

S T A T U T E S

Made for

O R I E L C O L L E G E

O X F O R D

By the

University of Oxford Commissioners

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CONTENTS

	Preamble	3
I	The College	3
II	The Provost	3
III	The Fellows	5
IV	The Scholars & Exhibitioners	10
V	The Byng & Brisco-Owen Scholars	12
VI	The Officers	13
VII	Tutors & Lecturers	13
VIII	Pensions	15
IX	Retiring Age	18
X	Vested Interests	18
XI	Divine Service	19
XII	Government of the College	19
XIII	Form & Audit of the College Accounts	20
XIV	Bylaws	22
XV	Disposal of Revenue and General Powers of Investment	22
XVI	The Visitor	26
XVII	Academic Staff	27
XVIII	Provisions relative to the University	40
XIX	Supplemental & Temporary Provisions	40
XX	Bliss Trust	40

STATUTES OF ORIEL COLLEGE OXFORD

Preamble

Oriel College was founded by King Edward the Second, at the suggestion of his Almoner, Adam de Brome, Clerk, Principal Benefactor and First Provost, in the year of our Lord 1326, and was afterwards further endowed by various Benefactors, namely, John Frank, Master of the Rolls; John Carpenter, Bishop of Worcester; William Smyth, Bishop of Lincoln; Richard Dudley, Precentor of the Church of Sarum; Dr. John Robinson, Bishop of London; The Rt.Hon. Cecil John Rhodes, and others. The College was incorporated in the year 1603 by Letters Patent of King James the First, under the name of the Provost and Scholars of the House of the Blessed Mary the Virgin, in Oxford, commonly called Oriel College, of the Foundation of Edward the Second of famous memory, sometime King of England.

I. The College

The College shall consist of a Provost and the Fellows (other than Honorary Fellows) appointed or elected under these or other Statutes of the College.

Provided that in these Statutes the words “the Provost and Fellows” do not include Fellows who have not the right of attending College Meetings.

II. The Provost

1. The right of election to the Provostship shall be vested in the Fellows present at the meeting for the election.

In elections to the Provostship the Fellows shall choose the person who is, in their judgment, most fit for the government of the College as a place of religion, learning, and education.

2. The election of a Provost may, on every vacancy, be held at any time not less than thirty, nor more than one hundred and twenty, days after the vacancy shall have occurred. So soon as conveniently may be after the vacancy shall have become known, the Vice-Provost, or in the absence of the Vice-Provost the Senior Fellow present in Oxford at the time, shall summon a preliminary meeting to be held for the election of a new Provost.

Notice of the day and hour appointed for such meeting for election shall be sent to every Fellow at their usual place of address at least twenty-one days before the day of election. That person for whom an absolute majority of the Fellows present shall have voted shall be deemed elected. In case of the whole number of the votes of the Fellows present being equally divided between two persons, a second vote shall be taken; and if the equal division then still remain, the names of the two persons so voted for shall be presented within one week to the Visitor; and such one of them as he or she shall choose shall be deemed elected.

The meeting for the election may be adjourned from time to time. Whenever a Provost shall not have been elected within one hundred and twenty days after the occurrence of the vacancy, the appointment of a Provost shall for that turn lapse to the Visitor.

3. Notwithstanding the provisions of the previous clause with regard to the date of the election of a Provost, when the Provostship is about to become vacant at a known date by resignation or superannuation, and provided that the Provost and Fellows shall have authorised such a course by a two-thirds majority of those present and voting at a College meeting, an election may be made not more than six calendar months before the date of the vacancy by the same procedure as if the Provostship had already become vacant. Such election shall take effect from such date as shall be determined at the time of the election.
4. As soon as may be after the election, one of the Fellows, deputed for that purpose, shall present the Provost to the Visitor, and shall deliver to the Visitor a letter under the College seal, announcing the result of the election. The Provost shall, in the presence of the Visitor and of the Fellow so deputed, make a declaration that he or she will faithfully perform the duties of ~~his~~ the office and observe the Statutes and Bylaws of the College for the time being.

The Visitor shall deliver to the Provost a written notification of his or her declaration having been made, and the Provost shall, on the earliest opportunity, read this notification to the Fellows assembled in the College Chapel.

5. The Provost shall reside in the College in each academical year, that is to say in each period of twelve months beginning on the first day of October, for not less than twentyeight weeks, of which eighteen weeks at least shall be in the usual College terms. But in case of the Provost's sickness, or for any other reasonable cause, the Visitor may dispense with the Provost's residence for such a period as may seem to the Visitor to be required by the circumstances of the case.
6. The Provost shall superintend the property and domestic arrangements of the College, as well as the discipline and education therein.
7. The stipend of the Provost shall be not less than £1,500 per annum (which sum shall include the income receivable by the College in consequence of the redemption of the Purleigh Tithe Rent charge) and such additional sum as the College may from time to time determine.

The Provost shall in addition receive an annual allowance of £300 to meet the expenses of entertainment and other expenses incurred by him by reason of his tenure of his office. The Provost shall also be entitled to the use of his lodgings, free of rent, rates and taxes. The expenses of necessary repairs to his lodgings and of such maintenance as the College may from time to time determine shall be defrayed by the College.

The Provost shall not hold a Professorship or other paid office in the University except that of Vice-Chancellor without the consent of the College, and if such consent be given the stipend payable to the Provost by the College may be reduced by such a sum as the College may determine provided that in no case may it be reduced to less than £600 per annum.

III. The Fellows

1. The Fellowships within the College shall belong to one or other of the following eight classes:
 - (1) Official Fellowships tenable by
 - (a) Persons holding official posts in the College;
 - (b) Persons holding teaching or research posts in the University appointed under the provisions of any University Statute or Decree in force for the time being;
 - (c) Inter-Collegiate Lecturers whose names are on the Register of Faculty Lecturers kept by the Board of any Faculty or by a Board of Studies.
 - (2) Professorial Fellowships tenable by University Professors, University Readers and holders of other University Offices which are declared by any University Statute or Decree to qualify the holder for a Professorial Fellowship.
 - (3) Senior Research Fellowships, to which the Provost and Fellows may elect persons who have done valuable work in letters, science or education, or have attained special distinction in some branch of knowledge, or who shall undertake to perform some definite literary, scientific or educational work in the College or in the University, or elsewhere with the permission of the College or the University, which work shall be specified in the Resolutions by which they are elected.
 - (4) Fellowships by special election tenable by persons holding teaching, research or administrative posts under the provisions of any University Statute or Decree in force for the time being.
 - (5) Junior Research Fellowships tenable by persons engaged in research or in preparation for teaching.
 - (6) Emeritus Fellowships tenable by persons who have vacated Official or Professorial or Senior Research Fellowships in the College.
 - (7) Supernumerary Fellowships tenable by persons elected in accordance with Statute III

3 (11)

(8) Honorary Fellowships tenable by persons elected in accordance with Statute III 3 (10).

2. (1) It shall be lawful for the Provost and Fellows to create Fellowships of any of the above classes.

(2) No new stipendiary Fellowship shall be created, nor shall a vacancy in a stipendiary Fellowship be filled, unless, in the opinion of the Provost and Fellows, an emolument of not less than £200 a year is available from corporate revenues for the holder.

Provided that, with the consent of the Visitor and in exceptional circumstances, and with regard to a particular election, the Provost and Fellows may elect any person for a limited time to a Fellowship of less annual value than £200.

(3) When the Official Fellowships for the time being in the College are less than ten in number the excess over five of such Fellowships shall be held by persons holding a University qualification, and when such Fellowships are ten or exceed ten one-half thereof (or one-half of the even number which is greater by one than the number of the Fellowships) shall be so held.

Provided that, for the purposes of this clause, Official Fellowships shall include Fellowships held by existing Fellows of the College who perform teaching or administrative duties in the College or hold their Fellowships in any other respect on terms similar to those by these Statutes prescribed for Official Fellowships, even though they do not exercise the option hereinafter permitted to place themselves under these Statutes.

(4) For the purposes of this clause a University qualification means a qualification not constituted exclusively by the holding of a College office.

(5) If the number of Fellowships held by persons having a University qualification falls below the number specified in sub-clause (3), the College shall make, for such time as that number is incomplete, a payment to the Common University Fund at the rate of £150 a year in respect of each Fellowship which should be so filled in order to make up the required number.

(6) Every Fellow who at the time of his or her election shall be a Bachelor of Arts of the University or entitled to supplicate for that degree shall be required to take either the degree of Master of Arts, or the degrees of Bachelor and Doctor of Civil Law, or other of Bachelor and Doctor of Medicine, within one year after the time at which the Fellow shall be of sufficient standing to take those degrees respectively by the Statutes of the University, and in case of non-compliance shall vacate his Fellowship; provided that the Provost and Fellows may, whenever they shall deem it just or expedient to do so, allow the taking of any such degree to be postponed for a period not exceeding, except in case of illness, one additional year.

