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Legal Relationship between SET and the Schools under its Patronage

Dear Tom

I refer to the above matter and in particular our recent meeting in the office. Many thanks for also kindly forwarding the documentation to me.

I note that Spiritan Education Trust ("**SET**") wishes to obtain legal advice in relation to the legal relationship between it as patron/trustee of its schools and those schools.

I understand that this query arises in the context of potential filings to be made to the Charities Regulatory Authority ("**CRA**") pursuant to the Charities Act, 2009.

SET's Constitution

I note that SET is a company limited by guarantee and you have kindly furnished SET's constitution to me. SET has taken over the functions which were previously conducted by Des Places.

The principal objects for which SET is established is "to advance Roman Catholic education and religion in the tradition of the combined ethos, characteristic spirit and educational philosophies of the Congregation by acting as trustees in the Schools"¹ and "to advance Roman Catholic Education and religion in the tradition of the combined ethos, characteristic spirit and educational philosophies of the congregation by securing, through the managers or board of management, as the case may be, of the Schools (the "Management") the development, management and implementation of the educational policy of the Congregation in the Schools"².

The powers of SET are delineated in Section 5.1.1 of the Constitution. It provides that the company is to function as patron/ trustee of the Schools in accordance with the Charter and Articles of Management for Catholic Secondary Schools 1985 and the terms of the Education Acts and all such powers as are required to fulfil that function. A further power³ is to carry out functions in relation to the management of the Schools pursuant to the Education Acts, and in addition to open, close, amalgamate or otherwise deal with the Schools as the company shall so determine, this matter being reserved exclusively for the decision of the members, pursuant to the provisions of Article 2.2.6.⁴ There are also various powers in relation to the leasing, purchasing, licensing, sale etc. of school properties.

The Articles of Association provide⁵ that "the Members shall be members of the Provincial Council for the time being and from time to time. The Provincial Superior shall lead the Members and may be referred to as the chairperson of the Members or the chairperson of

¹ Constitution of Spiritan Education Trust, Memorandum of Association, Article 3.1.1.

² Constitution of Spiritan Education Trust, Memorandum of Association, Article 3.1.2.

³ Constitution of Spiritan Education Trust, Memorandum of Association, Article 5.1.2.

⁴ Constitution of Spiritan Education Trust, Memorandum of Association, Article 5.1.3.

⁵ Constitution of Spiritan Education Trust, Articles of Association, Article 2.2.1.

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the Company". The Articles provide⁶ that the number of Members at the date of the adoption of the Constitution is five, that the Directors may from time to time adjust, increase or decrease the number of Members subject to there being a minimum of three Members so long as the Company benefits from charitable tax exempt status from the Revenue Commissioners.

It is provided⁷ that no person shall become a Member who is not a Member of the Congregation. In addition, a number of matters are reserved⁸ exclusively to the Members at general meetings including:-

- significant financial transactions i.e. any sum which exceeds the threshold figure of €30,000 which shall be indexed annually;
- the purchase, sale, transfer, acquisition, lease or licence or any other alienation of property;
- the opening, closure or amalgamation of any school;
- the amalgamation of the Company with any companies, institutions, societies or associations which are registered charities which have objects similar to those of the Company;
- any change to the ethos and characteristic spirit of any the Schools,
- substantive changes to the accounting model or accounting arrangements of the Company or the basis on which the Company's financial statements are prepared;
- changes to existing policies concerning access to the Schools by disadvantaged students and
- any change regarding the operation of the Schools as trustee or patron for the Congregation in line with the characteristic spirit of the Spiritans and the education policy of the Congregation.

It is provided⁹ that the business of the Company should be managed by the Directors subject to the provisions of the Constitution, the provisions of the Act etc. The nomination of Directors is done by the Nominations Committee.¹⁰

The Constitution defines schools as "*the schools, including junior and senior schools, and halls of residence, wholly, partly or jointly under the trusteeship or patronage of the company, which or which may, in the future, come under the trusteeship of patronage of the company*".¹¹

The Education Act-The Trustees

The Education Act, 1998¹² makes provision regarding the patron of a school. It provides¹³ "*the persons who, at the commencement of this section, stand appointed as trustees or as the board of governors of a post primary school and, where there are no such trustees or such board, the owner of that school, shall be deemed to be the patron for the purposes of this Act and the Minister shall enter his, her or their name, as appropriate, in a register kept for that purpose by the Minister*".

