

Quaker governance update

Quaker Life Network newsletter

Issue 12: Spring 2026



1. Welcome to Quaker governance update

Welcome to the issue 12 of Quaker Governance Update, spring 2026. This channel is for information relevant to Quaker trustees, treasurers and other Friends involved in Quaker governance.

If you have questions about any of the items in the newsletter or about any other governance of finance related issue please get in touch with Quaker Life, supportmeetings@quaker.org.uk.



Photo by Arno Smit on Unsplash

2. Quaker Governance support and guidance

2.1 Governance Annual Return



Please remember to submit your AM or charity annual return (this is the one for BYM not the one required by the charity regulator). The information you provide helps us to get a good sense of the health of Governance across our yearly meeting. So far, we have received submissions from **43 out of 65 charities** due to submit. If you are not sure if your AM / charity has made a submission yet contact Ollie to ask, oliverw@quaker.org.uk.

Please send only one submission per charity. You can read the question set before sending the form. The form is available online at <https://forms.quaker.org.uk/am-governance-annual-return>.

2.2 Trustee annual reports and accounts (TARA)

Thank you to all AMs that have sent copies of their TARA documents. Please send them by email to supportmeetings@quaker.org.uk. **Please don't send any paper copies of TARA documents to Friends House, Euston.** We no longer have a place to file these documents as we keep the electronic copies instead.

Checklists for TARAs

The checklists that are provided for Quaker charities to compile trustees annual reports and accounts (TARA) are on the trustees page of the website, www.quaker.org.uk/trustees. You can access the individual documents at the links below.

- England and Wales checklist, www.quaker.org.uk/documents/tara-checklist-ew-2025
- Scotland checklist, www.quaker.org.uk/documents/tara-checklist-scot-2025

Abbreviations: CC – Charity Commission; CLAS – Churches' Legislation Advisory Service; BYM – Britain Yearly Meeting; LM – local meeting; AM – area meeting; ACAT – Association of Church Accountants and Treasurers; OSCR – The Office of the Scottish Charity Regulator; YMG – Yearly Meeting Gathering; QLCC – Quaker Life Central Committee

Published by the Quaker Communication & Services Department of Britain Yearly Meeting, 173 Euston Road, London NW1 2BJ. Registered charity no. 1127633

2.3 Quaker faith & practice



There are changes to the text of *Quaker faith & practice* (Qf&p).

1. Agreed changes to chapters 3, 4, 5, 7, 8, 9, 13, 14 and 15. To reflect the laying down of Meeting for Sufferings, there are lots of changes to the text of Qf&p that will take effect from 4 May 2026. These can be seen here:

- [Document shows how the new text will read once amended \(PDF\)](#)
- [Document showing the changes compared with the previous version \(PDF\)](#)



2. Proposed changes. To reflect the changes to Yearly Meeting being held more often, a new version of Chapter 6, Yearly Meeting, is being presented to Yearly Meeting for consideration.

It can be seen here:

- [yearly-meeting-2026-may-agenda-notes-governance-supplement](#) starting on page 19.

Yearly Meeting in May will minute what the new text of Chapter 6 will be.

In May 2026 the online version of Quaker faith & practice <https://qfp.quaker.org.uk> will be updated to reflect the changes agreed. Do note that the Advices and queries and chapters 16 to 29 are not being changed.

Michael Booth, Church Government Adviser can help answer any questions you may have: qfp@quaker.org.uk.

2.4 Safeguarding review of documents



The safeguarding template documents provided for Meeting has been reviewed. Overall, the revised Safeguarding Procedures & Toolkit document is structured better, more user-friendly and stronger on practical implementation and accountability.

There are some specific changes on the following areas:

- Removal of repetitive sections – reducing document by 13 pages
- Improved navigation
- Addition of Mental Capacity considerations
- Expansion and improved integration of Toolkit forms and templates
- References to BYM amended to QiB

The documents will be available on the Quaker website at www.quaker.org.uk/safeguarding around Mid-May.

2.5 Quaker employers' resources – 2026 updates



The Quaker employers resources are updated each year reflecting changes to employment law and practice. Quakers in Britain encourages all Quaker charities that have paid or voluntary workers to use the resource when setting up or reviewing the arrangements with staff they engage.

The resource and accompanying documents are available on the Quakers in Britain website at www.quaker.org.uk/employers.

The table below has a summary of employment changes that we think are relevant to Quaker employers and when their implementation dates.

