

STATUTE TO REVISE THE EXISTING STATUTES OF ALL SOULS COLLEGE IN THE UNIVERSITY OF OXFORD, APPROVED AT A GENERAL MEETING OF THE GOVERNING BODY OF THE COLLEGE, SPECIALLY SUMMONED FOR THE PURPOSE, ON THE 8TH DAY OF JUNE 2024 BY THE VOTES OF NOT LESS THAN TWO-THIRDS OF THE NUMBER OF PERSONS PRESENT AND VOTING, AND SEALED ON THE 2ND DAY OF AUGUST 2024, UNDER THE PROVISIONS OF THE UNIVERSITIES OF OXFORD AND CAMBRIDGE ACT 1923 AND SUBMITTED TO HIS MAJESTY THE KING IN COUNCIL.

ALL SOULS COLLEGE

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PREAMBLE

The College of All Souls of the Faithful Departed, of Oxford, commonly called All Souls College, was founded by King Henry VI, by a Patent of Foundation bearing date 20 May, 1438. With him was associated, as a co-founder, Henry Chichele, Archbishop of Canterbury, Primate of All England, by whom the College was endowed and its Statutes issued, 20 April, 1443. The College was expressed to be founded for Study and Prayer. It was a Foundation designed in part for the offering of prayers for all the souls of the faithful departed, and especially for the souls of Henry V, King of England and France, of Thomas Duke of Clarence, and of other nobles and faithful subjects of the realm who died in the French wars; in part to promote the study of Philosophy and Arts, of Theology, and of the Civil and Canon Law. To this end its Statutes required that of its forty Fellows twenty-four should graduate in Arts and Philosophy and should be called Artists, sixteen should graduate in Civil Law and should be called Jurists.

I. CONSTITUTION OF THE COLLEGE

The College shall consist of the Warden and such number of Fellows as is in these Statutes provided.

II. THE WARDEN

1. The Warden shall be the head of the College, and shall take precedence over all members thereof. He or she shall superintend the government of the College and the management of its property, but shall not act in grave or important matters without the authority of a College meeting.
2. The right of electing to the office of Warden shall be vested in the Fellows present at the time of the election.
3. In electing and appointing to the office of Warden, the electors shall elect, and the Visitor in the case of lapse shall appoint, the person who is in their judgement most fit for the government of the College as a place of religion and learning.
4.
 - (i) The election of the Warden shall be conducted in accordance with the following regulations:
 - (a) As soon as it has become known that a vacancy has occurred in the office of Warden, the Sub-Warden or (in his or her absence) the next Fellow in the order of precedence shall convene a preliminary meeting of the Fellows, giving not less than a week's notice thereof.
 - (b) At the preliminary meeting a day and hour shall be appointed for a meeting to be held for the election of a Warden.
 - (c) The Sub-Warden or (in his or her absence) the next Fellow in the order of precedence shall convene a meeting of electors for that day and hour, to be held as heretofore in the chapel of the College.
 - (d) The day of the election shall be not less than four weeks from the date of the vacancy in the office of Warden.
 - (e) That person in whose favour a majority consisting of more than half of the electors present and voting shall have voted shall be declared to be elected.
 - (f) The meeting for the election may be adjourned from time to time. Whenever a Warden shall not have been elected within the period of six calendar months from the occurrence of the vacancy, the Visitor shall appoint a Warden.

On an election being made, the name of the person elected shall be certified under the College Seal to the Visitor.
 - (ii)
 - (a) Notwithstanding the provisions of clause 4(i) hereof with regard to the date of the election of a Warden, when the office is about to become vacant at a known date by resignation or retirement, and provided that the Warden and Fellows shall have authorized such a course at a Stated General Meeting, an election may be made not more than eighteen calendar months before the date of the vacancy by the same procedure as if the office of Warden had already become vacant.

Such election shall take effect from such date as has been notified for the resignation or retirement of the Warden.

- (b) The Warden shall have no vote and take no part in a pre-election.
 - (c) If before taking office, a pre-elected Warden dies or gives written notice to the Warden of his or her intention not to take office as Warden then the Fellows may proceed to pre-elect another Warden.
 - (d) Clause 8 of this Statute and Statute XIV, Part VII shall apply to a pre-elected Warden.
5. The Warden shall reside in the College for seven calendar months in each year including six weeks at least in each full term.

Provided that, in case of the Warden's sickness, or for any other urgent cause, the Warden and Fellows may dispense with his or her obligation to reside for such a period and on such conditions as they may judge to be required by the necessity of the case; but no such dispensation shall, without the consent of the Visitor, be granted for a longer time than two months in any one academic year.

- 6.
- (i) The Warden shall receive such annual stipend as the Warden and Fellows may from time to time determine, and shall also be entitled to the use of his or her lodgings free of rent and property taxes, necessary repairs and reasonable running costs being defrayed by the College.
 - (ii) The Warden shall in addition be entitled to receive annually a sum, the amount of which shall from time to time be determined by the Warden and Fellows, as an allowance to meet the expenses of entertainment and other expenses of whatever nature incurred by him or her by reason of his or her tenure of office.
 - (iii) Without prejudice to any vested rights under a previous Statute, the Warden shall participate in the Universities Superannuation Scheme (U.S.S.) unless exercising an option not to participate given by the prevailing Acts of Parliament relating to pensions and pension schemes. The benefits therefrom may be increased as determined by the Fellows at a Stated General Meeting but consistently with the provisions of the U.S.S.

- 7.
- (i) Subject to the provisions of these Statutes, the Warden shall hold his or her office until the Thirtieth day of September next following the day on which he or she has attained the age of seventy years, or if he or she attains that age on September Thirtieth, then until that day.
 - (ii) Notwithstanding the provisions of Clause 7(i) hereof the Warden may at any time give at least eighteen calendar months written notice to the Sub-Warden (or in his or her absence the next Senior Fellow in the order of precedence) of his or her intention to resign before the expiration of his or her term of office, and that date, being the one specified in the notice as that on which he or she intends to vacate office, shall be deemed the date when the office becomes vacant, such notice not to be withdrawn by the Warden without the consent of the Fellows at a Stated General Meeting.

8. If at any time the Warden becomes permanently incapable of performing the duties of his or her office, the Visitor may, on the petition of the Warden presented with the consent of a majority of the Fellows present at a meeting specially summoned, order that the Warden shall be permitted to retire from his or her office.
- 9 The Warden may with the approval of the Fellows at a Stated General Meeting be absent and for the period of such absence released from his or her duties as Warden including that of residence upon conditions from time to time laid down in the By-Laws made pursuant to Statute VI.8.

IIA. ACTING WARDEN OR WARDENS

1. If for any reason approved by the College it appears that it will be impracticable for the Warden to perform the duties of his or her office for a limited period of time the Warden and Fellows shall have power to appoint any person or two or more persons in succession as Acting Warden or Acting Wardens respectively to act in place of the Warden during such period.
2. No person shall be appointed Acting Warden except with the consent of the Warden and by the votes of not less than two-thirds of those present and voting at the time of appointment.
3. Any person appointed Acting Warden if not a Fellow at the time of his or her appointment or if a Fellow who would retire from his or her Fellowship during his or her tenure of office as Acting Warden shall by virtue of such tenure be or continue to be a Fellow under this Statute.
4. If the Warden shall die or retire or the Wardenship shall otherwise become vacant during the tenure of office of an Acting Warden the Acting Wardenship shall terminate forthwith.
5. During the tenure of office of an Acting Warden the Warden shall remain the Head of the College and shall continue to take precedence over all members thereof and shall continue to enjoy such rights and privileges, perform such duties, exercise such powers, and receive such emoluments (if any) as may be expressly reserved to him or her but save as aforesaid the Warden shall not enjoy the rights and privileges or perform the duties or exercise the powers or receive the emoluments of the office of Warden and the Acting Warden shall perform the said duties and exercise the said powers in all respects as if he or she were Warden and the power of the Acting Warden shall extend to all the acts which the Warden is by these Statutes authorized or directed to do.
6. The mode of appointment, period and conditions of tenure of office, rights, privileges, duties, powers and emoluments of any Acting Warden, and the rights, privileges, duties, powers and emoluments expressly reserved to the Warden during any Acting Wardenship shall be such as the Warden and Fellows may consistently with the foregoing provisions of this Statute from time to time with the consent of the Warden determine.

III. THE FELLOWS

1.