It goes on to provide¹⁴ "*in any case other than that provided... the patron of a recognised school shall be the person who requested recognition of the school or a nominee of such person and the name of that person shall be entered in the register*".

Therefore, it is important to ascertain from the Department of Education and Skills which precise legal entity has been registered as the patron/trustee of the schools in question. The Department maintains a register which contains these details. It may well be that the company which preceded SET, i.e. Des Places, is named as the patron/trustee. If so, it would be appropriate to notify the Department of the change of name of the

⁶ Constitution of Spiritan Education Trust, Articles of Association, Article 2.1.

⁷ Constitution of Spiritan Education Trust, Articles of Association, Article 2.2.5.

⁸ Constitution of Spiritan Education Trust, Articles of Association, Article 2.2.6.

⁹ Constitution of Spiritan Education Trust, Articles of Association, Article 5.1.

¹⁰ Constitution of Spiritan Education Trust, Articles of Association, Article 5.2.2.

¹¹ Constitution of Spiritan Education Trust, Articles of Association, Article 1.1.

¹² Education Act, 1998, Section 8.

¹³ Education Act, 1998, Section 8(1)(b).

¹⁴ Education Act, 1998, Section 8(2).

patron/trustee. In this regard, Section 8(3) of the Act provides that the Minister may amend the Register in respect of any school on the application of the person who stands for the time being registered as the patron or of the successor to that person.

The Education Act also provides¹⁵ that the patron of a school shall carry out the functions and exercise the powers conferred on the patron by the Act and such other functions and powers as may be conferred on the patron by any Act of the Oireachtas or instrument made thereunder, deed, charter, articles of management or other such instrument relating to the establishment or operation of a school.

Thus, the articles of management which are in place, which I understand from your Constitution are the 2005 Articles, are clearly very relevant in relation to the powers which are given to the patron/trustee. I do not have a copy of the articles to hand, however, I can review same if you would like. In general terms, such articles of management are not very explicit in relation to the powers of the trustees/patron, although they do clearly provide that the trustees allow the board of management a licence to enter onto school premises for the purposes of conducting its functions etc.

The Education Act-the Schools

As I understand it, most of the schools under the patronage of SET are recognised schools, with the exception of the junior schools.

The Education Act, 1998, provides¹⁶ that it is the duty of a patron/trustees, for the purposes of ensuring that a recognised school is managed in a spirit of partnership, to appoint where practicable, a board of management, the composition of which is agreed between patrons of schools, national associations of parents, recognised school management organisations, recognised trade unions and staff associations representing teachers and the Minister.¹⁷

The Act goes on to provide that a board shall fulfil in respect of the school the functions assigned to that school by the Act. Importantly, the Act also provides¹⁸ that each board shall be a body corporate with perpetual succession and power to sue and may be sued in its corporate name. The Act also provides that the members of a board shall, except where the articles of management otherwise provide, be appointed by the patron of the school.¹⁹

Relationship between the Trustees/Schools

The roles of the patron/trustee and the board of management were examined in the High Court case of *Uí Chróinín v Minister for Education and Science*.²⁰ The board of management of the school sought to change the status of the school, under section 10 of the Education Act 1998, but had not sought the consent of the patron before doing this. The High Court held that the role of the patron is of a *"more primary or antecedent nature"* compared to that of the board of management and that it would appear that the Education Act *"envisages that the board of management is a derivative of the patron, with the function of day to day manager of the school in conjunction with the principal. This primary antecedent role demonstrates the contrast between the permanent or enduring role of the patron and the temporary nature of the role of the various members of the board."* The Court went on to note that because the alteration sought by the applicants *"permanently alters the nature of the school"* the consent of the patron *"as the person with a permanent interest in the school is appropriate."* However, this case should not be interpreted as meaning that the board of management does not have a separate independent status. Indeed, the Court in referring to the temporary nature of the board was referring to the membership of the board. The distinction between the membership

¹⁵ Education Act, 1998, Section 8(6).

¹⁶ Education Act, 1998, Section 14.

¹⁷ Education Act, 1998, Section 14(1).

¹⁸ Education Act, 1998, Section 14(2).

¹⁹ Education Act, 1998, Section 14(4).

