



# The Morris Federation



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July 2016

To all members of the Morris Federation

I am formally inviting you to the Annual General Meeting of the Morris Federation, to be held from

**4pm on Saturday 24<sup>th</sup> September 2016**  
**(4pm sign-in for a 4.30 pm start)**

**at**

**The Canalhouse, 48 – 52 Canal Street, Nottingham NG1 7EH**  
**(tel 0115 955 5060)**

as guests of Mortimer's Morris, preceded by a wonderful day of dance throughout the lovely city of Nottingham. There will be a ceilidh in the evening at the Canalhouse with Peeping Tom and Martyn Harvey calling.

Sides will need to:

- arrange their own transport to and from Nottingham
- arrange their own accommodation if required – [www.experiencenottinghamshire.com](http://www.experiencenottinghamshire.com)
- arrange their own meals (some food is available but not specifically provided)

Our website has information to download at [www.morrisfed.org.uk/](http://www.morrisfed.org.uk/) and head to the bottom of the page.

You will need:

- The AGM agenda (enclosed with GREEN EDGE)
- Minutes of the previous meeting AGM held in Bath on 26<sup>th</sup> September 2015 (enclosed on WHITE PAPER)
- The constitution (enclosed with GREEN EDGE)
- The standing orders (enclosed with GREEN EDGE)
- The votes conversion sheet (enclosed with GREEN EDGE)
- The Motion (enclosed with YELLOW/ORANGE EDGE)
- The Discussion (enclosed with BLUE EDGE)

If you are sending me your votes by post prior to the AGM or nominating a proxy, this is on a sheet with a PINK EDGE.

Enclosed in this invitation are:

- The AGM agenda (appendix 1, printed with GREEN EDGE)
- Minutes of the AGM held on 26<sup>th</sup> September 2016 (appendix 2, printed on WHITE PAPER)
- Officers' reports (appendix 3, printed on WHITE PAPER)
- The Motion (appendix 4, enclosed with YELLOW/ORANGE EDGE)
- The Discussion (appendix 5, enclosed with BLUE EDGE)
- Vote conversion sheet (appendix 6, printed with GREEN EDGE)
- Constitution (appendix 7, printed with GREEN EDGE)
- Standing orders (appendix 8, printed with GREEN EDGE)
- Postal/proxy voting sheet (appendix 9, printed with PINK EDGE)

Next year's AGM will be held on Saturday 30<sup>th</sup> September 2017, courtesy of Beverley Garland, Green Ginger Garland, Makara Morris & Rackaback Morris, in Hull as party of Hull City of Culture.

We have had a tentative offer from New Esperance Morris in London for the AGM in 2018; more details to follow.

We would like a host side/s for the AGM in 2019, if anyone is interested. Please get in touch to find out what is involved.

We would also like a host for 2020 (yes, we really do like to look this far forward!)

Fee x  
Secretary  
The Morris Federation  
[www.morrisfed.org.uk](http://www.morrisfed.org.uk)

Enc

# **Annual General Meeting of The Morris Federation**

**Saturday 24 September 2016, from 4pm**

**The Canalhouse  
48 – 52 Canal Street  
Nottingham  
NG1 7EH**

Enclosed documents:

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- Minutes of the AGM held on 26<sup>th</sup> September 2016 (appendix 2, printed on WHITE PAPER)
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Appendix 1

**THE MORRIS FEDERATION**  
**ANNUAL GENERAL MEETING**

**AGENDA**

This is a standard agenda for use at all Morris Federation Annual General Meetings.  
Please keep it safe, as another will not be circulated until a change becomes necessary.

1. Apologies for Absence
2. Minutes of the previous Annual General Meeting
3. Matters arising
4. Annual Reports:-
  - a) President
  - b) Secretary
  - c) Treasurer
  - d) Archive Officer
  - e) Notation Officer
  - f) Newsletter Editor
5. \* Motions
6. \* Discussions
7. \* Election of Committee
8. Date(s) of Future Annual General Meeting(s)
9. Any Other Business
10. Presentations and Votes of Thanks

\* Motions, discussion topics and nominations will be circulated separately to members,  
usually with each year's AGM notice



## THE MORRIS FEDERATION

### MINUTES OF THE FORTIETH ANNUAL GENERAL MEETING OF THE MORRIS FEDERATION

Held at The Friends' Meeting House, next to No 2, York Street, Bath BA1 1NG  
on Saturday 26<sup>th</sup> September 2016 from 1635 hours

**Melanie Barber (President)** opened the meeting at 1635 hours and explained that as this is a very echoey room, she asked that speakers don't speak across others. Fire exits were pointed out and mobile phones were to be set to silent.

She welcomed everyone to the fortieth annual general meeting, explaining that as 2007's AGM had been inquorate, it should not be counted, and introduced representatives from the Morris Ring, Open Morris, the EFDSS and Honorary members.

**Fee Lock (Secretary)** read out those present:

#### Member sides

Alton Morris	Bedfordshire Lace
Belfagan	Beverley Garland Dancers
Bishops Morris	Cardiff Ladies Morris
Chinewrde Morris	Cogs & Wheels
Customs & Exiles	Ditchling Morris
Downs on Tour	First Class Stamp
Footnotes	Garston Gallopers
Hammersmith Morris	Hips & Haws
Hong Kong Morris	Illustrious Order of Fools & Beasts
Jackstraws	Kettle Bridge Clogs
Mad Jack's Morris	Maltby Phoenix
Mockbeggar Morris	Mortimer's Morris
Mr Wilkins' Shilling	New Esperance Morris
Northfields Morris	Persephone
Pigsty	Priston Jubilee Morris
Ragged & Old	Red Cuthbert Morris
Redbornstoke Morris	Rivington Morris
Sallyport Sword	Shrewsbury Morris
Silkstone Greens	Somerset Morris
Strictly Clog	The Outside Capering Crew
Whip the Cat	Windsor Morris
Winkleigh Morris	

#### Individual Members

Jane Cunio  
Steve Cunio

#### Honorary Members

Sally Wearing  
Sue Swift  
Val Parker

#### In attendance

Katy Spicer, Chief Executive, EFDSS  
Adam Garland, Squire, The Morris Ring

Jon Melville, Bagman, The Morris Ring  
Phil Watson, Chair, Open Morris

## 1 APOLOGIES FOR ABSENCE

**Fee Lock (Secretary)** read out those received.

Acorn Morris	Appleyard
Bare Bones	Black Bess
Black Horse & Standard	Blue Anchor
Boughton Monchelsea	Bows 'n' Belles Clog
Carlisle Clog & Sword	Chalford Stick Company
Clerical Error	Clogarhythm
Clogfest	Coton Morris
Cricket on the Hearth	Dorset Buttons
Eccleston Heritage Clog	First Class Stamp
Flagcrackers of Craven	Green Ginger Garland
Greenwood Clog	Grenoside Sword Dancers
Hannah's Cat	Headcorn Morris
Incognito	Jerusalem Jammers
Leading Lights	Leap to Your Feet
Mabel Gubbins	Maybe Morris
Medusa	Merrydowners Morris
Mish Mash Morris	Phoenix Clog
Rainbow Morris	Ripley Green Garters
Round Hill Morris	Saffron Maids
Silhill Morris	Snark
Taeppas Tump	The Wild Hunt
Treacle Eater Clog	Wakefield Morris
William Morris	Wimberry Clog
Winter Warmers	

## 2 MINUTES OF THE PREVIOUS ANNUAL GENERAL MEETING

These were taken as read and proposed correct by **Kris Gill (Mockbeggar Morris)** and seconded by **Ann Taylor (Belfagan)**. These were unanimously accepted as such.

## 3 MATTERS ARISING

Nil

## 4 ANNUAL REPORTS

### (a) President

This had been previously circulated and no queries were forthcoming.

### (b) Secretary

This had been previously circulated and no queries were forthcoming.

### (c) Treasurer

This had been previously circulated and no queries were forthcoming.



**(d) Archive Officer**

This had been previously circulated and no queries were forthcoming. **Mike Everett (Archive Officer)** added that his post involves merchandising and publicity, too, and Morris Federation cotton bags would be available at £3 (with gusset!) at ceilidh this evening. The Adderbury Morris Men CD on Adderbury dances and notation is also available on CD.

He has put together a double album CD for this fortieth AGM year and thanked the contributors, some of whom were in the room. Many sides had offered, as had John Kirkpatrick (of Shropshire Bedlams) in his own right. He said that all the profits would go to a fund to support young dancers.

Flyers had been distributed for the forthcoming book on twenty-five years of the (then) Women's Morris Federation) by Sally Wearing (Honorary Member), Sue Swift (Honorary Member) and Shirley Dixon (Windsor Morris) orders being taken.