- (i) The College's Fellowships are as follows: Examination (cl. 2(i)), Examination ("London") (cl. 2(ii)), Examination (Research) (cl. 2(iii)), Post-Doctoral Research (cl. 3), Research (cl. 4), Senior Research (cl. 5), Special Research (cl. 6), Extraordinary Research (cl. 7), Two-Year (cl. 8), College Officer (cl. 9), Fifty-Pound (cl. 10), Distinguished (cl. 11), Honorary (cl. 12), University Officer (cl. 13), Emeritus (cl. 14), University Academic (cl. 15), Visiting (cl. 16).
- (ii) All Fellows are required as a condition of their Fellowship to commit themselves to the interests of the College as a place of learning and to the promotion of the highest standards in scholarship, in education and, in ways that may include service outside the University, in society generally. Fellows are bound to use their best endeavours to promote those objects.
- (iii) Examination Fellows (Research) (Statute III, cl. 2(iii)), Post-Doctoral Research Fellows (Statute III, cl. 3), Research Fellows (Statute III, cl. 4), Senior Research Fellows (Statute III, cl. 5), Special Research Fellows (Statute III, cl. 6), and Extraordinary Research Fellows (Statute III, cl. 7) shall, subject to the express provisions of Statute III hereof and to any By-Law in that behalf, engage in advanced study, scholarship and research in the University or (with the leave of the Warden and Fellows first obtained) elsewhere; and, save in the case of Extraordinary Research Fellows, such engagement shall be substantially a full-time employment.
- (iv) The Warden and Fellows may by By-Law impose any conditions limiting or directing teaching or other work undertaken in the University or elsewhere by Examination Fellows (Research) (Statute III, cl. 2(iii)), Post-Doctoral Research Fellows (Statute III, cl. 3), Research Fellows (Statute III, cl. 4), Senior Research Fellows (Statute III, cl. 5); and may, if the Academic Purposes Committee so recommends, vary the limit in any individual case.
- (v)
 - (a) The Warden and Fellows may from time to time resolve at a Stated General Meeting to designate or exclude classes of Fellowship in the terms of Statute XIV, cl. 3(i)(a)-(b). They may also resolve at the time of election to designate individual Fellows whose class of Fellowship is excluded from the provisions of Statute XIV. Such designation of individuals, once made, shall not be altered unless the circumstances of the individual's tenure of the Fellowship are substantially altered in a material respect.
 - (b) If it appears to the Warden or if it is represented to the Warden in writing by three or more Fellows that there are grounds for believing that a Fellow not subject to the provisions of Statute XIV has been guilty of conduct of a scandalous or disgraceful nature or has been convicted of a criminal offence of such a nature as to render a Fellow unfit to hold a Fellowship of the College; or has become unable for medical or other reasons to perform the duties prescribed by these Statutes or by By-Laws then it shall be lawful for the Visitor, after due inquiry held upon the petition of a majority of the Warden and Fellows present

at a Meeting specially called, with notice of the business to be transacted, to expel the said Fellow from the Fellowship. It shall be the duty of the Warden, on receipt of a requisition signed by not fewer than three Fellows, to call such meeting, giving not less than a fortnight's notice thereof.

(vi)

- (a) Fellows who are subject to Statute XIV are elected for periods of five or seven years according to the relevant clauses of Statute III.
- (b) The date on which the Fellowship of a Fellow who takes family leave under cl. 17(ii)(g) terminates shall, at the request of that Fellow, be extended for a period no longer than the period of leave.
- (c) The Warden and Fellows, on the recommendation of the General Purposes Committee, may at a Stated General Meeting by a simple majority of those present and voting extend the period of Fellowship of a Fellow who has been granted leave to intermit for a specified period for grave and exceptional reasons, such extension being for a period no longer than the period of leave.
- (d) The rights and duties of Fellows whose Fellowships are extended in accordance with the terms of cl. (b) above shall, during the period of extension, be those of the class of Fellowship to which the Fellow belongs immediately preceding the period of extension. The Warden and Fellows shall establish by By-Law the rights and duties of Fellows during the periods of leave referred to in cl. (c) above.

(vii) Except as provided in sub-clause (viii) below, the College shall regulate by By-Law any normal date of retirement of Fellows and the criteria and procedures for determining extensions to it.

(viii)

- (a) A Fellow who holds a non-renewable Fellowship on a term which ends after the normal retirement date shall retire at the normal retirement date, unless the College agrees an extension as provided by By-Law
- (b) A Fellow who holds a University post shall retire from Fellowship when the University post ends.
- (c) Distinguished Fellows shall have a separate normal date of retirement which shall be regulated by By-Law.

(ix) The Sub-Warden for the time being shall have precedence in the College next to the Warden. The Fellows shall take precedence in the College according to the date of their election (or the date on which they take up the University posts that qualify them for admission), except that in the case of the election of persons who have been Fellows the Warden and Fellows may at the time of election determine the rank which the person elected shall hold in the College without reference to the date of election. Unless the College resolves otherwise, a person elected to a Fifty-Pound Fellowship (Statute III, cl. 10) within one year of ceasing to hold an Examination Fellowship (Statute III, cl. 2) or a Post-Doctoral Fellowship (Statute III, cl. 3) shall

have precedence in the College according to the date of original election under cl. 2(i) or cl. 3 as the case may be.

- (x) A Fellow of the College who is elected to a University Academic post to which a Fellowship of the College is attached, and any person holding a Fellowship of one class or description, who is elected to a Fellowship of another class or description, shall vacate the Fellowship previously held.
- (xi) No Fellowship in the College (other than a Visiting, Honorary or Emeritus Fellowship) shall be tenable with a Headship or Fellowship in any College within the University, other than an unpaid Fellowship carrying no seat on the Governing Body.

2.

(i)

- (a) The Warden and Fellows shall if practicable and subject to sub-clause (d) below elect two such Fellows every year on the Saturday next before the day on which the Commemoration of the Founder and Benefactors is celebrated in the manner prescribed by these Statutes and By-Laws; provided that the number of persons holding Examination Fellowships shall not exceed twenty-one in any academic year.
- (b) The Warden and Fellows shall from time to time regulate by By-Law the conditions under which a person may be a candidate for election to a Fellowship of this class.
- (c) The Warden and Fellows shall elect the candidates who, on the basis of an examination conducted in accordance with By-Laws from time to time in force, appear to them to be of the greatest merit and most fit to advance the purposes of the College as set out in Statute III, cl. 1(ii).
- (d) If there is no candidate for a Fellowship of this class, whom on the results of the examination the Warden and Fellows judge to be of sufficient merit for election, they shall not be bound to proceed to an election. If there are three or more candidates for a Fellowship of this class whom on the result of the examination the electors judge to be of sufficient merit for election, the Warden and Fellows may in their discretion elect more than two Fellows, but shall not be bound to do so.
- (e) Fellowships awarded under the foregoing clauses shall be tenable for two years from the day of election or such other date within a year of the day of election as agreed by the Warden and Fellows. At the end of that period the Fellowship shall be tenable for a further five years from the expiry of the first two years, but no longer, under the terms of Statute III, cl. 2(ii) or with the approval of the College under cl. 2(iii) below.
- (f) Provided that the aforesaid periods if running from the day of election and not from a deferred date agreed under cl. 2(i)(e) above shall always be adjusted so as to expire at the end of the day on which is held (or would in normal circumstances be held) the second or seventh Election Meeting (as the case may

be) after the Meeting at which the Fellow in question was elected to an Examination Fellowship (Statute III, cl. 2).

(ii)

- (a) Any Fellow elected under cl. 2(i) may, with the approval of the College, be elected to a Fellowship under this clause for a further five years from the expiration of the first two years, but no longer, subject to the requirements of Statute III, cl. 1(iii).
- (b) A Fellow elected under this clause may be elected, with the approval of the College, to a Fellowship under cl. 2(iii).

(iii)

- (a) Any Fellow elected under the provisions of cl. 2(i) or 2(ii) may at any time during the tenure of such Fellowship submit in writing to the Warden and Fellows proposals for some definite scholarly work in the College or the University or, under the direction of the College or the University, elsewhere. The Warden and Fellows may elect without further examination any Fellow who has submitted such proposal to a Fellowship tenable for such period commencing not before the expiration of two years, and ending not later than the expiration of seven years, subject to the proviso in cl. 2(i)(f) above, from the day of original election, as the Warden and Fellows shall determine, with an annual emolument of such amount as the College shall from time to time prescribe.
- (b) If it appears that a Fellow elected under this sub-clause is no longer engaged on the scholarly work approved by the College the Warden and Fellows may elect the Fellow to a Fellowship under cl. 2(ii) above.