3. (1) Fellows of the College, other than Professorial Fellows appointed by virtue of their office, shall be elected by the Provost and Fellows in College Meeting.
- (2) Every Official Fellow shall be elected for a term to be determined by the Provost and Fellows, and unless the Fellowship has been designated as a Fixed-Term, Non-Renewable Fellowship prior to election shall from time to time be eligible for re-election, the term in neither case to exceed fifteen years.
- Provided that every such Fellow holding a Fellowship by virtue of an Official post in the College shall be entitled to hold that Fellowship so long as he or she shall continue to hold that post and no longer.
- (3) In any case where an Official Fellow is elected in virtue of a qualification which is a teaching office, the Provost and Fellows shall, before proceeding to an election, consult the Board of the appropriate Faculties.
- (4) The Regius Professor of Modern History, the Oriel Professor of the Interpretation of Holy Scripture, the Nolloth Professor of the Philosophy of the Christian Religion, and the holders of any other Professorships which may from time to time be allocated to the College by the Hebdomadal Council shall, by virtue of their office, be Professorial Fellows of the College.
- (5) A Professorial Fellow may be deprived of his Fellowship for the same causes and in the same manner as other Fellows of the College; and the Bylaws and Regulations of the College may be enforced against him or her as against other Fellows.
- (6) Every Senior Research Fellow shall be elected for a term to be determined by the Provost and Fellows, and shall from time to time be eligible for re-election, the term in neither case to exceed five years.
- (7) Every Fellow by special election shall be elected on such conditions and for such term as shall be determined by the Provost and Fellows, and shall from time to time be eligible for re-election the term in neither case to exceed fifteen years
- (i) Fellows by special election may be deprived of their Fellowships for the same causes and in the same manner as other Fellows of the College; and the Bylaws and Regulations of the College may be enforced against them as against other Fellows;
- (ii) Fellows by special election shall relinquish their Fellowships if they ceases to hold the University post by virtue of which they were elected.
- (8) Junior Research Fellows shall be elected upon the condition that they engage in research or in work in preparation for teaching during the whole term of their Fellowships and after the Provost and Fellows have satisfied themselves, by examination or otherwise, as to their ability to carry out such work; provided that Junior Research Fellows may be allowed by the Provost and Fellows a free period of one year to prepare for the work in

which they are to be engaged, which period may be extended to a maximum of two years in special cases; and also provided that if at the expiration of this period any Junior Research Fellow shall have failed in the judgement of the Provost and Fellows to comply with the conditions subject to which the free period was allowed, the Junior Research Fellow shall vacate his or her Fellowship.

(9) Every Junior Research Fellow shall hold their Fellowship for not more than three years, inclusive of the free period referred to above, and shall be eligible for re-election for one further term not exceeding three years.

(10) Every Emeritus Fellow shall be elected for such term as the Provost and Fellows shall determine and shall be re-eligible.

(11) Every Supernumerary Fellow shall be elected upon such conditions and for such term as the Provost and Fellows shall determine and shall be re-eligible.

4. (1) Official Fellows, Senior Research Fellows and Junior Research Fellows of the College shall be entitled to receive out of the corporate revenues of the College such annual stipend, with such periodic increments, as the Provost and Fellows may from time to time determine.

Provided that

- (i) The annual stipend of any Fellow may be augmented by the Provost and Fellows in any year by a special grant of money to meet expenses consequent on the special nature of the work upon which he is engaged;
- (ii) The Provost and Fellows shall have discretion to determine whether a Junior Research Fellow shall receive any stipend from the corporate revenues of the College, the conditions on which the Junior Research Fellow shall receive it, and whether the Junior Research Fellow may receive a special grant under the provisions of (i) above irrespective of whether he or she is in receipt of any stipend.

(2) There shall be no repayment or reimbursement by the College in respect of Income Tax on any stipend or salary payable under these Statutes.

(3) Any Fellow of the College shall be entitled to resign the whole or any part of the emoluments of his Fellowship without ceasing to be a Fellow but may at any time withdraw such resignation.

5. The Provost and Fellows may assign rooms free of rent, rates and taxes to any Fellow of the College for the purpose of residence or otherwise. Residence for the purposes of this clause means pernoctation during an aggregate period of not less than sixteen weeks during Full Terms in each academical year

6. The Provost and Fellows may if they think fit set apart and allow such moderate sums of money from the corporate revenues of the College as they may from time to time determine for the provision of a common College luncheon and dinner, whether in Hall or in some public room of the College, of which the Provost and each of the Fellows of the College shall be entitled to partake without charge and also (if the Provost and Fellows so determine) any Lecturer or Officer of the College not being a Fellow.
7. The Fellows of the College holding Fellowships of any class (other than Honorary Fellowships) shall be entitled to all rights and privileges attaching to Fellowships of the College.

Provided that the following shall not have the right of attending College Meetings:

- (i) Emeritus Fellows
 - (ii) Supernumerary and Junior Research Fellows, unless the Provost and Fellows shall otherwise determine for any particular reason.
8. (1) No Head or Fellow (other than an Honorary Fellow) in any other College within the University shall be elected as a Fellow of the College, and any Fellow who shall be elected to and accept a Headship or Fellowship (other than an Honorary Fellowship) in any other College within the University shall thereupon vacate his or her Fellowship.
 - (2) Any stipendiary Fellow of the College who shall accept any paid office or enter upon any occupation which, in the opinion of the Provost and Fellows, is likely to interfere with the discharge of his duties to the College shall thereby vacate his or her Fellowship.
 - (3) Any Fellow who has been elected by virtue of the Professorship or Office held by him or her who shall cease to hold such Professorship or Office shall thereby vacate the Fellowship.
 - (4) If any Junior Research Fellow shall, in the judgement of a majority of those present and voting at a College Meeting specially summoned, have refused, neglected or ceased to comply with the conditions imposed upon the Junior Research Fellow at the time of his or her election, the Fellowship shall thereby be vacated.
 - (5) If any Fellow shall be guilty of grave immorality or misconduct, or shall contumaciously persist in disobeying any of the Statutes or Bylaws of the College in force for the time being, the Visitor may, if he or she think fit, on the petition of a majority of those present at a College Meeting specially summoned, and after enquiry held by him, deprive such Fellow of his or her Fellowship. The Provost shall on a requisition presented to him by any three of the Fellows be bound to summon, and may at any time on his own authority summon, such a meeting, giving not less than a fortnight's notice thereof, in order to determine whether such a petition shall be presented.
 - (6) Provided that, subject to the provisions of clause 7(1) of Statute XVII, nothing in subclause (4) or (5) of this clause shall apply to any member of the academic staff to whom

Statute XVII applies.

9. (1) Subject to the provisions of this clause the Fellows shall rank and take precedence in the College according to the date of their election or appointment and their emoluments shall begin to accrue from that date.
 - (2) The Provost and Fellows may grant to any Fellow upon election a definite number of years of seniority with or without any corresponding financial advantage.
 - (3) The Vice-Provost shall always have honorary precedence of the other Fellows.
 - (4) Any Fellow who, holding a Fellowship of one class, shall be elected or appointed to a Fellowship or another class, or who shall be re-elected after vacating their Fellowship, shall, unless the Provost and Fellows otherwise determine, rank for all purposes according to the date of their original election or appointment.
10. The Provost and Fellows may, at Stated General Meetings, elect distinguished persons to Honorary Fellowships within the College. Honorary Fellows shall not be entitled to vote on any occasion as Fellows or to receive any emolument whatever but shall be entitled to enjoy such other privileges and advantages as the Provost and Fellows shall by resolution from time to time determine. The conditions of eligibility to and tenure of Honorary Fellowships and the mode of election thereto may also be determined by the Provost and Fellows from time to time.

IV. The Scholars & Exhibitioners

1. The number of open scholarships and open exhibitioners in the College at any one time, exclusive of those held for a fifth or a sixth year, of which the emoluments are paid out of corporate revenues, shall be determined from time to time by the Provost and Fellows.
2. The Provost and Fellows shall fill scholarships in the College by electing, after examination in such subjects and in such manner as they may determine, those candidates who appear to them to be of the greatest merit and most fit to be scholars of the College. Provided that the Provost and Fellows shall have power to elect to a scholarship any member of the College who is in *statu pupillari* and who has completed not less than one year in residence on account of ability and promise shown in College work or in University examinations but not on the results of any open scholarship examination.
3. The Provost and Fellows shall elect exhibitioners of the College with or without examination as they shall think fit.
4. Every scholarship or exhibition shall be tenable from the date of election or from the date on which the scholar or exhibitioner shall matriculate whichever may be later and shall terminate at the end of the academic year in which the scholar or exhibitioner has entered

upon his tenure:

Provided that:

- (i) the Provost and Fellows may annually renew the scholarship or exhibition by resolution for periods of one year at a time up to a term not exceeding six years;
- (ii) any scholar or exhibitioner who shall fail to reside in the University for such period in each term as shall be required by the regulations of the college in force for the time being shall thereby vacate that scholarship or exhibition unless he or she has been granted leave of absence by the Provost and Fellows;
- (iii) any scholar or exhibitioner shall vacate the scholarship or exhibition held if he or she shall be elected to a fellowship in any college within the University or shall cease to be a member of the college;
- (iv) any scholar or exhibitioner may be required by the Provost and Fellows to relinquish the emoluments of their scholarship or exhibition without forfeiting the title of scholar or exhibitioner or any of the rights or privileges attached to his such scholarship or exhibition if he or she has accepted any office or emolument which in their opinion is likely to interfere with the free prosecution of their studies at the University.

5. In addition to the scholarships and exhibitions provided for in the preceding clauses of this statute there may be either one or two senior scholarships, each tenable for two years, to be entitled the Robinson senior scholarships. These senior scholarships shall be open to all Bachelors of Arts in the university who shall not have completed the twenty first term from their matriculation. The Robinson senior scholars shall be elected by the Provost and Fellows in such manner and at such times as the electors may think fit. They shall pursue such courses of study as the Provost and Fellows may approve, and shall receive from the scholarship and exhibition fund such sum, being not less than £100 per annum, as the same authorities may determine. The Robinson senior scholars shall be or shall become members of the college and shall enjoy the same privileges as members of the college who are Masters of Arts.
6. There shall be a scholarship and exhibition fund from which shall be paid the emoluments of all scholars and exhibitioners who are not paid direct from trust funds and into this fund shall be paid such sums from trust funds as may by the terms of the trusts concerned be available for payment to open scholars and open exhibitioners and such sum from the corporate revenue of the college as the Provost and Fellows may from time to time determine.
7. The Provost and Fellows may at any time elect an undergraduate who is already in residence in the college as an honorary scholar of the college:

Provided that:

- (i) such election shall not be made as the result of an open entrance scholarship examination;
 - (ii) no emoluments shall be attached to an honorary scholarship.
8. Scholars or exhibitioners shall hold their scholarships or exhibitions upon such conditions as the Provost and Fellows may prescribe:
Provided that scholars or exhibitioners elected after examination in a particular subject shall be permitted to pursue any other recognised subject of academic study upon satisfying the Provost and Fellows that they are qualified to do so with profit.
 9. The Provost and Fellows may grant leave of absence to any scholar or exhibitioner so often and for such time as they think fit and upon such conditions as to the forfeiting or reduction of their stipend during their absence as may appear to them reasonable.
 10. The Provost and Fellows may determine the annual value of scholarships and exhibitions.
 11. The Provost and Fellows may make grants or loans for the assistance of scholars or exhibitioners, when such assistance is required, out of corporate revenues, trusts or special funds other than the scholarship and exhibition fund, but no such grants or loans shall be promised or made before the election of such scholars or exhibitioners.
 12. Any scholar or exhibitioner may relinquish the whole part of the emoluments of their scholarship or exhibition without thereby forfeiting the title of scholar or exhibitioner or any of the rights or privileges attached to such scholarship or exhibition.
 13. The Provost and Fellows may at any time deprive of their scholarship or exhibition or of any part of the emoluments thereof a scholar or exhibitioner who is guilty of neglect of his their studies or any grave misconduct.
 14. Save as provided in these statutes scholars and exhibitioners shall be liable to the same charges as other members of the college in *statu pupillari*.
 15. Any scholarship or exhibition tenable in the College which is not subject to the provisions of this statute shall, if it be thrown open to public competition, become subject to those provisions for that turn.

