CHARTER AND STATUTES

ELIZABETH THE SECOND by the Grace of God of the United Kingdom of Great Britain and Northern Ireland and of Our other Realms and Territories Queen, Head of the Commonwealth, Defender of the Faith:

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETING!

WHEREAS an humble Petition has been presented unto Us by Our most dearly beloved Mother Queen Elizabeth The Queen Mother, Chancellor of Our University of London, Sir Cyril Philips, then Vice-Chancellor of Our University of London and by the College Committee of University of London, University College: praying that We should grant a Charter of Incorporation for the purpose of re-constituting University of London, University College as a College of the University of London.

AND WHEREAS We have taken the said Petition into Our Royal Consideration and are minded to accede thereto:

NOW THEREFORE KNOW Ye that We by virtue of Our Prerogative Royal and of Our especial grace, certain knowledge and mere motion have willed and ordained and by these Presents do for Us, Our Heirs and Successors will and ordain as follows:

1. University of London, University College is hereby re-constituted as a college of the University of London by the name and style of 'University College London', hereinafter referred to as 'the College'.

2. The Council, the Academic Board, the Fellows and Honorary Fellows, the Academic Staff and Students of the College and all such other persons as may pursuant to this Our Charter and the Statutes and Regulations of the College become Members of the Body Corporate are hereby constituted

(10) To establish or abolish such posts both academic and non-academic as the College may require, to appoint persons thereto, to prescribe their conditions of service, to remunerate them, and to remove them.

(11) To grant, continue and pay such salaries, pensions, gratuities or other sums in respect of services (whether rendered before or after the grant of this Our Charter) as may from time to time be thought proper.

(12) To make all reasonable and necessary provision for the payment of pensions and superannuation to or on behalf of employees and their widows or widowers and dependants.

(13) To found, maintain and award exhibitions, scholarships, bursaries and studentships and to award medals and prizes.

(14) To print, publish or disseminate educational material, in whatever form, with a view to furthering the objects of the College.

(15) To subscribe to any charities and to grant donations for any charitable purpose.

(16) To award Degrees, Diplomas and Certificates of the College.

(17) To co-operate or work with other educational or research institutions or public bodies or industrial or commercial concerns with a view to the advancement of the education and research in the College. To amalgamate with colleges, schools or other educational or research institutions with the same or similar charitable purposes.

(18) To acquire for the College or construct, provide, maintain, manage, repair and dispose of any real or other property and to make such arrangements for insurance as it deems necessary.

(19) To insure the Members of the Council against the costs of a successful defence to a criminal prosecution brought against them as charity trustees or against personal liability incurred in respect of any act or omission which is or is alleged to be a breach of trust or breach of duty, unless the Member of Council concerned knew that or was reckless whether the act or omission was a breach of trust or breach of duty.

(20) Without prejudice to the express powers of the College, to exercise such powers of the University as may be authorised by the University.

14. There shall be a Students' Union, whose Constitution, and any amendments thereto, shall require the approval of the Council.

15. The Schedule to this Our Charter sets forth the Statutes of the College and may be added to, repealed or altered in manner hereinafter provided.

16. Subject to the provisions of this Our Charter, Statutes may prescribe or regulate as the case may be:

    (1) The status, election, appointment and continuance in office of the Chair and Vice-Chair of the Council, the Treasurer, the Provost and other Officers and Members of Staff of the College.

    (2) The constitution, powers, functions, duties and procedure of the Council, Academic Board, Faculties and Faculty Boards, and of Committees responsible to them, the status, election, appointment and continuance in office of the Chairs and other members of those bodies, the filling of vacancies among the members of those bodies and other such matters relative to those bodies.

    (3) The power of Council to delegate upon such conditions as it may from time to time determine any of its powers and duties to the Academic Board or to Committees or Sub-Committees formed from within its own number or otherwise appointed, or to Officers of the College, with or without power to such Academic Board, Committees or Sub-Committees further to delegate all or any such of the delegated powers to any subordinate body. Provided that any such delegation shall not be repugnant to the provisions of the Statutes or of this Our Charter.

    (4) All such other matters as the Council may deem fit with respect to or for the governing of the College, its Members and constituent parts or otherwise for the furtherance of the objects of the College.