²⁰ *Uí Chróinín v Minister for Education and Science* [2009] IEHC 204.

of the board and the board itself is important as the board has corporate status and therefore, has an on-going legal personality, similar to that of a patron.

The Act provides²¹ that except as provided for by the Act, no action shall lie against a member of a board in respect of anything done by that member in good faith in pursuance of the Act or any regulations made by the Minister under the Act. It goes on to provide²² that it is the duty of the board to manage the school on behalf of the patron and for the benefit of the students and their parents and to provide an appropriate education for each student at the school for which that board has responsibility. It states that in performing these functions, the board of management shall do so in accordance with policies determined by the Minister from time to time and shall uphold and be accountable to the patron for so upholding the characteristic spirit of the school as determined by the cultural, educational, moral, religious, social, linguistic and spiritual values and traditions which inform and are characteristic of the objectives and conduct of the school and at all times act in accordance with any Act of the Oireachtas or instrument made thereunder, deed, charter, articles of management or other such instrument in relation to the establishment or operation of the school.²³

The Act also provides²⁴ that the board will consult with and keep the patron informed of decisions and proposals of the board and²⁵ that it shall publish in such a manner as the board with the agreement of the patron considers appropriate, the policy of the school concerning admission to and participation in the school, including the policy of the school in relation to the expulsion or suspension of students and admission to and participation by students with disabilities etc.

SET is a charity and a company limited by guarantee.

The boards of management of the schools, are separate legal entities, and while similar to SET in that they are corporate in nature, unlike SET they are not companies limited by guarantee or established under the Companies Act, rather they are statutory bodies established under the Education Act. In addition, the schools, akin to SET, are also charities.

I note that it has been suggested that the patron of the schools are the Spiritans and that the trustees are SET. It seems to me that this is not a correct understanding of the Education Act. Under the Education Act, the role of trustee for the purpose of the Act is described inter changeably with that of patron and therefore, for the purposes of the Education Act, a patron is the trustee. In my view, on the basis of the information to hand, SET is the patron/trustee of the schools.

SET's constitution make it clear that certain functions of it are reserved to the members of the Congregation, for example, regarding issues in relation to ethos etc. This is of course separate to the role of trustees which arise under deeds of trust. I note that the properties of the Congregation/SET are held in trust, however, I have not been furnished with any of the trust documentation and I am not providing any advices regarding the rules and responsibilities of trustees under trust documentation, which is a separate legal construct to that which is envisaged under the Education Act regarding trustees in the role of patron.

Charities Act, 2009

As both SET and the boards of management of the schools are charities, both come within the remit of the Charities Act, 2009, as does the Congregation.

²¹ Education Act, 1998, Section 14(7).

²² Education Act, 1998, Section 15(1).

²³ Education Act, 1998, Section 15(2)(b).

²⁴ Education Act, 1998, Section 15(2)(c).

²⁵ Education Act, 1998, Section 15(2)(d).

There are specific exemptions under the Charities Act in relation to an education body. An education body is defined in the Charities Act as including, *inter alia*, "a recognised school within the meaning of the Act of 1998".²⁶

The Charities Act outlines²⁷ requirements in relation to annual statements of account²⁸. However, the Act specifically provides²⁹ that the section does not apply to an education body. Likewise, the requirement³⁰ for final accounts or examination of accounts does not apply to an education body.³¹

Thus, the argument can certainly be made that none of the recognised schools are required to comply with these provisions of the Charities Act. There are other provisions of the Act which they are required to comply with, including the requirement to submit an annual activity report.

However, as the junior schools are not recognised by the Department of Education and Skills, the question will arise as to whether these are required to make returns to the CRA, as they do not come under the definition of "education body" in the 2009 Act as this applies *inter alia* to recognised schools. Thus, it would seem that the junior schools are not exempt from the requirements in the Charities Act to provide an annual statement of account and final accounts.

What is meant by Trustees

Ultimately, this depends on the context in which the question arises.

I note that the property of the Congregation/SET is held on various trusts. However, as outlined above, the trustees for the purposes of these trusts are not necessarily the same as a trustee in respect of the Education Act.