Date of change	Headline information
April 2026	Paternity and unpaid parental leave Changes to paternity and unpaid parental leave both become a 'day-one' right for employees.
	Sick Pay Statutory sick pay (SSP) paid from the first day of illness and the lower earnings limit (£123) is removed.
	Whistleblowing protections for sexual harassment Sexual harassment will become a 'qualifying disclosure' under whistleblowing law.
	National Living Wage The National Living Wage and Minimum Wage rates are available online, www.gov.uk/national-minimum-wage-rates .
By 1 May 2026	Real Living Wage Whilst not a legal change, employers signed up to pay the Real Living Wage must increase pay to £13.45 in UK and £14.80 in London if they wish to retain their accreditation from the Living Wage Foundation.
October 2026	Harassment Employers will be liable for harassment from third parties (could include customers, clients or Friends) unless all reasonable steps have been taken to prevent it happening. Applies to all types of harassment. Employers need to take ' all reasonable steps ' to prevent sexual harassment. The current law says ' reasonable steps '.
	Employment tribunal time limits Time limits for making a claim to an employment tribunal will increase to 6 months for all claims.
January 2027	Unfair dismissal Protection from unfair dismissal will become a right after 6 months of being in a job. It will have immediate effect , so will apply to anyone who has at least six months' service on 1 January 2027.

2.6 Financial Services Compensation Scheme limit change



On 30 November 2025 the Financial Services Compensation Scheme (FSCS) limit was raised from **£85k** per bank to **£120k**. That means that for any qualifying bank or institution deposits are protected up to the value of **£120k**.

It protects the combined value, not each individual account. That means that if your AM / charity has numerous LM accounts with the same institution, it is the combined value of all those accounts that is at risk should the institution fail.

The FSCS has an online tool that you can check the level of cover. Mostly, charity accounts are covered at the same level that the accounts of individuals are.

See, www.fscs.org.uk/check/check-your-money-is-protected. If you use this tool to check your Coop Bank account, please use the following name: 'THE CO-OPERATIVE BANK P.L.C. (FRN:121885)'.

2.7 Updates to information on the Scottish Charity Register



Source CLAS, Scotland

The OSCR sent a reminder to Scottish charities that since 9 March, more information has been required to be published on the Scottish Charity Register as follows:

- the first and last names of charity trustees will be displayed on the charity's Register entry;
- every accounts document submitted to OSCR from 9 March 2026 as part of a charity's online annual return to be published in full, without any redactions,;
- a description of what the charity is set up to do and how it does this – in the charity's own words;
- the number of staff;
- the number of charity trustees; and
- the number of volunteers.

2.8 Are volunteers workers (employees) in disguise?



Bates Wells solicitors has published an article about a case of a volunteer who does some remunerated work for the same organisation they volunteer for. The article suggests that where volunteering and employed work for the same organisation are combined, there may be an argument for all of the work being on a paid basis.

If your AM has anyone who does a mixture volunteering and paid work, it may be worth having a read of the article linked below to understand the details of the case.

<https://bateswells.co.uk/updates/are-your-volunteers-workers-in-disguise-lessons-from-maritime-and-coastguard-agency-v-groom>

3. Events and training opportunities

Learning opportunities offered by Woodbrooke



3.1 Quaker Nominations in a Nutshell

Saturday 6 June 2026, 10:00-16:00

Would you like to learn how Quakers nominate and appoint people to roles? Are you about to be, or are you new on Nominations Committee? This one-day course will provide clear information about what being on 'Noms' entails and the basics of how to do it well.

www.woodbrooke.org.uk/courses/quaker-nominations-in-a-nutshell



3.2 Navigating Change as Quaker Communities: A Day for Retreat and Reflection

Saturday 20 June 2026, 10:00-16:00

Have you found yourself – whether inadvertently or as part of your role – addressing changes with significant impact in your Quaker communities? You are invited to join this online retreat for reflections and creativity to keep navigating them well on behalf of your meetings.

www.woodbrooke.org.uk/courses/navigating-change-as-quaker-communities-a-day-for-retreat-and-reflection

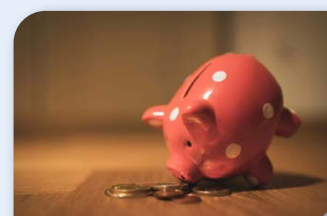


3.3 Quaker Treasurership in a Nutshell

Saturday 4 July 2026, 10:00-16:00

Are you about to start, have just started or returning after a gap as a Treasurer for a Quaker Meeting, group or organisation? This one-day online course will give clear information about what the role entails and guide you through the basics of how to carry out your role well.

www.woodbrooke.org.uk/courses/quaker-treasurership-in-a-nutshell



3.4 Disclosure and Barring Service: faith groups

Source CLAS, Eng and Wales

The Disclosure and Barring Service (DBS) is expanding its Faith in Safeguarding campaign nationally. The campaign is to raise awareness of the legal duty to refer: the process that organisations must follow by law when there are safeguarding concerns about individuals in regulated activity.

