

The CONSTITUTION of the SCHOOLWEAR ASSOCIATION

Introduction

1. The name of the Association shall be the "The Schoolwear Association" (referred to in this constitution as "the SA").

Aims

2. The SA aims to promote best practice across the UK Schoolwear Industry (the Industry). We are committed to ensuring that a long-term, robust and competitive market for the supply of Schoolwear exists and that parents and schools all get a fair deal.
3. The SA believes that well supplied school uniforms help to promote social inclusivity, build a sense of school identity and improve outcomes for schools and pupils. We aim to get this message to relevant stakeholders and policy makers engaged within the Industry to influence understanding.

Objectives

4. The SA shall have the following objectives -
 - a. To ensure that the Industry operates in a competitive and long-term sustainable manner.
 - b. To provide the Industry with support and help develop consistent best practise as enshrined in the Aims and Values of the SA and set out in the Code of Practice which all members of the Association will adhere to..
 - c. To represent the Industry and promote the benefits of school specific uniforms in the UK, engaging with all relevant agencies including governmental, non-governmental, media and the wider general public.
 - d. To educate those benefitting from school uniform on the everyday practicalities of its supply, best practice in decisions for change, and the consequences of change on members livelihood/business.

Membership

5. Membership of the SA is available to all companies involved in the production, supply or retailing of School Specific school uniform based in the UK.

Associates

6. The Executive Committee shall, at its discretion, admit as an associate of the SA any organisation that does not necessarily produce, supply or retail school specific school

uniform but which otherwise has a vested interest in the industry. Associates shall be entitled to receive most publications and other literature prepared under the auspices of the SA, and otherwise be entitled to participate in the affairs of the SA as decided by the Executive Committee.

Finance of the SA

7. The financial year of the SA shall run from November 1st but this may be changed by resolution of the Executive Committee.
8. The subscription scale shall be set by the Executive Committee.
9. Associates shall pay an annual subscription fixed by the Executive Committee.

Meetings of the SA

10. The SA shall hold an annual general meeting not later than six months after the end of each financial year. At least 8 members of the SA executive committee may at any time require the Secretary to convene an extraordinary meeting of the executive committee. In convening such a meeting the Secretary shall give not less than 21 days' notice to members.

Executive Committee

11. The affairs of the SA shall be directed by an Executive Committee comprising a maximum:
 - a. Sixteen Representatives of the School Specific Schoolwear Industry, with an endeavour for it to be diverse group and across both the retail, manufacturing and wholesale spectrum.
 - b. Members elected on a national basis, each member serving for a two year term, and then retiring by rota. Each member retiring by rota may stand for re-election upon gaining a corresponding nomination. The Executive Committee may make bye-laws governing the conduct of elections including provision to phase retirements. If the executive committee is not at its capacity of 16 members then retirement proceedings will not apply.
12. A member of the Executive Committee shall cease to be a member with immediate effect if they resign from, or if they cease to be employed in an institution that meets the membership criteria. A member may also be asked to resign at the following AGM should they fail to attend at least 80% of the meetings in the preceding 12 months since the previous AGM.
13. Each member of the Executive Committee shall have one vote. The Chairman shall have a second, or casting, vote in the event of equality. If there is more than one member on the committee from the same company then only the vote from the longest serving member will be considered. In situations of Co-Chairs, an agreement

should be reached as to which member will carry the final vote, should an agreement not be forthcoming then lots will be drawn.

Chairman and Deputy Chairman

14. The Executive Committee shall, at its meeting following its AGM, elect a Chairman and Deputy Chair or Chairmen to hold office serving a two year term.

No person may hold the office of Chair, or of Deputy Chair, for more than two consecutive terms. In the event of the Chair or the Deputy Chair resigning or ceasing to be a member of the Executive Committee, the Committee shall have power to elect a replacement to serve for the remainder of the term, this period of office not counting for the purpose of the requirement in the previous sentence.

Publicity

15. The Association shall publish an annual report on its activities and a list of subscribing members. Both these documents will be published on the Association's website with the membership list being regularly up dated.

Committees and Panels

16. The Executive Committee may establish and maintain sub-committees and project groups, and may delegate matters to them.
17. The Executive Committee may appoint technical panels to advise and assist it.

Delegation

18. The Executive Committee may delegate any of their responsibilities.

Paid Advisors

19. The Executive Committee shall have the responsibility from time to time to appoint paid advisors to The Schoolwear Association. All appointments made will be done in the knowledge that the remuneration set for a particular role will not put the SA in any financial jeopardy. The Executive Committee will be responsible for setting out any specific paid advisor job role and title.

Revision of the Constitution

20. This constitution shall be amended by the Executive Committee, provided that at least two thirds of the members present at the meeting vote in favour of amendments of which prior notice has been given.