**(e) Notation Officer**

**Jerry West (Archive Officer)** reported no movement on the notation front but he remains busy scanning the material we have. He has received three requests over the last twelve months, and wondered whether the notation we maintain remains a useful resource? Should it become archive material? Most teams don't need it. He's doing himself out of a job. He reiterated his public apology to Roy Dommett CBE (Friend of the Federation) as he had erroneously posted some of his material to YouTube, and they are available for view personally at the Vaughan Williams Memorial Library at Cecil Sharp House, the headquarters of the English Folk Dance & Song Society (EFDSS). They are not available on internet.

Teams are still adding to the notation library, but other than that, it has been a quiet year.

**(f) Newsletter Editor**

Looking at last year's report, I realised it would largely serve as this year's report as well. I have continued to get tremendous support from Federation members in receiving articles and photographs, with only a brief reminder of impending copy dates. Memorable club events still account for the bulk of submissions, but there is usually some key article of special interest. Celebrity interviews have tended to go on the back burner over the past twelve months – not because of a lack of worth candidates, but rather through tardiness on my part to seek the out with my voice recorder. Retirement is a full time job!

By the time this report is circulated I am hopeful that my successor as Newsletter Editor will be all but confirmed. For me, the last six years as Editor have been really interesting. I've had the opportunity to travel around the country, meeting many sides with whom I would not otherwise have had contact, as well as electronically corresponding with many others. I'd like to thank all of you, and the committee members with whom I have worked, for the inspiration and comradeship you have given.

**5 MOTIONS**

None notified.

**6 DISCUSSIONS**

None notified.

## 7 ELECTION OF COMMITTEE

**Colin Andrews (Winkleigh Morris)** is standing down as Newsletter Editor. One nomination has been received, that of **Sam Ross (Priston Jubilee Morris)**. She has been proposed by Winkleigh Morris and seconded by Priston Jubilee Morris. **Melanie Barber (President)** explained the voting system [formerly circulated with the AGM invitation – ed.] that Member sides have up to ten votes, which can be split proportionately, and Individual Members have one vote each.

The voting is as follows:

Full members at the meeting in favour:	290
Full members at the meeting split:	0
Individual members at the meeting in favour:	5
Full members at the meeting against:	0
Full members at the meeting split:	0
Individual members at the meeting against:	0

No abstentions were recorded.

Postal votes received in favour:	100	
Postal votes received split:		1½
Postal votes received against:	0	

**Sam Ross (Priston Jubilee Morris)** was therefore elected by 391½ in favour, none against, no abstentions. **Melanie Barber (President)** then ran through the remainder of the committee, who are willing to stand again, and explained that there are two co-opted committee members, **John Bacon (Hong Kong Morris)**, who advises on the Licensing Acts, and **Kevin Taylor (Individual Member)**, who maintains the website and advises on internet matters. They are elected annually by the committee.

## 8 DATES OF THE NEXT AGM(s)

### (a) 2016

Saturday 24th September 2016 in Nottingham as guests of Mortimer's Morris.

### (b) 2017

This will be held in Hull, jointly by Green Ginger Garland, Beverley Garland, Makara Morris & Rackaback Morris, as part of the Hull, City of Culture 2017. **Melanie Barber (President)** offered **Fee Lock's (Secretary)** apologies for having not listed Beverley Garland in the invitation for this year's AGM.

### (c) 2018

**Melanie Barber (President)** said that we like to rotate the location of the AGM so that as many sides as possible can attend, and we are always looking for three years of AGM planning. Ideally, we would like locate this year's AGM in the south or the east. **Diane Moody (New Esperance Morris)** offered to host it in and around London, which was accepted with thanks. She queried whether this should be a whole weekend, but **Melanie Barber (President)** said it didn't, in fact it tends to be a day now, and people arrange their own accommodation if they wish to stay over.

### (d) 2019

**Melanie Barber (President)** would like to move far north for this year, perhaps to Scotland, to accommodate our sides there. She would like to hear from anyone who has an interest in organising this.

## 9 ANY OTHER BUSINESS

### (a) Accounts

**Peter Gay (Hammersmith Morris Men)** queried the cash balances in the current account asked why the ten thousand pound-difference was recorded, and **Jenny Everett (Treasurer)** explained that she presents the accounts for 31<sup>st</sup> December, and the meeting takes place in the autumn. In 2014 many teams renewed their subscriptions earlier, in 2013 teams were late. She feels a balance produced in August would be more sensible - she may do this. She also pointed out that we spent more on this AGM than in previous years as we decided to mark the fortieth anniversary of the (then) Women's Morris Federation not only in Bath and making use of the Assembly Halls, but in inviting as many previous officers as possible. **Mike Wilson-Jones (Kettle Bridge Clogs)** observed that with the Morris Ring, Morris institutions are quite rich, and that we are not in business. **Jenny Everett (Treasurer)** explained that we need to keep some money for contingencies; the main cost being insurance and next year the insurance tax goes up. She said that if teams don't renew we still need to pay this in its entirety. She pointed out that the committee has introduced bursaries and grants; and that if someone has a project requiring funding then we are very happy to support it. **Melanie Barber (President)** said that the committee has supported Northfelds Morris [formerly Ealing Morris Minors – Ed], and *More Morris/Better Morris*, a project headed by Barry Goodman of Redbornstoke Morris and the former President of the Morris Federation. She said that we also will be sponsoring *Family Folk Day* in Lincoln shortly, a project headed by Liam Robinson Bishop's Morris Longsword. The criteria for such finding need to be promoting the aims of the Morris Federation, and she said that we remain open to suggestions for how to spend it.

**Peter Gay (Hammersmith Morris Men)** wanted to know the amount that we need to keep, and **Jenny Everett (Treasurer)** replied that we need to keep approximately a year's worth of subscriptions; this total is gradually eroding as she hasn't put the subs. up for some time. He said that he may have some ideas on projects and asked if any were in the pipeline; **Melanie Barber (President)** said that there is one local to her, but would like others to let her know if they know if any. **John Bacon (Ditchling Morris)** said that his side is involved in a children's festival (this year the school didn't get it organised, unfortunately). This will take place on Plumpton Racecourse in Sussex next year. **Jerry West (Notation Officer)** said that a £1,000 grant went to the South East Folk Arts Network (Sefan) for support of the children's festival in the area and **Margaret Bray (Kettle Bridge Clogs)** said that they regularly work with local primary schools, and Brownies and Guides in Maidstone and Ashford in Kent.

**Melanie Barber (President)** explained that this question related to the spending of our funds, but asked that if sides are working successfully in their localities she would like to know about it for the newsletter.

### (b) Fools & Beasts Unconvention

**Robert Chisholm (Illustrious Order of Fools & Beasts)**, who represents all fools and beasts, reminded the meeting that he welcomes all fools and beasts to the forthcoming Unconvention in Ripley in Derbyshire over the weekend of 23<sup>rd</sup> – 25<sup>th</sup> October 2015; next year it will be in Yeovil in Somerset. Application forms for this year are available. His address has changed to 1, Treverbyn Road, St. Austell, PL25 4EU. **Colin Andrews (Newsletter Editor)** does have this but the printed newsletter came out beforehand, although the online version has details.

### (c) Banking

**Jenny Everett (Treasurer)** said that she is changing the bank and this should be done by the time the renewals are due so if teams/individuals pay by this method they should be aware of this. She hopes to be able to offer standing orders.

#### **(d) Working with other Morris organisations**

Adam Garland Squire of the Morris Ring, was granted leave to speak, and thanked the meeting for inviting him and Jon Melville, Bagman of the Morris Ring. He said that they and Phil Watson, Chair of Open Morris, have been working together with **Melanie Barber (President)** through the Joint Morris Organisations [a loose meeting of the three Morris organisations, sometimes with the support of the EFDSS and our insurer, **Michael Stimpson of Phoenix Morris** – Ed] to promote all aspects of Morris dancing, and hoped to be able to continue this work. This was seconded by Phil Watson of Open Morris.

#### **(e) Forty Years of the (then) Women's Morris Federation**

**Mike Wilson-Jones (Kettle Bridge Clog)** offered congratulations to the whole organisation and the previous officers for forty years!

#### **(f) A Morris Foreman's Handbook**

**Roy Dommett CBE (Friend of the Federation)** had not been able to attend the meeting due to its location being inaccessible for a wheelchair, has been involved in the Morris for fifty years. He asked that his point be put forward of having a Foreman's handbook on how to run a side, how to talk to the musicians, etc. He has several articles which could be useful. **Fiona Eastmond (New Esperance)** suggested such a thing perhaps should be based on a wiki ['What I Know Is' – Ed] and editable. **Mark Rogers (Outside Capering Crew)** said it should be shared between the three Morris organisations, although **Linda Pound (Chinewrde)** said that every contributor would have significantly different answers.

### **10 PRESENTATION AND VOTES OF THANKS**

**Colin Andrews (Newsletter Editor)**, on standing down from the post, was presented with a Butterworth badge by **Melanie Barber (President)**, and was thanked for having brought a wealth of information.

