



STAR

Support & Training Against Racism for under 8's workers and parents
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Registered Charity No. 1023528

Constitution: Approved 16th June 2005

1. Name The name of the Association shall be STAR hereinafter referred to as "the Association".

2. Objects The objects of the Association shall be to work towards the elimination of discrimination and to promote all aspects of diversity, inclusion and equality of opportunity and good relations between persons of different social and cultural backgrounds, in particular by educating parents, early years professionals and trainers.

3. Powers In order to achieve these objects and for the furtherance thereof the Association may:-

- i) offer appropriate training opportunities;
- ii) provide educational resources for adults and children;
- iii) provide accommodation and equipment and engage staff provided that no Committee member as hereinafter described shall be employed by the Association;
- iv) raise money to pay for the Association's activities;
- v) fix and collect membership fees;
- vi) become a member of other associations or organisations which encourage the same or similar aims of the Association;
- vii) do all such other lawful things as are necessary for the attainment of the said objects;
- viii) continue working for equality in the education of, and play opportunities for, early years children;
- ix) continue developing an awareness of equality issues as they affect under eights;
- x) continue influencing the training of trainers;
- xi) continue reaching parents, through partnership, encouraging inclusive approaches.

4. Membership

- i) Membership shall be open to all persons who are over the age of 18 and who are committed to the aims and objectives of the Association. They will be required to sign a declaration of commitment
- ii) The Committee after taking into account all relevant circumstances and after allowing a member the right to be heard before a final decision is made shall have the power to withdraw membership from such a member whose actions are deemed to be prejudicial to the interests of the Association.

5. Meetings

- i) An Annual General Meeting shall be held in the summer of each year at which the Annual Report and Audited Accounts for the preceding year shall be presented and agreed.
- ii) A Special General Meeting may be called at any time at the request of the committee or one quarter of the members.
- iii) The Secretary or Chair shall send a note of the date, time and place of each Annual General Meeting and any Special General Meeting with a list of items to be discussed, to all members at least two weeks before the date of the meeting.
- iv) If the Chair or Secretary do not call a Special General Meeting within two months of a request to do so, any member may call that meeting giving at least two weeks notice to the members of such meeting.
- v) The quorum for a General Meeting shall be ten (10) or one-tenth of the members whichever is the greater. If fewer attend a new meeting must be called

6. Committee

- i) The Committee shall meet at least six times a year and is responsible for ensuring that the Association complies with its aims and is properly managed.
- ii) The Committee shall consist of not less than five nor more than eleven members being:
 - a) three Honorary Officers elected at the AGM (Chair, Secretary and Treasurer)
 - b) not less than two nor more than eight members elected at the AGM who shall hold office from the conclusion of that meeting
 - c) the Committee may in addition appoint not more than three co-opted members
- iii) The Officers and the Committee members 6 ii) a) and 6 ii) b) shall be elected for 1 year at the Annual General Meeting. Retiring Officers and Committee members are eligible for re-election. An Officer may not serve in that same capacity for more than four consecutive years without a formal motion being raised at the Annual General Meeting and passed with a two-thirds majority
- iv) In the event of the death or resignation of an elected member, the vacancy shall be filled by a member appointed by the Committee.
- v) The Committee after taking into account all relevant circumstances and after allowing a Committee member the right to be heard before a final decision is made has the power to dismiss such a Committee member whose actions are prejudicial to the interests of the association. In case of serious concern the Committee has the power to suspend the member immediately, and the official dismissal made at a general meeting called for the purpose

7. Voting at Committee Meetings

- i) Officers, elected members and co-opted members each have one vote. In the event of a tie, the Chair has a second or casting vote. A quorum shall be three (3) or one third of the Committee whichever is the greater including 2 of the Officers

- ii) Paid employees are employed by the Committee and therefore cannot be Committee members or vote. They can be invited to attend all meetings in an advisory capacity and should normally be so invited but need not attend the whole of the meeting. Any paid employees should absent themselves from any meetings where their terms of service are discussed

8. Observers Members of the Association may be invited to attend committee meetings as observers.

9 Subgroups The Committee may appoint sub-committees, as it deems necessary and shall prescribe their function provided that all acts and proceedings of any such sub-committee shall be reported to the Committee as soon as possible and provided further that no such sub-committee shall expend funds of the Association otherwise than in accordance with a budget agreed by the Committee.

10. Committee Meetings Meetings shall be called by the Secretary or Chair allowing not less than seven days notice. The notice shall include place, date and time together with an agenda.

11. Finance

- i) The Treasurer shall open bank and building society accounts and keep proper accounts of the finances of the Association. The Treasurer shall present a statement of the accounts to the committee every quarter. Acceptance of these accounts shall be recorded in the minutes
- ii) All cheques shall be signed by two Officers, one of whom shall normally be the Treasurer. Duplicate bank statements shall be sent to the Chair.
- iii) At the end of the financial year, the Treasurer shall prepare accounts, which, after audit by an independent auditor appointed by the Committee, shall be presented at the Annual General Meeting.
- iv) The funds of the Association shall only be used for the purposes of the Association and no payment shall be made to any member except:
 - a) if that member is employed by the Association
 - b) as repayment of reasonable out-of-pocket expenses properly incurred on behalf of the Association
 - c) as Interest at a reasonable rate on money lent to the Association
- v) The financial year for the Association shall run from April 1st to March 31st.

12. Dissolution

The Association may be dissolved by a Resolution passed by a two-thirds majority of those present and voting at a Special General Meeting convened for the purpose of which 21 days' notice shall have been given [to the Members]. Such resolution may give instructions for the disposal of any assets held by or in name of the Association, provided that if any property remains after the satisfaction of all debts and liabilities such property shall not be paid to or distributed among the members of the Association but shall be given or transferred to such other charitable institution or institutions having objects similar to some or all objects of the Association as the Association shall determine and if and in so far as effect cannot be given to this provision then to some other charitable purpose.

13. Change of Constitution

Alteration to this Constitution shall receive the assent of two-thirds of the members present and voting at an Annual or a Special General Meeting. A resolution for the alteration of the constitution must be received by the Secretary of the Association at least 21 days before the meeting at which the resolution is to be brought forward. At least 14 days' notice of such a meeting must be given by the Secretary to the membership and must include notice of the alteration proposed: provided that no alteration to clause 2 (objects), clause 12 (dissolution) or this clause, shall take effect until the approval in writing of the Charity Commissioners or other authority having charitable jurisdiction shall have been made which would have the effect of causing the Association to cease to be a charity in law.