3.

- (i) The Warden and Fellows may at a Stated General Meeting by the votes of two-thirds of those present and voting resolve to elect after advertisement to a Post-Doctoral Research Fellowship such number of persons as they shall specify in the resolution who have shown ability to engage in original research. The Warden and Fellows shall elect the candidate or candidates who appear to them to be of the greatest merit and most fit to advance the purposes of the College as set out in Statute III, cl. 1(ii).
- (ii) The Warden and Fellows shall from time to time regulate by By-Law the conditions under which a person may be a candidate for election to a Fellowship of this class.
- (iii) If the Warden and Fellows judge that there are fewer candidates than the number determined under cl. 3(i) above of sufficient merit for election they shall not be bound to proceed to an election.
- (iv) A Post-Doctoral Research Fellowship shall be tenable for five years from the date of election or from such later date as the Warden and Fellows may determine.
- (v) A Fellow elected under this clause who wishes to conduct advanced study, scholarship or research elsewhere than in Oxford shall be entitled, on the recommendation of the Academic Purposes Committee, to intermit the Fellowship for a single period of not less than twelve months nor more than twenty-four months; in which case the Fellowship shall be tenable for an equivalent additional period after

the expiry of five years. During any period of intermission the Fellows shall be in all respects under these Statutes and By-Laws made thereunder in the same position as an Emeritus Fellow.

4.

- (i) The Warden and Fellows may from time to time elect after advertisement to Research Fellowships persons who are well qualified to engage in original research.
- (ii) Such Fellows shall be elected for a period of not more than seven years.

5.

- (i) The Warden and Fellows may at a Stated General Meeting by the votes of two-thirds of those present and voting resolve to elect after advertisement to a Senior Research Fellowship such number of persons as they shall specify in the resolution who have attained distinction in some branch of knowledge, which may be specified in the resolution, and who are most able to advance the purposes of the College as set out in Statute III, cl. 1(ii).
- (ii) Such Fellows shall be elected for a period of not more than seven years and, on evidence of satisfactory achievement, may be re-elected from time to time for further periods of not more than seven years.

6.

- (i) The Warden and Fellows may from time to time elect to Special Research Fellowships persons who have attained outstanding distinction in some branch of knowledge, and who are most able to advance the purposes of the College as set out in Statute III, cl. 1(ii).
- (ii) Such Fellows shall be elected for a period of not more than seven years and may be re-elected for further periods of not more than seven years.

7.

- (i) The Warden and Fellows may elect from time to time to an Extraordinary Research Fellowship any person who in their judgement is qualified to be a Fellow of the College in the terms of Statute III, cl. 1(ii) and who undertakes to prosecute in the College or the University or, under the direction of the College or University elsewhere, some definite literary or scientific work which shall be specified in the Resolution at the time of election and which does not require full-time commitment.
- (ii) Fellowships awarded under this clause shall be tenable for not more than seven years. A Fellow elected under this clause may be re-elected in like manner and under like conditions from time to time.

8.

- (i) The Warden and Fellows may from time to time elect to a Fellowship tenable for up to two years any person (not being a Fellow of another Oxford college) who has been a Fellow or a Visiting Fellow and is able to advance the purposes of the College as set out in Statute III, cl. 1(ii).
- (ii) The obligations of such Fellows shall be as specified in the By-Laws.

- (iii) The number of Fellows elected under this clause shall not exceed two in any academic year.
- (iv) A Fellow elected under this clause may in special circumstances be re-elected in like manner and under like conditions from time to time.

9.

- (i) The Warden and Fellows may elect to a Fellowship:
 - (a) Any one person whose services they may require as Estates Bursar.
 - (b) Any one person whose services they may require as Domestic Bursar.
 - (c) Any one person whose services they may require as Chaplain.
 - (d) Any one person whose services they may require as Librarian.
- (ii) Such Fellows shall be elected for a period of not more than seven years and may be re-elected for further periods of not more than seven years.

10.

- (i) The Warden and Fellows may from time to time elect to a Fellowship tenable for seven years any person who has been a Fellow and whom it is in the interests of the College to retain or bring back as a Fellow. A Fellow elected under this clause may be re-elected in like manner and under like conditions from time to time. Provided that the aforesaid period of seven years shall always be adjusted so as to expire at the end of the day on which is held the Stated General Meeting nearest the date on which it would have expired.
- (ii) The number of Fellowships tenable under this clause shall not exceed twelve at any one time.

11.

- (i) The Warden and Fellows may from time to time elect to a Fellowship tenable for seven years any person who, having been a Fellow, has attained distinction in the service of the Crown, in the profession of the law, or in literature, science, art, education, or public affairs.
- (ii) No emolument shall be attached to these Fellowships; but the holders of them shall in respect of rooms, the right to battel and in all other respects, have the same rights and privileges as other Fellows, except that they shall not be entitled to reside permanently in College.
- (iii) The number of such Fellows shall never exceed ten at any one time. A Fellow elected under this clause may be re-elected in like manner and under like conditions from time to time, provided that no such Fellow may be re-elected to a further term after the age of 80 years.
- (iv) A Fellow elected under this clause, reaching the limit imposed in the proviso in sub-clause (iii) above, may be elected to an Honorary Fellowship.

12. The Warden and Fellows may from time to time, at any Stated General Meeting, elect distinguished persons to Honorary Fellowships within the College. Persons so elected shall be termed Honorary Fellows, and shall not be entitled to vote on any occasion as

Fellows or to receive any emolument, but shall be entitled to enjoy such other privileges and advantages as the Warden and Fellows 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 Warden and Fellows from time to time. Honorary Fellows shall not, in the construction of these Statutes, be counted among the Fellows of the College, nor Honorary Fellowships among the Fellowships of the College.

13.

- (i) The College may elect persons holding an office in the University which is designated by University Statute to qualify the holder for a College Fellowship to a University Official Fellowship. The Fellowship shall end when the Fellow's tenure of the University Office ends. A Fellowship under this clause shall carry no stipend.
- (ii) If the Warden and Fellows shall in respect of any particular election under Statute III cl. 13(i) so decide by resolution passed by a two-thirds majority of those present and voting at a Stated General Meeting a Fellowship under this clause shall not carry with it the right to attend and vote at College meetings.

14. The Warden and Fellows may elect from time to time to an Emeritus Fellowship any former Fellow of the College, provided that no-one shall be eligible for such a Fellowship who has not been a Fellow of the College for at least seven years in all. The conditions of eligibility, the procedure for elections, the conditions of tenure, and privileges attaching to Emeritus Fellowships shall be regulated by By-Law; provided that (i) the privileges of Emeritus Fellows shall not exceed those of Honorary Fellows and (ii) election to an Emeritus Fellowship shall not preclude subsequent election to a Fellowship of another category. Emeritus Fellows shall not, in the construction of these Statutes, be counted among the Fellows of the College, nor Emeritus Fellowships among the Fellowships of the College.

15.

- (i) Every Professor, Reader, and Lecturer whose Chair or other post is allocated by the Council of the University to the College shall, with the approval of the College, subject to any By-Law in that behalf, be admitted to a Fellowship under this clause. The Fellowship shall end when the Fellow's tenure of the University Chair or other post ends.
- (ii) The Warden and Fellows may, if they think fit, enter into an agreement with the University with regard to a Fellowship (under the name of a Faculty Fellowship or any other name) the emoluments of which are to be provided partly by the College and partly by the University, and the holder of which is to be chosen by an electoral board on which the College is represented. The Warden and Fellows may elect the person so chosen to a Fellowship under this clause for such period or term as shall be agreed with the University. The emolument of such Fellowship shall be such amount as shall be agreed with the University and approved by the College at a Stated General Meeting, and may with such agreement and approval be varied from time to time.

16.

