

**COMPANIES ACT 2006
COMPANY LIMITED BY GUARANTEE**

**MEMORANDUM AND
ARTICLES OF ASSOCIATION
-OF-
LINK-ABILITY**

**DATE OF INCORPORATION: 21 FEBRUARY 1989
COMPANY NUMBER: 02350533
CHARITY NUMBER: 701132**

REGISTERED OFFICE:

**CONWAY HOUSE
ACKHURST BUSINESS PARK
FOXHOLE ROAD
CHORLEY
LANCASHIRE
PR7 1NY**



**COMPANIES ACT 2006
COMPANY LIMITED BY GUARANTEE**

MEMORANDUM OF ASSOCIATION

-OF-

LINK-ABILITY

Each subscriber to this Memorandum of Association wishes to form a company under the Companies Act 2006 and agrees to become a member of the company¹.

Name of each subscriber

Authentication by subscriber

W Tester

C Milford-Cottam

Dated: 10 February 1989

¹ The Trustees understand that the first subscribers to the Memorandum of Association were persons connected to the company formation agents who incorporated the Company. The Charity's founding members were Ken Boddington, Pauline Hampson, Janet Boddington, Robert Sage, Lynda Nolan, Rosemary Trustam, Mildred Austin and David Naden.

**COMPANIES ACT 2006
COMPANY LIMITED BY GUARANTEE**

ARTICLES OF ASSOCIATION

-OF-

LINK-ABILITY

1. Objects

- 1.1 The Objects of the Charity are to support children and adults with learning disabilities and their families by the provision of accommodation and services designed to meet their individual needs enabling them to participate fully in their communities.
- 1.2 This provision may be amended by special resolution but only with the prior written consent of the Commission.

2. Powers

The Charity has the following powers, which may be exercised only in promoting the Objects:

- 2.1 to increase public knowledge of the problems faced by people with learning difficulties and their families;
- 2.2 to become acquainted with all people with learning disabilities in the area served by the Charity and to foster mutual co-operation and friendship between families of such people;
- 2.3 to provide advice or information;
- 2.4 to carry out research and to publish the useful result of any such research;
- 2.5 to co-operate with other bodies;
- 2.6 to support, administer or set up other charities;
- 2.7 to accept gifts and to raise funds (but not by means of taxable trading);
- 2.8 to borrow money;
- 2.9 to give security for loans or other obligations (but only in accordance with the restrictions imposed by the Charities Act);
- 2.10 to acquire or hire property of any kind;
- 2.11 to let or dispose of property of any kind (but only in accordance with the restrictions imposed by the Charities Act);
- 2.12 to set aside funds for special purposes or as reserves against future expenditure;
- 2.13 to deposit or invest its funds in any manner (but to invest only after obtaining such advice from a financial expert as the Trustees consider necessary and having regard to the suitability of investments and the need for diversification);

- 2.14 to delegate the management of investments to a financial expert, but only on terms that:
 - 2.14.1 the investment policy is set down in writing for the financial expert by the Trustees;
 - 2.14.2 timely reports of all transactions are provided to the Trustees;
 - 2.14.3 the performance of the investments is reviewed regularly with the Trustees;
 - 2.14.4 the Trustees are entitled to cancel the delegation arrangement at any time;
 - 2.14.5 the investment policy and the delegation arrangement are reviewed at least once a year;
 - 2.14.6 all payments due to the financial expert are on a scale or at a level which is agreed in advance and are notified promptly to the Trustees on receipt; and
 - 2.14.7 the financial expert must not do anything outside the powers of the Charity;
- 2.15 to arrange for investments or other property of the Charity to be held in the name of a nominee company acting under the direction of the Trustees or controlled by a financial expert acting under their instructions, and to pay any reasonable fee required;
- 2.16 to deposit documents and physical assets with any company registered or having a place of business in England or Wales as custodian, and to pay any reasonable fee required;
- 2.17 to insure the property of the Charity against any foreseeable risk and take out other insurance policies to protect the Charity when required;
- 2.18 subject to Article 6.3, to employ paid or unpaid agents, staff or advisers;
- 2.19 to enter into contracts to provide services to or on behalf of other bodies;
- 2.20 to establish or acquire subsidiary companies;
- 2.21 to do anything else within the law which promotes or helps to promote the Objects.

