

WRIGLEYS  
— SOLICITORS —

# LEGAL SUPPORT FOR ALMSHOUSE CHARITIES

At a time when there is a severe shortage of affordable, secure, and community focused accommodation for vulnerable and older people, the role of almshouses is more vital than ever.



**Almshouses play a vital role in providing safe, secure and supportive homes for those who need them.**

**At Wrigleys, we understand the unique responsibilities that come with running an almshouse charity, and we are here to help you navigate the legal and regulatory landscape with confidence. Our team works exclusively with charities and social enterprises, which means we bring practical expertise, sector insight and long-term commitment to every client we support.**

Wrigleys can advise almshouse charities on a wide range of matters. Some areas that are more specific to clients in the sector include:

- advising on permanently endowed assets
- providing and reviewing documents that govern the appointment of residents
- residents' handbooks and behaviour policies
- redevelopment and restructuring projects (including Homes England grants)

## **WHY ALMSHOUSE CHARITIES CHOOSE WRIGLEYS**



With many years of experience working with almshouse charities, we have developed a deep understanding of the challenges and opportunities they face. We are a member of the Almshouse Association's panel of consultants, contribute to their publications and speak at their events.

## **HOW WE CAN HELP**

### **Charity and equality law**

We offer clear and practical advice to help your almshouse charity stay compliant with charity law and equality legislation. This includes supporting you to create compliant and inclusive policies for trustees, staff and residents, and ensuring decision making aligns with your charitable purposes.

### **Governance**

Good governance underpins everything. We help trustees and staff put effective structures in place, with clear roles, responsibilities and procedures, giving you the confidence that your almshouse charity is well run and accountable.

### **Trustee duties**

Our team provides training and ongoing guidance for trustees of almshouse charities so they can fully understand and carry out their legal duties. We focus on practical support to help trustees make sound decisions in the best interests of the charity and its residents.

### **Regulatory compliance**

We help you meet your obligations with the Charity Commission, the ICO and other regulatory bodies. Whether it is reporting, safeguarding information or managing risk, we will guide you through what is required and how best to approach it.

### **Permanent endowment and restricted funds**

Wrigleys can guide almshouse charities through the legal and practical issues that arise when dealing with permanent endowment and restricted funds. This includes advising on when capital must be preserved, how income can be applied, and what permissions may be needed from the Charity Commission if funds need to be used differently.

### **Contracts and licences**

From resident licences to supplier agreements and partnership arrangements, our solicitors can draft, review and advise on all types of contracts to ensure they are clear, robust and fit for purpose.

### **Incorporations and mergers**

If you are considering incorporating your charity or exploring a merger, we will help you understand the process, weigh up the benefits and support you through each stage.

### **Property matters**

Property is often at the heart of an almshouse charity's work. Our property team advises on licenses, leases, acquisitions, disposals, redevelopment projects and setting aside of beneficiary appointments.

### **Employment law and HR**

Our employment specialists advise on all aspects of managing staff, from contracts, policies and handbooks to tribunal matters, settlement agreements, restructures, redundancies, equality law, TUPE and staff involvement. We focus on helping you maintain fair, transparent and legally compliant employment practices that support your team and protect your organisation.

### **Data protection**

We can support you with policies, processes and training to help you meet data protection obligations and keep residents' information safe.

### **Pensions law**

We support almshouse charities with their pension responsibilities, advising on the pension aspects of incorporation, the transfer of defined benefit liabilities, and the implications of reorganisations or mergers.

### **Ecclesiastical law**

We have long-standing experience of working with faith organisations in order to help further their mission. This experience enables us to provide specialist and practical property law and governance support to a broad range of almshouse charities governed by their history and faith.

## ABOUT WRIGLEYS SOLICITORS

As one of the leading specialist charity and social economy law practices in the UK, and one of the few law firms in the country with dedicated lawyers working exclusively for charity and not-for-profit clients, we are recognised as experts in our field and give practical, common sense, and technically excellent advice to our clients with whom we form valued long-term relationships. Our team have, collectively, many decades'

experience of advising different types of charities and not-for-profit organisations. We have particular expertise in the governance, compliance requirements and legal structures of charities and other not-for-profit organisations, as well as having a team of commercial, property and employment lawyers who act almost exclusively for charity and not-for-profit clients.

**Our aim is simple:** to provide straight-forward, common sense legal advice that helps almshouse charity trustees and staff focus on what matters most - providing safe and supportive homes for almshouse beneficiaries.



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