17. The Academic Board shall have power to propose to the Council Statutes and Regulations to be made by the Council and it shall be the duty of the Council to consider any such Statutes or Regulations.

18. The Council may, by Special Resolution, make Statutes which add to, repeal or alter the Statutes of the College provided that:

    (1) no such Statutes which affect academic policy or the remuneration and conditions of appointment of the Academic Staff shall be made until the Academic Board has been consulted; and

    (2) no such Statutes shall have effect until approved by the Lords of Our

manner aforesaid.

24. For the purposes of this Our Charter, a `Special Resolution' means a resolution passed at a meeting of the Council convened by twenty-eight days written notice specifying the substance of the resolution to be proposed thereat, by a majority consisting of not less than two-thirds of those present and voting:

    Provided that in the case of a resolution to alter, amend, repeal or add to this Our Charter, the resolution shall be of no effect unless it is confirmed by a further Special Resolution passed at a meeting of the Council held not less than one month nor more than four months after the date of the first resolution and both resolutions are passed by a majority which, in addition to being not less than two-thirds of those present and voting, is also an absolute majority of all the Members of the Council.

25. Our Royal Will and Pleasure is that this Our Charter shall ever be construed benevolently and in every case most favourably to the College and to the promotion of the objects of this Our Charter.

IN WITNESS whereof We have caused these Our Letters to be made Patent.

WITNESS Ourself at Westminster the seventeenth day of November in the twenty-fifth year of Our Reign.

BY WARRANT UNDER THE QUEEN'S SIGN MANUAL

`year' means a period of twelve months ending on such date as may be prescribed from time to time by Regulations which may prescribe different dates for different purposes.

(3) In these Statutes words importing the singular number only shall include the plural number and vice versa and words importing persons shall include corporations.

2. MEMBERS OF THE COLLEGE

(1) The following persons shall be Members of the College:

The Members of the Council.
The Members of the Academic Board.
The Fellows and Honorary Fellows of the College.
The Members of the Academic Staff.
The Students registered at the College.
All other full-time staff and such other individuals or categories of staff as may be prescribed by decisions of the Council.

(2) The Council may, at the request of any person who is a Member of the College, declare that person to be no longer a Member of the College.

3. THE COUNCIL

(1) The Council shall consist of the following persons:

(A) EX OFFICIO MEMBERS

(i) The Provost.
(ii) The Education Officer of the Students' Union.
(iii) The Finance and Democracy Officer of the StudentsôUnion.

(B) APPOINTED MEMBERS

Academic Board from among their number, according to procedures laid down in Regulations.

(ii) Three persons being Members of the Academic Board elected by the Non-Professorial Members and the Honorary Senior Clinical Lecturer Members of the Academic Board from among their number, according to procedures laid down in Regulations.

(2) (A) *Ex officio* Members of the Council shall remain Members for so long as they hold the relevant office.

(B) (i) The Appointed Members of the Council under Statute 3 (1) (B) shall remain Members for three years.

(ii) The period of office of Elected Members of the Council under Statute 3 (1) (C) (i) and (ii) shall be such period, not exceeding three years, as shall be determined by Regulation.

(3) At the end of his or her period of membership the eligibility of any Member of the Council, other than an *ex officio* Member, for re-appointment or re-election in the same capacity shall be determined as follows:

(A) Appointed Members may be reappointed for a second or third period of three years. Before they may again be appointed not less than a year shall elapse after the expiry of either the third period of membership or, exceptionally, a subsequent period of membership beyond the third period (as provided for under sub-paragraph (C) below).

(B) (i) Elected Members under Statute 3 (1) (C) (i) and (ii) may be re-elected for a second or further period which shall be determined by Regulation but which shall not exceed three years, provided that such Elected Members shall not serve for more than six consecutive years and not less than a year shall elapse after the expiry of such a period of continuous service before they may again be elected.

(C) Subject to the provisions of sub-paragraph (A) above, the Council may, exceptionally and subject to the resolution of a meeting of the Council, re-appoint a Member of Council to serve for a fourth consecutive term of three years.