The DBS is running free, in-person pop-up clinics across England, offering practical guidance tailored to faith settings. Each session will include: an introduction to DBS and eligibility for DBS checks; what the legal duty to refer means for your organisation; practical scenarios applying the legal duty in faith settings; a walk-through of the Barring Referral Service; and a Q&A session.

Remaining sessions are as follows:

- Leeds, Wednesday 22 April, 9:30am–1:00pm, Radisson Blu Hotel.
- Birmingham, Tuesday 28 April, 9:30am–1:00pm, Clayton Hotel.
- Bristol, Wednesday 6 May, 9:30am–1:00pm, Holiday Inn City Centre.
- Newcastle, Tuesday 12 May, 9:30am–1:00pm, Leonardo Hotel.
- Peterborough, Tuesday 19 May, 9:30am–1:00pm, Park Inn by Radisson
- Sessions in Wales will be confirmed at a later date.

All sessions are free to attend. To register, visit the DBS Eventbrite page, <https://www.eventbrite.com/cc/dbs-faith-in-safeguarding-pop-up-clinics-4817246>.

4. Grants and financial help



4.1 Meeting Houses Fund

The Meeting Houses Fund provides financial assistance for carrying out improvements to Quaker premises. Find out what can be applied for and the application process by visiting the BYM website, www.quaker.org.uk/mhfunds.

4.2 Places of Worship Renewal Fund (England)

The Places of Worship Renewal Fund (PWRF) is an alternative to the Listed Places of Worship Grant Scheme, which is now closed. The PWRF is only for England. There is some information about the fund online (see below). It does not yet have details of how to apply, but these will be made available on the page linked. We will report on this when more details are available.



Department
for Culture,
Media & Sport

See <https://historicengland.org.uk/advice/grants/what-we-fund/places-of-worship-renewal-fund>.

There is a contact email address on the page to enquire about historic buildings funding in Scotland. It is not clear if the only options will be using funds raised through the lottery. When we know more, we will share details.

4.3 National Churches Trust

NCT offers a range of support from expert advice to financial grants. It provides training, access to specialist skills, and advice to develop an effective maintenance plan to protect buildings for future generations. Read the [NCT information leaflet to find out about their support to Quakers](#).

Visit the NCT website: www.nationalchurchestrust.org.



Britain Yearly Meeting

Contributions update

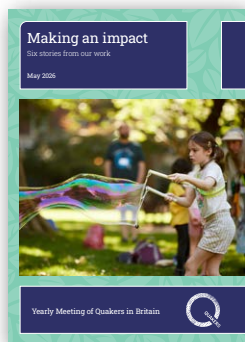
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Example appeals letters

Treasurers and collectors often ask us for help in designing their annual appeal for contributions. We've now pulled together a number of examples into this resource *Asking for contributions: Examples of appeal letters*. This collection of anonymised examples is designed to support treasurers and other Friends to preparing clear and engaging appeals for financial support for both area meeting and BYM.

See www.quaker.org.uk/documents/examples-of-appeal-letters-2026



Making an impact: Six stories from our work

Last year, we had lots of feedback from Friends saying how much they liked this brochure. So we've done it again this year with six new stories that show the breadth of work we do at Quakers in Britain. Please share the link with Friends in your meeting – perhaps in your local meeting newsletters.

See www.quaker.org.uk/documents/making-an-impact-stories-2026

Paper copies will be distributed to your meeting soon so keep your eye out!

The updated Guide for Contributions

The updated *Guide to Contributions for Treasurers and Collectors* is a great resource for treasurers and collectors on how to encourage giving, making appeals to Friends that are impactful and supporting you in your role.

See www.quaker.org.uk/documents/guide-to-contributions



Stall at Yearly Meeting

Come to the stall at Yearly Meeting where you can chat to staff, pick up leaflets and watch videos all about our work! There will be fundraising staff there staffing the stall the whole time with different programme staff joining us so please come and say hello!

