

**From:** Operations - Wales (Queue) OperationsWales@charitycommission.gsi.gov.uk  
**Subject:** Re: Camphill Village Trust - 232402 CRM:0164047  
**Date:** 8 December 2014 13:52  
**To:** Max White maxwhite@whiteandco-pm.co.uk



## Charity Commission

**Your Ref:**

**Our Ref:** BNWJ/232402/C-383769

Dear Mr White,

**Re: Camphill Village Trust - 232402**

Thank you for your email of 28 November 2014.

You have raised a number of concerns about the way the trustees are running the charity:-  
Co-worker life-share model of care

The question of whether the trustees' particular proposals for care provisions are within the Objects (as stated in the charity's Memorandum and Articles of Association) is not a question that the Commission can answer.

You have advised that simply reading the Appendix of the Memorandum would suffice to establish whether the proposals are in accordance with Steiner principles. However, there is legal uncertainty, not simply about what Dr Steiner's principles have to say on the matter but whether, as a matter of construction, these proposals are in accordance with those principles. The Commission simply does not have a power to authoritatively determine the construction of the memorandum of a charitable company, such as Camphill Village Trust.

### Decision to move from co-workers to employees

The Commission is unable to determine whether the change of status from co-workers to employees amounts to a breach of the charity's objects. As discussed above, this is because the Commission cannot determine matters of ethos or doctrine. As we cannot determine the principles of Dr Steiner, we also cannot decide whether the change of status of co-workers to employees is in accordance with those principles.

The task of running the charity falls to the trustees. They have outlined a strategic direction for the charity and taken a number of administrative decisions about the way in which the charity wants to provide for its beneficiaries.

The Commission is satisfied that the trustees have acted in accordance with their duties as trustees and followed a proper decision making process having carefully considered Steiner principles. The Commission cannot determine whether the decisions reached are in accordance with Steiner principles because, as discussed above, that is something that we cannot determine.

Lastly, as you may be aware, a number of people have also raised concerns with us about the proposed changes at the charity's communities. Consequently, we have produced the attached statement covering the main areas of concern, explaining the Commission's engagement with the charity and our position on these issues. The Commission has nothing further to add about our current involvement with the charity.

I hope that this is of help.

Yours sincerely

Bethan Wilkins-Jones

0300 065 1801

[operationswales@charitycommission.gsi.gov.uk](mailto:operationswales@charitycommission.gsi.gov.uk)

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