- (i) The College may from time to time make elections to Visiting Fellowships. Visiting Fellows shall engage in advanced study, scholarship and research in the University. A Visiting Fellowship shall carry with it all the rights of a Fellowship except the right to reside in College and the right to attend College Meetings, but no person shall, by virtue of holding or having held a Visiting Fellowship, acquire any of the rights accruing under these Statutes to former Fellows, except that they shall be eligible for election under cl. 8 above.
- (ii) In electing to a Visiting Fellowship the College may impose conditions as to residence.
- (iii) A Visiting Fellow shall be elected for a period of not more than one year. The College may for special reasons re-elect a Visiting Fellow for a further period or periods of not more than one year whether or not following immediately after a previous period, provided that a Visiting Fellowship may not be held by any person for a total period of more than two years. Nothing in this clause shall bar a person who has held a Visiting Fellowship from Membership of Common Room or the holding of a Fellowship under any other clause of this Statute.
- (iv) The College may by By-Law lay down the classes of persons from which Visiting Fellows may be drawn, and the principles upon which their selection is to be based.
- (v) The College may by By-Law delegate all or any of its powers in relation to Visiting Fellows to a Visiting Fellowships Committee to be constituted and appointed as provided by By-Law.
- (vi) Visiting Fellows shall not, in the construction of these Statutes, be counted among the Fellows of the College, nor Visiting Fellowships among the Fellowships of the College.
- (vii) The College may make payments by way of grant or allowance to Visiting Fellows. This power may be delegated to the Domestic Bursar in consultation with the Dean of Visiting Fellows.

17.

- (i) The Warden and Fellows shall not make payments to or for the benefit of Fellows except as provided below and as provided in cl. 16(vii).
- (ii) Subject to the provisions of the College's Conflict of Interest Policy and Code the Warden and Fellows shall have the power to:
 - (a) establish and vary from time to time the stipends and other benefits attached to any eligible class of Fellowship by the following procedure:

The Warden and Fellows shall each year at the Michaelmas Meeting consider recommendations from the General Purposes Committee as advised by the Remuneration Committee and Estates and Finance Committee for the level of emoluments and allowances payable in accordance with these Statutes. Such recommendations may be accepted by a simple majority of those present and voting; or they may, on one occasion, be referred back to the Committee for reconsideration.

- (b) establish and vary from time to time the stipends and other benefits attached to College Offices including but not limited to those held by Fellows elected under cl. 9 above.
 - (c) establish and vary from time to time additional academic allowances to such classes of Fellow as may be regulated by By-Law.
 - (d) establish and vary from time to time, in accordance with By-Law, additional allowances for housing outside the curtilage.
 - (e) make additional grants to Fellows to cover exceptional research or other expenses related to their discharge of the duties of their Fellowship; this power may be delegated by By-Law.
 - (f) make grants to cover the relocation expenses of Post-Doctoral Research Fellows (Statute III, cl. 3), Senior Research Fellows (Statute III, cl. 5) and College Official Fellows (Statute III, cl. 9). This power may be delegated by By-Law.
 - (g) make payments to Fellows in respect of family leave taken in accordance with the University's conditions, as approved from time to time by the Warden and Fellows.
 - (h) make payments to Fellows for the performance of such additional duties as they may undertake with the approval of the Warden and for the benefit of the College; such payments to be determined by the Warden after consultation with the Domestic Bursar and Remuneration Committee.
 - (i) make repayments to any Fellow who has incurred reasonable expenses on College business, including travelling. This power may be delegated to the Domestic Bursar.
 - (j) Contribute to the University Superannuation Scheme or any other appropriate pension scheme applicable from time to time in respect of the Warden and of Examination Fellows (Statute III, cl. 2(i), cl. 2(iii)), Post-Doctoral Research Fellows (Statute III, cl. 3), Research Fellows (Statute III, cl. 4), Senior Research Fellows (Statute III, cl. 5), College Official Fellows (Statute III, cl. 9) and, in appropriate cases, Special Research Fellows (Statute III, cl. 6) and University Academic Fellows (Statute III, cl. 15).
 - (k) defray or contribute to the reasonable costs of medical or disability insurance for Fellows and their dependants.
- (iii) The Warden and Fellows shall make By-Laws to:
- (a) vary the stipends of individual Examination Fellows (Statute III, cl. 2(i), cl. 2(iii)), Post-Doctoral Research Fellows (Statute III, cl. 3), Senior Research Fellows (Statute III, cl. 5) and College Official Fellows (Statute III, cl. 9) and, in appropriate cases, Special Research Fellows (Statute III, cl. 6), to take account of earnings from other employers;
 - (b) establish procedures to vary the stipends in any academic year of Examination Fellows (Statute III, cl. 2), Post-Doctoral Research Fellows (Statute III, cl. 3), Research Fellows (Statute III, cl. 4), Senior Research Fellows (Statute III, cl. 5), Special Research Fellows (Statute III, cl. 6), and Extraordinary Research Fellows

(Statute III, cl. 7) according to whether or not they give lectures, conduct seminars or hold classes in the University;

- (c) establish a Remuneration Committee to provide advice on issues relating to Fellows' remuneration and allowances.
- (iv) The Warden and Fellows may make grants in support of specified academic work to former Examination Fellows (Statute III, cl. 2 (ii) and (iii)) and Post-Doctoral Fellows (Statute III, cl. 3) provided that such grants shall be payable only in respect of periods of not more than two years after they have retired from Fellowship and provided they are in need of such support; such power, in individual cases, being delegated to the Academic Purposes Committee.

IV. ELECTION OF ASSOCIATE MEMBERS

1. The Warden and Fellows may, from time to time, at any Stated General Meeting, elect Distinguished Senior Students, temporarily resident in Oxford and engaged in study or research, as Members of the College not on the Foundation. Persons so elected shall be termed 'Associate Members' and shall not be entitled to receive any emolument.
2. The conditions of eligibility to and tenure of Associate Memberships and the mode of election thereto, and the privileges and advantages attached thereto, may be determined by By-Laws made from time to time for that purpose by the Warden and Fellows.

V. CHICHELE LECTURERS

The Warden and Fellows may from time to time appoint a Lecturer or Lecturers who shall deliver a lecture (or course of lectures), to be called the Chichele Lecture (or Lectures), on such subject or in such field as the Warden and Fellows shall from time to time determine. The conditions attaching to the Lecturership, and the procedure for electing the Lecturer or Lecturers, shall be determined by By-Law.

VI. THE GOVERNMENT OF THE COLLEGE

1. There shall be at least two Stated General Meetings of the Warden and Fellows in every year, on such days as the Warden and Fellows may appoint.
2. The vote of the Warden shall be counted as two votes when any vote is taken at a College Meeting, including a vote on the election of Fellows. Subject to the foregoing provision and to the provisions of Section 7 of the Universities of Oxford and Cambridge Act, 1923, and except in cases in which a specified proportion of votes or persons is made requisite by the Statutes or By-Laws, a question arising at any College Meeting shall be determined by a majority of the votes of those present and voting. Whenever the votes are equal, the Warden, Sub-Warden, or other Fellow presiding at the meeting shall have an additional or casting vote.
3. The Warden and Fellows may from time to time make and vary By-Laws for regulating the proceedings at College Meetings, and for determining what business shall be transacted thereat, and for fixing (if they think fit) the notice to be given before holding any meeting or before bringing forward any question.
4. The College Officers shall be the Sub-Warden, two Deans, a Bursar or Bursars, the Librarian, the Academic Secretary, the Dean of Visiting Fellows and the Steward of the Common Room: provided always that if there is only one Bursar, reference in these Statutes to the Estates Bursar shall refer to that Bursar.
 - (i) The Sub-Warden shall act in the place of the Warden during his or her absence, and in the absence of the Warden and Sub-Warden the Senior Fellow in the order of precedence may so act; and the power of the Sub-Warden or other Fellow of the College so acting shall extend to all the acts which the Warden is by these Statutes authorized or directed to do, provided that his or her vote at a College Meeting shall not be counted as two votes. The Sub-Wardenship shall be tenable for two years.
 - (ii) The office or offices of Dean shall be tenable for a year, but they may be reappointed.
 - (iii) The Bursars shall have the care of the property and expenditure of the College.
 - (iv) The offices of Bursar and Librarian shall be tenable for seven years and the holder may be reappointed.
 - (v) The office of Academic Secretary shall be tenable for a year but he or she may be reappointed. The duties of such office and the conditions applicable thereto shall be laid down by By-Law.
 - (vi) Provided that no-one shall hold either such office after the normal retirement date for Fellows unless the Warden and Fellows shall resolve by the votes of not less than two-thirds of the number of persons present and voting to continue him or her in office for a further period of not more than three years from that date. The Warden and Fellows may so continue in office the Bursars or Librarian from time to time but no such further period shall extend beyond three years from that date.