3. The Trustees

- 3.1 The Trustees as charity trustees have control of the Charity and its property and funds.
- 3.2 The Trustees when complete consist of at least three and no more than 15 individuals, comprising:
 - 3.2.1 up to 14 Trustees appointed by ordinary resolution of the Members; and
 - 3.2.2 a Trustee appointed by ordinary resolution of the Parent / Advocate Members provided that if no such Trustee is appointed, the decisions and other actions of the Trustees shall in no way be invalidated.
- 3.3 A Trustee may not act as a Trustee unless he / she:
 - 3.3.1 is over the age of 18;
 - 3.3.2 a Member; and
 - 3.3.3 meets the person specification as determined and set out in writing by the Trustees; and
 - 3.3.4 has signed a written declaration confirming his / her eligibility and willingness to act as a charity trustee of the Charity.
- 3.4 One third (or the number nearest one third) of the Trustees must retire at each AGM, those longest in office retiring first and the choice between any of equal service being made by drawing lots.

- 3.5 A retiring Trustee who is eligible may be reappointed.
- 3.6 A Trustee's term of office as such automatically terminates if he / she:
- 3.6.1 is disqualified under the Charities Act from acting as a charity trustee;
 - 3.6.2 is incapable of managing his / her own affairs due to a lack of capacity within the meaning of the Mental Capacity Act 2005;
 - 3.6.3 is absent without permission from three consecutive meetings of the Trustees and is asked by a majority of the other Trustees to resign;
 - 3.6.4 resigns by written notice to the Trustees (but only if at least three Trustees will remain in office);
 - 3.6.5 is removed by a resolution passed by the Trustees present and voting at a meeting of the Trustees but only after the Trustees have invited the written views of the Trustee concerned and considered the matter in light of any such views; or
 - 3.6.6 is removed by the Members at a general meeting under the Companies Act.
- 3.7 The Trustees may at any time co-opt any individual who is eligible as a Trustee to fill a vacancy in their number or (subject to the maximum number permitted by the Articles) as an additional Trustee, but a co-opted Trustee holds office only until the next AGM.
- 3.8 A technical defect in the appointment of a Trustee of which the Trustees are unaware at the time does not invalidate decisions taken at a meeting.

4. Trustees' proceedings

- 4.1 The Trustees must hold at least four meetings each year.
- 4.2 A quorum at a meeting of the Trustees is at least three or one third of the Trustees in office, whichever is the greater.
- 4.3 A meeting of the Trustees may be held either in person or by suitable electronic means agreed by the Trustees in which all participants may communicate with all the other participants but at least one meeting in each year must be held in person.
- 4.4 The Chair or (if the Chair is unable or unwilling to do so) the Vice Chair (or if the Vice Chair is unable or unwilling to do so) some other Trustee chosen by the Trustees present presides at each meeting.
- 4.5 Any issue may be determined by a simple majority of the votes cast at a meeting, but a resolution in writing agreed by all the Trustees entitled to receive notice of a meeting (other than any Conflicted Trustee who has not been authorised to vote) is as valid as a resolution passed at a meeting. For this purpose the resolution may be contained in more than one document.
- 4.6 Every Trustee has one vote on each issue but, in case of equality of votes, the chair of the meeting has a second or casting vote.
- 4.7 A procedural defect of which the Trustees are unaware at the time does not invalidate decisions taken at a meeting.

5. Trustees' powers

The Trustees have the following powers in the administration of the Charity in their capacity as Trustees:

- 5.1 To appoint (and remove) any person (who may be a Trustee) to act as Secretary in accordance with the Companies Act.

