



## **Membership of HUC – Questions and Answers**

### **What is a social enterprise?**

A social enterprise is a type of legal structure for an organisation that provides services to a local community under the ethos of being not for profit. A social enterprise is regulated by the Financial Conduct Authority (FCA) and within its core constitution or rules is required to have Members, rather than shareholders as traditional limited companies have. Members do not have a financial interest in the social enterprise but they can take an active part on supporting the governance and strategy ensuring it reflects its purpose.

### **What are the benefits of being a Member of HUC?**

Being a Member of HUC allows employees to take an active role in contributing to the overall strategy for service delivery, growth, governance and financial stability of the organisation. Members are entitled to vote at the organisational Annual General Meeting as well as any Extraordinary Members Meetings that maybe required. That vote means that you have a voice and can influence a wide range of areas that non Members have no influence over.

### **Are all HUC employee's eligible to be a Member of HUC?**

There may be a small number of employees who have other roles which may need to be considered to see if there is a conflict of interest, especially if the other role is with an organisation that commissions, providers services to or is a direct competitor of HUC. Details of how that is managed and the definition of a conflict of interest is documented in the Membership policy.

### **Are there any legal of financial liabilities from being a Member of HUC?**

No. The maximum financial liability that any Member is limited to £1 maximum. It cannot be increased. Should HUC get into financial difficulties then the Membership is not liable to financially support the organisation. Similarly, if any legal action is brought against the organisation, then none of the Members are liable or will have to appear in Court etc.



### **What happens to my Membership if I leave my role at HUC?**

Upon leaving the organisation then the membership would be terminated, however provided the individual met the criteria for non-employee Member, then they could apply to still retain their membership.

### **What information will I have access to as a Member of HUC?**

Our plan is to create a Membership space on the HUC website where minutes of meetings, supporting documents such as PowerPoint slides, publications and other useful documents will be available for Members to read. These documents will not be available to non-Members as the website space will be password protected, so will provide we hope a useful insight into our plans, and progress against plans as the organisation moves forwards. As a Member of HUC then it is expected that you will have the best interests of the organisation at heart and therefore would not share privileged Membership documents with non-Members, especially outside of the organisation where their interest and priorities maybe different.

### **Is there a cost to become a Member of HUC and if so how much?**

There is no cost to becoming a Member of HUC either in the form of a joining fee or an annual Membership fee. Being a member is completely free.

### **How long does Membership last?**

Membership will last as long as an individual holds a contract of employment. However, there will also be a need to ensure that the wider conditions of Membership remain compliant and therefore if a conflict of interest is declared or comes to light then Membership will be reviewed in accordance with our Membership policy.

### **As a Member would I be entitled to a financial dividend from any financial surplus that is generated or if an organisation bought HUC?**

Members do not benefit financially as there are no shareholding or dividends associated with Membership. This is written into the constitution of the organisation. As a social enterprise then HUC has no shareholding and therefore can't be physically purchased or acquired by another organisation therefore it is not possible to pay any associated windfall dividend.