The definition of trustee in the Education Act connotes the functions, powers and responsibility of a patron under the Act. This is of course separate to, although there may be certain crossover, in relation to the role of trustees of a property held on trust for a charity. However, it should be noted that the articles of management for second level schools specifically make provision for the trustees to allow the property to be used on licence by the board of management and it would appear in this situation that the articles of management are referring to trustees in the sense of trustees who hold the land on trust, rather than the trustees as Patron *per se*.

In the case of the Congregation/SET, it would appear that the trustees who hold its property on trust are not one and the same as the Trustees for the Education Act, as the latter function is performed by SET. There are separate deeds of trust regarding the Congregation's property and as stated, I have not had sight of these.

The definition of trustee in the Charities Act³² includes the directors and other officers of the company, where the charity is a company established under the Companies Act, and in the case of charities that are a body corporate (other than a company established under the Companies Act) or an unincorporated body, any officer of the body or any person for the time being performing the functions of an officer of the body. The Charities Act excludes certain types of trusts³³ including shares in a qualifying company established for the purposes of section 110 of the Taxes Consolidation Act 1997, shares in

²⁶ Charities Act, 2009, Section 2(1).

²⁷ Section 48

²⁸ The Act provides that the Minister may make provision for the statement of accounts including (a) the annual statement of accounts to be prepared in accordance with such methods and standards as are specified in the regulations, (b) any information to be provided by means of notes to the annual statements of accounts and (c) determining the financial year of a charitable organisation for the purposes of the Act and any regulations made under it (Section 48(2)).

²⁹ Charities Act, 2009, Section 48(6).

³⁰ Charities Act, 2009, Section 50.

³¹ Charities Act, 2009, Section 50(13)(b).

³² Charities Act, 2009, Section 2(1).

³³ Charities Act, 2009, Section 8.

a company whose business consists solely of the leasing of plant and machinery, dividends paid in respect of such shares, being dividends that are not retained as part of the property of the trust for more than 12 months and any other distribution of cash or assets made in respect of such shares, being cash or assets that are not retained as part of the property of the trust for more than 12 months.

Further Issues for consideration

A separate issue which arises in respect of the schools relates to the issue of those schools which are not recognised under the Education Act and in particular, what legal status they have. On the face of it, it would appear that the boards of management of these schools, are unincorporated association of persons. Thus, they are therefore not statutory corporate bodies and do not have the benefits of same. I would suggest that this issue is looked at.

A separate issue relates to the types of arrangements in place where there is more than one school on the campus. I understand that there are various campus committees in place which in and of themselves have power making decisions and which deal with finances centrally. Again, the legal status of these campus committees is unclear. It would seem to me that at the very least enquiries should be made as to whether or not these bodies should look at being incorporated in order to ensure that they have the benefits of incorporation.

I would also point out that it will be important to ensure that if any such corporate bodies are established that they are compliant with the requirements of the Education Act vis a vis the boards of management of the schools and indeed the articles of management etc.

A further issue, which potentially arises, is in relation to the boarding activities of the schools. The Education Act makes it clear³⁴ that except as provided for by the Act, no action shall lie against a member of the board in respect of anything done by that member in good faith and in pursuance of the Act or any regulation made by the Minister under the Act at the time. Therefore, in exercise of their functions, board members must act bona fide. In addition, the protections under the Act relate to matters done in pursuance of the Act. As noted above, SET's Constitution also separately refers to the halls of residence.

It goes without saying that the appropriate levels of insurance should be in place in respect of the various schools, ensuring also that the boarding element is fully covered. The issue which arises in relation to boarding, is that the Act does not specifically refer to boarding activity and a question which arises is whether the indemnity given to the board of management under the Act extends to it regarding the boarding activity. Therefore, consideration could potentially be given to a corporate body being put in place which deals with the boarding aspect of the school. This would need to be very carefully approached as consideration would have to be given as to how such a body would link in with the board of management/patron and the articles of management. The issue of what, if any role, the campus committee have in relation to boarding also arises. It will be appreciated that this aspect of the matter will require further discussion.

Therefore, an issue potentially arises in respect of certain activities conducted in respect of the schools, as to whether or not there is a corporate body carrying on such activities and if not, whether those who are conducting those activities are in essence unincorporated associations of persons.

This question could arise were litigation to be initiated against the schools or the various bodies referred to above, including potentially SET and/or the Congregation. This would become a particular issue if there was no, or limited, insurance cover. It is also relevant that the property is held on trust and therefore presumably would not be available to satisfy a judgement.