- 5.2 To confer on any individual (with his / her consent) the honorary title of Patron, President or Vice-President of the Charity.
- 5.3 To delegate any of their functions to committees consisting of two or more individuals *appointed by them*. At least one member of every committee must be a Trustee and all proceedings of committees must be reported promptly to the Trustees.
- 5.4 To make standing orders consistent with the Memorandum, the Articles and the Companies Act to govern proceedings at general meetings.
- 5.5 To make rules consistent with the Memorandum, the Articles and the Companies Act to govern their proceedings and proceedings of committees.
- 5.6 To make regulations consistent with the Memorandum, the Articles and the Companies Act to govern the administration of the Charity and the use of its seal (if any).
- 5.7 To establish procedures to assist the resolution of disputes or differences within the Charity.
- 5.8 To exercise any powers of the Charity which are not reserved to the Members.

6. Benefits and Conflicts

- 6.1 The property and funds of the Charity must be used only for promoting the Objects and do not belong to the Members but:
 - 6.1.1 *Members, Trustees and Connected Persons may be paid interest at a reasonable rate on money lent to the Charity;*
 - 6.1.2 *Members, Trustees and Connected Persons may be paid a reasonable rent or hiring fee for property let or hired to the Charity; and*
 - 6.1.3 *Members, Trustees and Connected Persons may receive charitable benefits on the same terms as any other Beneficiaries.*
- 6.2 A Trustee must not receive any payment of money or other material benefit (whether directly or indirectly) from the Charity except:
 - 6.2.1 *as mentioned in Articles 6.1 or 6.3;*
 - 6.2.2 *reimbursement of reasonable out-of-pocket expenses (including hotel and travel costs) actually incurred in running the Charity;*
 - 6.2.3 *the benefit of indemnity insurance as permitted by the Charities Act;*
 - 6.2.4 *an indemnity in respect of any liabilities properly incurred in running the Charity (including the costs of a successful defence to criminal proceedings);*
 - 6.2.5 *in exceptional cases, other payments or benefits (but only with the written consent of the Commission in advance and where required by the Companies Act the approval or affirmation of the Members).*
- 6.3 No Trustee or Connected Person may be employed by the Charity except in accordance with Article 6.2.5, but any Trustee or Connected Person may enter into a written contract with the Charity, as permitted by the Charities Act, to supply goods or services *in return for a payment or other material benefit but only if:*
 - 6.3.1 *the goods or services are actually required by the Charity, and the Trustees decide that it is in the best interests of the Charity to enter into such a contract;*
 - 6.3.2 *the nature and level of the remuneration is no more than is reasonable in relation to the value of the goods or services and is set in accordance with the procedure in Article 6.4; and*

- 6.3.3 fewer than half of the Trustees are subject to such a contract in any financial year.
- 6.4 Subject to Article 6.5, any Trustee who becomes a Conflicted Trustee in relation to any matter must:
 - 6.4.1 declare the nature and extent of his / her interest before discussion begins on the matter;
 - 6.4.2 withdraw from the meeting for that item after providing any information requested by the Trustees;
 - 6.4.3 not be counted in the quorum for that part of the meeting; and
 - 6.4.4 be absent during the vote and have no vote on the matter.
- 6.5 When any Trustee is a Conflicted Trustee, the Trustees who are not Conflicted Trustees, if they form a quorum without counting the Conflicted Trustee and are satisfied that it is in the best interests of the Charity to do so, may by resolution passed in the absence of the Conflicted Trustee authorise the Conflicted Trustee, notwithstanding any conflict of interest or duty which has arisen or may arise for the Conflicted Trustee, to:
 - 6.5.1 continue to participate in discussions leading to the making of a decision and / or to vote; or
 - 6.5.2 disclose to a third party information confidential to the Charity; or
 - 6.5.3 take any other action not otherwise authorised which does not involve the receipt by the Conflicted Trustee or a Connected Person of any payment or material benefit from the Charity; or
 - 6.5.4 refrain from taking any step required to remove the conflict.
- 6.6 This provision may be amended by special resolution but, where the result would be to permit any material benefit to a Trustee or Connected Person, only with the prior written consent of the Commission.