**Melanie Barber (President)** also presented Butterworth badges to **Helen Grist (Mr Wilkins' Shilling)**, our hosts for this event, for her inspired lead in organising the fortieth annual general meeting. The meeting echoed her sentiments with a rousing round of applause.

There being no further business the meeting closed at 1723 hours.

A statement of accounts is attached.

# MORRIS FEDERATION ANNUAL ACCOUNTS 2014

## INCOME

### GENERAL

Subscriptions (including extra Newsletters)	£17,773.09	Printing and postage (newsletter, AGM notices)	£7,825.81
Newsletter adverts	£647.00	Printing (renewals)	£52.78
P.R.S. Morris Ring & Open Morris	£98.68	Stationery & postage	£1,320.62 **
AFO conference accommodation refund	£125.00	Phone	£3.00
		Archive acquisitions	£33.50
		Travel expenses	£1,708.35
		PRS, EFDSS, SDU,AFO subs	£367.30
		Insurance	£5,158.80
		Web expenses	£33.26
		Meeting room hire	£90.00
		Conference fees	£329.38
		Accommodation	£574.80
	£18,643.77		£17,497.60

## EVENTS

AGM accommodation (split for partners/extended stay)	£291.60	JMO meetings/expenses	£70.00
		AGM room	£205.00
		AGM badges	£53.20
	£291.60		£328.20

## DONATIONS & GRANTS

		In Memorium donations	£132.99
		EFDSS More Morris, Better Morris grant	£500.00
		SEFAN grant	£1,000.00
			£1,632.99

## PROMOTIONS & PUBLICATIONS

Sale of publications and PR goods (inc p&p)	£148.50	Publications &PR printing	£121.70
Sale of bells (inc p&p)	£3,542.96	Purchase of bells	£2,646.80
		DVD production from video	£268.80
	£3,691.46		£3,037.30

## RESERVES

Interest on Deposit Account

£30.89

## TOTAL

£22,657.72

£22,496.09

\*\* includes PO redirection for 6 months

BALANCES at 31/12/14    Current Account    £21,522.15    Deposit Account    £30,916.32    Petty cash    £18.92    TOTAL    £52,457.39



## Appendix 3

### Officers' Reports

#### (a) President

##### President's Report 2016

Well, it's been another busy year, not least as it's been our 40<sup>th</sup>!

I must start by thanking Mr Wilkins' Shilling once again for hosting our 40<sup>th</sup> AGM and Day of Dance in Bath last year. Also, thank you to Charlotte Dover for producing our 40<sup>th</sup> Photo Exhibition, which made interesting reading at both Cecil Sharp House and Halsway Manor. It is available on loan if you have an event that you would like it displayed at – as are the three Morris Federation pop up banners.

After 6 years editing the Newsletter, Colin Andrews resigned, and Sam Ross was voted in as the new Newsletter Editor. We welcomed Sam to her first committee meeting in Bath last year, and straight away saw the value she would bring to the committee. You'll have all seen the new style newsletter by now, and I hope you agree with us that it really shows The Morris Federation off at it's best. Kevin has been working equally hard on moving both the broadcasts and website to a new host to give us more management flexibility. The broadcasts have been re-branded with our logo, and the website will be re-branded in line with FedExtra, and include more information in the hope it will become the 'go to' resource for our members.

Sadly, shortly following our AGM, Roy Dommett, long term supporter and friend of The Morris Federation, passed away. He was, and still is, a huge inspiration to the morris world. There have been various events and articles to commemorate his life, including a full tribute to him in our Spring Newsletter. Jerry has been working closely with the family to collate Roy's articles, notes and dance notations

Myself, Fee and Jenny attended the JMO annual meeting in March, which this year hosted and chaired by The Morris Federation. This years' meeting was very much 'business as usual' apart from a long discussion on 'blackening up in morris' which I will talk about later.

23<sup>rd</sup> April saw Minster Strays hosting the JMO National Day of Dance in York on behalf of The Morris Federation. I would like to re-iterate my thanks to them, and especially Wendy Bostock, for all the hard work that went into the day.

Last years' AGM highlighted to me that not all members are aware that we offer sponsorship, grants and bursaries, and that we needed clearer guidelines and a process by which teams could apply. We've therefore redrafted the current bursary policy to cover sponsorship and grants as well, and included a one page form on which to apply, which I hope will be ratified at this years' AGM. In the last year we have sponsored various events, including Retford Family Folk Day, East Sussex Primary School Traditional Dance Festival, and have given one bursary. A future event that I'm really pleased to say we're sponsoring is Dancing England, aimed at showcasing the best of English Traditional Dance. Mike, Jenny and I also met with EFDSS to look at how we could work collaboratively, and although nothing tangible has come of this as yet we gained a far better understanding of each others aims and objectives.

I would very much like to see The Morris Federation holding more workshops as we used to, to promote high quality dancing, and also possibly introduce some master classes.

Again, we've had contact from various journalists asking about the 'dying' art of morris dancing, and whatever you say to try and counter this view, it is generally reported on negatively. It was therefore great to see Fool's Gambit reported on positively in the Saturday Telegraph for their project, The Banks of Green Willow, commemorating the centenary of the Battle of the Somme and celebrating the lives of four of Cecil Sharp's demonstration team.

We've not come through the year totally unscathed, with a campaign group taking us to task for the use of black face paint by some morris dancers. I know this is a very sensitive and emotive subject, on which we all

have our own personal views, and that historical evidence isn't as conclusive as we might hope. The official line that we agreed, as the JMO, in our response was that "The practice of 'blacking up' by morris dancers is traditional by way of disguise to prevent being recognised when asking for money, and dates back as far as 1589. Many teams nowadays chose to use colours other than black, but the underlying tradition remains the same."

I attended a meeting with the organisation in question, together with Nicki Pickering, Chair of Open Morris, on behalf of JMO to gain a better understanding of their point of view. Having fed back to the JMO, The Morris Federation committee took the approach that we owed it to our membership to seek legal advice, and open the subject up for discussion at the AGM, before agreeing a set of guidelines for member teams. At the time of typing, The Morris Federation have engaged a solicitor, and have included time for a discussion on the subject at the AGM in September.

On a brighter note, I would like to thank John Bacon for his ongoing work in advising The Morris Federation on the 2003 Licensing Act. The number of queries have dwindled to the point that John no longer feels it necessary to be a co-opted member of the committee, but will remain an adviser on an as and when required basis.

Looking ahead, Green Ginger Garland, Beverley Garland, Makara and Rackaback are joining forces to host our next Morris Federation Day of Dance and AGM on 23rd September 2017; New Esperance have agreed to take up the gauntlet in 2018, and Customs & Exiles in 2020 - as you, we like to to be plan ahead! If your team would like to host a future AGM – you'll see that we are still looking for someone for 2019! - or JMO National Day of Day then please do get in touch.

Finally I would like to thank the committee for their all their ongoing support and hard work that goes on behind the scenes to keep The Morris Federation running.

Thanks,  
Melanie



**(b) Secretary**

Sides joining us since we last met:

Boss Morris	Cale Green Clog
Calleva Carousel Morris	Ebor Morris
Enigma Border Morris	Gibbet Hill Morris
Leven Sword	Milkmaid Molly
Milltown Cloggies	Misfit Molly
Moll de Mer	Monkseaton Morris Men & Folk Dance Club
Orange Peel Morris	Ravens Morris
Sompting Larks	Surly Griffin Morris
Sussex Junction Morris	Taff Rapper
The Knights of King Ina	Thorpe Morris Dance
Tywardreath Morris	

We welcome them all.

We have had a number of sides joining us from Open Morris, who may decide to return in due course. We have also had a couple from the Morris Ring: Monkseaton Morris Men told me that they usually end large performances in city centres with a brief social dance, during which their partners and members of the public of both (and all) genders are invited to take part. This falls outside the Morris Ring's 'women musician' policy.

All three Morris organisations work extremely hard together to further the interests of Morris dancing, both for our own members and for the sake of the hobby (or art, if you prefer!). Regardless of the minutiae of our differences, I am extremely chuffed to have been invited to the dance-out of Adam Garland, the Squire of the Morris Ring and the dance-in of the Squire-Elect of the Morris Ring, Eddie Worrall, in early September in Framlington. Watch out for pics on the Facebook page!

Fee Lock  
Hastings  
July 2016

### **(c) Treasurer**

#### **Treasurer Morris Federation - Annual Report 2015**

Membership levels remained steady from 2014 to 2015 (group members down 3, junior members up 3 and overseas/associates up 2).

Membership in 2016 has increased to 510 (at 24/6/16). We have received a few extra members who were previously Open Morris but there are also a number of new teams. To date (24/6/16) we are 493 group members, 10 individual members, 2 junior and 5 associate/overseas. 46 of these are sides new to the Federation this year. 20 teams and 4 individuals have not renewed in 2016, of these 6 teams have told us that they have folded.