³⁴ Education Act, 1998, Section 14(7).

As discussed at the meeting, this is no mere theoretical issue and in fact the matter has only recently been the subject of a Supreme Court decision, which I refer to below.

Subsidiaries

You had specifically asked at the meeting whether or not the boards of management of the schools are subsidiaries of SET for the purpose of filing accounts with the CRA.

Consolidated accounts are required where the gross income of the charity and its subsidiaries exceeds €500,000.³⁵ Charitable subsidiaries are also required to prepare their own separate accounts under the draft CRA regulations unless exempt.

A parent charity consolidates the subsidiaries it controls.³⁶ Control is the power to govern the financial and operating policies of an entity in order to obtain benefits from its activities.³⁷ For organisations considering whether control exists, a number of potential questions should be considered:

- How is control outlined in the governance document?
- Who has the power to initiate, approve or veto significant decisions made in the ordinary course of business?
- Who has the power to select, terminate and set compensation for key management/Principal/CEO?
- Who approves the annual business plan and budget?
- Who controls the assets used by the organisation?
- Who approves major capital projects- including acquisition and disposal of major assets?
- Who makes decisions concerning financing?
- Who has more than half the voting power at meetings of the Board/governing body?
- Who has the power to appoint the majority of the Board of Directors or equivalent governing body?
- In the event of a wind-up where will any remaining assets be distributed?³⁸

Viewed from the perspective of the Education Act, the boards of management of the recognised schools are not subsidiaries of SET as they have an independent legal existence in their own right under the provisions of the Education Act whereas SET is incorporated under the Companies Act. However, if any of the bodies which are not currently incorporated, but do become so as outlined above, a question may arise as to whether they are subsidiaries of SET.

It would seem to me that each of the elements of control outlined above should be looked at in the context of each of the schools to establish the level of control, this will essentially be a factual matrix. It is also noted above that SET's Constitution reserves certain financial transaction to the members of the Congregation and I understand that the schools pay a licence fee. You will appreciate that I am not providing accountancy advice in respect of this matter, however, this is something we can further discuss. It would also seem to me that an approach should be made to the CRA regarding the matter once you have come to your own views on the matter.

As outlined above, the recognised schools are exempt from providing accounts to the CRA under the Charities Act and are also exempt from providing headline figures unless an amendment is made to the Act to provide for this. Thus, the issue currently relates to the position of the junior schools. The issue of how these schools' funding arrangements are structured under campus arrangements are also likely to come into sharp focus. In addition, as noted above, SET's Constitution provides that substantive changes to the

³⁵ PwC, "Charities-Amalgamate or Consolidate" *Charity News* Spring 2017 at 5.

³⁶ Charity SORP FRS 102, para. 24.14.

³⁷ Charity SORP FRS 102, para. 9.2.

³⁸ PwC, "Charities-Amalgamate or Consolidate" *Charity News* Spring 2017 at 6.

accounting model or accounting arrangements of the Company or the basis on which the Company's financial statements are prepared is specifically reserved to the members.

Recent Caselaw

The case in question is the Supreme Court decision in *Hickey v McGowan*³⁹. One of the questions which arose in that case was whether the members of a religious congregation could be held liable in respect of sexual abuse carried out by a member of the order which occurred from 1969 to 1972 i.e. whether the members could be held "vicariously liable" for the actions of other members.

Vicarious liability arises in a situation where someone who is faultless, is held responsible for the actions or omissions of another person. This requires an element of control between the parties, for example, in a workplace context, an employer can be held liable for the acts or omissions of its employees. In order to successfully sue for vicarious liability, the court must be satisfied that the actions of the accused leading to the proceedings were sufficiently close to the activity which the accused was engaged to undertake.

The Supreme Court decision confirmed that vicarious liability can arise even when the acts engaged in amount to criminal acts.

In addition, another issue which arises in these types of cases is whether individual members can be held liable for negligence.

Negligence is a breach of a duty of care resulting in actual loss or damage. Ordinarily, it involves proving that there was a failure to conform to a certain standard of behaviour which exposed another to unreasonable risks. This requires proving that the defendant owed a duty to the plaintiff, the defendant breached that duty by failing to conform to the required standard of conduct, the defendant's negligent conduct was the cause of the harm and the plaintiff was in fact harmed.