V. The Byng & Brisco-Owen Scholars

1. The income of the Byng Scholarship Fund and of the Brisco-Owen Trust Fund shall be applied to the establishment of Byng and Brisco-Owen scholarships subject to the provisions of this statute.
2. In each year the Provost and Fellows shall offer as many Byng and Brisco-Owen scholarships closed to pupils of Harrow School and of the Lower School of John Lyon as the annual income of the funds permit provided that:

- (i) any scholarships not awarded in any year in the absence of suitably qualified candidates from Harrow School and the Lower School of John Lyon may in any subsequent year be thrown open to public competition;
 - (ii) any surplus in the funds over and above the annual income may be used:
 - (a) for making grants to pupils of Harrow School and of the Lower School of John Lyon in residence at Oriel College
 - (b) for the provision of open Byng and Brisco-Owen Scholarships.
3. The Byng and Brisco-Owen scholarships shall save as is otherwise provided in this statute be subject to the provisions of the statute governing scholars and exhibitioners.
 4. The Provost and Fellows may invest in augmentation of the capital of the funds any surplus income not used for the purposes set out in clause 2.

VI. The Officers

1. The Officers of the College shall be a Vice-Provost, a Treasurer and such other Officers as the Provost and Fellows shall at any Stated General Meeting from time to time resolve to be necessary for the business of the College. Such officers may receive such reasonable stipends as the Provost and Fellows shall at any Stated General Meeting determine.
2. The Vice-Provost shall be a Fellow of the College and shall be elected for such period as the Provost and Fellows may from time to time determine.
3. In the absence of the Provost, the Vice-Provost shall act as his Vice-gerent, and while so acting shall have the same powers and duties as the Provost.
4. The Treasurer shall be a Fellow of the College and shall be appointed by the Provost and Fellows for such period as they may from time to time determine.
5. The Treasurer shall have the care of the property and expenditure of the College and shall act therein under such regulations as the Provost and Fellows may make from time to time, and an Estates Committee composed of the Provost and some or all of the Fellows of the College shall be associated with the Treasurer in the management of the College Estates.

VII. Tutors & Lecturers

1. The fees paid for tuition by the members of the College in *statu pupillari* receiving such tuition, together with such sum, if any, out of the corporate revenues of the College (not exceeding £5 for each such member of the College receiving tuition within the current academical year) as the Provost and Fellows shall from time to time determine, shall be

carried to a separate account and shall form a Fund to be called the Tuition Fund.

2. In order to assist further in the provision of suitable stipends for the Official Fellows engaged in teaching work in the College, an aggregate sum equal to the sum of £50 multiplied by the number of such Fellows may be contributed to the tuition Fund out of corporate revenues in each year. Such aggregate sum may be distributed among all or any of such Fellows in such proportions as the Provost and Fellows may determine.
3. The Income of the tuition Fund shall be applied in accordance with the regulations hereinafter contained, in payment of remuneration to the Provost the Tutors and Lecturers and of other expenses connected with the education of the members of the College in *statu pupillari*, including such payments to the pension Fund as are hereinafter mentioned.
4. The appointment to the office of Tutor shall be made by the Provost subject to the approval of the Provost and Fellows.

A Tutor may be appointed for any period not exceeding fifteen years; at the expiration of which he may, if the Provost and Fellows think fit, be reappointed by them, and so from time to time.

No reappointment shall be for a longer period than ten years, unless the original appointment was for a period not exceeding three years, in which case the first reappointment may be made for any period not exceeding fifteen years.

5. The number of tutors shall from time to time be determined by the Provost and Fellows.
6. A Tutor shall take such part in the educational work of the College, and in the supervision of the conduct and studies of the undergraduate members of the College, as may be assigned to him by any resolutions from time to time made or passed by the Provost and Fellows; and shall not, without the consent of the Provost and Fellows, accept any office or enter upon any occupation which is in their judgement incompatible with the full performance of his or her work for the College. The stipend of any Tutor not giving his their full services to the College may be reduced as the Provost and Fellows shall think reasonable.
7. The Provost and Fellows shall take all reasonable steps to secure that there shall always be at least three Fellows of the College resident in rooms within the College during the usual College terms, which failing the Provost and Fellows shall take such action as is necessary to secure that there shall always be at least three lecturers or tutors with academic and pastoral responsibility resident in rooms within the College during the usual College terms.
8. The Provost and each Tutor other than a Tutor who is a Fellow by special election and lecturer shall receive out of the Tuition Fund such stipend and allowances as the Provost

and Fellows shall determine.

9. A Tutor who is a Fellow by special election may receive out of the Tuition Fund such payments as the Provost and Fellows may determine assessed on the amount of tuition which he or she from time to time undertakes.
10. The Provost and Fellows shall make such provision as they shall deem requisite for the instruction of members of the College in *statu pupillari*.
11. The Provost, Vice-Provost and Tutors and such persons undertaking teaching on behalf of the College whom the Provost, or in his absence the Vice-Provost, shall from time to time invite, shall act as a Tutorial Committee.
12. The Provost and Fellows may, if they think fit, by a majority of those present and voting at any Stated General Meeting, elect to an Official Fellowship a person in Holy Orders of the Church of England who appears to them to be eminently qualified to give religious instruction, or agree to elect to any such Fellowship a person so qualified who is willing to take Holy Orders before his election; and may, at the time and as a condition of his election, require him to conform to such regulations with respect to residence and service, either as Tutor or Chaplain, as they think expedient.

VIII. Pensions

1. A sum not being less than £5 per cent of the gross amount of the Tuition Fund shall in every year be carried from that Fund to a separate account and shall form a Fund to be called the Pension Fund.
2. The Provost and Fellows may if they think fit pay a contribution to the pension Fund from corporate revenues in any year. The capital of the Fund shall be invested in any securities in which trust moneys may legally be invested.
3. (1) The Provost and Fellows shall make an application to the Central Council administering and controlling the 'Federated Superannuation System for Universities' for the admission of the College to co-operation in that System.

(2) The provisions hereinafter in this Statute contained shall come into force as from such date (in this Statute referred to as 'the date of admission') as shall be agreed upon between the Provost and Fellows and the said Central Council.
4. The College shall comply with the Regulations of the said Central Council for the time being in force.
5. The Superannuation Scheme (in this Statute referred to as 'the Scheme') adopted by the said Central Council, together with any amendments or modifications which may hereinafter be introduced into the Scheme by the said Central Council, shall be in force in the College.

6. (1) (a) Every Provost and every Fellow, Lecturer or College Officer who may be appointed after the admission of the College to the System shall become subject to the Scheme immediately upon his appointment if the emoluments to be paid to him by the College amount to £300 a year or upwards, and otherwise immediately upon his emoluments being increased to £300 a year or upwards.
- (b) Any person appointed as aforesaid and for the time being in receipt of emoluments amounting to £200 a year or upwards, but less than £300 a year, shall be entitled to place themselves under the Scheme by an application for that purpose in writing addressed to the Provost.
- (c) Any person appointed as aforesaid and in receipt of emoluments amount to £160 a year or upwards, but less than £200 a year, may, with the consent of the Provost and Fellows, place themselves under the Scheme by an application for that purpose in writing addressed to the Provost.
- (2) (a) The present Provost or any Fellow Lecturer or College Officer, elected before the date of admission and in receipt of emoluments amounting to £200 a year or upwards, may, whether they placed themselves under these Statutes in accordance with the provisions of Statute X, Clause 2 or not, place themselves under the Scheme by giving to the College a notice in writing in that behalf, and any person so placing themselves under the Scheme shall thereupon cease to have any claim upon the Pension Fund of the College.
- (b) Any Lecturer or college Officer elected before the date of admission and in receipt of emoluments amounting to £160 a year or upwards, but less than £200 a year, may in like manner, with the consent of the Provost and Fellows, place themselves under the Scheme.
- (3) In order to enable any person placing themselves under the Scheme to enjoy as far as possible the same benefits as they would have enjoyed if the Scheme had been in force and compulsory on them as from the date of their original election to the Provostship or to an Official Fellowship of the College, the Provost and Fellows may, if in their opinion adequate funds are available for so doing, make a contribution for that purpose upon the basis laid down in the Scheme, and such contribution shall be treated as if the same were moneys arising from contributions under the Scheme made in respect of such person.
- (4) Contributions made by the College for the purposes of the last preceding sub-clause of this clause shall not, in the case of any person placing themselves under the Scheme, exceed such a sum as is equal to fifteen-hundredths of the aggregate of the salary received by such person between the date of his original election and the date upon which they placed themselves under the Scheme.
- (5) The Term "College Officers" above shall include all members of the College Staff who are paid otherwise than as Servants of the College, but shall not include the person or persons appointed to assist the Treasurer in the preparation of the College accounts.