The system of bell sales will be reviewed this autumn, with differing quantities being offered for sale, and revised prices to include the increased postage rates.

Attached is a copy of the annual accounts for 2015. This is in a similar format to usual but with the previous year (2014) shown and spread out over 2 pages to add clarity.

Although membership remained fairly constant, more members joined before the cheaper cut off date, so subscription income was lower than in 2014.

Whilst income exceeded expenditure by £2,085.81, this was a special year, with extra expenditure on our 40<sup>th</sup> anniversary. Normal running costs remain in line with income, and with a rising membership, I see no need to increase membership subscriptions for those who renew on time for the coming year. During the year the current account was moved from Santander to Lloyds as the old account no longer met our needs. What should have been a straightforward switch was messed up and resulted in Lloyds making a payment for inconvenience and to cover expenses. This was paid out to the Treasurer who experienced both. We have traditionally only had one signatory on the account – the treasurer, application is being made to add the secretary.

The deposit account remains with Santander at the moment.

This year a grant was made to Ealing Morris to cover the expenses of kit for a new, young team. This included a payment to myself for time incurred producing bellpads.

For the 40<sup>th</sup> anniversary year, a celebration CD was compiled of previously issued tracks from Federation members and contacts. Sales of this and the new Adderbury CD have been steady.

I have separated out 2 designated funds during the year. One is for donations and bequests made specifically for research into the history of women in morris. The other is an education fund. Sales of the CDs are being recorded in the education fund, together with other donations for this purpose.

I have pondered long about how to report the bank balances with the annual accounts. I have traditionally reported them at year end but this causes confusion as the bank balance at year end depends entirely on how many subscriptions are paid early or late. I have therefore included a note of income and expenditure during the year which has not been accounted within this year to show how it tallies with the bank balance. Hopefully this will provide some clarity for those of you who may be interested. I almost lost the will to live and have settled for a discrepancy of £4.25 which I hope that you will allow. I hope to do better next year now that I have been through the process!

The accounts have been independently verified by Eddie Worrall (who has inspected the Morris Ring accounts for a number of years).

## MORRIS FEDERATION ANNUAL ACCOUNTS 2015

<b>INCOME</b>	<b>2015</b>	<b>2014</b>
<b>GENERAL</b>		
Subscriptions (including extra Newsletters)	£17,376.00	£17,773.09
Newsletter adverts	£573.00	£647.00
P.R.S. Morris Ring & Open Morris	£100.98	£98.68
AFO conference accommodation refund	£0.00	£125.00
<b>TOTAL GENERAL</b>	<b>£18,049.98</b>	<b>£18,643.77</b>
<b>AGM and Day of Dance</b>		
AGM accommodation - non committee members	£60.00	£291.60
AGM room deposit and starter float	£444.50	
AGM collection	£425.09	
AGM raffle	£140.00	
<b>TOTAL AGM and DAY of DANCE</b>	<b>£1,069.59</b>	<b>£291.60</b>
<b>JMO</b>		
<b>TOTAL JMO</b>	<b>£0.00</b>	
<b>DONATIONS &amp; GRANTS</b>		
Donation to research designated account	£350.00	
CD sales and donations to designated education account	£327.00	
<b>TOTAL DONATIONS &amp; GRANTS</b>	<b>£677.00</b>	<b>£0.00</b>
<b>PROMOTIONS, PUBLICATIONS &amp; BELLS</b>		
Sale of publications and PR goods (inc p&p)	£439.10	£148.50
Sale of bells (inc p&p)	£2,078.50	£3,542.96
<b>TOTAL PR, PUBS &amp; BELLS</b>	<b>£2,517.60</b>	<b>£3,691.46</b>
<b>BANKING</b>		
Bank compensation for complaint	£125.00	
Refund of charges from bank in error (paid in 2014)	£28.77	
Interest on Deposit Account	£75.98	£30.89
<b>TOTAL BANKING</b>	<b>£229.75</b>	<b>£30.89</b>
<b>TOTAL INCOME</b>	<b>£22,543.92</b>	<b>£22,657.72</b>

<b>EXPENDITURE</b>	<b>2015</b>	<b>2014</b>
<b>GENERAL</b>		
Subscription refund	£25.00	
Printing and postage (newsletter, AGM notices)	£6136.61	£7,825.81
Printing (inc. renewals)	£3.30	£52.78
PRS charge	£224.40	£219.30
Stationery & postage (inc postage of goods/bells)	£840.72	£1,320.62
Phone	£2.50	£3.00
Travel expenses	£1,890.74	£1,708.35
Committee badges	£264.54	
AFO subs/conference	£249.38	£339.38
Committee meetings room hire	£165.00	£90.00
Subscription to the NUT	£10.00	
Insurance	£5,444.46	£5,158.80
Web expenses	£24.01	£33.26
H&S insurance premium	£204.00	
Archive acquisitions	£10.00	£33.50
Video conversion to DVD		£268.80
EFDSS membership	£70.00	£68.00
More Morris Better Morris (additional tickets)		£40.00
Folk Awards (tickets)		£30.00
<b>TOTAL GENERAL</b>	<b>£15,564.66</b>	<b>£17,191.60</b>
<b>AGM and Day of Dance</b>		
AGM committee accommodation (including planning meetings)	£1,282.00	£574.80
AGM rooms deposit and starter float	£444.50	£205.00
AGM guest tickets	£328.00	
AGM 40th reception	£1,096.51	
AGM collection	£425.09	
AGM badges	£55.80	£53.20
<b>TOTAL AGM and DAY of DANCE</b>	<b>£3,631.90</b>	<b>£833.00</b>
<b>JMO</b>		
JMO meeting expenses		£70.00
JMO day accommodation	£291.75	
<b>JMO TOTAL</b>	<b>£291.75</b>	<b>£70.00</b>
<b>DONATIONS &amp; GRANTS</b>		
In Memoriam donations		£132.99
EFDSS More Morris, Better Morris grant		£500.00
SEFAN grant		£1,000.00
Grant to Ealing Morris (now Northfields Morris)	£300.00	
Roy Dommett's film disk archive	£36.89	
<b>TOTAL DONATIONS &amp; GRANTS</b>	<b>£336.89</b>	<b>£1,632.99</b>
<b>PROMOTIONS, PUBLICATIONS &amp; BELLS</b>		
Publications & PR printing	£61.40	£121.70
Leather badges	£189.00	
Bags	£549.46	
Purchase of bells	£3,789.19	£2,646.80
Bell refunds	£14.50	
<b>TOTAL PR, PUBS &amp; BELLS</b>	<b>£4,603.55</b>	<b>£2,768.50</b>
<b>BANKING</b>		

Compensation payment to treasurer	£125.00	
<b>TOTAL BANKING</b>	<b>£125.00</b>	<b>£0.00</b>
<b>TOTAL EXPENDITURE</b>	<b>£24,553.75</b>	<b>£22,496.09</b>

<b>Reconciliation of current account balances against 2015 reported accounts</b>	
Bank balance at 31 <sup>st</sup> Dec 2014	£21,522.15
ADJUSTMENT TO 2014 year end bank balance = add 2014 income paid in 2015 - 2015 income paid in 2014 - 2014 expense paid in 2015 + 2015 expense paid in 2014	£12,116.90
Adjusted bank balance at 31 <sup>st</sup> Dec 2014	£9,405.25
Bank balance at 31 <sup>st</sup> Dec 2015	£15,491.41
ADJUSTMENT TO 2015 year end bank balance = add 2015 income paid in 2016 - 2016 income paid in 2015 - 2015 expense paid in 2016 + 2016 expense paid in 2015	£8,167.72
Adjusted bank balance at 31 <sup>st</sup> Dec 2015	£7,323.69
Movement in bank balance over 2015	-£2,081.56
2015 operating loss, add interest paid into the deposit account reported in 2015 accounts	-£2,085.81
Discrepancy	£4.25

<b>CASH AND BANKING DETAILS</b>					
	31/12/2015				31/12/2014
	general account	designated education account	designated research account		
Current Account - Lloyds	£7,825.64	£327.00	£350.00	£8,502.64	
Current Account - Santander				£6,988.77	
Current Accounts Total				£15,491.41	£21,522.15
Deposit Account				£30,992.30	£30,916.32
Petty cash				£18.92	£18.92
Total				£46,503.63	£52,457.39

<b>STOCK VALUES</b>		
at 13/03/2016		
Stationery	£315.95	
Value of bells	£3,992.10	
Value of publications	£855.88	
Value of promotions	£708.41	
Stock held sale or return by Morris Shop	£327.25	
Outstanding amount owed by Morris Shop (Nov 2014)	£1,425.00	
Total		£7,624.59

**(d) Archive Officer**

**Archive Officer Report 2015/16**

I have represented the Morris Federation at the EGM of Open Morris and the ARM of The Morris Ring, and attended the Joint Morris Organisations' AGM as an observer.

