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The Horton Hid Hiring From Regulator

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Controversy surrounded the appointment of the salaried Centre Manager of Epsom and Ewell's new arts and exhibition venue, The Horton Arts Centre.

Documents obtained by the Epsom and Ewell Times under Freedom of Information Act requests reveal that the Charity Commission found that the trustees of the Horton Chapel Arts and Heritage Society did not seek its prior permission to employ the wife of a trustee.

A recently retired trustee, a trustee or a person connected to a trustee through marriage may not be given paid employment by their charity without prior Charity Commission approval.

The Commission found that Maria Reeves, the wife of founding chairman of the Charity, Ian Reeves, who was herself previously a trustee, was appointed to the manager role without its permission.

In these circumstances the Commission would normally order the trustees to pay the Charity the salary of the employee in question. However, in this case the Commission determined that the appointment had been hidden from the Commission for so long that such an order would be "disproportionate".

The Commission also determined that the eventual appointment was "made in good faith", but refused to answer how that finding was compatible with the failure to seek its permission. It has also refused to disclose the justification submitted to it by the trustees for the retrospective Commission approval.

Other documents obtained by the Epsom and Ewell Times show that an earlier recruitment exercise, described by an expert as "exemplary", was reversed on the intervention of trustees, including the then Chair Ian Reeves and his next door neighbour and trustee, Rupert Salmon.

That process had not short-listed the Chair's wife Maria Reeves.

One former short-listed candidate who asked not to be named said: "I was of course disappointed that the recruitment process for The Horton Centre Director role was aborted as I had been shortlisted to the second round and was expecting to attend a second interview.

With regards to the Charity Commission's role – it is disappointing that the Charity Commission's own guidelines were difficult to enforce in this instance."

None of the short-listed candidates from the aborted recruitment process were invited to re-apply and it appears that the recruitment process that led to the appointment of Maria Reeves was from a candidate list of one.

Ian Reeves and Rupert Salmon have been requested on a number of occasions to provide their response. Our press regulator confirmed that they had been provided with a reasonable opportunity to do so.

One former trustee stated: "Mr and Mrs Reeves deserved a reward for all the unpaid effort they had put into converting this disused chapel into a beautiful arts centre".

Lionel Blackman, a former trustee and chair of the initial 6 strong recruitment committee, that consisted of three independent trustees and three independent external experts, said "I only wish to make a general observation that trustees of charities should comply with the rules. That expectation is somewhat heightened when a charity has been given £3 million of public money."

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