7. All contributions payable by the College under the Scheme and this Statute shall be provided
 - (a) as to part of such contributions by an annual deduction from the total annual stipend of each member of the Scheme equal to 5 per cent thereof, and
 - (b) as to the remainder of such contributions, out of any moneys or revenues of the College, including the capital and income of the pension Fund of the College.
8. For the purposes of the Scheme the stipends attached by these Statutes to the Provostship and to the Fellowships in the College respectively shall include the value of such prescribed allowances and such other payments made to the Provost or to any of the Fellows under these Statutes as the Provost and Fellows may from time to time determine.
9. Where any person comes under the Scheme both under or by virtue of this Statute and also under or by virtue of any Statute of any other College or of any Statute or Decree of the University, the Provost and Fellows shall so far as is practicable enter into an arrangement with the Governing Body of such last mentioned College or the body or authority designated by such Statute or Decree, as the nature of the case may require, as regards the application of the Scheme to such person, and any such arrangement may provide for the trusteeship arising under the Scheme being exercised exclusively either by the Provost and Fellows or by such other college or such body or authority as aforesaid and otherwise as may be necessary or convenient for unifying and administration of the Scheme as regards such person, provided that no such arrangement shall reduce any deduction or contribution provided for by the Scheme as applied by this Statute.
10. Every person coming or placing themselves under the Scheme or by virtue of the provisions of this Statute shall immediately upon his being required so to do by the Provost and Fellows sign an agreement in the standard form prescribed by the Central Council.
11. Notwithstanding the foregoing provisions of this Statute the governing Body may appoint a Day of Accession to the Universities Superannuation Scheme ('the New Scheme') in order that the Federated Superannuation System for Universities may be replaced in whole or in part by the New Scheme upon such terms whether transitional or otherwise as the Governing Body may decide.

From the date of such accession every Provost Fellow Lecturer or College Officer to whom the provisions of the New Scheme shall apply shall conform to the provisions and the rules of the New Scheme to the extent that such provisions and rules may be applicable to their circumstances and the Governing Body shall have authority to exercise all such powers as may belong to an institution participating in the New Scheme.

Provided that neither the Provost nor any Fellow Lecturer or College Officer shall be required to join the New Scheme unless he or she first takes up an appointment in the College on or after the said Day of Accession and is not at the time of taking up such appointment a member of the Federated Superannuation System for Universities.

IX. Retiring Age

1. The Provost shall vacate office upon the 31st day of July immediately preceding his seventy-first birthday but any Provost elected after 1st January 2000 shall vacate office on the 31st day of July immediately preceding his sixty-eighth birthday; except that if he or she has not then held office for ten years he or she shall vacate his office on the 31st day of July next after ten years from the date of his election, or on the 31st day of July immediately preceding his seventy-first birthday, whichever is the sooner.
2. Every Fellow (other than an Emeritus or an Honorary Fellow) and every Officer of the College elected on or after 14th June, 1989 whose Fellowship or Office is not otherwise vacated shall vacate the same on the 30th day of September immediately preceding their sixty-sixth birthday, provided that:-
 - (a) Any Fellow or Officer elected before 14th June, 1989 shall not be required to vacate their Fellowship or Office before the 30th day of September immediately preceding their sixty-eighth birthday but shall vacate it on that day;
 - (b) Any Fellow or Officer holding a University appointment who is entitled under the Statutes of the University to hold that appointment until at least their sixty-seventh birthday shall vacate their College appointment on the 30th day of September immediately preceding their sixty-eighth birthday unless the college shall agree to extend their College appointment on such terms as it thinks fit but for no longer than the period for which the said University appointment has been extended.

X. Vested Interests

1. These Statutes shall operate without prejudice to any right or interest possessed by any person who at any time prior to the date on which these Statutes come into operation has been elected or appointed to any place or office in the College, or, having been so elected or appointed, has been re-elected or re-appointed to the same place or office at any time subsequent to such date, but shall not operate to enlarge any right or interest of any such person unless he agrees to place himself under these Statutes.
2. (1) The present Provost and any existing Fellow or Officer of the College may, at any time, within one year from the date upon which these Statutes come into operation, place themselves under these Statutes by a notice given in writing to the Provost, who shall submit such notice to a Stated General Meeting.

Provided that the Provost or any such Fellow or Officer of the College may, irrespective of the manner in which they have exercised the aforesaid option, retain any pension rights to which they were entitled under the Statutes to which they were subject prior to the said date, or may, if they are eligible to do so, place themselves under the pensionscheme prescribed in these Statutes but shall in no case be entitled to the advantages of more than one pension scheme.

(2) In the case of any such Fellow or Officer of the College the Provost and Fellows may:

- (a) If they places themselves under these Statutes allow them to hold their Fellowship or office beyond the age of 65 years for a further period not exceeding five years.
- (b) If he or she exercises his option so as to remain subject to the Statutes to which they were subject prior to the said date, vary or commute with their consent the conditions of their emoluments, allowances and privileges in such matter as to assimilate them to those prescribed in these Statutes, but not so as to enlarge them beyond those to which they were entitled or to which they had reasonable anticipation under the Statutes to which they were subject prior to that date.

(3) The foregoing provisions of this Statute shall not apply to any existing Fellow or Officer of the College holding his or her office or appointment subject to the condition that new Statutes made for the College shall apply to such office or appointment.

XI. Divine Service

1. The Provost and Fellows shall make regulations for the daily performance of Divine Service according to the Liturgy of the Church of England within the College during Full Term, and at such other times as they shall think proper, and may vary such regulations from time to time at any Stated General Meeting; but the Visitor shall have power to disallow and annul any such regulations or any variation thereof.
2. For the due celebration of Divine Service in the College the Provost and Fellows shall appoint one or more Chaplains in Holy Orders for such periods and under such conditions with respect to the performance of the duties of the Chapel and with respect to stipend as the Provost and Fellows shall from time to time determine.
3. The Provost and Fellows shall appoint one or more bible clerks with such duties and emoluments as they may from time to time determine.
4. Any member of the College who is in *statu pupillari* may be appointed a bible clerk and, if he or she is a scholar or exhibitioner, he shall be entitled to receive payment for the performance of these duties in addition to his emoluments as a scholar or exhibitioner.

XII. Government of the College

1. There shall be at least two Stated General Meetings of the Provost and Fellows in every year on such days as the Provost and Fellows shall from time to time appoint. Any Stated General Meeting may be adjourned by a resolution of the meeting to a day to be specified in the resolution. Except in cases in which the concurrence of any specified proportion of the Provost and Fellows, or the consent of the Provost, is hereby made requisite, every question arising at any College meeting shall be decided by a majority of those present and voting. In all College meetings, elections and admissions, and in proceedings for or with a view to the deprivation of Fellows, Scholars and Exhibitioners, the Provost shall,

if the votes are equal, have an additional casting vote.

2. The power which is given by these Statutes to the Vice-Provost to act in place of the Provost, and the power of any Officer of the College who may hereafter be authorised by any Statute or Bylaw to act in place of the Provost, shall be deemed to extend to all the acts which the Provost is hereby authorised or directed to do, except the giving consent to any resolution by which the rights or privileges of the Provost may be in any way altered, and to which his or her consent may be necessary.

XIII. Form & Audit of the College Accounts

1. The Provost and Fellows shall cause proper Books of Account to be kept in which shall be entered:
 - (a) All receipts and payments on account of or authorised by the College, whether from and to persons being members of the College or from and to any other person whomsoever;
 - (b) All debts and liabilities contracted by or to the College or by or to any person on account or by authority of the College;
 - (c) A Statement in detail of all property of every kind or description held by or in trust for the College.
2. The Books shall include:
 - (a) A Register of all the property of the College, showing the description, situation, amount, rental or other annual value of every property; the fixed charges on it (if any); and in the case of stocks or other securities the names in which the accounts to which the same are standing;
 - (b) A Roll of Rents, Rent-charges, Dividends and other annual income, showing the amounts receivable and those actually received during the year, and the arrears (if any) at the beginning and at the close of the account;
 - (c) A Cash Book or Cash Books containing a record of all cash transactions;
 - (d) A Ledger or Ledgers;

And also such other books as may be necessary or convenient for regularly recording all such receipts and payments and other matters and things as aforesaid, and for enabling the several accounts to be duly checked and balanced, and the correctness of the Abstracts, for the publication of which provision is hereinafter made, to be ascertained and verified.
3. Separate accounts shall be kept of all property held in trust for any purpose other than the

general purposes of the College, and of receipts and payments in respect of such property. Monies held by the College for its general purposes, on specific trusts, in any funds created by means of schemes under the Universities and Colleges (Trusts) Act 1943, and for any other purposes may be held and invested in a single pool of investments provided that the investment powers available to the College in relation to the various contributory monies are identical and provided also that proper accounts are maintained, whether by means of the allocation of units or otherwise, so that the value of the contributory monies may be calculated and realised.