(4) A Member of the Council shall cease to be a Member:

(A) if a receiving order in bankruptcy is made against him or her, or if he

or she makes any arrangement or composition with his or her creditors;

(B) if the Council, a

4. THE CHAIR, VICE-CHAIR AND THE TREASURER

(1) The Council shall appoint from among its Appointed Members a Chair, for a term of office to be determined by the Council and confirmed in the minutes of the Council meeting at which the Appointed Member concerned is appointed as Chair. The term of office of the Chair shall not normally exceed five years.

(2) The Chair, as a Member of the Council, shall be subject to the provisions of Statute 3(4). Further to the provisions of Statute 3(4), a written complaint may be made by no fewer than five members of the Council to the Vice-Chair of the Council, seeking the removal from office of the Chair on the grounds that he or she is failing to discharge the functions and duties of the office of Chair and requesting that a Special Meeting of the Council be convened by the Secretary of the Council, according to the provisions of Statute 5(2), to consider the complaint.

(3) The Council shall whenever a vacancy arises elect from among its Appointed Members a Vice-Chair and a Treasurer and each of them shall hold office either for a period of three years from the start of October following their election or until he or she ceases to be a Member of the Council whichever shall be the earlier. Each of them shall be eligible for re-election to his or her office, subject to the provisions of Statute 3(3).

(4) If any casual vacancy shall occur in the office of Chair the Council shall as soon as conveniently may be after the occurrence of such vacancy appoint another Appointed Member to fill such vacancy either for the remainder of the term of office of the former Chair or for such other term of office as may be determined by the Council in accordance with the provisions of Statute (4)(1); and pending such appointment the Vice-Chair shall perform all the functions and duties of the Chair. The Council shall act similarly to elect a new Vice-Chair or Treasurer in the case of any such casual vacancy in the offices of Vice-Chair and Treasurer.

5. MEETINGS OF THE COUNCIL AND COMMITTEES ESTABLISHED BY THE COUNCIL

(1) There shall be held in every year at least three meetings of the Council to be called Ordinary Meetings.

(2) Upon the written requisition of the Chair of the Council or of not fewer than five Members of the Council the Secretary to the Council shall convene a Special Meeting of the Council. Such requisition shall specify the object of

(ii) the purpose and effect of entering into a Hedging Agreement is to hedge, vary or otherwise modify any financial

with this part.

(iv) The Council may give directions to the delegate as to the manner in which he or she is to report to it the exercise of his or her delegated authority.

(C) The Council shall not delegate their power either to make Regulations in accordance with the foregoing sub-paragraph (2)(J) or to reach a decision under paragraph 10(2) of Statute 18.

7. THE ACADEMIC BOARD

(1) The Academic Board shall consist of the following persons:

(A) EX OFFICIO MEMBERS

The Provost
The Deans of the College Faculties
All persons appointed to a Chair tenable at the College or upon whom the title of Professor has been conferred in respect of a post tenable at the College
All Heads of Departments who are not Professors
The Librarian
The Dean of Students
The Sub-Deans of the College Faculties
The Education Officer of the Students' Union

(B) APPOINTED MEMBERS

Such members of the Academic Staff other than those specified in sub-paragraph (A) of this paragraph, in number determined by Regulation, as may by reason of their administrative or personal services be appointed from time to time by the Council on the advice of the Academic Board.

(C) ELECTED MEMBERS

(i) Such other persons being either Non-Professorial Members or Honorary Senior Clinical Lecturer Members of the Academic Staff, in number determined by Regulation, as shall be elected by such of the Non-Professorial Members and Honorary Senior Clinical Lecturer Members of the Academic Staff as are not, by virtue of sub-paragraphs (A)

9. POWERS OF CHAIRS

Subject to the provisions of the Charter and Statute 6 (5), the Chairs of the Council, the Academic Board

11. THE PROVOST AND THE VICE-PROVOSTS

(1) The Provost shall be the Head of the College and shall have a general responsibility to the Council for maintaining and promoting the efficiency and good order of the College and shall have such powers and duties as may be entrusted to him or her by the Council. The Provost shall be appointed by the Council after consultation with the Academic Board. The Provost may be removed by the Council for good cause as defined in Statute 18.

(2) Subject to the provisions of the Charter and these Statutes and of the Statutes and Ordinances of the University, the Provost shall have power to admit as a Student anyone having the requisite qualifications, in accordance with Regulations made by the Council on the advice of the Academic Board from time to time. The Provost may refuse to admit any person as a Student without assigning any reason.

