powers:

(1) To provide facilities for research and scholarship, courses of education in undergraduate and postgraduate study and such other educational services as may be thought desirable or expedient.

(2)

(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)

Most Honourable Privy Council of which approval a certificate under the hand of the Clerk of Our said Council shall be conclusive evidence; and

(3) no such Statutes shall have effect if repugnant to the provisions of this Our Charter or to the Statutes and Ordinances of the University insofar as these are relevant.

19. Subject to the provisions of this Our Charter and the Statutes, the Council

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 ovid562andh[ )]TJETBT1 0 0 1 126.02 598.54 T0(iBT1 0 03lP i-TduaBT1

THE STATUTES

1. INTERPRETATION

(1) These Statutes shall be read with the Charter and words and expressions used in the Charter shall, if not inconsistent with the subject or context, have the same meaning herein.

(2) Unless the context otherwise requires, in these Statutes:

`Academic Staff' means (subject to Statute 18) all persons holding appointments of Professor, Reader, Senior Lecturer, Senior Clinical Lecturer, Lecturer or Clinical Lecturer tenable at the College or persons holding the appointment of Honorary Senior Clinical Lecturer (as defined by

(B) if the Council, after due consideration of a report on that Member by an independent medical authority, determines that he or she is incapable, by reason of physical or mental incapacity, of performing the functions of a Member of the Council;

(C) if by notice in writing he or she resigns his or her membership;

(D) if he or she absents himself or herself from all meetings of the Council during a period of one year without leave of the Council;

(E) if in the case of a Member elected in accordance with paragraph (1) (C) of this Statute, he or she ceases to be a member of the body from which he or she is elected;

(F) if a resolution be passed or a notice signed by not less than three-quarters of the whole number of the Members of the Council requiring him or her to resign on the ground that in their opinion he or she has been or is conducting himself or herself in a manner so prejudicial to the interests of the College as to render him or her unfit to continue as a Member of the Council and he or she shall have failed to resign within fourteen days of the date on which such resolution was passed or on which such notice was served on him or her through the post addressed to him or her at his or her usual address.

(5) If any Member of the Council, other than an *ex officio* Member, shall cease to be a Member before the end of his or her term of office, the appropriate steps, in accordance with paragraphs (1) and (2) of this Statute, shall be taken to fill the vacancy for the remainder of his or her period of membership.

(6) The eligibility for further service on the Council of any Member appointed or elected under the provisions of paragraph (5) of this Statute shall be determined by Regulation.

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)

Statute 3 (1) (B) shall be a quorum of a Meeting of the Council. When necessary the Chair of the Meeting may call for a vote to determine any question arising at any Meeting of the Council. In the case of an equality of votes the Chair of the Meeting shall have as well as his or her own vote a second or casting vote. No voting by proxy shall be permitted.

(5) The Council may establish such Committees as it shall deem necessary from time to time for such purposes as the Council shall consider necessary. The Council shall have the power to dissolve any such Committee at its discretion. The powers of such Committees shall be determined by Regulation.

(6) Minutes shall be kept of all resolutions and proceedings of Meetings of the Council and of Committees and Sub-Committees and a Minute therein signed by the Chair of the Meeting whereof it is a record or by the Chair of the next Meeting shall be prima facie evidence of the matters recorded therein.

(7) The Council may act at any time notwithstanding any vacancy therein.

(8) A defect in the appA his o 2b922(n)6( )18(a)6(p)2[A)7( )-0-00(h)16 BT1 0 0 137219.89e

n3532.9th1e nuncil s l07\8(TJETqQBT1 0 0 1 128.66 681.34 529.29)]TJ(r)23(m)3(( )-2r)23(1)-11(e)61820(a)6(n)1

from time to time to repay such borrowing or to redeem or purchase such loan stock; or

(ii) the purpose and effect of entering into a Hedging Agreement is to hedge, vary or otherwise modify any financial arrangement which the College has entered into or is to enter into or the rights and obligations of the College under any such financial arrangement and the sum of the notional principal amount of the Hedging Agreement entered into pursuant to this sub-paragraph 4 (B) (ii) shall not exceed the notional principal amount of the financial arrangement or Hedging Agreement originally entered into

and provided further that, at the time the terms of the Hedging Agreement are agreed, the effective rate of interest when the borrowing or issue of or subscription for loan stock and such Hedging Agreement are considered together will not exceed, in the opinion of the Council of the College, the market rate of interest for borrowing of similar amount and on similar terms prevailing at that time.

(5) (A) Where there is any delegation, according to provisions of the Charter, the Council shall:

(i) Inform the delegate in writing of the limits of the Council's powers.