In many of the cases, the courts have imposed liability both in negligence and on the basis of vicarious liability.

The judgment of the Supreme Court in the *Hickey* case was as follows:

1. Members of an unincorporated association can be held vicariously liable for the acts of its members in certain contexts.
2. Such an organisation may, through its own internal rules, delineate or regulate the nature and the extent of the liability as between its own members. The Court did not address whether these internal rules could delineate the extent of liability to third parties.
3. The law will not attach liability to members of an unincorporated association in relation to events which took place prior to the person becoming a member of the organisation.

The above case concerns the issue of child sexual abuse. It will be appreciated that the potential liability of members of an unincorporated association goes beyond considerations of child sexual abuse and essentially what one needs to address are potential unintended consequences or matters which currently are not being litigated but which could be litigated in the future and for which there is no insurance cover/limited insurance cover.

In addition, while the case makes it clear that a member cannot be liable for acts which predated the member's membership of the organisation, it is of course very conceivable that many actions will take place when persons are members of an organisation without the members knowing that these are taking place. Therefore, a situation could arise where members could in the future be liable for acts which have been taking place while

³⁹ *Hickey v McGowan* [2017] IESC 6.

they were members albeit the actions were unknown to them at the relevant time. The level of knowledge would of course be relevant to the defence of any such claim and in particular to any assertion of negligence. However, vicarious liability can arise even in the absence of knowledge and as outlined above, the person on whom liability is imposed can be faultless.

Advice

In view of the forgoing, it is my view that the safest option is for the bodies which are not yet incorporated, in particular the non-recognised schools and the campus committees, to consider becoming incorporated. This is in order to provide the protection of limited liability into the future in respect of acts which may not be covered by insurance or for which there is limited insurance cover. In addition, I should also point out that even where matters are covered by insurance, it can also be the case that insurance cover can be lost due to non-notification, failure to comply with policy requirements and/or the levels of insurance may not be sufficient to satisfy a judgment i.e. most insurers provide a limit on the amount of indemnity provided.

Taxation advice would have to be obtained to ensure that this is done in a tax efficient manner and also to consider filings with the CRA.

Many organisations that receive state funding are finding that a requirement of continued funding is the incorporation of the body.

It is also important to say that while incorporation as a company does lead to greater legal protection for members, the directors of the company could be held personally liable if for instance, the directors acted in a reckless or fraudulent manner or if for example the company continued to trade while insolvent. In addition, if there was a particularly egregious set of facts, a court could decide to "pierce the corporate veil" and hold directors personally liable. The latter is relatively unusual. I should also point out that incorporation leads to additional responsibilities in terms of statutory obligations for retention of records and annual filings with the Companies Registration Office ("**CRO**") etc. There will also be additional duties on directors etc. It will also be appreciated that protection only arises from the date of incorporation.

The corporate vehicle which would be used is a company limited by guarantee. The Company would also need to apply for charitable status to the CRA and Revenue Commissioners. If such a company were to be set up, it clearly would have as its objects the advancement of education and religion. It will be appreciated that the CRA does appear to have a mindset regarding fee paying schools and therefore it should not be taken as a given that charitable status will automatically follow. Both the Revenue Commissioners and the CRA have requirements in terms of what has to be inserted into the constitution of a charity which is a company limited by guarantee. In addition, if you wish to dispense with "company limited by guarantee" from the title of the company, it is necessary to get a specific exemption from the CRO and CRA in connection with same.

Consideration would also have to be given as to whether or not the non-recognised schools are currently registered as charities with the CRA and if not, this is something which would have to be attended to. This is separate to being recognised as a charity for Revenue purposes.

In addition, if SET is not currently recognised as a charity by the Revenue Commissioners, it would be necessary for this to be addressed.

As also outlined above, the issue of whether there is sufficient cover for the board of management members of the senior schools regarding the duties they conduct regarding the boarding element, should also be considered.

Separately, I note that the Congregation itself is an unincorporated association of persons which is separate to SET, which is incorporated in relation to the educational mission of the Spirtans. Essentially, all of these charities are separate entities in law i.e the Congregation, SET and the schools, although there are of course links between them.

Once you have had an opportunity to consider the within, we can discuss the various matters further.

Yours sincerely

Sent by email and accordingly bears no signature

Margaret Gorman

**Partner, Head of Education
Eversheds Sutherland**

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