4. In addition to the above-mentioned accounts the Provost and Fellows shall keep kitchen accounts and other statistics relating to the catering arrangements of the College, submit them to Accountants and communicate the report of the said Accountants. The forms in which such accounts and statistics shall be kept, the periods for which they shall be submitted to the said Accountants shall be nominated and the cost of their inspection met, and the authorities to which the report of the said Accountants shall be communicated, shall be as prescribed from time to time in Statutes of the University made or to be made under the powers of the Universities of Oxford and Cambridge Act, 1923.
5. The Treasurer shall once every year, under the direction of the Provost and subject to such regulations as the Provost and Fellows may make from time to time, prepare a Statement of the income and expenditure of the College for the past year, and shall lay such Statement before the Provost and Fellows at a Stated General Meeting. This Statement shall include all funds administered by the College or by the Provost, or by any Officer of the College as such, for general purposes or in trust or otherwise.
6. The Provost and Fellows shall in every year cause to be prepared and delivered to the Registrar of the University for publication such information relating to the accounts of the College as may be prescribed from time to time by any Statute of the University made or to be made under the powers of the Universities of Oxford and Cambridge Act, 1923. The date on or before which such information shall be delivered to the Registrar, the forms of the statements in which it shall be shown, and the certificate accompanying such forms shall be as prescribed from time to time in Statutes of the University made or to be made under the like authority; and the certificate shall be signed by the Auditor or Auditors appointed under clause 7 below.
7. The College Accounts shall be audited once at least in every year, and the Provost and Fellows shall appoint for that purpose an Auditor or Auditors. One of the persons so appointed shall be a professional accountant carrying on business in London or Westminster. The Auditor or Auditors shall report in writing to the Provost and Fellows whether the accounts of the College are duly kept in proper books of account in conformity with the provisions of this Statute, and whether the Abstracts and Balance Sheet prepared pursuant to the provisions of this Statute contain a full and true account of the financial condition of the College. It shall be lawful for the Auditors or any Auditors to report specially as to any payment which they or he may judge to have been made without sufficient authority. The expense of the audit (including payment to any clerk or clerks whose assistance the Auditor or Auditors may require) shall be paid out of the revenues of the College.

XIV. Bylaws

The Provost and Fellows may from time to time at Stated or Special General Meetings make and vary such Bylaws or Regulations as they may think fit respecting all matters not expressly provided for by these Statutes; but so always as that such Bylaws be not repugnant to any of the provisions of these Statutes; subject to such right of appeal to the Visitor on the part of any person who may deem himself aggrieved thereby, as is hereinafter provided.

The Bylaws shall contain provisions for regulating the expenditure within the College of the undergraduate members of the College and for notifying the authorised charges for the normal objects of expenditure in the College to the parents and guardians of undergraduate members of the College about to come into residence.

XV. Disposal of Revenue & General Powers of Investment

Part I General Powers

1. The Governing Body may, subject to the provisions of the Universities and College Estates Acts 1925 and 1964, and to any relevant trust, employ the endowment of the College and make provision for the expenditure of income for any purposes laid down in these Statutes or on new or additional buildings for the College or on repairs to the buildings of the College or on the acquiring or providing of houses or buildings to be occupied or used in connection with the College or for other necessary purposes relative to the College.
2. The Governing Body may make reasonable donations for educational objects relative to the purposes of the College and for other charitable objects.
3. The Governing Body may, if it thinks fit, and to such an extent as it thinks fit, assist Fellows to acquire and/or improve their own residences or to pay existing mortgages on such residences by way of loan upon such terms and at such interest as it may determine.
4. (i) Any monies which are held for the general purposes of the College (not being Capital Monies arising under the Universities and College Estates Acts nor money held on specific trusts) shall be invested in such stocks, shares, funds, securities, obligations, bonds or other investments (including land and bank deposit accounts) in any part of the world and whether involving liability or not, or upon such personal credit with or without security, as the Governing Body from time to time shall in its absolute discretion think fit so that the Governing Body shall have the same unrestricted powers of investing, varying and managing investments as if the Governing Body were absolutely and beneficially entitled thereto.

(ii) Any investment made under the powers contained in the foregoing subclause shall stand either in the name of the College or (subject to the approval of the Auditor or Auditors of the College appointed in accordance with clause 7 of Statute XIII) in the name of a body corporate selected from time to time by the Governing Body as the nominee and

trustee of the College for that purpose.

5. (i) The Governing Body shall capitalise income in the manner provided by this clause in any case where it is of the opinion that capital ought to be accumulated or replaced on account of the acquisition or disposition of leasehold property or any reversionary interest or on account of any other transaction.

(ii) In making provision for the capitalisation of income under this clause the Governing Body shall have regard -

- (a) in the case of income held for the general purposes of the College, to the overall financial position of the College and
- (b) in the case of income held under any specific trust, to the financial position of that trust,

and shall make such provision as in its opinion is appropriate for the purposes of conserving the permanent endowment of the College or of the trust, as the case may be, and of avoiding undue fluctuations of income.

(iii) If at any time it shall appear to the Governing Body that the proportion of income being capitalised or the period for which it is being capitalised in respect of any past transaction is insufficient or excessive for the purposes aforesaid, the Governing Body shall increase or reduce the said proportion or period to the extent of such insufficiency or excess.

(iv) The powers conferred by this clause shall extend to all funds representing income of the College and to all funds accumulating for the purpose of replacement of capital, whether constituted before or after the date on which this clause is approved by Her Majesty in Council.

6. (i) This clause shall apply to each of the Trusts, endowments, foundations, gifts and schemes set out in the Schedule to this clause (hereinafter in this clause referred to as a "Trust").

(ii) The Provost and Fellows may from time to time use for the general educational purposes of the College any surplus income of a Trust.

(iii) In the foregoing paragraph "surplus income" means income unexpended in any year after the purposes of the Trust have been provided for in that year (whether wholly by income from the Trust or partly by other means) in so far (if at all) as, in the opinion of the Provost and Fellows, it is possible to provide for the purposes of the Trust in that year.

SCHEDULE

The Nolloth Scholarship Fund (1925)
The Wells Trust Fund (1934)

The Beaufort Trust Fund
 The Harrison Trust Fund
 The Nowell Trust Fund
 The Varley Trust Fund
 The Wraxall Trust Fund
 The Rooke Trust Fund

7. The application of the revenues of the College under the provisions and to the purposes of these Statutes shall be subject to any Statute or Statutes made for the University under the powers of the Universities of Oxford and Cambridge Act 1877, and the Universities of Oxford and Cambridge Act 1923, for enabling or requiring the College to make contributions out of their revenue for University purposes, and for the payment of charges imposed thereby.

Part II Investment Manager

8. The Governing Body may from time to time appoint one or more suitably qualified persons as Investment Managers to carry out on behalf of the College the duties prescribed by this Statute on such terms as (subject to and in accordance with this Statute) the Governing Body shall think fit.
9. A person (which expression in this Statute includes a person, persons, firm, or company) shall be suitably qualified to be Investment Manager if he or she shows to the satisfaction of the Governing Body that:-
- (i) he or she (or, in the case of a subsidiary company whose obligations under the relevant terms of appointment will be guaranteed by the parent company, that parent company) has at least 15 years experience in the City of London (or other appropriate financial centre in the United Kingdom) of investment business; and
 - (ii) is entitled to carry on investment business in accordance with the Financial Services Act 1986 (or other relevant legislation replacing that Act).
10. The Governing Body may pay reasonable and proper remuneration to an Investment Manager appointed and acting in accordance with this Statute.
11. The Governing Body may delegate to an Investment Manager appointed and acting in accordance with this Statute power at his or her discretion (but always in accordance with this Statute and the terms of his or her appointment) to buy and sell investments held on behalf of the College; and such delegation may permit those investments to be held by a nominee.
12. The terms of appointment of any Investment Manager shall be in writing and shall:-
- (a) specify the relevant investment policy of the College and the scope of that Investment Manager's discretion; and
 - (b) require that Investment Manager to comply with the terms of his or her appointment

and with these Statutes, the relevant University Statutes and the general law (including any provision relating to the keeping and supply of goods and accounts); and

(c) prohibit that Investment Manager from sub-delegating or assigning his or her appointment; and

(d) specify the amount and/or method of calculation of that Investment Manager's remuneration; and

(e) entitle the College to terminate the appointment at any time on reasonable notice; and

(f) specify the other circumstances in which the appointment may be terminated by either party and (subject to earlier termination) its maximum duration which shall not exceed 12 months on any one occasion (but subject if so specified to renewal from time to time by mutual agreement); and

(g) specify the relevant advisory, reporting and accounting procedures; and

(h) state whether or not the investments may be held on behalf of the College in the name of a nominee and (if so) on what basis and by whom.

13. The Governing Body shall take reasonable steps (and if necessary shall take appropriate advice) to satisfy itself when making any such appointment that its terms are in accordance with best practice at the relevant time and that (in particular) to ensure that the Governing Body always has adequate information as to and appropriate control over the investments and funds (or other assets of whatever nature) to which the appointment relates the Investment Manager shall be required:-

(a) to review and report in writing to the Provost "for the attention of Governing Body" at least once each calendar year on the College's investment policy and the performance of and the future prospects for the College's investments, and to give any relevant advice; and

(b) to report to the Provost "for the attention of Governing Body" at once on any significant change since the last such review and report which may in his view require early attention by the College; and

(c) to report to the Treasurer "for the attention of the Finance and Estates Committee" on every transaction within 14 days of its execution; and

(d) to account to the College quarterly.

14. The College Seal shall not be affixed to any document by an Investment Manager and this Statute shall not affect the use and custody of the College Seal.

