

We are very grateful to the many Society members who have been in contact with us with messages of support in response to our letter on October 18th advising that the Society office will move away from Haileybury. The Trustees felt it would be helpful to collate the answers to the queries and comments we have received in the form of the following Q&A.

1. What has happened?

- a. The Chairman of the Haileybury Council proposed that alumni function within the school, currently managed by The Haileybury Society, should be replaced with an Alumni Board of Council, run by a newly-appointed Alumni Officer who would report to the Director of External Relations, with no direct involvement from the Society's executive officers. The Society Trustees understand that the key objective is "to maximise opportunities for development and fund-raising from its alumni network", whilst encouraging children of OHs into the School.
- b. Despite Mediation, this proposal was worded as an ultimatum, stating that whether we agreed to this or not, the school would cease to transfer subscriptions from current pupils to the Society in order to use this income to fund their own alumni activity, and would expect the Society employees to move away from campus.
- c. After much deliberation, the Trustees agreed by majority vote that this was unacceptable given that the Society is a separate charity with different, albeit complementary, objectives; they took the decision to move the Society office away from Haileybury with immediate effect as it was untenable for our staff to continue to work there.

2. Why has this happened?

- a. Council want control of alumni relationships with focus primarily on long-term development.
- b. The Society Trustees feel this is inappropriate under current UK data law and protects neither the 150-year heritage of the Society nor the position of those of our current members who do not wish to be approached directly by the school for fund-raising purposes. It also makes no allowance for the Spirit of Service ethos to be delivered through Society activities.

3. Why have the Trustees taken this course of action?

- a. It was agreed that Council's proposal is not in the best interests of our Members.
- b. It was agreed that the proposal did not appropriately recognise the Society's history and its separate charitable status and functions, nor the responsibilities of the Trustees to members under its separate Charitable Status.
- c. The Trustees had suggested a collaborative period of say 5-10 years for proactive and co-operative engagement, whilst the School built up a credible resource in alumni relations management; the Trustees feel this process could have been well-managed and effective. This was rejected by Council.

4. Who is involved?

- a. The Trustees of The Haileybury Society and some members of Council.
- b. The Haileybury Society fulfils its charitable objective by awarding bursaries and grants to Haileybury – totaling over £1million in the last 14 years, and £97,000 in the last fiscal year - from its investment income. After one individual trust we are currently the school's most generous benefactor. The OH Lodge and the OHRFC are also generous benefactors to Haileybury.
- c. The Society also encourages and supports the retention of corporate memory and heritage by, for example, funding Chapel Tablets and Honours Boards, substantial

support for Archives and perhaps most importantly for younger members we support a number of affiliated active sports and social clubs, and career networking opportunities.

d. The Master is aware of the situation.

5. What does this mean to current members?

- a. There will be no significant change to the membership services the Society provides; publications and events will continue as usual, except that the school have indicated that Society events planned on campus in the short term cannot be accommodated.
- b. The Society is establishing its Registered Office in Hertford town centre as from 1st December 2017. Liz Drew (Administrative Assistant) and Lawrence Baker (C 83) Alumni Co-ordinator will continue in their posts and can be contacted at thehaileyburysociety@gmail.com - we will advise our new telephone number in due course, but in the meantime please contact us by email if possible in the first instance or do please call Jane Everard, Society Secretary on 0776 625 0175.

6. What does it mean for the future?

- a. The Society's Trustees have stated that their door is open for more collaborative discussions with Council and the school. Their support for the school has not waived and they will continue to allocate bursaries and grants to the College in line with the Society's charitable objectives.
- b. In the course of the coming year a detailed strategic and operational plan will be developed and discussed with members during a period of consultation at forthcoming Society events and by communication with members.

7. Will The HS close?

No, the Society has significant funds, well-managed and closely monitored, together with plans to deliver a vibrant and far-reaching alumni programme. We shall continue to offer many diverse events – our popular London lunch, a London dinner, networking/pub night events, regional lunches and pop-up events - all designed to cater for different cohorts of our membership both in terms of age, interests and affordability. We will produce regular e-newsletters and an Annual Report/Newsletter. Members of the General Committee will continue to seek to provide support, at a very personal level, and lifelong friendship to many of our members.

8. Will the HS fund-raise in competition with Haileybury's Development Office?

- a. It is possible that as part of the forthcoming review of the Society's long term future that the Trustees will need to consider options to enable it to sustain its grant-giving to Haileybury and its continuing support of its membership.
- b. The Society's commitment to support Haileybury is unchanged and allocating bursaries and grants to current pupils will continue to be a key objective.

9. How will members connect with Haileybury?

Members can continue to connect through the Society, the OH Sports clubs, the OH Masonic Lodge and directly with Haileybury itself as they so wish.

10. Does this mean the Society will stop supporting the OH Sports Clubs?

Absolutely not. The Society will continue to give grants to the OH Sports Clubs which are a huge part of our activity for members of all ages both representing the Society at national alumni competitions, and providing further opportunities for social engagement.