(3) The Provost shall have power, in accordance with Regulations made by the Council on the advice of the Academic Board, to suspend a Student from any or all of his or her studies in the College and to exclude a Student from the College and its precincts and other buildings and premises owned or occupied by the College. In the case of suspension or exclusion for reasons other than academic insufficiency the Provost shall report such suspension or exclusion to the Academic Board and to the Council and shall ensure that appropriate action is taken forthwith under disciplinary or other appropriate procedure.

(4) The Provost shall have power to delegate any or all of the powers conferred by paragraphs (2), (3) and (4) of this Statute to such Officer of the College or persons or bodies as he or she may think fit.

(5) The Council shall have power to appoint a Vice-Provost or Vice-Provosts, on the recommendation of the Provost or of the Academic Board. A Vice-Provost or Vice-Provosts shall assist the Provost in such matters as the Provost may from time to time entrust to him or her. A Vice-Provost shall hold appointment for the period and upon such conditions as shall from time to time be prescribed by decision of the Council.

(6) The Council shall, after consideration of a report from the Academic Board, appoint from within the membership of that body such Officer of the College who shall, subject to these Statutes, act for the Provost during a vacancy in that office or during the absence or inability of the Provost. Such Officer shall hold appointment for the period and upon such conditions as shall from time to time be prescribed by decision of the Council.

12. THE DEAN OF STUDENTS

There shall be a Dean of Students, whose appointment shall be made, and whose duties shall be laid down, by the Council on the advice of the Academic Board. He or she shall hold office for such period as the Council may determine.

13. JURISDICTION OVER STUDENTS

(1) The Council shall be responsible for maintaining good order within the College and its precincts and other buildings and premises owned or occupied by the College and shall have disciplinary powers over the conduct of Students of the College which the Council considers to affect the interests of the College, its Staff or Students.

(2) The Council, on the advice of the Academic Board, and after consulting the Students' Union, shall approve a Disciplinary Code and Disciplinary Procedure and determine procedures, including a student complaints le6( )ools ble erm

17. STUDENT MEMBERSHIP OF COUNCIL AND COMMITTEES ESTABLISHED BY COUNCIL; RESERVED AREAS OF BUSINESS

(1) Student Members to be elected to the Academic Board as provided in Statute 7 (1) (C) (ii) and to such Committees and other bodies as the Council may from time to time determine shall be registered full-time Students of the College and their membership of the Council or of the Academic Board or of Committees and other bodies shall terminate if they cease to be registered full-time Students of the College. The Council after consulting the Students' Union shall make Regulations governing the election of Student Members with the purpose that the persons thus elected shall be fully representative of the Student body.

(2) Student Members of the Council, of the Academic Board and of such Committees and other bodies as the Council may from time to time determine shall not participate in the consideration of reserved areas of business. Reserved areas of business include appointments, promotions and other matters affecting the personal affairs of individual Members of Staff of the College, and the admission and academic assessment of individual Students. Papers for consideration at any such meeting, and minutes and other records relating to such matters, shall not at any time be available to a Student Member. The Chair of the meeting may decide in any case of doubt whether a matter is one to which this paragraph applies and his or her decision shall be final.

18. ACADEMIC STAFF

PART I CONSTRUCTION, APPLICATION AND INTERPRETATION

Construction

1. This Statute and any Regulation made under this Statute shall be construed in every case to give effect to the following gu51(M)13(e)6(m)3(b)6(e)6(r)13(s)

(c) to apply the principles of justice and fairness.

Reasonableness of decisions

2. No provision in Part II or Part III shall enable the body or person having the duty to reach a decision under the relevant Part to dismiss any member of the academic staff unless the reason for his or her dismissal may in the circumstances (including the size and administrative resources of the College) reasonably be treated as a sufficient reason for dismissing him or her.

Application

3. (1) This Statute shall apply

(a) to Professors, Readers, Senior Lecturers, Senior Clinical Lecturers, Lecturers, Clinical Lecturers or persons holding any other appointment (other than an honorary appointment) designated as an appointment on the Academic Staff of the College by the Council;

(b) to staff holding academic related posts, being posts recognised by the Council for the purposes of this Statute; and

(c) to the Provost to the e

of the academic staff to carry out work of a particular kind in that place, have ceased or diminished or are expected to cease or diminish.