(ii) Lay down a detailed policy in writing for the performance of the function, duty or responsibility and inform the delegate in writing of any changes thereto as soon as reasonably practical.

(iii) Ensure that the terms of the delegated authority are clearly set out in writing to the delegate.

(iv) Ensure that they are kept informed and review on a regular basis the exercise by the delegate of his or her delegated authority.

(B) Where any delegation is made it shall be on terms that:

(i) The delegate shall comply with the terms of his or her delegated authority.

(ii) The delegate shall not do anything that the Council does not have power to do.

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) and (B) of this paragraph, Members of the Academic Board;
or Members of the non-Academic Staff, in number determined by Regulation: Provided that this number shall be not less than one-quarter nor more than one-third of the total membership of the Board.

(ii) Such number of Students as shall be determined by Regulation: Provided that this number shall not exceed thirteen and shall include not less than two postgraduate Students.

(2) The Elected Members of the Academic Board shall be elected in such manner and for such periods as may be prescribed by Regulations. Such Regulations may also provide for determining the eligibility of an Elected Member for re-election.

(3) An Appointed or Elected Member of the Academic Board shall cease to be a Member if by notice in writing he or she resigns his or her membership, or if he or she ceases to serve in the capacity in which he or she was appointed or elected.

(4) Any casual vacancy among the Elected Members on the Academic Board shall be filled in accordance with Regulations to be made on the recommendation of the Academic Board.

(5) The Academic Board shall meet at least once in each term.

(6) Upon the written requisition of not fewer than ten Members of the Academic Board the Secretary to the Board shall convene a Special Meeting of the Board. Such requisition shall specify the object of the desired Meeting and the Secretary shall within seven days after receipt of such requisition convene a Special Meeting to be held within fourteen days of the date of the notice convening the t after e(n)6( )]TJETqQBvhe(n)6( )]TJ P MCI623( )-31.v6 4q after ree

(6)

(8) The quorum for a Meeting of the Academic Board shall be determined by Regulation.

(9) Minutes shall be kept of all resolutions and proceedings of Meetings of the Academic Board and a Minute therein signed by the Chair of the Meeting whereof it is a record or by the Chair of the next Meeting shall be prima facie evidence of the matters recorded therein.

(10) Subject to the provisions of Article 8 of the Charter and to the Statutes and Ordinances of the Universi

any of the delegated powers to any subordinate body.

8. THE FACULTIES

(1) There shall be within the College such Faculties as the Council on the advice of the Academic Board may from time to time determine.

(2) There shall be for each Faculty a Dean and a Vice-Dean. A Faculty may appoint an additional Vice-Dean if the Faculty sees fit to do so.

(3) The Dean for each Faculty shall be appointed by Council according to procedure determined by Regulation.

(4) The Vice-Dean or Vice-Deans for the Faculty shall be appointed by the Faculty in a manner and for a period to be determined by the Faculty.

(5) Each Faculty shall establish such Committees as may be determined by Regulation. The Dean of the Faculty shall be responsible for ensuring that there are arrangements in place within the Faculty for regularly communicating and consulting with members of the Faculty generally.

appropriate by the Head of the unit. The academic units of the College shall have such designation as the Council on the advice of the Academic Board may from time to time determine.

(2) The Headship of such academic units shall be approved by the Council under arrangements specified by Regulations. The responsibilities of Headship of such units shall be notified in writing by the Provost to persons appointed to Headship. Such notification will be given prior to the commencement of the person's appointment as Head of the unit.

(3) The academic units of the College determined by the Council may be assigned to one or other of the College Faculties by the Council on the advice of the Academic Board.

(4) For each academic unit of the College determined by the Council on the advice of the Academic Board, meetings at which the Head of the academic unit or his or her deputy shall be in the Chair, and which such Members of the Academic Staff of the academic unit as shall be determined by Regulation shall be entitled to attend, shall be held, as specified by Regulation, in each academic unit in each year.

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

(3) There shall be a Discipline Review Body to which an appeal shall lie in cases where the punishment imposed by the Discipline Committee is permanent expulsion from the College and its precincts and other buildings and premises owned or occupied by the College, or temporary suspension for more than four weeks.

14. HONORARY FELLOWS

(1) The Council shall have power to elect and admit Honorary Fellows of the College, and shall make Regulations to govern the number of persons to be elected and the criteria for and method of their election.

(2) The Council may declare an Honorary Fellow of the College to be no longer an Honorary Fellow if, in the opinion of the Council, such Honorary Fellow has been or is conducting himself or herself in a manner so prejudicial to the interests of the College as to render him or her unfit to continue as an Honorary Fellow of the College and he or she shall have failed to resign within fourteen days of the date on which such resolution was passed or on which such notice was served on him or her through the post addressed to him or her at his or her usual address.