XVI. The Visitor

1. These Statutes shall be without prejudice to the right of the Queen's Majesty, Her heirs and successors, to visit the College.
2. It shall be lawful for the Visitor, once in every ten years (or oftener, if and whenever it shall appear expedient for enforcing the due observance of the Statutes in force for the time being to do so), without any request or application from the Provost and Fellows, or from any member of the College, to visit the College, and to exercise at such visitation all the powers which are by law incident to the office of General Visitor of a College, any Statute or usage of the College to the contrary notwithstanding. The Provost and Fellows shall, so often as they may be required to do so, answer in writing touching any matter as to which the Visitor may deem it expedient to enquire, for the purpose of ascertaining whether the Statutes in force for the time being are duly observed.
3. As often as any question shall arise on which the Provost and Fellows shall be unable to agree, depending wholly or in part on the construction of any of the Statutes of the College, it shall be lawful for the Provost and Fellows, or for the Provost, or for any three of the Fellows, to submit the same to the Visitor; and it shall be lawful for him or her to declare what is the true construction of such Statute or Statutes with reference to the case submitted to him or her.
4. It shall be lawful for the Provost, or for any Fellow, if he shall conceive himself aggrieved by any act or decision of the Provost and Fellows, and for any Scholar or Exhibitioner who may have been deprived of his Scholarship or Exhibition, to appeal against such act, or decision, or sentence, to the Visitor; and it shall be lawful for the Visitor to adjudicate on such appeal, and to disallow and annul such act or decision, and to reverse or vary such sentence, as he or she shall deem just.
5. It shall be lawful for the Visitor, on the complaint of the Provost, or of any of the Fellows, to disallow and annul any Bylaw or Resolution of the Provost and Fellows which shall, in his or her judgement, be repugnant to any of the Statutes of the College in force for the time being.
6. Any decision given by the Visitor under these Statutes shall be binding on the College and on the Provost and every Fellow thereof and on every person affected by the Statutes of the College.
7. In accordance with the provisions of the Education Reform Act 1988, nothing in these Statutes shall enable or require the Visitor -
 - (a) to hear any appeal or determine any dispute relating to a member of the academic staff to whom Statute XVII applies which concerns the member's appointment or employment or the termination of that appointment or employment; or
 - (b) to disallow or annul any Bylaw or resolution made under or having effect for the purposes of Statute XVII.

XVII Academic Staff

PART I Construction Application and Interpretation

1. This Statute and any Bylaw made under this Statute shall be construed in every case to give effect to the following guiding principles, that is to say:
 - (a) to ensure that members of the academic staff of the College have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges;
 - (b) to enable the College to provide education, to promote learning, and to engage in research efficiently and economically; and
 - (c) to apply the principles of justice and fairness.

2. No provision in Part II, Part III, Part IV or Part VII of this Statute shall enable any member of the academic staff to be dismissed unless the reason for the dismissal may in the circumstances (including the size and administrative resources of the College) reasonably be treated as a sufficient reason for dismissal.

3. (1) This Statute shall apply -
 - (a) to any person holding a College Office designated by the Governing Body as one to which this Statute applies;
 - (b) to any person employed by the College to carry out teaching or research save for those holding appointments which have been excluded by the Governing Body from the scope of this Statute on the ground that the duties in that regard are only of a limited nature; and
 - (c) to the Provost, to the extent and in the manner set out in Part VII of this Statute.

(2) In this Statute any reference to a “member of the academic staff” is a reference to a person to whom this Statute applies.

4. In this Statute “dismiss” and “dismissal” mean dismissal of a member of the academic staff and -
 - (a) include remove or, as the case may be, removal from office; and
 - (b) in relation to employment under a contract, shall be construed in accordance with section 55 of the Employment Protection (Consolidation) Act 1978.

5. (1) For the purposes of this Statute “good cause” in relation to the dismissal or removal from office or place of a member of the academic staff, being in any case a reason which is related to conduct or to capability or qualifications for performing work of the kind which the member of the academic staff concerned was appointed or employed to do, means -
 - (a) conviction for an offence which may be deemed by an Academic

Disciplinary Committee appointed under Part III of this Statute to be such as to render the person convicted unfit for the performance of the duties of the office or employment as a member of the academic staff; or

- (b) conduct of an immoral, scandalous or disgraceful nature incompatible with the duties of the office or employment; or
 - (c) conduct constituting failure or persistent refusal or neglect or inability to perform the duties or comply with the conditions of the office or employment; or
 - (d) physical or mental incapacity established under Part IV of this Statute.
 - (e) wilful disruption of the activities of the College; or
 - (f) wilful disobedience of any of the Statutes or Bylaws of the College in force for the time being.
- (2) In this Clause -
- (a) “capability”, in relation to such a member, means capability assessed by reference to skill, aptitude, health or any other physical or mental quality; and
 - (b) “qualifications”, in relation to such a member, means any degree, diploma or other academic, technical or professional qualification relevant to the office or position held by that member.

6. For the purposes of this Statute dismissal shall be taken to be a dismissal by reason of redundancy if it is attributable wholly or mainly to:
- (a) the fact that the College has ceased, or intends to cease, to carry on the activity for the purposes of which the person concerned was appointed or employed or has ceased, or intends to cease, to carry on that activity in the place in which the person concerned worked; or
 - (b) the fact that the requirements of that activity for members of the academic staff of the College to carry out work of a particular kind in that place have ceased or diminished or are expected to cease or diminish.
7. (1) In any case of conflict, the provisions of this Statute shall prevail over those of any other Statute of the College in force on the date on which the instrument making these modifications was approved under subsection (9) of section 204 of the Education Reform Act 1988, and over those of any Bylaw, and the provisions of any Bylaw made under this Statute shall prevail over those of any other Bylaw made under such other Statutes:

Provided that Part III, Part IV, and Part VII of this Statute shall not apply in relation to anything done or omitted to be done before the date on which the instrument making these modifications was approved under subsection (9) of section 204 of the Education Reform Act 1988.

Provided also that disciplinary proceedings in relation to anything done or omitted to be done before that date may continue or be instituted after that date under the relevant College Statutes in force before that date.

(2) Nothing in any appointment made, or contract entered into, shall be construed as overriding or excluding any provision made by this Statute concerning the dismissal of a member of the academic staff by reason of redundancy or for good cause:

Provided that this shall not invalidate any waiver made under section 142 of the Employment Protection (Consolidation) Act 1978.

(3) For the avoidance of doubt it is hereby declared that nothing in Part III shall be construed as affecting the Statutes and Bylaws of the College concerning re-election on the expiry of a fixed term of a Fellowship

(4) In any case where an officer of the College or any person is designated to perform any duties or exercise any powers under this Statute, and that officer or person is himself involved in the matter in question, the Governing Body may appoint an alternate to act in his place under procedures prescribed by Bylaws made under this Statute.

(5) Nothing in any other Statute shall enable the Governing Body to delegate its power to reach a decision under Clause 10(2) of this Statute.

(6) No one shall sit as a member of any of the bodies established under this Statute, and no one shall be present at a meeting of such body when the body is considering its decision or discussing a point of procedure, except as provided by this Statute or by Bylaws made under this Statute.

(7) In this Statute references to numbered Parts, Clauses, and sub-clauses are references to Parts, Clauses, and sub-clauses so numbered in this Statute.

PART II Redundancy

8. This Part enables the Governing Body, as the appropriate body, to dismiss any member of the academic staff by reason of redundancy.

9. (1) Nothing in this Part shall prejudice, alter or affect any rights, powers or duties of the College or apply in relation to a person unless -

(a) his or her appointment is made, or his contract of employment is entered into, on or after 20 November 1987; or

(b) he or she is promoted on or after that date.

(2) For the purposes of this Clause in relation to a person, a reference to an appointment made or a contract entered into on or after 20 November 1987 or to promotion on or after that date shall be construed in accordance with subsections (3) to (6) of section 204 of the Education Reform Act 1988.

10. (1) The Governing Body shall be the appropriate body for the purposes of this Part.

(2) This Part applies only where the Governing Body has decided that there should be a reduction in the academic staff -

- (a) of the College as a whole; or
- (b) of any area of academic work within the College by way of redundancy.

11. (1) Where the Governing Body has reached a decision under Clause 10(2) of this Statute (a) it may itself decide to select the requisite members of the academic staff for dismissal by reason of redundancy, if such a course satisfies the guiding principles set out in clause 1; or

(b) it shall appoint a Redundancy Committee to be constituted in accordance with sub-clause (3) of this Clause to give effect to its decision by such date as it may specify and for that purpose

- (i) to select and recommend the requisite members of the academic staff for dismissal by reason of redundancy; and
- (ii) to report its recommendations to the Governing Body.

(2) The Governing Body shall either approve any selection recommendation made under sub-clause (1)(b)(i) of this Clause, or shall remit it to the Redundancy Committee for further consideration in accordance with its further directions.

(3) A Redundancy Committee appointed by the Governing Body shall comprise -

- (a) a Chairman; and
- (b) two Fellows, not being persons employed by the College or members of the Governing Body; and
- (c) two Fellows being members of the Governing Body.

(4) A member of the academic staff shall not be selected for dismissal under this clause unless he or she has been afforded a reasonable opportunity to make representations to the Governing Body

12. (1) Where the Governing Body has either itself made a selection or has approved a selection recommendation made by the Redundancy Committee under Clause 11(1) it may authorise an officer of the College as its delegate to dismiss any member of the academic staff so selected.

(2) Each member of the academic staff selected shall be given separate notice of the selection approved by the Governing Body.

(3) Each separate notice shall sufficiently identify the circumstances which have satisfied the Governing Body that the intended dismissal is reasonable and in particular shall include -

- (a) a summary of the action taken by the Governing Body under this Part;
- (b) an account of the selection processes it has used;
- (c) a reference to the rights of the person notified to appeal against the notice and to the time within which any such appeal is to be lodged under Part V (Appeals);

and

(d) a statement as to when the intended dismissal is to take effect.

PART III Discipline, Dismissal and Removal from Office

13. (1) Minor faults shall be dealt with informally.

(2) Where the matter is more serious but falls short of constituting possible good cause for dismissal the following procedure shall be used -

Stage 1 - Oral Warning

If conduct or performance does not meet acceptable standards the member of the academic staff will normally be given a formal oral warning by the Provost. The member will be advised of the reason for the warning, that it is the first stage of the disciplinary procedure and of the right of appeal under this Clause. A brief note of the oral warning will be kept but it will be spent after 12 months, subject to satisfactory conduct and performance.

Stage 2 - Written Warning

If the offence is a serious one, or if a further offence occurs, a written warning will be given to the member of the academic staff by the Provost. This will give details of the complaint, the improvement required and the timescale. It will warn that charges may be instituted to be heard by an Academic Disciplinary Committee appointed under clause 15 of this Statute if there is no satisfactory improvement and will advise of the right of appeal under this clause. A copy of this written warning will be kept by the Provost but it will be disregarded for disciplinary purposes after 2 years subject to satisfactory conduct and performance.

