

From: Operations - Wales (Queue) OperationsWales@charitycommission.gsi.gov.uk
Subject: RE: Camphill Village Trust - 232402 CRM:0164073
Date: 4 February 2015 11:20
To: Max White maxwhite@whiteandco-pm.co.uk



Charity Commission

Your Ref:

Our Ref: BNWJ/232402/C-408151

Dear Messrs White and Knight,

Re: Camphill Village Trust – 232402

Thank you for your email with enclosures.

I note that you have enclosed the “ Property Consolidation Strategy – Botton Village” document which contains the quotation “This is because they do not accept that they are employees although legal advice from both the Charity Commission and HMRC has confirmed that this is the case”.

You have also included a copy of Huw John’s letter of 23 January 2015 where he states that the document was rejected - “The suggestions and content were not appropriate..”.

You have asked us to confirm whether or not the Commission has provided legal advice to CVT that volunteer co-workers are employees. I can confirm that we have not done so. The Commission does not give direct legal advice to charities. The question of whether the status of an individual is that of an employee or a co-worker is not a matter of charity law, and as such is not something that we can comment on.

I hope that this is of assistance.
Yours sincerely,

Bethan Wilkins-Jones

Tel:0300 065 1801

operationswales@charitycommission.gsi.gov.uk

www.gov.uk/charity-commission

----- Original Message -----

From: Max White
Received: 30/01/2015 11:29
To: Operations - Wales (Queue)
Cc: theknightsrhome@btinternet.com
Subject: Re: Camphill Village Trust - 232402

Dear Ms Wilkins-Jones

This is not the first time that CVT have made this claim. Families have been seeking clarification from them since July last and please note that we did not say that the quotation came from a letter.

We attach (1) a redacted document that was sent anonymously. It is entitled “Property Consolidation strategy – Botton Village” and the quotation can be found in the fourth paragraph.

When this document was brought to the attention of Huw John the CEO of CVT his response was :-

It was also a document that we firmly rejected. The suggestions and content were not appropriate, and we rejected the recommendations. (copy 2 attached)

It is reasonable to assume that the “we” refers to the senior management team of CVT.

However we have proof that some of the strategies contained in this (rejected) document are already

being implemented. See co-workers letter dated 23 January 2015. (copy 3 attached) and only this week Huw John has reaffirmed CVT's intention to bring to an end vocational co-working by the 30th March 2015 and all this means to our relatives, the beneficiaries.

The attached document was compiled by the newly appointed "Project Manager" with input from Botton's management, all under the supervision of the General Manager David Knowles.

It is clear that a document of such magnitude would have taken a reasonable period of time to complete and most certainly would involve a number of onsite meetings of management staff.

It is stretching the imagination beyond all reason for Huw John and Frances Wright (head of HR) to argue that the report was rejected.

The simple truth is that they have been caught out by the whistle-blower.

You will be well aware that we have brought our concerns in respect of CVT actions to you repeatedly over the past 3 years only to be informed via a standard "Statement" and a reference to the "Operational Compliance Report dated February 2014" that you would take no further action.

We therefore repeat our request that you confirm, by return, whether or not the Commission has provided to CVT the legal advice, that volunteer co-workers are employees, that they claim.

Yours sincerely

Max White and Brian Knight

----- Original Message -----

From: [Operations - Wales \(Queue\)](#)

To: [Max White](#)

Sent: Thursday, January 29, 2015 3:04 PM

Subject: RE: Camphill Village Trust - 232402 CRM:0164066

Charity Commission

Your Ref:

Our Ref: BNWJ/232402/C-408151

Dear Messrs White and Knight,

Re: Camphill Village Trust - 232402

Thank you for your email.

In order that I can consider this matter, please provide me with a copy of the letter you have quoted from.

I look forward to hearing from you.

Yours sincerely,

Bethan Wilkins-Jones

0300 065 1801

operationswales@charitycommission.gsi.gov.uk

www.gov.uk/charity-commission

----- Original Message -----

From: Max White

Received: 23/01/2015 12:27

To: Operations - Wales (Queue)

Cc: theknightsrhome@btinternet.com

Subject: 20150123 - Camphill Village Trust - 232402 - Urgent Response Requested

Urgent Response Requested

Dear Ms Wilkins-Jones

CVT are now proceeding with their intention, as advised in our letter to the Commission of the 14th May 2014, to evict all the vocational co-workers at Botton by the end of this financial year.

CVT's justification for doing so is ***"This is because they do not accept that they are employees although legal advice from both the Charity Commission and HMRC has confirmed that this is the case."***

In the case of the HMRC they have confirmed that they have made no such determination. The sole justification for CVT's actions therefore focuses on their statement that the Charity Commission has provided legal advice that the co-workers are employed.

We would be grateful if you would confirm, by return, whether or not the Commission has provided to CVT the legal advice, that volunteer co-workers are employees, that they claim.

Yours sincerely

Max White and Brian Knight

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----- Charity trustees need to report actual or suspected serious incidents to the Commission and should do so as soon as they are aware of them. If trustees fail to report a serious incident, the Commission may consider this to be mismanagement and take regulatory action. Find out more at : www.gov.uk/how-to-report-a-serious-incident-in-your-charity Consider the environment. Please don't print this e-mail unless you really need to. -----

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