Incidental, supplementary and transitional matters

7. (1) In any case of conflict, the provisions of this Statute shall prevail over those of any other Statute and over those of any byelaw, rule or regulation and the provisions of any Regulation made under this Statute shall prevail over those of any other Regulation:

Provided that Part III of and the Annex to 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.

(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 nothing in this sub-paragraph shall prevent waivers made under section 142 of the Employment Protection (Consolidation) Act 1978 from having effect.

(3) Nothing in any other Statute or in any Regulation made thereunder shall authorise or require any person to sit as a member of any Committee, Tribunal or body appointed under this Statute or to be present when any such Committee, Tribunal or body is meeting to arrive at its decision or for the purpose of discussing any point of procedure.

(4) Any reference in this Statute to the University, to the Vice-Chanc

Preliminary examination of serious disciplinary matters

14. (1) If there has been no satisfactory improvement following a written warning given under Stage 2 of the procedure in paragraph 13, or in any other case where it is alleged that conduct or performance may constitute good cause for dismissal or removal from office, a complaint seeking the institution of charges to be heard by a Tribunal appointed under paragraph 16 may be made to the designated officer who shall bring it to the attention of the Provost.

(2) To enable the Provost to deal fairly with any complaint brought to his or her attention under sub-paragraph (1) he or she shall institute such investigations or enquiries (if any) as appear to him or her to be necessary.

(3) If it appears to the Provost that a complaint brought to his or her attention under sub-paragraph (1) relates to conduct or performance which does not meet acceptable standards but for which no written warning has been given under paragraph 13 or which relates to a particular alleged infringement of Regulations for which a standard penalty is normally imposed in the College or within the Faculty, School, Department or other relevant area, or is trivial or invalid he or she may dismiss it summarily, or decide not to proceed further under this Part.

(4) If the Provost does not dispose of a complaint under sub-paragraph (3) he or she shall treat the complaint as disclosing a sufficient reason for proceeding further under this Part and, if he or she sees fit, he or she may suspend the member from the precincts of the College or any part thereof on full pay pending a final decision:

Provided that, in the case of a Professor or Reader of the University, the Provost shall immediately report such suspension to the University.

(5) Where the Provost proceeds further under this Part he or she shall write to the member of the academic staff concerned inviting comment in writing.

(6) As soon as may be following receipt of the comments (if any) the Provost shall consider the matter in the light of all the material then available and may:

(a) dismiss it himself or herself; or
(b) refer it for consideration under paragraph 13; or

(c) deal with it informally himself or herself if it appears to the Provost appropriate to do so and if the member of the academic staff agrees in writing that the matter should be dealt with in that way; or

(d) direct the designated officer to prefer a charge or charges to be considered by a Tribunal to be appointed under paragraph 16.

(7) If no comment is received within 28 days the Provost may proceed as aforesaid as if the member concerned had denied the substance and validity of the alleged case in its entirety.

Institution of Charges

15. (1)

consideration and for the correction of accidental errors; and

(ii) for appropriate time limits for each stage (including the hearing) to the intent that any charge thereunder shall be heard and determined by a Tribunal as expeditiously as reasonably practicable.

Notification of Tribunal decisions

18. (1) A Tribunal 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 and to each party to the proceedings.

(2) A Tribunal shall draw attention to the period of time within which any appeal should be made by ensuring that a copy of Part V (Appeals) accompanies each copy of its decision sent to a party to the proceedings under this paragraph.

Powers of the appropriate officer where charges are upheld by Tribunal

19. (1) Where the charge or charges are upheld and the Tribunal finds good cause and recommends dismissal or removal from office, but in no other case, the appropriate officer shall decide whether or not to dismiss the member of the academic staff concerned.

(2) In any case where the charge or charges are upheld, other than where the appropriate officer has decided under sub-paragraph (1) to dismiss the member of the academic staff concerned, the action available to the appropriate officer (not comprising a greater penalty than that recommended by the Tribunal) may be:

(a) to discuss the issues raised with the member concerned; or

(b) to advise the member concerned about his or her future conduct; or

(c) to warn the member concerned; or

(d) to suspend the member concerned for such period as the appropriate officer shall think fair and reasonable, not to exceed three months after the Tribunal's decision; or

(e) any combination of any of the above or such further or other

action under the member's contract of employment or terms of appointment as appears fair and reasonable in all the circumstances of the case.