5. The Warden and Fellows may from time to time regulate as they think fit the duties and reasonable emoluments of the Officers of the College, and the mode of their appointment or election, and may abolish existing offices, and institute such new offices as they may deem necessary for the better management of the affairs of the College, and may assign to such new offices such duties and reasonable emoluments as the Warden and Fellows, as advised by the Remuneration Committee, may think proper.
6. The Warden and Fellows may from time to time, at Stated General Meetings, make Regulations for the appointment and payment of a Chaplain or Chaplains from among the Fellows or otherwise, and subject to and in accordance with the provisions contained in Section 6 of the Universities Test Act, 1871, for the performance of Divine Service according to the Liturgy of the Church of England within the College Chapel at such times as they think proper, and for attendance on the same; but the Visitor shall have power to disallow and annul any such Regulations, or any variation thereof.
7. The Warden and Fellows shall establish:
 - (i) A General Purposes Committee to initiate business for consideration by the College, to advise the College on questions of general policy, to receive reports from other Committees, to take decisions on behalf of the College within delegated authority, and to ensure compliance with regulatory and governance requirements. Its functions, powers, and membership shall be specified by By-Law.
 - (ii) An Audit Committee to scrutinise the effectiveness of the internal and external audit functions, and to provide general oversight of processes for financial reporting and for compliance with regulatory and governance requirements. Its functions, powers and membership shall be specified by By-Law.
 - (iii) A Remuneration Committee to make recommendations on issues relating to Fellows' remuneration and allowances. Its specific functions, powers, and membership shall be specified by By-Law.
8. The Warden and Fellows may from time to time make and vary By-Laws not inconsistent with these Statutes to regulate the management of the College, the mode of conducting the business of the College, the implementation or administration of any of the provisions of these Statutes or of any provision of general law or rule or regulation of the University of Oxford applicable to the College, ensuring or monitoring compliance with any of the foregoing or the better performance by the College of its functions. Without prejudice to the generality of the foregoing, they may make By-Laws:
 - (i) for the establishment of additional Committees and for the delegation by the College to those Committees or to Officers of the College of powers exercisable by the College by virtue of these Statutes or by any By-Laws or otherwise save where the Statutes or By-Laws specify that the power shall be exercisable by the Warden and Fellows or general law so requires;
 - (ii) in relation to disciplinary procedures applicable to Fellows and the imposition on them of sanctions, including fines and reduction of emoluments for breaches of obligations imposed by any of the provisions of the Statutes or By-Laws;
 - (iii) to ensure and monitor compliance by Fellows to whom Statute XIV applies of their obligation to treat their Fellowship as their substantially full-time employment

subject to such derogations from that obligation as the Statutes and any By-Law may permit and for such reduction of emoluments on account of a Fellow's receipt of earnings from other activities as may be determined pursuant to procedures prescribed by By-Law;

(iv) for the establishment of quorums and the majorities required at, and the periods of notice required for, meetings where such quorums, majorities and periods are not specified by any of these Statutes.

9. Notices under these Statutes may be given to any person by letter or email at his or her usual or last-known address; and the non-receipt of a notice shall not invalidate the proceedings at any Meeting to which the notice relates.

VII. PENSIONS

1. Except as hereinafter provided, the Warden and Fellows shall effect a pension upon the life of Examination Fellows (Statute III, cl. 2), Post-Doctoral Research Fellows (Statute III, cl. 3), Research Fellows (Statute III, cl. 4), Senior Research Fellows (Statute III, cl. 5), College Official Fellows (Statute III, cl. 9) , and in appropriate cases Special Research Fellows (Statute III, cl. 6) and University Academics (Statute III, cl. 15) within four months of their election under the scheme known as the Universities Superannuation Scheme (U.S.S.) unless a Fellow shall exercise an option not to participate given by the prevailing Acts of Parliament relating to pensions and pension schemes. The Warden and Fellows shall deduct from the annual emoluments as hereinafter defined of each assured person the appropriate premiums for membership of the U.S.S. and shall pay these sums together with a sum out of revenues of the College appropriate to the U.S.S. rates prevailing at the time, as the premiums on the said policies and shall conform in regard to all other matters concerned with the pensions to the regulations of the U.S.S. The transference to the College of a policy or policies and the continuation thereof effected under the Federated Superannuation Scheme by some other institution upon the life of a Fellow shall be deemed to be equivalent to the effecting by the College of a pension through membership of the U.S.S.
2. The Warden and Fellows may make such By-Laws as they may from time to time think fit for the administration of the U.S.S.
3. If it shall appear to the Warden and Fellows that owing to his or her age at the date of his or her election or to any other special circumstances no adequate provision for the pension of a Fellow can be made by means of membership within the U.S.S., they may with his or her consent contribute a sum equivalent to the employer's prevailing contribution rate to the U.S.S. towards the Fellow's personal pension plan.
4.
 - (i) For the purposes of clauses 1 and 3 the annual emolument of an assured person shall be deemed to include the emoluments of any Fellowship or College office held by him or her.
 - (ii) Clauses 1 and 3 shall cease to apply to an Examination Fellow (Statute III, cl. 2) after the expiration of two years from the date of his or her election unless he or she is re-elected under cl. 2(iii).
5. The Warden and Fellows may, if they think fit, set apart out of the revenues of the College an annual sum to form a Pension Fund for the payment of pensions to former Fellows in receipt of a pension under the U.S.S. or F.S.S.U., Chaplains and Employees of the College and the widows and dependants of such employees and also for the payment of any pension to be provided under these Statutes for the Warden. The formation of this fund (if any) and its application shall (subject to the provisions of these Statutes) be regulated by By-Laws to be made by the Warden and Fellows, and the Trust Deed and Rules of the Scheme so established.

No such pension shall be granted under the powers of this clause, nor shall any such pension continue to be paid, to any person to whom a pension shall have been granted,

either under the powers of these Statutes or otherwise, upon the retirement from any Professorship in the University.

6.

- (i) The Warden and Fellows may grant to any College Official Fellow (Statute III, cl. 9), Fifty-Pound Fellow (Statute III, cl. 10) or Emeritus Fellow (Statute III, cl. 14) on his or her retirement a pension (additional to any provision made under clause 1 or clause 3 of this Statute) of such amount as they shall think fit, and from time to time alter the amount of any pension so provided. Every grant made under this clause shall be made under conditions to be prescribed by By-Law.
- (ii) The Warden and Fellows may from time to time, by a resolution of a Stated General Meeting, grant to any retiring Chaplain of the College who shall have held his or her Chaplaincy, or successively and without interruption (no period less than a consecutive period of one year being reckoned as an interruption) two or more of such Chaplaincies for a period of not less than twenty years before attaining the normal age of retirement of Fellows, or such later age as the Warden and Fellows may for any special reason determine in any case, a pension of an amount not exceeding one-half of his or her emoluments when he or she vacated his or her Chaplaincy. For the purposes of this clause his or her emoluments shall be deemed to include the emoluments of any Fellowship held by him or her as Chaplain.

VIII. THE LIBRARY, ROOMS AND ALLOWANCES

1. The Warden and Fellows may in every year set apart out of the revenues of the College such sum as they may think proper, to be applied in maintaining and improving the Library of the College, and in payment of expenses connected therewith.
2. The College shall so far as practicable provide and maintain suitable lecture rooms and studies for the use of Fellows.
3. Subject to the following provisions, the Warden and Fellows shall have the free disposal of all the rooms within the College:
 - (i) No Fellow shall have rooms assigned to him or her unless he or she has declared an intention to reside, or shall be permitted to retain rooms after he or she has ceased to reside, unless he or she is serving the College as Bursar or Librarian, in which case the Warden and Fellows may, if they think fit, assign rooms to him or her though not actually resident. They may also, if they think fit, assign rooms to any Fellow acting as Chaplain. They may further set apart rooms for temporary occupation by non-resident Fellows when in Oxford, and may, if they think fit, permit rooms to be occupied by persons not being Fellows who are engaged in study and temporarily resident in Oxford.
 - (ii) For the purpose of this clause residence means pernoctation within the College walls for an aggregate period of not less than thirteen weeks in the academical year.
4. The Warden and Fellows may, if they think fit, set apart and allow such moderate sum of money from the corporate revenues of the College as the cost of food may from time to time render advisable for the provision of a common College luncheon and dinner, whether in Hall or in some public room of the College, of which the Warden and each of the Fellows of the College and also each Honorary Fellow shall be entitled to partake without charge.