7. Records and Accounts

- 7.1 The Trustees must comply with the requirements of the Companies Act and of the Charities Act as to keeping records, the audit or independent examination of accounts and the preparation and transmission to the Registrar of Companies and the Commission of information required by law including:
 - 7.1.1 annual returns;
 - 7.1.2 confirmation statements;
 - 7.1.3 annual reports; and
 - 7.1.4 annual statements of account.
- 7.2 The Trustees must also keep records of:
 - 7.2.1 all proceedings at meetings of the Trustees;
 - 7.2.2 all resolutions in writing;
 - 7.2.3 all reports of committees; and
 - 7.2.4 all professional advice obtained.
- 7.3 Accounting records relating to the Charity must be made available for inspection by any Trustee at any time during normal office hours and may be made available for inspection by Members who are not Trustees if the Trustees so decide.
- 7.4 A copy of the Charity's constitution and latest available statement of account must be supplied on request to any Trustee. Copies of the latest accounts must also be supplied in accordance with the Charities Act to any other person who makes a written request and pays the Charity's reasonable costs.

8. Membership

- 8.1 The Charity must maintain a Register of Members.
- 8.2 It is the duty of each Member to exercise his / her / its powers and rights as a Member in the way he / she / it decides in good faith would be most likely to further the Objects.
- 8.3 Membership is open:
 - 8.3.1 to the Trustees, is automatic upon a person becoming a Trustee and is terminated if the Member concerned ceases to be a Trustee; and
 - 8.3.2 to any person interested in furthering the Objects and approved by the Trustees.
- 8.4 The Trustees may establish different classes of Members and recognise one or more classes of supporters who are not Members (but who may nevertheless be termed 'members') and set out their respective rights and obligations, including (without limitation):
 - 8.4.1 Parent / Advocate Membership open only to the parents, carers or advocates of Beneficiaries provided that there shall be no more than two Parent / Advocate Members per Beneficiary;
 - 8.4.2 Sponsor / Volunteer Membership open to individuals and / or organisations who have sponsored or otherwise financially supported the Charity or who are willing to provide tangible support to the Charity;
 - 8.4.3 Staff Representative Membership open to individuals nominated by the employees of the Charity and approved by the Trustees provided that at all times the Trustees have the power to establish rules concerning Staff Representative Members (including, without limitation, rules concerning the maximum number of Staff Representative Members and their locations); and
 - 8.4.4 Beneficiary Membership open only to such Beneficiaries who express a wish to be a Member and who are approved by the Trustees.
- 8.5 The form and the procedure for applying for Membership is to be prescribed by the Trustees.
- 8.6 Membership is not transferable.
- 8.7 Membership is terminated if:
 - 8.7.1 the Member dies, or, in the case of a Member Organisation ceases to exist; or
 - 8.7.2 the Member is incapable of managing his / her own affairs due to a lack of capacity within the meaning of the Mental Capacity Act 2005; or
 - 8.7.3 the Member sends a notice of resignation to the Trustees; or
 - 8.7.4 any sum of money owed by the Member to the Charity is not paid in full within three months of its falling due; or
 - 8.7.5 the Member is removed by a resolution passed by the Trustees present and voting at a meeting of the Trustees but only after the Trustees have invited the written views of the Member concerned and considered the matter in light of any such views.

9. General Meetings

- 9.1 Members are entitled to attend general meetings in person or by proxy (but only if the appointment of a proxy is in writing and notified to the Secretary before the

commencement of the meeting) or, in the case of a Member Organisation, by way of an Authorised Representative nominated in accordance with Article 9.10.