(3) The Honorary Fellows of the College shall include those persons elected as Fellows of the College in or prior to the year 2010.

15. THE AUDITOR

(1) The Council shall appoint an Auditor. Such Auditor shall be qualified in accordance with the provisions of the Companies Act 1985-1989 or any statutory modification or re-enactment thereof.

(2) The Auditor shall have no financial interest, direct or indirect, in the College, nor any official, professional or personal relationship which might cause the Auditor to limit the extent or character of the audit of the College's activities.

(3) The Auditor shall hold office for such period as the Council may think fit and shall be eligible for re-appointment, and shall receive such remuneration as may be determined from time to time by the Council.

(4) The Auditor may resign by notice in writing addressed to the Secretary of the Council. If the office of Auditor shall become vacant before the expiry of the period of appointment, the Council shall advise the Higher Education Funding Council for England and shall appoint a replacement Auditor.

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 guiding principles, that is to say:

   (a) to ensure that academic staff 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, promote learning and engage in research efficiently and economically; and

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

Reasonableness of decisions

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 Head of Department. This will give details of the complaint, the improvement required and the timescale. It will warn that a complaint may be made to the designated officer seeking the institution of charges to be heard by a Tribunal appointed under paragraph 16 if there is no satisfactory improvement and will advise of the right of appeal under this paragraph. A copy

(3) The officer in charge of the proceedings shall formulate, or arrange for the formulation of, the charge or charges and shall present, or arrange for the presentation of, the charge or charges before the Tribunal.

(4) It shall be the duty of the officer in charge of the proceedings:

(a) to forward the charge or charges to the Tribunal and to the member of the academic staff concerned together with the other documents therein specified, 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 Tribunal.

The Tribunal

16. A Tribunal appointed by the Council shall comprise:

(a) a Chair; and

(b) a member of the Council, not being a person employed by the >BDC BT4BT1 0 T.e and

(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.

Appropriate Officers

20. (1) The Provost shall be the appropriate officer to ex( )-131(t2SoTJETBT1 0 0 1 376.63

on medical grounds would be justified, the appropriate officer:

(a) shall inform the member accordingly; and

(b) 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 shares that view the College shall meet the reasonable costs of any medical opinion required.

(3) If the member does not share that view the appropriate officer shall refer the case in confidence, with any supporting medical and other evidence (including any medical evidence submitted by the member), to a Board comprising one person nominated by the Council; one person nominated by the member concerned or, in default of the latter nomination, by the Academic Board; and a medically qualified chairman jointly agreed by the Council and the member or, in default of agreement, to be nominated by the President of the Royal College of Physicians.

(4) The Board may require the member concerned to undergo medical examination at the College's expense.

Termination of Employment

23. If the Board determines that the member shall be required to retire on medical grounds, the appropriate officer shall direct the designated officer or his or her delegate to terminate the employment of the member concerned on those medical grounds.

PART V APPEALS

Purpose of Part V

24. 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.

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.

the Council and to the Provost drawing attention to the period of time within which any appeal should be made.

(8) Persons appointed to hear such an appeal shall be persons independent of the College holding, or having held, judicial office or being barristers or solicitors of at least ten years' standing and the person so appointed shall, subject to the principles of justice and fairness, determine the procedure to be adopted in hearing the appeal.

(9) A person appointed shall send the reasoned decision on the appeal, together with any findings of fact different from those come to by the Tribunal and his or her recommendations, if any, as to the appropriate penalty, to the Provost and to the Chair of the Council.

(10) Where a charge or charges have been upheld by the Tribunal and not dismissed on appeal, the Chair of the Council shall decide whether or not to dismiss the Provost.

2. Where a complaint is to be referred to a Tribunal under this Statute, the Chair of the Council may suspend the Provost from his or her duties and may exclude the Provost from the precincts of the College or any part thereof without loss of salary.

3. "Good cause" in this Annex has the same meaning as in paragraph 5 of this Statute.

4. For the purpose of the removal of the Provost for incapacity on medical grounds, Part IV of this Statute shall have effect subject to the following modifications:

(a) for references to a member of the academic staff there shall be substituted references to the Provost;

(b) for any reference to the office of Provost there shall be substituted a reference to the office of Chair of the Council;

(c) for paragraph 23 there shall be substituted:

"23. If the Council determines that the Provost should be required to retire on medical grounds, it shall ask the Chair of the Council as the appropriate officer, to decide whether or not to terminate the appointment of the Provost on those medical grounds."