IX. FORM OF ACCOUNTS AND AUDIT

1. The Warden and Fellows shall cause proper records of accounts to be kept, in which shall be entered:
 - (i) All receipts and payments on account of or authorized by the College, whether from and to persons being members of the College or from and to any person whomsoever;
 - (ii) All debts and liabilities contracted by or to the College or by or to any person on account or by authority of the College;
2. The records shall include:
 - (i) 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 and the accounts to which the same are standing;
 - (ii) 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;
 - (iii) A cash book or cash books containing a record of all cash transactions;
 - (iv) A ledger or ledgers;
 - (v) 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.
4. The College accounts shall be audited once at least in every year. The Warden and Fellows shall appoint for that purpose an Auditor or Auditors. One person so appointed shall be a professional Accountant. The Auditor or Auditors shall report in writing to the Warden 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 Sheets 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 Auditor to report specially as to any payment which they, he or she 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.
5. The Warden 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 any Statute of the University made or to be made under the like authority and the certificate shall be signed by the Auditor or Auditors aforesaid.

6. The Warden and Fellows shall, on or before a date prescribed as aforesaid, furnish to the University such information as may be required for determining the amount to be paid by the College as a contribution for University purposes under any Statute of the University made or to be made under the powers of the Universities of Oxford and Cambridge Act, 1923.

X. ACCOUNTS AND DISPOSAL OF REVENUE

1. The Estates Bursar shall at the December Meeting, or at such other times as the Warden and Fellows may by By-Law appoint, present accounts made up to such preceding date as the College may from time to time determine.
2. 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, or the Universities of Oxford and Cambridge Act, 1923, for enabling or requiring the colleges to make contributions out of their revenues to University purposes, and to the payment of the charges imposed thereby.
3. Income arising from any endowment, benefaction, or trust, and applicable to the maintenance of any Fellowship within the College, or to any other purpose for the benefit of the College or of the Head or any member of it (including any fund for the purchase of advowsons), shall be liable to contribute to the payment of any charges for University purposes imposed on the College by Statutes made for the University as aforesaid in the same manner as if the income had formed part of the general revenue of the College, except in the following case:

Income of, or constituting, any emolument the trusts or directions affecting which are protected from alteration by Section 13 of the Universities of Oxford and Cambridge Act, 1877, or by the Universities of Oxford and Cambridge Act, 1923.

4. If at any time it shall appear to the Visitor that the revenues of the College have become more than sufficient to provide for its expenditure, the Visitor may, if he or she think fit, make an order directing that any part of the surplus revenue shall be set apart and applied to the purposes relative either to the College or to the University, according to a scheme submitted or to be submitted to him or her by the College and approved by him or her. After an order so made by the Visitor, any such sums thereby directed to be set apart shall be applied in conformity with a scheme submitted to and approved by the Visitor as aforesaid, and under an order of the Visitor confirming the same, and not otherwise.
5. The expenditure of the College shall, in the foregoing clause, be deemed to include as well the payment of charges for University purposes imposed by Statutes made for the University as aforesaid, as the application of revenue to the purposes of these Statutes, reasonable and customary expenditure (not inconsistent with them) for College purposes, extraordinary expenditure (when required) on estates, and any reasonable donations for educational or charitable objects or connected with the duties of the College as a holder of property.
6. Before any scheme is confirmed by the Visitor, the College shall communicate it to the Vice-Chancellor for the information of the Council of the University: and the Visitor shall consider any representations which the Council may judge it expedient for the interests of the University to make with reference to such scheme.
7. An order made by the Visitor confirming a scheme submitted to him or her by the College shall continue in force until a new scheme varying it or in substitution for it shall have been submitted and confirmed in like manner.

8. The College or any three members of the Governing Body of the College may at any time make a representation to the Visitor requesting him or her to exercise, if he or she think fit, the powers of this Statute. But this provision shall not be deemed to affect the Visitor's right to exercise such powers *proprio motu*.
9. Subject to the right of the Visitor to exercise the powers hereby given to him or her, any surplus of the revenue of the College shall from time to time be applied by the Warden and Fellows at their discretion to any purposes relative to the College and not inconsistent with these Statutes, or (subject to the Statutes of the University in force for the time being) to any purposes relative to the University and conducive to the advancement of learning, science or education.
10. No person for or in respect of whom any emolument, stipend, or salary is provided under these Statutes shall receive the same free of income tax or any allowance on account of income tax.
11. The College may at its discretion from time to time invest in any of the modes mentioned in the following Statute such of its moneys as shall not be required for immediate use.

XA. POWERS OF INVESTMENT

1. Subject to the provisions of any relevant trust instrument assets of the College which require investment may be invested by the College upon or in such securities, shares, stocks, funds or other investments (including land) in any part of the world and whether involving liability or not as the College shall in its absolute discretion think fit so that the College shall be empowered to invest and vary such investments in the same unrestricted manner as if it were the beneficial owner thereof. The powers conferred by this clause shall not extend to the funds of any trusts of which the College becomes a trustee after the 4th February 1972.*
2. The power to make and vary such investments shall be delegated to the Estates and Finance Committee, which may further delegate such power to the Estates Bursar or to a duly authorized sub-committee.

No such investment or variation shall be made unless advice shall first have been sought from a Merchant Banker, Stockbroker or other person experienced in investment, who has been approved for this purpose by the Estates and Finance Committee. The College may at any time require a report from the Estates and Finance Committee on the investments of the College, and may give to the Committee general instructions as to the manner in which their powers should be exercised.

* The date on which Privy Council approval was given to the amendment freeing the College from limitations upon investment powers contained in trust instruments.

XB. CAPITALISATION OF INCOME

1. The Warden and Fellows shall capitalise income in the manner provided by this Statute in any case where they are of 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.
2. In making provision for the capitalisation of income under this Statute the Warden and Fellows shall have regard:
 - (i) in the case of income held for the general purposes of the College, to the overall financial position of the College, and
 - (ii) 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.
3. If at any time it shall appear to the Warden and Fellows 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, they shall increase or reduce the said proportion or period to the extent of such insufficiency or excess.
4. The powers conferred by this Statute 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 making of this Statute.

XI. THE VISITOR

1. The Visitor of the College is the Archbishop of Canterbury for the time being.
2. It shall be lawful for the Visitor in person, or by his or her Commissary or Commissaries duly appointed, once in every ten years (or oftener, if and whenever he or she deem it expedient for enforcing the due observance of the Statutes in force for the time being to do so), without any request or application by the College or any of its members, 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.

It shall be lawful for the Visitor, at any such visitation, or, if he or she think fit, at other times, to require the Warden and Fellows to answer in writing touching any matter as to which the Visitor may deem it expedient to inquire, for the purpose of satisfying himself or herself whether the Statutes in force for the time being are duly observed.

3. If any question arises on which the Warden and Fellows are 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 Warden and Fellows, or for the Warden, or for any three of the Fellows, to submit the same to the Visitor; and it shall be lawful for the Visitor 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 Warden, or for any Fellow, if he or she conceive himself or herself aggrieved by any act or decision of the Warden and Fellows, 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 or annul such act or decision, and to reverse or vary such sentence as he or she may deem just.
5. It shall be lawful for the Visitor, either *proprio motu* or on the complaint of the Warden or any of the Fellows, to disallow and annul any By-Law or Resolution of the Warden and Fellows which may, in the Visitor's judgement, be repugnant to any of the Statutes of the College in force for the time being.
6. If at any time it shall be made to appear to the satisfaction of the Visitor that, owing to any cause, the revenues of the College are, or without the exercise of the power hereby conferred would be likely to become, insufficient to meet the charges created by these Statutes, and to defray the rest of its necessary or ordinary expenditure, it shall be lawful for the Visitor, on a petition in writing presented to him or her by order of the Warden and Fellows at a meeting specially called, to direct that any vacant Fellowship shall, either permanently or during any limited period, be kept vacant, or that the charges created by these Statutes shall be rateably diminished, either permanently or for a limited period.
7. Any decision given by the Visitor under these Statutes shall be binding on the College and upon the Warden and every Fellow thereof, and upon every person affected by the Statutes of the College.
8. In accordance with the provisions of the Education Reform Act 1988, nothing in these Statutes shall enable or require the Visitor:

- (i) to hear any appeal or determine any dispute relating to a member of the academic staff to whom Statute XIV applies which concerns the member's appointment or employment or the termination of that appointment or employment; or
- (ii) to disallow or annul any By-Law made under or having effect for the purposes of Statute XIV.