Some of the older photographs in the archive have been scanned and, where appropriate, shared on The Morris Federation's Facebook.

The archive has been less used over the past year, as the dust begins to settle on the hectic activities of the 40<sup>th</sup> anniversary, but is still available to all members. The pull-up display banners will have been used for an exhibition by Treacle Eater Clog and are always available for sides and individuals to borrow.

The CDs I produced for the 40<sup>th</sup> anniversary have been selling steadily and Talking Elephant are pleased with the result. They are excellent value and would make wonderful presents for all your families and friends! New acquisitions for the archive are always welcome. Donations have been offered by sides that have folded and by sides and individuals still dancing. These include such varied items as a sixth-former's extended maths project on tying rapper knots, photographs of current sides as part of their side history, and copies of a series of letters from Sam Bennett to Arnold Woodley transcribed by Paul Davenport.

If you have something that you think would be useful for future generations, please consider donating it or providing a copy for the archive.

Mike Everett  
20 July 2016

#### **(e) Notation Officer**

This year has been dominated by the death of Roy Dommett, long term supporter and Friend of the Morris Federation and source for much of the dance notation currently available through the Federation Library at <http://notation.morrisfed.org.uk>. Together with other officers, I had the privilege to attend the Service of Remembrance at Roy's local church, Christ Church, Church Crookham. Since then I have been working with Beth Neill, John Lewis and the family to put together a definitive edition of Roy's articles, notes and dance notations. Progress has been slow - Roy was a prolific author and we keep coming across new material - but we hope to be able to make the collection available (online) sometime in 2017. Roy's original materials, books etc will go to the Vaughan Williams Memorial Library at Cecil Sharp House, London, home of the English Folk Dance and Song Society. Roy's films will be conserved and stored at the Wessex Film Archive.

We are now reaching the end of the Federation's 40th Anniversary celebrations and I was pleased to be involved in Charlotte Dover's photograph exhibition "I didn't know women were allowed to do that" which was displayed at Cecil Sharp House from November to February and at Halsway Manor from March through to the end of May. At the time of writing we are hoping to continue the exhibition at Sidmouth, Whitby Folk Festival, and, of course, at the AGM in Nottingham. I would like to say a particular thank you to those sides who responded to my earlier call for photographs (when we imagined a somewhat different exhibition) but whose work was in the end not used. They include Ansty Royal Chalfont, Bedfordshire Lace, Beverley Garland, Blackhorse & Standard, Chester Ladies, Hawley Hoofers, Martha Roden's Tuppenny Dish, Mockbeggar Morris, Shrewsbury Lasses, Somerset Maids, Windsor Morris and Wyld Morris.

In March, I attended a "Digital Dance Day" at Coventry University, courtesy of an invitation from Simon Pipe. This explored the use of open source (but Mac-based) computer programs for the notation of live dance performance. Both packages are at an early stage, but allow for the dynamic annotation of video as it is captured or in post-production editing. Designed mostly as a teaching tool for students to critique and explore live performance, there may be some value in similar technology for capturing and analysing individual and team performances. If you are interested in this, please contact me for more details.

In May, I was glad to be able to attend the 7th East Sussex Primary Schools Dance Festival at Plumpton. Organised by Chailey School, the festival is a showcase for Morris and Early dance taught at eight primary schools in the area, with sixteen attending from Chailey who acted as tutors for the face-painting. The Federation has been keen to support the Festival almost since its inception and I was pleased to see some of the children who danced at the first festival are still involved - this time as youth volunteers helping organise the younger children. It's too early to tell if dancers will go on to join - or start - Morris teams as adults, but the primary purpose is not to seed a new generation of dancers (though that may be nice) but to offer an alternative curriculum opportunity and above all a chance to have some fun.

Many of you will recall the excellent work by Jack Worth on the recent "Morris Census" (<http://www.morriscensus.uk/>) and some of you may remember that a similar exercise was conducted (by hand!) in the mid-1990s. The original papers came to light when Janet Dowling was moving house and Jack has kindly agreed to produce a comparative analysis when he has the time - which, with a new baby, a new job and a new house, is unlikely to be any time soon!

There has been little activity outside of this. You will have heard elsewhere of the possible Morris History Conference to be organised by the Historical Dance Society and I will not cover that further here. I have been in correspondence with Chris Metherill of Garland Films with a view to making available films of step dance routines and workshops, in particular those arranged by Reading Cloggies in the 1980s and 90s. The originals are available from Chris already, though not mentioned on his website. Notations have been received from Cardiff Ladies Morris (now reformed as Cardiff Morris) describing their "Llareggub" tradition.

Finally, I negotiated with the EFDSS for a license to reproduce their booklet on *How to play the English Pipe and Tabor*, by Russell Wortley, and a copy is available for download from the Notation website.

**Jerry West  
June 2016**

#### **(f) Newsletter Editor**

It was both a sad moment and an honour to cover the passing of Roy Dommett with my first issue, which also saw the launch of a new look and a new name for the newsletter - FedExtra. I would like to thank those who knew Roy best for their memories and for making the Spring issue a fitting tribute, which was very much appreciated by Roy's family.

I would also like to thank all the contributors to the newsletter, both past and present. The one thing that newsletter editors fear the most is a lack of content. Thankfully, with such a diverse range of dance teams within the Morris Federation, those fears rarely give cause for concern, although panic does set in when the email reminder results in a flood of articles and high quality images pouring into my inbox.

I also appreciate that writing about something is not easy for everyone, and getting started when faced with a blank page is always a challenge. However, the responses from our members continue to show that people enjoy reading what you have to say, so please keep sending in your articles, even if I may need anxiety therapy by the end of the year.

It is worth noting that all types of contributions are welcome. The newsletter reflects our evolving traditional dance heritage in all its variations; so if you're feeling creative in any way, please do share your illustrations, photos, poems, written articles, etc.

Finally, thank you for all the compliments on the new look, it was a bit of a leap of faith to change such an integral part of the Morris Federation's membership offer, but I'm pleased and relieved that it was met positively. I am always open to any feedback; so if there is something you'd like to suggest for improvement, please also let me know.

Sam Ross  
04 July 2016



## Appendix 4

### The Motion

<b>To replace the existing Bursary Policy with a new Sponsorship, Grant &amp; Bursary Policy</b>
--------------------------------------------------------------------------------------------------

### Rationale

The current bursary policy (issued in Member's Manuals in 2011) served its purpose in making sides aware of the facility, however, it is rather wordy, a little limited in its scope and the new policy makes it easier for applicants and the committee to administer.

Proposed by Melanie Barber (President), seconded by Fee Lock (Secretary)

## The Morris Federation Sponsorship, Grant, & Bursary Policy

The Morris Federation can provide its members and partner organisations with financial support towards events and activities. The overall amount will vary from year to year, depending on the number and amount of applications, and available funds.

Events and activities must be related to the Aims and Objectives of The Morris Federation, and must be of benefit to The Morris Federation members and/or future members.

The Morris Federation recognises that its membership spans a wide geographical area and will endeavour to reflect this in the allocation of grants, bursaries, and sponsorship.

There is no minimum or maximum amount, or limit to how many times someone can apply, or receive support; each application will be considered on its merit.

Each application should be specific as to what they are applying for, i.e. a

- **Grant:** an amount of money given to individuals, teams or organisations for a specified purpose that fits with the aims and objectives of The Morris Federation;
- **Bursary:** an amount of money to help individuals attend lectures or workshops that fit with the aims and objectives of The Morris Federation; or
- **Sponsorship:** an amount of money for an event or activity that furthers the aims and objectives of The Morris Federation and provides advertising in return.

Applications should be made on the form provided at below, and must include:

- an overview of the planned event / project, including date;
- clear aims and objectives;
- details of what the sponsorship / grant / bursary will be used for;
- benefits for member sides;
- expected outcome;
- what any profit will be used for;
- what publicity is planned;

The decision on whether an application is approved or not sits wholly with The Morris Federation committee.

Should a project cease prematurely then The Morris Federation must be informed immediately and provision made for things such as equipment to be re-used.

Below are examples of events and activities that The Morris Federation has supported.

- Grant to help a new team fund their kit
- Sponsorship of Children's Dance Festival – funding morris tutors
- Sponsorship of More Morris Better Morris conference
- Sponsorship of Retford Family Folk Day – funding morris workshops

This policy is not retrospective.

June 2016

## The Morris Federation Grant, Bursary & Sponsorship Application Form

Please return form to [pres@morrisfed.org.uk](mailto:pres@morrisfed.org.uk)

Name:		
Address:		
Telephone Number:		
Email Address:		
Team/ Organisation Name:		
What type of funding and amount are you applying for?		
Grant:	Bursary:	Sponsorship:
Please give details, including Aims & Objectives, and date of planned event / activity:		
Please explain specifically what The Morris Federation funding will be used for:		
What is the expected outcome and how will this benefit Morris Federation members / future members?		
What publicity is planned?		
What will any profits be used for?		
If the funding request is for equipment, what will happen to the equipment post project?		