- 9.2 General meetings are called on at least 14 clear days' written notice indicating the business to be discussed and (if a special resolution is to be proposed) setting out the terms of the proposed special resolution.
- 9.3 There is a quorum at a general meeting if the number of Members present is at least three.
- 9.4 The Chair or (if the Chair is unable or unwilling to do so) the Vice Chair (or if the Vice Chair is unable or unwilling to do so) some other Trustee chosen by the Trustees present presides at each meeting.
- 9.5 Except where otherwise provided by the Articles or the Companies Act, every issue is decided by ordinary resolution.
- 9.6 Every Member present has one vote on each issue.
- 9.7 In the case of an equality of votes, the chair of the meeting shall be entitled to a second or casting vote.
- 9.8 Except where otherwise provided by the Articles or the Companies Act, a written resolution (whether an ordinary or a special resolution) is as valid as an equivalent resolution passed at a general meeting. For this purpose the written resolution may be set out in more than one document.
- 9.9 The Charity must hold an AGM in every year. Members must annually at the AGM:
 - 9.9.1 receive the accounts of the Charity for the previous financial year;
 - 9.9.2 *receive a written report on the Charity's activities;*
 - 9.9.3 be informed of the retirement of those Trustees who wish to retire or who are retiring by rotation;
 - 9.9.4 appoint Trustees to fill the vacancies arising;
 - 9.9.5 if necessary, to appoint a Chair, Vice Chair, Treasurer and other holders of office as required;
 - 9.9.6 appoint reporting accountants or auditors for the Charity.
- 9.10 A general meeting may be called by the Trustees at any time and must be called within 21 days of a written request from one or more Trustees (being Members), at least 10% of the Membership or (where no general meeting has been held within the last year) at least 5% of the Membership.
- 9.11 The following provisions apply to any organisation that is a Member ("a Member Organisation"):
 - 9.11.1 a Member Organisation may nominate any individual to act as its representative ("an Authorised Representative") at any meeting of the Charity;
 - 9.11.2 the Member Organisation must give notice in writing to the Charity of the name of its Authorised Representative. The Authorised Representative will not be entitled to represent the Member Organisation at any meeting of the Charity unless such notice has been received by the Charity. The Authorised Representative may continue to represent the Member Organisation until notice in writing is received by the Charity to the contrary;
 - 9.11.3 a Member Organisation may appoint an Authorised Representative to represent it at a particular meeting of the Charity or at all meetings of the Charity until notice in writing to the contrary is received by the Charity; and

- 9.11.4 any notice in writing received by the Charity shall be conclusive evidence of the Authorised Representative's authority to represent the Member Organisation or that his or her authority has been revoked. The Charity shall not be required to consider whether the Authorised Representative has been properly appointed by the Member Organisation.
- 9.12 A technical defect in the appointment of a Member of which the Members are unaware at the time does not invalidate a decision taken at a general meeting or a Written Resolution.
- 10. Limited Liability**
- The liability of Members is limited.
- 11. Guarantee**
- Every Member promises, if the Charity is dissolved while he/she remains a Member or within one year after he / she ceases to be a member, to pay up to £1 towards:
- 11.1 payment of those debts and liabilities of the Charity incurred before he / she ceased to be a Member;
- 11.2 payment of the costs, charges and expenses of winding up; and
- 11.3 the adjustment of rights of contributors among themselves.
- 12. Communications**
- 12.1 Notices and other documents to be served on Members or Trustees under the Articles or the Companies Act may be served:
- 12.1.1 by hand;
- 12.1.2 by post;
- 12.1.3 by suitable electronic means; or
- 12.1.4 through publication in the Charity's newsletter or on the Charity's website.
- 12.2 The only address at which a Member is entitled to receive notices sent by post is an address in the UK shown in the Register of Members.
- 12.3 Any notice given in accordance with these Articles is to be treated for all purposes as having been received:
- 12.3.1 24 hours after being sent by electronic means, posted on the Charity's website or delivered by hand to the relevant address;
- 12.3.2 two clear days after being sent by first class post to that address;
- 12.3.3 three clear days after being sent by second class or overseas post to that address;
- 12.3.4 immediately on being handed to the recipient personally; or, if earlier,
- 12.3.5 as soon as the recipient acknowledges actual receipt.
- 12.4 A technical defect in service of which the Trustees are unaware at the time does not invalidate decisions taken at a meeting.
- 13. Dissolution**
- 13.1 If the Charity is dissolved, the assets (if any) remaining after providing for all its liabilities must be applied in one or more of the following ways:
- 13.1.1 by transfer to one or more other bodies established for exclusively charitable purposes within, the same as or similar to the Objects;

- 13.1.2 directly for the Objects or for charitable purposes which are within or similar to the Objects;
 - 13.1.3 in such other manner consistent with charitable status as the Commission approves in writing in advance.
- 13.2 A final report and statement of account must be sent to the Commission.
- 13.3 This provision may be amended by special resolution but only with the prior written consent of the Commission.