Stage 3 - Appeals

A member of the academic staff who wishes to appeal against a disciplinary warning shall inform the Provost within two weeks. An Appeals Committee appointed by the Governing Body shall hear the appeal and the Committee's decision shall be final. If the appeal is allowed, the warning shall be disregarded.

14. (1) If there has been no satisfactory improvement following a written warning given under Stage 2 of the procedure in clause 13 of this Statute, or in any case where it is alleged that the conduct or performance may constitute good cause for dismissal or removal from office, a complaint seeking the institution of charges to be heard by an Academic Disciplinary Committee appointed under Clause 15 of this Statute may be made to the Provost.

(2) To enable the Provost to deal fairly with any complaint brought to his attention under sub-clause (1) of this clause, he shall institute such enquiries (if any) as appear to him to be necessary.

(3) If it appears to the Provost (whether on receipt of a complaint or otherwise) that there are grounds for believing that the conduct or performance of a member of the academic staff of the College could constitute good cause for dismissal, he shall write to the person concerned inviting comment in writing, and if he considers that the College might

otherwise suffer significant harm may, at this stage or at any stage prior to the conclusion of any hearing by an Academic Disciplinary Committee appointed under Clause 15 of this Statute, suspend the person concerned from the performance of his duties without loss of emoluments.

(4) As soon as may be following receipt of the comments (if any) or in any event not later than 28 days after they were invited the Provost shall consider the matter in the light of all the available evidence and may dismiss the matter summarily, or issue a formal warning to the person concerned, or direct that the matter be considered by an Academic Disciplinary Committee appointed under Clause 15 of this Statute.

15. If the Provost has determined that the matter is to be considered by an Academic Disciplinary Committee, he or she shall request the Governing Body to appoint such a Committee to hear the charge or charges and to determine whether the conduct or performance of the person charged constitutes good cause for dismissal or otherwise constitutes a serious complaint relating to his appointment or employment, and to make recommendations concerning the action (if any) to be taken as a result of the Committee's findings. Pending the consideration of such recommendations, the Provost, after consulting the Governing Body, may suspend the person charged from the performance of his duties without loss of emoluments.
16. (1) An Academic Disciplinary Committee appointed by the Governing Body shall comprise
 - (a) a Chairman; and
 - (b) two Fellows, not being person employed by the College or members of the Governing Body; and
 - (c) two Fellows being members of the Governing Body.

(2) In selecting members of the panel for appointment as members of an Academic Disciplinary Committee, the Governing Body shall exclude the person charged, and any person who has been involved in or associated with the making of the complaint or any part of it, or who has been involved in any preliminary hearing or investigation.
17. (1) When an Academic Disciplinary Committee has been appointed, the Governing Body shall instruct a solicitor or other suitable person to formulate the charge or charges and to present, or arrange for the presentation of, the charges before the Academic Disciplinary Committee.

(2) It shall be the duty of the person formulating the charge or charges -

 - (a) to forward the charge or charges to the Committee and to the member of the academic staff concerned, together with the other documents therein specified and a list of all witnesses the College proposes to call, with summaries of the evidence they are expected to give; and
 - (b) to make any necessary administrative arrangements for the summoning of witnesses, the production of documents and generally for the proper presentation of the case before the Committee.

18. The procedure to be followed in respect of the preparation, hearing, and determination of any charge by an Academic Disciplinary Committee shall be prescribed by Bylaws made under this Statute. Such Bylaws shall ensure:
- (a) that the person charged is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearing by an Academic Disciplinary Committee;
 - (b) that a charge shall not be determined without an oral hearing at which the person charged and any person appointed to represent him are entitled to be present;
 - (c) that witnesses may be called, both on behalf of the person charged and by the person presenting the charge, and may be questioned concerning any relevant evidence;
 - (d) that no new witness or documentary evidence may be introduced by the person presenting the charge without the Committee's consent, which shall not be given save for good reason, and that if late introduction is allowed, the member of the academic staff shall be allowed an adjournment sufficient to allow him to consider and respond to the new evidence; and
 - (e) that any charge is heard and determined as expeditiously as is reasonably practicable.
19. (1) The Academic Disciplinary Committee shall send its decision on any charge referred to it (together with its findings of fact and the reasons for its decision regarding that charge and its recommendations, if any, as to the appropriate penalty) to the Provost, the person charged, the person presenting the charge and any person who shall have been added as a party by the Academic Disciplinary
- (2) The Academic Disciplinary Committee shall draw attention to the period of time within which any appeal should be made by ensuring that a copy of Part V of this Statute accompanies each copy of its decision sent to a party to the proceedings under this clause.
20. (1) Where any charge is upheld and the Academic Disciplinary Committee finds good cause and recommends dismissal or removal from office, but in no other case, the Provost shall consult the Governing Body and shall decide whether or not to dismiss the person concerned. If he decides to accept the Academic Disciplinary Committee's recommendation he may forthwith dismiss that person.
- (2) Where any charge is upheld, other than where the Provost has decided under sub-clause (1) of this Clause to dismiss the person concerned, the action available to the Provost, after consulting the Governing Body, (not comprising a greater penalty than that recommended by the Academic Disciplinary Committee) shall be -
- (a) to discuss the issues raised with the person concerned; or
 - (b) to advise the person concerned about his future conduct; or
 - (c) to warn the person concerned; or
 - (d) to suspend the person concerned for such period as the Provost shall think fair and reasonable, provided that the suspension shall not extend beyond 3 months after the date on which the Governing Body shall have considered the Academic Disciplinary Committee's decision, and provided also that no suspension without pay may be ordered unless the terms of the contract of employment of the person concerned contain provisions expressly entitling the Provost to impose such a

penalty; or

(e) any combination of any of the above or to take such further or other action under the person's contract of employment or terms of appointment as appears fair and reasonable in all the circumstances of the case.

21. (1) The Provost shall be the appropriate officer to exercise the powers conferred by clause 20 but he may appoint a delegate to exercise those powers.
- (2) Any action taken by the Provost or his delegate shall be confirmed in writing and notified to the Governing Body.

PART IV Removal for Incapacity on Medical Grounds

22. (1) This Part makes separate provision for the assessment of incapacity on medical grounds as a good cause for dismissal or removal from office.
- (2) In this Part references to medical grounds are references to capability assessed by reference to health or any other physical or mental quality;
- (3) In this Part the Provost shall be the appropriate officer to perform any duties or exercise any powers, but he or she may appoint a delegate to act on his or her behalf.
- (4) In this Part references to the member of the academic staff for the purpose of notification, giving consent, agreement, nomination, or providing evidence include, in cases where the nature of the alleged disability so requires, a responsible relative or friend or other person with authority to act on behalf of that member in addition to (or instead of) that member.
23. (1) Where it appears to the Provost that the removal of a member of the academic staff on medical grounds should be considered, the Provost -
- (a) shall inform the member accordingly;
 - (b) may, if the member agrees or if the Provost considers that the College might otherwise suffer significant harm, suspend the member from duty without loss of emoluments; and
 - (c) shall notify the member in writing that it is proposed to make an application to the member's doctor for a medical report and shall seek the member's consent in writing in accordance with the requirements of the Access to Medical Reports Act 1988.
- (2) If the member elects to apply for early retirement on medical grounds he shall be allowed to do so and the College shall meet the reasonable costs of any medical opinion required.
- (3) If the member does not elect to retire voluntarily on medical grounds the Provost shall refer the case in confidence, with any supporting medical or other evidence (including any medical evidence submitted by the member), to a Board comprising one person nominated by the Governing Body; one person nominated by the member concerned or, in default of the latter nomination, by the Provost; and a medically qualified chairman jointly agreed by the Governing Body and the member or, in default of agreement, to be nominated by the President of the Royal College of Physicians.

(4) The procedure to be followed in respect of the preparation, hearing, and determination of a case by a Medical Board under this Part shall be prescribed by Bylaws made under this sub-clause. Such Bylaws shall ensure:

- (a) that the member concerned is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearing by the Board;
 - (b) that a case shall not be determined without an oral hearing at which the person charged and any person appointed to represent him are entitled to be present;
 - (c) that witnesses may be called and may be questioned concerning any relevant evidence; and
 - (d) that the case is heard and determined as expeditiously as is reasonably practicable.
- (5) The Board may require the member concerned to undergo medical examination at the College's expense

24. (1) If the Board determines that the member should be required to retire on medical grounds, the Provost shall consult the Governing Body, and may terminate the employment of the member concerned on those medical grounds.

(2) Any action taken by the Provost shall be confirmed in writing and notified to the Governing Body.

PART V Appeals

25. This Part establishes procedures for hearing and determining appeals by members of the academic staff who are dismissed or under notice of dismissal or who are otherwise disciplined.

26. (1) This Part applies -

- (a) to appeals against any decision of the Governing Body to dismiss in the exercise of its powers under Part II of this Statute;
- (b) to appeals arising in any proceedings, or out of any decision reached, under Part III of this Statute other than appeals against disciplinary warnings under clause 13 of this Statute;
- (c) to appeals against any dismissal otherwise than in pursuance of Part II, Part III, Part IV or Part VII of this Statute;
- (d) to appeals against any disciplinary decision otherwise than in pursuance of Part III of this Statute;
- (e) to appeals against any decision reached under Part IV of this Statute; and
- (f) to appeals against any decision reached under Part VII of this Statute

and "appeal" and "appellant" shall be construed accordingly.