### If approved, I/we agree to:

- Provide an account of expenditure on request.
- Provide a post-event / activity report to The Morris Federation newsletter;
- Notify The Morris Federation immediately if the event / activity ceases; and
- Return any unspent funding.

**Signed:**

**Date:**



## Appendix 5

### Discussion on the impact of blacking up in morris dancing

The aim of the discussion is for The Morris Federation committee to share any legal advice they have obtained so far to the membership, and give the membership an opportunity to air their views on the impact of blacking up in morris dancing.

The objective is to agree a way forward by way of guidelines to members.

### The Circumstances

After Shrewsbury Folk Festival in 2015, a Morris Federation side received a complaint about a Federation side having been dancing in black make-up from an organisation called FRESH (Fairness, Respect, Equality Shropshire), the text of the letter reproduced below:

“Following this year's Shrewsbury Folk Festival FRESH has received a complaint about this practice (blacking up), and also several comments from people who have concerns about its potential to offend members of audiences and the wider public - regardless of whether they are themselves part of African-Caribbean or other Black communities.

FRESH will be seeking a discussion with the Folk Festival organisers about these concerns.

From FRESH's perspective, we appreciate that for Morris dancers 'blacking up' may be based on a historical link with centuries-old English rural radicalism and the need to hide from the authorities, and that it is not intended to insult or patronise black people. However, this history is unknown to the wider public and to most of the people in your audiences. If they think about it at all, they are more likely to associate the practice with the deeply offensive Black and White Minstrels and similar acts, which perpetuated images and stereotypes linking directly back to slavery.

It is not only black people who find 'blacking up' offensive. Many white and Asian people will react strongly and on a deeply personal basis to this imagery, not 'on behalf' of black people but because of their own beliefs and sense of justice and decency. The issue is not where this practice came from, but its potential in today's very different climate to offend and upset - regardless of the intention of the performers.

FRESH is conscious that although we have as yet received only one complaint and a wider cross-section of concerns, the issue of 'blacking up' is gaining traction; especially since the widely-publicised October 2014 photograph of David Cameron with 'blacked-up' Morris dancers at the Banbury folk festival. Shropshire is widely known as a 'white highland' (the 2011 Census gives only 0.2% of the population as of Black African-Caribbean or Black British origins). Any actions with the potential to be seen as having rural racist overtones is likely to prove particularly heated here, with the likelihood of generating significant numbers of complaints not only to FRESH but to other organisations such as the local authority licensing committee.

Finally, we have been advised by the national Equality Advisory and Support Service that if somebody were offended or insulted because of their perceptions of racial stereotyping based on performers being 'blacked up', that person would have a case under the Equality Act 2010 for harassment in the County Court against the organisation putting on the performance. The organisation would then be required to demonstrate 'objective justification' for their action in 'blacking up', and in the view of the EAASA advisor the argument about historical traditions might well not be adequate for an effective defence. Placed alongside the potential for reputational damage when an alternative (coloured face paints, masks, etc) is readily available, the organisational risks of continuing to 'black up' would appear to be high.

I hope this is helpful. We'd also be happy to continue this conversation with you and your group if this is helpful.

Meanwhile, best wishes  
Jonathan Hyams

FRESH Secretary Fairness, Respect, Equality Shropshire (FRESH) Ltd Registered Office 4 The Creative Quarter, Shrewsbury Business Park Shrewsbury, SY2 6LG Registered in England no. 32114R  
<http://www.freshshropshire.org.uk/>”

The Morris Federation committee also received its own letter along the same lines, reproduced below:

“Dear John and Fee

FRESH Ltd is a Shropshire-based not-for-profit Registered Society (a community co-operative), established in 2013 to promote equality, diversity and the elimination of unfair treatment and discrimination within and beyond Shropshire. Our work includes monitoring equality and diversity standards in the county, and supporting organisations and agencies with their equality policies and practice. We also campaign (privately and publicly) for good equality and diversity practice, and challenge cases of discrimination which are brought to our attention.

After the August 2015 Shrewsbury Folk Festival, FRESH received two complaints and several critical comments, all highlighting the offensiveness of blacking up by Morris dancing groups in their on-site and town centre Festival performances.

We do understand that some people within the Morris dancing movement feel strongly that blacking up represents a celebration of their traditions and history, and that it should not be seen as racism. However, there is also widespread and growing criticism of the practice in today’s society as at best insensitive, and at worst as deeply offensive and an example of racist attitudes. We have been told that there are alternative ways to celebrate the cultural and historical traditions within the movement.

Because of these complaints, FRESH spoke with the independent Equality Advisory Service, who advised us that under the Equality Act 2010 blacking up exposes both dancing groups and organisers to action in the civil courts for racial harassment, with a high probability of success. The likelihood of such an action is difficult to predict, but the financial and reputational costs for any organisation would obviously be very serious, regardless of the legal outcome.

We’d be happy to discuss this issue with the Morris Federation in order to try and find an appropriate way to discourage blacking up and thus reduce the risks to your member groups of offending audience members, reputational damage and possible litigation.

We are contacting Open Morris in similar terms, and we look forward to hearing from you

With very best wishes

Jonathan Hyams, FRESH Ltd Secretary

**Fairness, Respect, Equality Shropshire (FRESH) Ltd**  
**Registered Office 4 The Creative Quarter,**  
**Shrewsbury Business Park**  
**Shrewsbury, SY2 6LG**  
**Registered in England no. 32114 R**  
**<http://www.freshshropshire.org.uk/>**

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In March 2016 Melanie Barber (President), Nicki Pickering, Chair of Open Morris, and Sandra Surtees of Shrewsbury Folk Festival met members of FRESH to discuss this issue. Although the meeting was amicable, it was clear that the position had not changed from the autumn, and the Morris Federation committee sought legal advice.

Through The Morris Federation's membership of the Association of Festival Organisers, we contacted a legal adviser, Jon Payne of Licensing Lawyers. His summary and responses to specific questions are shown in blue text:

The would be some merit in formally speaking to the Equality and Human Rights Commission about this and seeking some guidance from them. If nothing else, this would help mitigate in any potential claim : If you were to say that any guidance you produce has included their advice, that would go a long way.

I hope that this helps. In essence, I do think it worth you putting together an advice note which is based on the information you have already received and perhaps a consultation exercise that you could conduct. By asking the general public for views (perhaps running something on your website), you again are taking reasonable action to try and show that you are acting in the best interests of preventing discrimination.

We would effectively like advice on both the specific complaint received from FRESH, and more generally on the performance of a Morris Dance whilst blacked-up and/or the appearance (sight) of a Morris Dancer who is blacked-up travelling to or from such a performance, either alone or with others:

1. We understand that the possible offence committed would be that of *harassment* under the Equalities Act concerning the protected characteristic of *race*. This is either (a) violating the dignity of someone and/or (b) creating an intimidating, hostile, degrading, humiliating or offensive environment. Is this correct?

That seems to be the most likely approach, barring a Public Order offence. Bear in mind though that "(a) the perception of B;(b) the other circumstances of the case and (c) whether it is reasonable for the conduct to have that effect" must be taken into account. The 'reasonableness' aspect is one that EASS correctly identify.

Bear in mind also that only certain 'arrangements' are protected : in employment, in education, as a consumer, when using public service, when buying or renting property or as a member or guest of a private club or association. The one that might tenuously apply here is as a consumer, if the person offended was purchasing entry to an event for example.

1(b). Against whom may claims be made under the act - the person who blacked-up, presumably and the team itself, we assume (is this correct?). Can a claim be brought (with any reasonable chance of success) against the Morris Federation (as an unincorporated umbrella body) for the actions of member teams, or on any other grounds given the scenario as described?

My view is that it could be taken against the team or the individual. I do not see how the Federation could be liable at the moment, as the criteria is that the organisation must 'engage in the conduct'. It does not seem to me that you actually do so,

1(c). If a claim were brought against a team, is it possible to forecast the outcome? Not at the moment. My feeling is that a claim would not initially be successful unless it can be shown that it is reasonable for the blacking-up to have the effect. Given the outfits that are worn do not generally accord with an ethnic group that are the same as might be portrayed by a blacked face, I think it would be difficult to suggest that there was harassment.

1(d). Assuming the Federation was successfully sued and ends up having to pay the costs or awards, perhaps through some notion of vicarious liability, who pays? If not our insurers, i.e. it has to come from the organisation's current cash reserves who pays the excess if that is not enough: The officers? Each member team jointly and severally? Does the same principle apply to a team that is successfully sued? Would those members of a team who do not black up also be liable in the event of a successful claim against the team?