XII. THE VISITOR: PROVISIONS RELATIVE TO THE UNIVERSITY

1. If at any time it appear to the Council of the University that any provisions of these Statutes, or of any other Statutes of the College in force for the time being respecting the accounts of the College, or the audit or publication thereof, or the exercise of the borrowing powers of the College, or any other provision of such Statutes, by the non-observance of which any interest of the University is liable to be prejudicially affected, is not duly observed, the Council may submit a representation to the Visitor; and the Visitor shall, upon receiving such representation, inquire into the matter, and, after considering any representation made by the College, make such order therein as he or she shall deem just for enforcing the due observance of the said Statutes in the matter to which the representation shall relate.
2. Before any representation is made under the foregoing provision, the Vice-Chancellor shall communicate the matter for the proposed representation to the Warden for the information of the College, and when a representation is made shall forthwith send him or her a copy of it.

XIII. GENERAL PROVISIONS

1. Subject to the provisions of these Statutes the Warden and Fellows may at their discretion apply the funds of the College in such manner and to such purposes as they may from time to time determine to be most conducive to the advancement of learning, science, and education in the College and the University, special regard being always paid to the advancement of the studies of Law and History.
2. In and for the purposes of these Statutes 'existing' means existing at the time when these Statutes come into operation.[†]
3. The existing Statutes of All Souls College are hereby repealed. But (except where herein expressly provided) this repeal shall not affect any right or interest acquired or liability incurred under any of the enactments hereby repealed nor the conditions of tenure of any emoluments held by virtue of such right or interest. Nor shall this repeal affect the validity of any By-Law or Regulation made or other thing done under the authority of any of the enactments hereby repealed, except so far as any such By-Law or Regulation is inconsistent with these Statutes; and it shall not revive any enactment, provision, or requirement by the said existing Statutes repealed.

[†] 25 June 1925 and (Form of Accounts and Audit) 1 February 1926.

XIV. ACADEMIC STAFF

PART I

CONSTRUCTION, APPLICATION AND INTERPRETATION

1. This Statute and any By-Law made under this Statute shall be construed in every case to give effect to the following guiding principles, that is to say:
 - (i) 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;
 - (ii) to enable the College to provide education, to promote learning, and to engage in research efficiently and economically; and
 - (iii) 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.
 - (i) 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 Warden, to the extent and in the manner set out in Part VII of this Statute.
 - (ii) 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:
 - (i) include remove or, as the case may be, removal from office; and
 - (ii) in relation to employment under a contract, shall be construed in accordance with section 55 of the Employment Protection (Consolidation) Act 1978.
5.
 - (i) 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; or
 - (e) wilful disruption of the activities of the College; or
 - (f) wilful disobedience of any of the Statutes or By-Laws of the College in force for the time being.
- (ii) 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:
- (i) 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
 - (ii) 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.
- (i) 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 By-Law, and the provisions of any By-Law made under this Statute shall prevail over those of any By-Law 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.

- (ii) 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 of the College 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.

- (iii) For the avoidance of doubt it is hereby declared that nothing in Part III of this Statute shall be construed as affecting the Statutes and By-Laws of the College concerning re-election on the expiry of a fixed term of a Fellowship.
- (iv) 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 or her place under procedures prescribed by By-Laws made under this Statute.
- (v) Nothing in any other Statute shall enable to Governing Body to delegate its power to reach a decision under clause 10(ii).
- (vi) 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 By-Laws made under this Statute.
- (vii) 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.
 - (i) 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 or her contract of employment is entered into, on or after 20th November 1987; or
 - (b) he or she is promoted on or after that date.
 - (ii) 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 20th 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.

- (i) The Governing Body shall be the appropriate body for the purposes of this Part.
- (ii) 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.

- (i) Where the Governing Body has reached a decision under clause 10(ii) 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 satisfied the guiding principles set out in clause 1; or
 - (b) it shall appoint a Redundancy Committee to be constituted in accordance with sub-clause (iii) 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.
- (ii) The Governing Body shall either approve any selection recommendation made under sub-clause (i)(b)(i) or shall remit it to the Redundancy Committee for further consideration in accordance with its further directions.
- (iii) A Redundancy Committee appointed by the Governing Body shall comprise:
 - (a) a Chair; and
 - (b) two members chosen from amongst members of the Governing Body to whom this Statute does not apply; and
 - (c) two members chosen from amongst members of the Governing Body to whom this Statute applies.
- (iv) 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.

- (i) Where the Governing Body has made a selection it may authorize an officer of the College as its delegate to dismiss any member of the academic staff so selected.
- (ii) Each member of the academic staff selected shall be given separate notice of the selection approved by the Governing Body.

- (iii) 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 of this Statute; and
 - (d) a statement as to when the intended dismissal is to take effect.

PART III. DISCIPLINE, DISMISSAL AND REMOVAL FROM OFFICE

13.

- (i) If the conduct or performance of a member of the academic staff does not meet acceptable standards, but does not constitute sufficient cause for dismissal, an oral warning may be given by the Warden who shall keep a note of the matter. The member of the academic staff concerned shall be informed of the reason for the warning; that it constitutes the first stage of the disciplinary procedure; and that a right of appeal exists under this clause. An oral warning shall be disregarded for disciplinary purposes after 12 months, subject to satisfactory conduct and performance.
- (ii) If the offence is a serious one, or if a further offence occurs, a written warning may be given by the Warden, who shall keep a copy of the warning. The member of the academic staff concerned shall be informed of the reason for the warning; the improvement required and the time within which that must be achieved; that charges may be instituted under clause 14 of this Statute if there is no satisfactory improvement; and that a right of appeal exists under this clause. A written warning shall be disregarded for disciplinary purposes after two years, subject to satisfactory conduct and performance.
- (iii) A member of the academic staff who wishes to appeal against a disciplinary warning given under this clause shall inform the Warden within two weeks. The Governing Body shall hear the appeal and the Governing Body's decision shall be final.

14.

- (i) If there has been no satisfactory improvement following a written warning given under clause 13(ii) of this Statute, or in any case where it is alleged that the conduct or performance of a member of the academic staff 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 Warden.
- (ii) To enable the Warden to deal fairly with any complaint brought to his or her attention under sub-clause (i) of this clause he or she shall institute such enquiries (if any) as appear to him to be necessary.

- (iii) If it appears to the Warden (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 could constitute good cause for dismissal, he or she shall write to the person concerned inviting comment in writing and may, at this stage or at any stage prior to the conclusion of any hearing by an Academic Disciplinary Committee appointed under clause 15, suspend the person concerned from the performance of his or her duties without loss of pay.
 - (iv) As soon as may be following the comments (if any) or in any event not later than 28 days after they were invited the Warden shall consider the matter in the light of all the available material and may dismiss the matter summarily, or issue a formal warning to the person concerned, or determine that the matter be considered by an Academic Disciplinary Committee appointed under clause 15.
- 15. If the Warden 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 or her appointment or employment, and to make recommendations concerning the action (if any) to be taken as a result of the Committee's finding. Pending the consideration of such recommendations, the Warden, after consulting the Governing Body, may suspend the person charged from the performance of his or her duties without loss of pay.
- 16.
 - (i) An Academic Disciplinary Committee appointed by the Governing Body shall comprise:
 - (a) a Chairman; and
 - (b) one Distinguished Fellow; and
 - (c) one other Fellow.
 - (ii) 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.
 - (i) 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.
 - (ii) 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 statements containing 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 charges by an Academic Disciplinary Committee shall be prescribed by By-Laws made under this Statute. Such By-Laws shall ensure:
- (i) 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;
 - (ii) 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;
 - (iii) 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;
 - (iv) 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
 - (v) that any charge is heard and determined as expeditiously as is reasonably practicable.
- 19.
- (i) 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 Warden, the person charged, the person presenting the charge and any person who shall have been added as a party by the Academic Disciplinary Committee.
 - (ii) 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 (Appeals) accompanies each copy of its decision sent to a party to the proceedings under this clause.
- 20.
- (i) 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 Warden shall consult the Governing Body and shall decide whether or not to dismiss the person concerned. If he or she decides to accept the Academic Disciplinary Committee's recommendation he or she may forthwith dismiss that person.
 - (ii) Where any charge is upheld, other than where the Warden has decided under sub-clause (1) of this clause to dismiss the person concerned, the action available to the Warden 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 or her future conduct; or
- (c) to warn the person concerned; or
- (d) to suspend the person concerned for such period as the Warden shall think fair and reasonable, provided that the suspension shall not extend beyond three months after the date on which the Governing Body shall have considered the Academic Disciplinary Committee's decision, provided that no suspension without pay may be ordered unless the terms of the contract of employment of the person concerned contains provisions expressly entitling the Warden to impose such a penalty; or
- (e) to take such further or other action under the person's contract of employment or terms of appointment as appears fair and reasonable in the circumstances of the case; or
- (f) any combination of any of the above.

