not be counted in the quorum for any part of the meeting on which he, she or it has already cast a valid vote. A member who has cast an invalid vote by post or email is allowed to vote at the meeting and counts towards the quorum.
- i. For postal votes, the scrutineers must retain the internal envelopes (with the member's name and signature). For email votes, the scrutineers must cut off and retain any part of the email that includes the member's name. In each case, a scrutineer must record on this evidence of the member's name that the vote has been counted, or if the vote has been declared invalid, the reason for such declaration.
- j. Votes cast by post or email must be counted by all the scrutineers before the meeting at which the vote is to be taken. The scrutineers must provide to the person chairing the meeting written confirmation of the number of valid votes received by post and email and the number of votes received which were invalid.
- k. The scrutineers must not disclose the result of the postal/email ballot until after votes taken by hand or by poll at the meeting, or by poll after the meeting, have been counted. Only at this point shall the

scrutineers declare the result of the valid votes received, and these votes shall be included in the declaration of the result of the vote.

- l. Following the final declaration of the result of the vote, the scrutineers must provide to a charity trustee or other authorised person bundles containing the evidence of members submitting valid postal votes; evidence of members submitting valid email votes; evidence of invalid votes; the valid votes; and the invalid votes.
- m. Any dispute about the conduct of a postal or email ballot must be referred initially to a panel set up by the charity trustees, to consist of two trustees and two persons independent of the CIO. If the dispute cannot be satisfactorily resolved by the panel, it must be referred to the Electoral Reform Services.

## **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.
    - 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.
    - d. For whom there is a technical defect in their appointment as a trustee of which the trustees were unaware at the time.
- 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).

## **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. The seal must only be used by the authority of the charity trustees or of a committee of charity trustees. The charity trustees may determine who shall sign any document to which the seal is affixed and unless otherwise so determined it shall be signed by two charity trustees.

## **22. Use of electronic communications:**

- 1. General. The CIO will comply with the requirements of the Communications Provisions in the General Regulations and in particular;

- a. The requirement 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.
- a. 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 the members with the notice referred to in clause (19(2)) (notice of general meetings);
    - ii. Give charity trustees notice of their meetings in accordance with clause (15(1)) (Calling meetings);
    - 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 (18) (Members' decisions), (18(4)) (Decisions taken by resolution in writing), or the provisions for postal voting under clause (5) (postal voting).
  - c. The charity trustees must;
    - i. Take responsible 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 communications in electronic form.

## **23. Keeping of registers:**

1. 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.

## **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;

- i. The names of the trustees present at the meeting.
  - ii. The decisions made at the meetings; and
  - iii. Where appropriate the reasons for the decisions.
4. Decisions made by the charity trustees otherwise than in meetings.

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

1. The charity 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 Charity Commission, regardless of the income of the CIO, within 1 months of the financial year end.
2. The charity 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.

## **26. Rules:**

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

## **27. 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.

## **28. Amendment of constitution:**

As provided by sections 224-227 of the Charities Act 2011:

1. This constitution can only be amended:
  - a. by resolution agreed in writing by all members of the CIO' or
  - b. By resolution passed by a 75% majority of those voting at a general meeting of the members of the CIO called in accordance with clause (19) (General meetings of members).
2. Any alteration of the CIO's objects, of any provision of the CIO's constitution directing the application of property on its dissolution or any provision of the CIO's constitution 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.



## 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 (19) (General meetings of members), of which not less than 14 days' notice has been given to those eligible to attend and vote:
    - i. By a 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 Commission 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 Commission:
    - 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, 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 by;
  - i. The charity trustee or any connected person falling within sub-clause (a), (b), or (c) above; or
  - ii. 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-clause (a) to (c) has a substantial interest; or
  - ii. Two or more persons falling within sub-clause (i) who, when taken together, have a substantial interest.

Section 118 of the Charities Act 2011 apply for the purpose 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 9, Chapter 4) of the General Regulations.

**‘Charity Trustee’** means a charity trustee of the CIO.

A **‘poll’** means a counted vote of ballot, usually (but not necessarily) in writing.

Signed,



**Gary Callier**

Founder and Director of Police UK Disability Sport CIC (PUKDS)

Founder and Operations Manager of Police UK Disability Sport Foundation CIO (PUKDS Foundation)