14. Interpretation

- 14.1 The Articles are to be interpreted without reference to the model articles under the Companies Act, which do not apply to the Charity.
- 14.2 In the Articles, unless the context indicates another meaning:
- 'AGM' means an annual general meeting of the Charity;
 - 'the Articles' means the Charity's Articles of Association and 'Article' refers to a particular Article;
 - 'Beneficiaries' means the beneficiaries of the Charity;
 - 'Chair' means the chair of the Trustees;
 - 'the Charity' means the company governed by the Articles;
 - 'the Charities Act' means the Charities Acts 1992 to 2016;
 - 'charity trustee' has the meaning prescribed by the Charities Act;
 - 'clear day' does not include the day on which notice is given or the day of the meeting or other event;
 - 'the Commission' means the Charity Commission for England and Wales or any body which replaces it;
 - 'the Companies Act' means the Companies Act 2006;
 - 'Conflicted Trustee' means a Trustee in respect of whom a conflict of interest arises or may reasonably arise because the Conflicted Trustee or a Connected Person is receiving or stands to receive a benefit (other than payment of a premium for indemnity insurance) from the Charity, or has some separate interest or duty in a matter to be decided, or in relation to information which is confidential to the Charity;
 - 'Connected Person' means, in relation to a Trustee, a person with whom the Trustee shares a common interest such that he/she may reasonably be regarded as benefiting directly or indirectly from any material benefit received by that person, being either a member of the Trustee's family or household or a person or body who is a business associate of the Trustee, and (for the avoidance of doubt) does not include a company with which the Trustee's only connection is an interest consisting of no more than 1% of the voting rights;
 - 'constitution' means the Memorandum and the Articles and any special resolutions relating to them;
 - 'custodian' means a person or body who undertakes safe custody of assets or of documents or records relating to them;

'electronic means' refers to communications addressed to specified individuals by telephone, fax or email or, in relation to meetings, by telephone conference call or video conference;

'financial expert' means an individual, company or firm who is authorised to give investment advice under the Financial Services and Markets Act 2000;

'financial year' means the Charity's financial year;

'firm' includes a limited liability partnership;

'indemnity insurance' means insurance against personal liability incurred by any Trustee for an act or omission which is or is alleged to be a breach of trust or breach of duty, unless the act or omission amounts to a criminal offence or the Trustee concerned knew that, or was reckless whether, the act or omission was a breach of trust or breach of duty;

'material benefit' means a benefit, direct or indirect, which may not be financial but has a monetary value;

'Member' and 'Membership' refer to membership of the Charity and includes a Member Organisation where the context so admits;

'Membership Organisation' has the meaning set out in Article 9.10;

'Memorandum' means the Charity's Memorandum of Association;

'month' means calendar month;

'nominee company' means a corporate body registered or having an established place of business in England and Wales which holds title to property for another;

'ordinary resolution' means a resolution agreed by a simple majority of the Members present and voting at a general meeting or in the case of a written resolution by Members who together hold a simple majority of the voting power. Where applicable, 'Members' in this definition means a class of Members;

'the Objects' means the Objects of the Charity as defined in Article 1;

'Resolution in writing' means a written resolution of the Trustees;

'Secretary' means a company secretary;

'special resolution' means a resolution of which at least 14 days' notice has been given agreed by a 75% majority of the Members present and voting at a general meeting or in the case of a written resolution by Members who together hold 75% of the voting power. Where applicable, 'Members' in this definition means a class of Members;

'taxable trading' means carrying on a trade or business in such manner or on such a scale that some or all of the profits are subject to corporation tax;

'Trustee' means a director of the Charity and 'Trustees' means the directors;

'written' or 'in writing' refers to a legible document on paper or a document sent by electronic means which is capable of being printed out on paper;

'written resolution' refers to an ordinary or a special resolution which is in writing;

'year' means calendar year.

- 14.3 Expressions not otherwise defined which are defined in the Companies Act have the same meaning.
- 14.4 References to an Act of Parliament are to that Act as amended or re-enacted from time to time and to any subordinate legislation made under it.