- (2) No appeal shall however lie against -
- (a) a decision of the Governing Body under Clause 10(2);
 - (b) any finding of fact of an Academic Disciplinary Committee under Part III, or of a Tribunal under Part VII save where, with the consent of the person or persons hearing the appeal, fresh evidence is called on behalf of the appellant at that hearing;
 - (c) any medical finding by a Board set up under Part IV clause 23(3) of this Statute save where, with the consent of the person or persons appointed, fresh evidence is called on behalf of the appellant at that hearing.
- (3) In this Part references to “the person appointed” are references to the person appointed by the Governing Body under clause 29 to hear and determine the relevant appeal.
- (4) The parties to an appeal shall be the appellant and the Vice-Provost and any other person added as a party at the direction of the person appointed.
27. A member of the academic staff shall institute an appeal by serving on the Vice-Provost, within the time allowed under clause 28, notice in writing setting out the grounds of the appeal.
28. (1) A notice of appeal shall be served within 28 days of the date on which the document recording the decision appealed from was sent to the appellant or such longer period, if any, as the person appointed may determine under sub-clause (3).
- (2) The Vice-Provost shall bring any notice of appeal received (and the date when it was served) to the attention of the Governing Body and shall inform the appellant that he has done so.
- (3) Where the notice of appeal is served on the Vice-Provost outside the 28 day period the person appointed under Clause 29 of this Statute shall not permit the appeal to proceed unless he or she considers that justice and fairness so require in the circumstances of the case.
29. (1) Where an appeal is instituted under this Part the Governing Body in consultation with the Visitor shall appoint a person described in sub-clause (2) to hear and determine that appeal.
- (2) The persons described in this sub-clause are persons not employed by the College holding, or having held, judicial office or being barristers or solicitors of at least ten years' standing.
- (3) The person appointed shall sit alone unless he or she considers that justice and fairness will best be served by sitting with two other persons.
- (4) The other persons who may sit with the person appointed, and who shall be appointed by the Governing Body, shall be -
- (a) one Fellow not being employed by the College; and

(b) one Fellow being a member of the Governing Body.

30. (1) The procedure to be followed in respect of the preparation, consolidation, hearing and determination of appeals shall be that set out in Bylaws made under this clause.
- (2) Without prejudice to the generality of the foregoing, such Bylaws shall ensure -
- (a) that an appellant is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearing of his appeal;
 - (b) that an appeal shall not be determined without an oral hearing at which the appellant and any person appointed by him to represent him are entitled to be present and, with the consent of the person or persons hearing the appeal, to call witnesses;
 - (c) that full and sufficient provision is made for postponements, adjournments, dismissal of the appeal for want of prosecution and for the correction of accidental errors; and
 - (d) that the person appointed may set appropriate time limits for each stage (including the hearing itself) to the intent that any appeal shall be heard and determined as expeditiously as is reasonably practicable.
- (3) The person or persons hearing the appeal may allow or dismiss an appeal in whole or in part and, without prejudice to the foregoing, may -
- (a) remit an appeal from a decision under Part II (or any issue arising in the course of such an appeal) to the Governing Body for further consideration as the person or persons hearing the appeal may direct; or
 - (b) remit an appeal arising under Part III for re-hearing or reconsideration by the same or by a differently constituted Academic Disciplinary Committee to be appointed under that Part; or
 - (c) remit an appeal from a decision under Part IV for further consideration as the person or persons hearing the appeal may direct; or
 - (d) remit an appeal by the Provost arising under Part VII for re-hearing or reconsideration by the same or a differently constituted Tribunal to be appointed under that Part; or
 - (e) substitute any lesser alternative penalty that would have been open to the appropriate officer following the finding by the Academic Disciplinary Committee which heard and pronounced upon the original charge or charges.
31. The person appointed shall send a reasoned decision, including any decision reached in exercise of his powers under Clause 30(3)(a), (b), (c) or (d), on any appeal and a statement of any findings of fact different from those of the Governing Body under Part II or of the Academic Disciplinary Committee under Part III or of the Board under Part IV or of the Tribunal appointed under Part VII, as the case may be, to the Provost and to the parties to the appeal.

PART VI Grievance Procedures

32. The aim of this Part is to settle or redress individual grievances promptly, fairly and so far as may be, within the relevant area by methods acceptable to all parties.
33. The grievances to which this Part applies are ones by members of the academic staff concerning their appointments or employment where those grievances relate -
 (a) to matters affecting themselves as individuals; or
 (b) to matters affecting their personal dealings or relationships with other staff of the College,
 not being matters for which express provision is made elsewhere in this Statute.
34. (1) If other remedies within the relevant area have been exhausted the member of the academic staff may raise the matter with the Provost.
 (2) If it appears to the Provost that the matter has been finally determined under Part III, IV or V of this Statute or that the grievance is trivial or invalid, he or she may dismiss it summarily, or take no action upon it. If it so appears to the Provost he or she shall inform the member and the Governing Body accordingly.
 (3) If the Provost is satisfied that the subject matter of the grievance could properly be considered with (or form the whole or any part of) -
 (a) a complaint under Part III; or
 (b) a determination under Part IV; or
 (c) an appeal under Part V
 he or she shall defer action upon it under this Part until the relevant complaint, determination or appeal has been heard or the time for instituting it has passed and he or she shall notify the member and the Grievance Committee accordingly.
- (4) If the Provost does not reject the complaint under sub-clause (2) or if he or she does not defer action upon it under sub-clause (3) the Provost shall decide whether it would be appropriate, having regard to the interests of justice and fairness, for him or her to seek to dispose of it informally. If the Provost so decides he or she shall notify the member and proceed accordingly.
35. If the grievance has not been disposed of informally under Clause 34(4), the Provost shall refer the matter to a Grievance Committee for consideration.
36. The Grievance Committee appointed by the Governing Body shall comprise -
 (a) a Chairman;
 (b) one Fellow, not being a person employed by the College or a member of the Governing Body; and
 (c) one other Fellow who is a member of the Governing Body.
37. The procedure in connection with the consideration and determination of grievances shall be determined in Bylaws in such a way as to ensure that the aggrieved person and any person against whom the grievance lies shall have the right to be heard at a hearing and

to be accompanied by a friend or representative.

38. The Committee shall inform the Governing Body whether the grievance is or is not well-founded and if it is well-founded the Committee shall make such proposals for the redress of the grievance as it sees fit.

PART VII Removal of the Provost from Office

39. Any seven members of the Governing Body may make a complaint to the Vice-Provost seeking the removal of the Provost from office for good cause.
40. The Vice-Provost shall refer such a complaint to the Governing Body, exclusive of the Provost and the member making the complaint. If it appears to the Governing Body that the complaint is not supported by sufficient evidence of good cause for the removal of the Provost from office, it may determine that no further action be taken upon it.
41. If it appears to the Governing Body that the complaint is supported by sufficient evidence of good cause for the removal of the Provost from office, it shall appoint a Tribunal to hear and determine the matter.
42. The Tribunal appointed by the Governing Body shall comprise:
- (a) an independent Chairman; and
 - (b) one Fellow, not being a person employed by the College; and
 - (c) one other Fellow being a member of the Governing Body to whom this Statute applies.
43. A charge referred to the Tribunal shall be dealt with in accordance with the procedure prescribed in clauses 17 to 19, provided
- (a) that the Vice-Provost shall perform any duty and exercise any power there assigned to the Provost; and
 - (b) that the only recommendation the Tribunal may make is whether or not the Provost should be removed from his office
44. Where a charge or charges have been upheld and the Tribunal finds good cause and recommends dismissal, but in no other case, the Vice-Provost shall consult the Governing Body and may then dismiss the Provost.
45. Where a complaint is to be referred to a Tribunal under this clause 41, the Vice-Provost may, if he considers that the College might otherwise suffer significant harm, suspend the Provost from his duties in all matters relating to the government and discipline of the College without loss of salary.
46. For the purpose of the removal of the Provost from his office for incapacity on medical grounds, the provisions of Part IV shall have effect, provided that the Vice-Provost shall perform any duty or exercise any power there assigned to the Provost.

47. For the purpose of appeals by the Provost against removal from office, the provisions of Part V shall have effect, provided that the Vice-Provost shall perform any duty or exercise any power there assigned to the Provost.

XVIII. Provisions Relative to the University

Every proposal which may hereafter be made by the Provost and Fellows for a change in these Statutes shall be communicated to the Univeresity before it is submitted to the Office of the Privy Council for the approval of Her Majesty, and the Provost and Fellows when submitting the draft Statute shall inform the Privy Council that it has been so communicated.

XIX. Supplemental & Temporary Provisions

1. In these Statutes the word “existing” shall mean (unless it be otherwise expressed) existing at the time of the approval of these Statutes by Her Majesty in Council, but shall not apply to the holder of a University or College emolument who at the time holds such emolument subject to the condition that his or her tenure thereof shall, from and after the approval by Her Majesty in Council of new Statutes to be made by the Commissioners in relation to such emolument, be subject to such new Statutes. Every such person shall hold his or her emolument subject in all respects to these Statutes, and being a Fellow shall be entitled to hold his or her Fellowship during the residue of the time and on the terms for and on which he would have been entitled to hold the same if these Statutes had been in force at the time of his election and he or she had then been elected to a Fellowship tenable under them.
2. The existing Statutes of the College and all amendments of the said Statutes heretofore made are hereby repealed. This repeal shall be without prejudice to any right or interest acquired, liability incurred, or thing done thereunder, or any repeal effected thereby; and shall not affect the conditions of tenure of any emolument held by virtue of such right or interest; and the rights and interests of the existing Provost and Fellows shall continue and be saved as if these Statutes had not been made.

XX. Bliss Trust

1. One-half of each of the investments representing the Bliss Fund on the date of the approval of this Statute by Her Majesty in Council (18 December, 1936) shall be forthwith transferred (together with one-half of the undistributed income (if any) of the Bliss Fund held by St. John Baptist College at the date of such transfer) by St. John Baptist College to Oriel College and shall be received by Oriel College.
2. As from the date of the said transfer St. John Baptist College shall be released and discharged from the trust to pay over one-half of the income of the Bliss Fund to Oriel

College or St. Mary Hall and from all liability whatsoever in respect thereof.

3. Oriel College shall apply the income of their moiety of the Bliss Fund for the maintenance and repair of the College buildings (including the buildings formerly the Principal's Lodgings and the Hall buildings of St. Mary Hall).

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