I am not sure of your constitution, but imagine that you are an 'Unincorporated association'. In this arrangement, everyone who is a member is liable, but the action would probably be a token against the main post-holders. I cannot see any vicarious liability between you and teams. This would be different between an event organiser and a team.

2. What are the obligations of the Morris Federation under the Equalities Act or other relevant legislation (e.g. Prevention of Harassment Act)?

This is a bit too wide for me to answer in this email and without seeing your constitution, but the general legal obligations are somewhat limited as far as I can ascertain. In some ways, if you offer no advice at all (and you are not obliged to), then it would be hard to see how any liability would exist. Of course, this rather undermines your position as a Federation.

2(b) Does the current law allow blacking up?

Putting the question the other way - "does the law prohibit it?" (most laws restrict rather than permit conduct) - no, I cannot see that it does

2(c) What advice can we give our membership?

I think it is clear that any performances must not be conducted in a way that is likely to be perceived as referring to a distinct racial group. If you would like an advice note, I can do that but it would take a few weeks because of current commitments.

2(d) If the Federation "advised" its members not to black-up but a team chose to do so, can they remain a member or must we exclude them?

They could still remain a member - your advice would be guidance only, I imagine.

2(e) Where would we (as the MF committee) stand if we were to give advice to our membership on whether or not to black up, and subsequently someone took legal action against a team following that advice?

Your advice would need to be marked as guidance only and not an interpretation of the law.

3. Does the Equalities Act "minimum size 25" rule apply to allow a team to avoid a claim? How would that work?

Sorry, I do not understand this particular point

4. What might constitute aggravating circumstances sufficient to change your answers to the above?

Clearly if the reason for blacking up was used to portray a racial group, then things would be different. For instance, if someone blacked up and then went around speaking or acting in a way that seemed to emulate a caricature of a black person, then that would change matters.



## **Summary**

As can be seen, our legal advice so far has not contradicted FRESH's claims, and as such the Morris Federation committee feels it is important to share this information with its members, in accordance with the terms of the Constitution.

Because the committee anticipates that this will be an emotive issue (and that it is almost impossible for the secretary to type everyone's comments simultaneously!) it is proposed that the following rules, which are based on parish council rules, are followed. We hope that they will offer members the opportunity of formulating their thoughts.

It would be useful to receive feedback on whether this approach has merit.

## **The Morris Federation – AGM Discussion Rules**

Members are asked to respect the rules in order to allow as many as want to speak time to speak.

Only Morris Federation members may join in the discussion, unless specifically invited to speak by the chairperson.

Members wishing to speak must make their intent known to the chairperson at least ten minutes prior to the AGM commencing. They will be issued with a ticket, on which they should write their name and the name of the team they are representing, and hand it back to a delegated member of the committee when they are called to speak.

Speakers will be allowed to speak for a maximum of three minutes. Please note, this could be reduced depending on the number of members wishing to speak.

Speakers will be given a one minute, and subsequent thirty second warning of the time they have left to speak.

Having spoken once, no speaker may address the meeting again (as part of this discussion) until everyone wishing to speak has been heard. If time allows then the chairperson may invite people to speak again. This is not an interactive debate, but rather a platform for members' views to be heard.



THE MORRIS FEDERATION

VOTES CONVERSION TABLE

To convert actual votes to equivalent number of votes out of ten:

Look down the vertical axis overleaf for the number of voters you are representing (the total number of people in your side). That is the line you use from now on. The horizontal axis refers to the actual number of votes cast on an issue. Where the column above the appropriate number crosses the line found as above, you will find the equivalent number of votes out of ten.

EXAMPLE

If you have 17 people in your side and 9 of them vote in favour of a proposal, by tracing across from 17 and up from 9, you will find that this is equivalent to 5½ votes out of 10.

If the remaining 8 voted against, by tracing across from 17 and up to 8, this is equivalent to 4½ out of 10:

**5½ + 4½ = 10**

NB When the vote is split two ways as shown, the total will always be 10. However, if there are abstentions, there may be rounding errors which will cause discrepancies. In this event, the abstentions should be adjusted so that the total is 10, e.g.

**17 members**  
**8 for = 4 ½**  
**8 against = 4 ½**  
**1 abstention = ½**  
**Total = 9 ½**

Abstentions should be submitted as 1 so that the total is 10

For the conversion table, see overleaf



## THE MORRIS FEDERATION CONSTITUTION

- 1 **NAME** The organisation shall be known as the Morris Federation.
- 2 **MEMBERSHIP** Acceptance of the aims of the Federation shall be a condition of membership. Membership of the Federation shall be of four classes:
  - a) *Full Group Membership* - for practising morris sides and, at the discretion of the Committee, clubs performing related activities, residing in the United Kingdom.
  - b) *Junior Group Membership* – for practising morris sides of compulsory education age and, at the discretion of the Committee, clubs performing related activities, residing in the United Kingdom.
  - c) *Full Individual Membership* - for individuals residing in the United Kingdom.
  - d) *Associate Membership* - for individuals and practising Morris sides and, at the discretion of the Committee, clubs performing related activities
  - e) *Honorary Life Membership* - for individuals properly voted into that category.
- 3 **SUBSCRIPTIONS** Yearly subscriptions shall be payable on 1<sup>st</sup> December of each year, membership running from 25<sup>th</sup> January each year until 24<sup>th</sup> January the following year inclusive.

The annual rate shall be decided at the Annual General Meeting. New members will pay a full year's subscription regardless of when they join.
- 4 **COMMITTEE** The Committee shall comprise six officers. These shall be a President, a Secretary, a Treasurer, a Notation Officer, an Archive Officer, and a Newsletter Editor. Their terms of reference shall be as follows:
  - a) *President*
    - (i) To be responsible for the overall liaison between other officers
    - (ii) To act as Public Relations Officer
  - b) *Secretary*
    - (i) To provide a central address for first-line enquiries
    - (ii) To maintain a list of relevant contact addresses for circulation at regular intervals
    - (iii) To act as meetings convenor and minutes secretary
  - c) *Treasurer*
    - (i) To have overall responsibility for all financial transactions
    - (ii) To administer the receipt of membership subscriptions
    - (iii) To maintain adequate insurance cover
  - d) *Notation Officer*
    - (i) To maintain the stock of dance and music notations available for members
    - (ii) To handle technical enquiries in conjunction with the Archive Officer
    - (iii) To co-ordinate the activities of the MF Notation Group
  - e) *Archive Officer*
    - (i) To be responsible for maintaining and indexing the MF archive
    - (ii) To assist with and encourage research activities
    - (iii) To handle technical enquiries in conjunction with the Notation Officer
    - (iv) To co-ordinate the activities of the MF Archive Group

- f) *Newsletter Editor*
- (i) To be responsible for the compilation, editing and circulation of a quarterly Newsletter

The officers shall be elected to their posts at the Annual General Meeting, except in the case of a post becoming vacant before the term of office has expired, when an Extraordinary General Meeting may be called to elect a replacement to complete the original term of office. Their terms of office shall run for one year, beginning on 1st January of the year after that in which they were elected until the following 31st December inclusive.

#### **Co-opted Members of the Committee**

The committee may co-opt members to assist running the Federation. Co-opted members of the Committee shall be invited to attend Committee meetings and to participate in discussions, but will have no voting rights. They will be invited to report their activities to the membership through the Newsletter or personal presentation at General Meetings. Co-opted members may include those who take on a post that falls vacant before the normal term of office expires.

- 5 **ANNUAL GENERAL MEETING** The date of the Annual General Meeting shall be decided at a previous General Meeting.
- 6 **INSURANCE** It shall be a function of the Federation to maintain valid and adequate insurance cover for all FULL member sides residing in the United Kingdom. Public Liability cover shall be automatic for all such Members on receipt of their annual subscription and valid registration papers. Any other policies offered by the Federation shall require extra payment from those wishing to take part.
- 7 **AIMS** The aims of the Federation shall be:
  - a) To encourage and maintain interest in the practice of Morris dancing
  - b) To provide a channel of communication between member sides
  - c) To encourage the improvements of standards of dancing among its members