21.

- (i) The Warden shall be the appropriate officer to exercise the powers conferred by clause 20 of this Statute but he or she may appoint a delegate to exercise those powers.
- (ii) Any action taken by the Warden or his or her delegate shall be confirmed in writing and notified to the Governing Body.

PART IV. REMOVAL FOR INCAPACITY ON MEDICAL GROUNDS

22.

- (i) This Part makes separate provision for the assessment of incapacity on medical grounds as a good cause for dismissal or removal from office.
- (ii) In this Part references to medical grounds are references to capability assessed by reference to health or any other physical or mental quality.
- (iii) In this Part the Warden 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.
- (iv) In this Part references to the member of the academic staff for the purposes 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.

- (i) Where it appears to the Warden that the removal of a member of the academic staff on medical grounds should be considered, the Warden:
 - (a) shall inform the member accordingly;
 - (b) may suspend the member from duty without loss of pay; and

- (c) shall notify the member in writing that it is proposed to make an application to the member's medical practitioner 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.
- (ii) If the member elects to apply for early retirement on medical grounds he or she shall be allowed to do so and the College shall meet the reasonable costs of any medical opinion required.
- (iii) If the member does not elect to apply for early retirement on medical grounds the Warden may refer the case in confidence, with any medical and other evidence (including any such evidence submitted by the member), to a Medical 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 Warden; and a medically qualified chair 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.
- (iv) 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 By-Laws made under this sub-clause. Such By-laws 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 concerned 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.
- (v) The Board may require the member concerned to undergo medical examination at the College's expense.

24.

- (i) If the Board determines that the member should be required to retire on medical grounds, the Warden shall consult the Governing Body, and may terminate the employment of the member concerned on those medical grounds.
- (ii) Any action taken by the Warden 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.

- (i) This Part applies:
 - (a) to appeals against any decision of the Governing Body to dismiss in 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 against disciplinary warning under clause 13 of this Statute;
 - (c) to appeals against any dismissal otherwise than in pursuance of Part II or Part III;
 - (d) to appeals against any disciplinary decision otherwise than in pursuance of Part III;
 - (e) to appeals against any decision reached under Part IV; and
 - (f) to appeals against any decision reached under Part VII and “appeal” and “appellant” shall be construed accordingly.
- (ii) No appeal shall however lie against:
 - (a) a decision of the Governing Body under clause 10(ii) of this Statute;
 - (b) any finding of fact of an Academic Disciplinary Committee under Part III, or of a Tribunal under Part VII save on legal grounds or 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 findings by a Board set up under clause 23(iii) save on legal grounds or save where, with the consent of the person or persons appointed, fresh evidence is called on behalf of the appellant at that hearing.
- (iii) 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.
- (iv) The parties to an appeal shall be the appellant and the Governing Body 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 Estates Bursar, within the time allowed under clause 28, notice in writing setting out the grounds of the appeal.

28.

- (i) 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 (iii).
- (ii) The Estates Bursar 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 or she has done so.

- (iii) Where the notice of appeal was served on the Estates Bursar outside the 28-day period the person appointed under clause 29 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.

- (i) Where an appeal is instituted under this Part the Governing Body shall appoint a person described in sub-clause (ii) to hear and determine that appeal.
- (ii) The persons described in this sub-clause are:
 - (a) the person who is the Visitor; or
 - (b) persons not employed by the College holding, or having held, judicial office or being barristers or solicitors of at least ten years' standing.
- (iii) The person appointed shall sit alone unless he or she considers that justice and fairness will best be served by sitting as an appeal tribunal with two other persons.
- (iv) The other persons who may sit with the person appointed shall be:
 - (a) one member chosen from amongst members of the Governing Body to whom this Statute does not apply; and
 - (b) one member chosen from amongst members of the Governing Body to whom this Statute applies.

30.

- (i) The procedure to be followed in respect of the preparation, consolidation, hearing and determination of appeals shall be that set out in By-Laws made under this clause.
- (ii) Without prejudice to the generality of the foregoing such By-Laws 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 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 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.
- (iii) 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 to the Governing Body an appeal from a decision under Part II of this Statute or any issue arising in the course of such an appeal for further consideration as the person or persons hearing the appeal may direct; or
 - (b) remit an appeal arising under Part III of this Statute for re-hearing by a differently constituted Academic Disciplinary Committee to be appointed under that Part; or
 - (c) remit an appeal from a decision under Part IV of this Statute for further consideration as the person or persons hearing the appeal may direct; or
 - (d) remit an appeal by the Warden arising under Part VII for re-hearing or reconsideration by the same or by a differently constituted Tribunal to be appointed under that Part; or
 - (e) substitute any lesser alternative penalty that would have been open to the Warden 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 or her powers under clause 30(iii)(a), (b), (c), or (d) of this Statute on appeal and a statement of any findings of fact different from those of the Governing Body under Part II of this Statute or of the Academic Disciplinary Committee under Part III of this Statute or of the Board under Part IV of this Statute or of the Tribunal appointed under Part VII of this Statute, as the case may be, to the Warden 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:
- (i) to matters affecting themselves as individuals; or
 - (ii) 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.
- (i) If other remedies within the relevant area have been exhausted the member of the academic staff may raise the matter with the Warden.
 - (ii) If it appears to the Warden 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 Warden, he or she shall inform the member and may inform the Governing Body accordingly.
 - (iii) If the Warden 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 of this Statute; or

(b) a determination under Part IV of this Statute; or

(c) an appeal under part V of this Statute

he 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 accordingly.

(iv) If the Warden does not reject the complaint under sub-clause (ii) of this clause or if he or she does not defer action upon it under sub-clause (iii) of this clause he or she shall decide whether it would be appropriate, having regard to the interests of justice and fairness, for him to seek to dispose of it informally. If he or she 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(iv), the Warden shall refer the matter to a Grievance Committee for consideration.
36. A Grievance Committee shall comprise three Fellows of the College appointed by the Governing Body.
37. The procedure in connection with the consideration and determination of grievances shall be determined in By-Laws 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 WARDEN FROM OFFICE

39. Any eight members of the Governing Body may make complaint to the Sub-Warden seeking the removal of the Warden from office for good cause.
40. The Sub-Warden shall refer such a complaint to the Governing Body, exclusive of the Warden and the members making a complaint. If it appears to the Governing Body that the complaint does not raise a *prima facie* case, or that it is trivial or invalid or unjustified, it may determine that no further action shall be taken upon it.
41. If the Governing Body decides that it is not appropriate to dismiss the complaint pursuant to clause 40 above, it shall appoint a Tribunal to hear and determine the matter.
42. The Tribunal appointed by the Governing Body shall comprise:
 - (i) an independent Chairman; and
 - (ii) one Distinguished Fellow; and
 - (iii) one other Fellow.
43. A charge referred to the Tribunal shall be dealt with in accordance with the procedure prescribed in clauses 17 to 19 of this Statute, provided:
 - (i) that the Sub-Warden shall perform any duty and exercise any power there assigned to the Warden; and

- (ii) that the only recommendation the Tribunal may make is whether or not the Warden should be removed from his or her 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 Sub-Warden shall consult the Governing Body and may then dismiss the Warden.
- 45. Where a complaint is to be referred to a Tribunal under clause 41, the Sub-Warden may, if he or she considers that the College might otherwise suffer significant harm, suspend the Warden from his or her 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 Warden from his or her office for incapacity on medical grounds, the provisions of Part IV of this Statute shall have effect, provided that the Sub-Warden shall perform any duty or exercise any power there assigned to the Warden.
- 47. For the purpose of appeals by the Warden against removal from office, the provisions of Part V of this Statute shall have effect, provided that the Sub-Warden shall perform any duty or exercise any power there assigned to the Warden.