(3) Where the appropriate officer has decided under paragraph (1) to dismiss a member of the academic staff who is a Professor or Reader of the University, the officer shall inform the Vice-Chancellor of the University of the dismissal and of the outcome of any appeal made by the member of the academic staff under Part V so that, subject to the outcome of any appeal made by the member of the academic staff under Part V, the University may withdraw from the Teacher the status or title of Professor or Reader of the University.

Appropriate Officers

20. (1) The Provost shall be the appropriate officer to exercise the powers conferred by paragraph 19 and any reference to the appropriate officer includes a reference to a delegate of that officer.

(2) Any action taken by the appropriate officer shall be confirmed in writing.

PART IV REMOVAL FOR INCAPACITY ON MEDICAL GROUNDS

21. (1) This Part makes separate provision for the assessment of incapacity on medical grounds as a good cause for the 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 references to the appropriate officer are references to the Provost or an officer acting as his or her delegate to perform the relevant act.

(4) References to the member of the academic staff include, in cases where the nature of the alleged disability so requires, a responsible relative or friend in addition to (or instead of) that member.

22. (1) Where it appears that the removal of a member of the academic staff on medical grounds would be justified, the appropriate officer:

(a) shall inform the member accordingly; and

(b)

the exercise of its powers under Part II;

(b) to appeals arising in any proceedings, or out of any decision reached, under Part III other than appeals under paragraph 13 (Appeals against disciplinary warnings);

(c) to appeals against dismissal otherwise than in pursuance of Part II or Part III;

(d) to appeals against discipline otherwise than in pursuance of Part III; and

(e) to appeals against decisions reached under Part IV

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

(2) No appeal shall however lie against:

(a) a decision of the appropriate body under paragraph 10(2);

(b) the findings of fact of a Tribunal under paragraph 18(1) 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 finding by a Board set up under paragraph 22(3).

(3) In this Part references to "the person appointed" are references to the person appointed by the Council under paragraph 28 to hear and determine the relevant appeal.

(4) The parties to an appeal shall be the appellant and the designated officer and any other

29. (1) The procedure to be followed in respect of the preparation, consolidation, hearing and determination of appeals shall be that set out in Regulations made under this paragraph.

(2) Without prejudice to the generality of the foregoing such Regulations shall ensure:

(a) that an appellant is entitled to be represented by another person, whether such person be legally qualified or not, in connection with and at any hearing of his or her appeal;

(b) that an appeal shall not be determined without an oral hearing at which the appellant, and any person appointed by him or her to represent him or her 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

the Tribunal which heard and pronounced upon the original charge or charges.

Notification of decisions

30. The person appointed shall send the reasoned decision, including any decision reached in exercise of his or her powers under paragraph 29(3)(a), (b) or (c), on any appeal together with any findings of fact different from those come to by the Council as the appropriate body under Part II or by the Tribunal under Part III, as the case may be, to the Provost, to the parties to the appeal and to the Vice-Chancellor of the University in the case of an appeal by a member of the academic staff who is a Professor or Reader of the University.

PART VI GRIEVANCE PROCEDURES

Purpose of Part VI

31. The aim of this Part is to settle or redress individual grievances promptly, fairly and so far as may be, within the Faculty or other academic unit of the College as defined in Statute 10 by methods acceptable to all parties.

Application

32. 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.

Exclusions and Informal Procedures

33. (1) If other remedies within the Faculty or other academic unit of the College as defined in Statute 10 have been exhausted the member of the academic staff may raise the matter with the Head of the Faculty or other academic unit of the College as defined in Statute 10.

(a) a Chair; and

(b) a member of the Council not being a person employed by the College; and

(c) one member of the academic staff nominated by the Academic Board.

Procedure in connection with determinations; and right to representation

36. The procedure in connection with the consideration and determination of grievances shall be determined in Regulations 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.

Notification of decisions

37. The Committee shall inform the Council whether the grievance is or is not well-found and if it is well-found the Committee shall make such proposals for the redress of the grievance as it sees fit.

of the Council and to the Provost drawing attention to the period of