## THE MORRIS FEDERATION STANDING ORDERS

October 2010

- 1 THE CHAIR The Chair shall be taken by whosoever is appointed by the Committee. Any member may challenge the Chair at any time, a majority 4/5 being required for a challenge to succeed. Should such a challenge succeed, the Chair shall be taken by whosoever is voted in by those present at the meeting. If no acceptable Chairman can be found, the meeting shall be adjourned. Should a challenge fail, a further challenge may not be made until at least 15 minutes have elapsed.
- 2 QUORUM
  - (a) A General Meeting shall be considered quorate if at least 15, or 10%, whichever is the lower, of the Group Members of the Federation are represented in person at the meeting. The representative must belong to the Group Member concerned and may represent no more than one Group Member. If after one half of an hour from the time appointed for the meeting to start, a quorum is not present; then the meeting shall be declared inquorate. Once a quorate meeting has been opened, any member may challenge the quorum at any time. Should such a challenge not result in the meeting being declared inquorate, a further challenge may not be made until at least 15 minutes have elapsed.
  - (b) If the meeting is declared inquorate, the meeting shall proceed as an Open Committee Meeting, and will follow the AGM agenda as closely as possible, differing in that no binding voting may be made with respect to any motion and no voting can take place for committee posts. Instead, proposals will be put forward for ratification by a postal ballot. The committee in post immediately before the abortive AGM will remain in post until elections can be held. The committee will organise an election and voting on proposals by postal ballot. It will strive to complete this within 2 months of the AGM.
  - (c) Once the meeting has been declared inquorate, the whole of the business of the meeting shall be regarded as if the meeting was never quorate, and it cannot later be declared quorate.
  - (d) No member shall be admitted to the meeting after one half of an hour has elapsed since the opening of the meeting without the permission of the Chair. No member shall leave the meeting before its conclusion without permission from the Chair.
- 3 NOTICE OF THE MEETING Notice of a General Meeting shall reach all members eligible to attend, not less than 8 weeks before the date of the meeting. Items for the agenda and any nominations should reach the Secretary not less than 6 weeks before the AGM. Nominations for Committee posts must reach the Secretary not less than 6 weeks before the meeting. Should any nomination for a post be received by that date then no further nominations will be accepted after that date. An agenda shall reach all members not less than 2 weeks before the meeting. Items shall be dealt with in the order they appear on the agenda, which shall be the order in which they were received by the Secretary, unless an application to change the order is approved by the majority of those present.
- 4 MINUTES If the minutes of the previous meeting shall not have been circulated, the Secretary shall read them, but no motion or discussion shall be allowed on the minutes except in regard to their accuracy. After confirmation of the minutes, they shall be signed by the Chairman. Members shall then be at liberty to ask questions on matters arising out of them.

- 5 MOTIONS AND AMENDMENTS The first proposition on any subject shall be known as the Original Motion and all succeeding propositions on that subject shall be called amendments. Every motion and amendment must be moved and seconded by members actually present at the meeting and, unless impossible, all motions shall be notified in advance and included on the agenda.
- 6 SUBSTANTIVE MOTIONS If the amendment be carried, it displaces or alters the Original Motion and becomes the Substantive Motion, which shall be put to the vote and, if carried, shall become a Resolution of the meeting.
- 7 RIGHT OF REPLY The mover of the Original Motion shall, if no amendment be moved, have the right to reply at the close of the debate upon such motion. When an amendment is moved, they shall be entitled to speak thereon, and at the close of the debate on such an amendment, shall reply to the discussion, but shall introduce no new matter. The question shall then be put to the vote immediately, and in no circumstances shall any further discussion be allowed once the question has been put from the Chair. The mover of and amendment shall not be entitled to reply.
- 8 WITHDRAWALS AND ADDITIONS No motion or amendment on which a Proposal to Put to the Vote has been carried (which proposal may be moved by any member present) shall be withdrawn without the unanimous consent of the meeting. Once the Proposal to put to the Vote has been carried, no further discussion shall take place on the motion or amendment to which it refers.
- 9 ADJOURNMENT AND CLOSURE Motions of Adjournment of the Meeting or of the Question under Discussion or for the Postponement of Voting on a particular proposal or to move to the Next Business may be moved by any member present. Should any of the se proposals be defeated, that proposal may not be put again until at least 15 minutes have elapsed. A Motion of Closure of the Meeting may be moved by any member present and, in the event of defeat, may not be moved again until 30 minutes have elapsed.
- 10 VOTING RIGHTS
- (a) General Meetings may be attended by all persons covered by membership of the Federation
- (b) Voting at a General Meeting on matters where prior notice has been given to members, which will include motions and the election of officers where nominations have been received prior to the given deadline, shall be on the basis of ten votes per Full Group Member, apportioned to reflect as closely as possible the views of the side. Full Individual Members and Honorary Life Members shall have one vote. Associate Members shall have no vote. An Individual Member who also belongs to a member side may vote in one capacity only. A voter who cannot be present at a meeting may give written, signed authorisation to any other valid attendance, preferably the Secretary, to cast votes on their behalf as directed by them on specific proposals, provided an apology for absence accompanies the authorisation.
- (i) Voting on administrative matters, not detailed on the agenda, and voting for the election of officers to the committee where nominations have not been receive prior to the deadline shall be on the basis of one vote per person present, to a maximum of ten votes per Full Group Member present, excluding non-Members, Associate Members, and the committee
- (ii) In the event of a dead heat, a second vote will be held. If this fails to resolve the issue, the President will have the casting vote.
- (iii)
- (c) Tellers shall be appointed for the meeting by the Chairman, for the duration of that meeting. In the event of an objection being raised against any one teller, which is supported by the majority of those present, the Chairman shall appoint another in their place. In the event of an objection failing with respect to any one teller, no further objection may be raised until at least 15 minutes have elapsed.



- (d) In the event of a Proposal of Postponement to put to the Vote being carried at a meeting, the matter may be decided upon by a postal ballot if approved by the meeting. The voting rights shall be the same as those at the meeting from which it was postponed.
- (e) An individual from outside the Federation may attend meetings at the invitation of or by permission of the President. The individual shall have no speaking rights except when invited to speak by the Chairman.
- 11      **RESCINDING A RESOLUTION** No resolution shall be rescinded or amended at the same meeting at which it was passed.
- 12      **SELECTION OF SPEAKERS** A member shall raise a hand when wishing to speak and shall rise when called upon to the Chairman to do so. When called upon to address the meeting, the member shall first give their name and, where applicable, shall also give the name of the side to which they belong.
- 13      **INTERRUPTION** If any member interrupts the speaker or uses abusive language, or causes a disturbance, or refuses to obey the Chairman when called to order, they shall be named by the Chairman. The member shall thereupon be expelled from the meeting and shall not be allowed to enter again until an apology satisfactory to the meeting has been given.
- 14      **SUSPENSION OF STANDING ORDERS** On a matter of great urgency, the Chairman may accept a motion for the suspension of Standing Orders. The member moving such suspension must clearly state the nature and urgency of the business, the numbers of the Standing Orders affected, and the length of time (not exceeding 30 minutes) the member desires the suspension to last. No suspension shall take place except by a 7/8 majority of the members present.
- 15      **CONSTITUTIONAL CHANGES, ETC** Changes to the Constitution, Standing Orders or General Policies of the Federation shall require a majority of 2/3 from a vote taken at a General Meeting or a postal ballot taken among all members following a Proposal of Postponement to Put to the Vote passed at a General Meeting (see Standing Order 10d).
- 16      **HONORARY LIFE MEMBERSHIP** Honorary Life Membership may be bestowed on an individual who is an existing member, by a majority vote taken at an Annual General Meeting, provided the nomination for such membership reaches the Secretary not later than 5 weeks before the meeting, for inclusion on the final agenda. A nomination may be made by any Group, Individual or Honorary Life Member (other than the nominee) and must be seconded by at least 5 other such members prior to its submission.
- 17      **FRIENDSHIP OF THE FEDERATION** Friendship of the Federation may be bestowed on any individual or organisation by a majority vote taken at an Annual General Meeting, provided the nomination for such status reaches the Secretary not later than 5 weeks before the meeting, for inclusion on the final agenda. A nomination may be made by any Group, Individual or Honorary Life Member and must be seconded by at least 5 other such members prior to its submission.





## Appendix 9

### POSTAL & PROXY VOTING INFORMATION

#### Teams

You are entitled up to 10 votes. Please send the number of votes your side is entitled to cast to me, Fee, the Secretary, at **28 Fairstone Close, Hastings TN35 5EZ** by **Friday 9<sup>th</sup> September 2016**.

**NAME OF FULL MEMBER SIDE** .....

#### TO REPLACE THE EXISTING BURSARY POLICY WITH THE NEW GRANTS, SPONSORSHIP & BURSARY POLICY

**Proposed by Melanie Barber (President), seconded by Fee Lock (Secretary)**

**Votes for**

**Votes against**

#### Individual Members

You are entitled to one vote each. Please make sure I receive this at **28 Fairstone Close, Hastings TN35 5EZ** by **Friday 9<sup>th</sup> September 2016**.

**NAME OF INDIVIDUAL MEMBER** .....

#### TO REPLACE THE EXISTING BURSARY POLICY WITH THE NEW GRANTS, SPONSORSHIP & BURSARY POLICY

**Proposed by Melanie Barber (President), seconded by Fee Lock (Secretary)**

**Votes for**

**Votes against**

#### Proxy voting

If you are nominating someone attending the meeting on your behalf, please write the name below.

.....

of ..... (side, if applicable)

