

STATUTES OF JESUS COLLEGE, OXFORD

The purpose and objects of which Jesus College was for ever dedicated are thus expressed in the Letters Patent of Queen Elizabeth, dated the 27th day of June, 1571, which form its charter: “Ad summi et omnipotentis Dei gloriam et honorem, ad Christianae et sinceræ religionis amplificationem et stabilimentum, ad errorum et falsarum persuasionum extirpationem, ad augendum et continuandum pietatis cultum, ad omnis generis bonarum literarum incrementa, ad linguarum cognitionem, ad juventutis in pietate et virtute ac disciplina et scientia educationem, ad pauperum et inopia afflictorum sublevationem, denique ad Ecclesiae Christi regni nostri ac subitorum nostrorum communem utilitatem et felicitatem, de gratia nostra speciali, et ex certa scientia et mero motu nostris, quoddam Collegium eruditionis scientiarum, philosophiae, bonarum artium, linguarum cognitionis Hebraicae Graecae et Latinae, ad finalem sacrae theologiae professionem, perpetuis futuris temporibus duraturum creari, erigi, fundari et stabiliri decrevimus”.

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STATUTE I

Repeal of Statutes

The existing Statutes of the College and all Amendments thereof heretofore made are hereby repealed; but this repeal shall not revive any Statute, Ordinance or Scheme expressly or by implication repealed by the said repealed Statutes and Amendments or any of them, and shall not prejudice or affect any right or interest acquired, liability incurred, or thing done under them, or any appeal effected thereby; and shall not affect the conditions of tenure of any emolument held by virtue of such a right or interest.

STATUTE II

Constitution and Objects of the College

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| Constitution | 1. "Jesus College within the Universitie and Cittie of Oxforth, of Queene Elizabethes foundation", commonly called Jesus College, Oxford, shall when complete consist of a Principal and such Fellows and Scholars as shall have been duly elected in accordance with the provisions of these Statutes. |
| Objects | 2. The objects of Jesus College, Oxford shall be:

(i) to further study, learning, education and research, and to be a College within the University of Oxford wherein men and women may carry out advanced study or research;
(ii) to allow for public worship through the provision, support and maintenance of a Chapel. |
| Governing Body | 3. The Governing Body of the College shall consist of the Principal, the Official Fellows except while on probation, the Welsh Supernumerary Fellow, and such other Fellows as shall be members of the Governing Body in accordance with the provisions of Statute IV. |
| Membership of the College | 4. The members of the College shall be the Principal and all Fellows Scholars Exhibitioners and Commoners who shall be admitted to the College in accordance with these Statutes. Membership of the College shall subject to Clause 4 of this Statute be open to both men and women. |
| Regulation of Membership | 5. Notwithstanding any other provisions of these of Statutes it shall be lawful for the Governing Body by Bylaw or by resolution to restrict eligibility for any office appointment or position in the College or for any College award either to men only or to women only or in such proportions as between men and women and subject to such limitations conditions or otherwise as the Governing Body may in its absolute discretion think fit. |

STATUTE III

The Principal

Qualifications 1. The Principal shall be a person distinguished for literary or scientific attainments, or for services in the work of education in the University or elsewhere, and not less than thirty years of age. The Governing Body of the College shall elect, or in case of lapse the Visitor shall appoint, to the office of Principal the person being duly qualified for the office, as aforesaid, who in its or his judgment shall be most fit to be Principal of the College as a place of religion, learning and education.

Election 2. When a vacancy occurs in the Principalship, the Vice-Principal, or in his absence the Senior Fellow then in residence at the University (being a member of the Governing Body), shall summon a meeting of the Governing Body to appoint a day for the election of a new Principal.

The election shall take place before sixty days of Full Term have elapsed after the occurrence of a vacancy in the office, provided that the Governing Body, at a meeting summoned with seven days notice of the business to be transacted thereat, may, upon the vote of two-thirds majority of those present and voting, extend this period by a further period not exceeding sixty days of Full Term. Notice of the day and hour appointed for the meeting for the election shall be sent to each member of the Governing Body at his usual place of address, at least twenty-one days before the day of such meeting.

The meeting for the election shall be held in the Chapel and the electors shall make such declaration as shall be prescribed by the Bylaws of the College in force for the time being, to the effect that they will elect the person best qualified in their judgment for such office. The votes shall be given in writing to the Vice-Principal and Senior Fellow then present (or the next senior if the Vice-Principal be the senior), and that person shall be elected Principal for whom an absolute majority of the electors present record their votes.

The meeting for the election of the Principal may be adjourned from day to day for three days, exclusive of Sundays; but whenever no person shall have been elected to the office of Principal by the end of the third day after the day appointed for the election, the appointment of a Principal shall for that turn lapse to the Visitor.

Admission 3. As soon as possible after the election, the Vice-Principal or one or more of the Fellows deputed for that purpose by the Governing Body shall present the person elected to the office of Principal to the Visitor, and deliver to the Visitor a letter under the College Seal stating the result of the election.

The person elected to the office of Principal shall in the presence of the Visitor and of the Vice- Principal or Fellow or Fellows so deputed, make a declaration that he will faithfully perform the duties of his office, and observe the Statutes and Bylaws of the College in force for the time being.

The Governing Body shall be notified that this declaration has been made. As soon as possible after such notification, or, in a case where a person has been elected to the office of Principal under the provisions of Statute XIX, clause 3, as soon as possible after the vacancy in that office has occurred, the Vice-Principal or Senior Fellow, or other Fellow deputed by the Governing Body for that purpose, shall conduct the Principal to his seat in Chapel, and after the usual Morning Prayer, or such other special service as may be prescribed in the Bylaws, the Principal shall repeat the declaration aforesaid.

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| Duties | <p>4. (a) The Principal shall have pre-eminence and authority over all members of the College and all persons connected therewith, and shall exercise a general superintendence in all matters relating to education and discipline, and shall cause all the members of the College and persons connected therewith to perform the duties of their respective offices or positions. He shall also superintend the management of the property and domestic arrangements of the College; and if he thinks fit, with the approval of the Governing Body given at a Stated Meeting, may hold any College Office except the office of Bursar or of Senior Tutor, or if he be in Holy Orders may act as a Chaplain of the College.</p> <p>(b) The Principal shall also, subject to the provisions of this Statute, superintend the arrangements for Chapel Services, and the allocation of rooms in College, and have charge of and enforce discipline among members of the College in statu pupillari.</p> |
| Residence | <p>5. The Principal shall be required to reside in the College thirty weeks at least in each year, whereof six weeks at least shall be in each Term; provided that in case of the Principal's sickness, or for any other urgent cause, it shall be lawful for the Visitor to dispense with the Principal's residence for such a period as may seem to the Visitor to be required.</p> |
| Release from duties | <p>6. The Principal may, with the approval of the Governing Body given at a Stated Meeting, be absent and for the period of such absence released from his duties as Principal including that of residence, upon conditions from time to time laid down in the Bylaws made pursuant to this Clause.</p> |

Emoluments	7. The provisions of Statute IV, clause 24 shall apply to remuneration of, and contracts with, the Principal.
Lodgings and Allowances	8. Without prejudice to clause 7 above, the Principal shall have the right of dining at the common College table free of such charges as the Governing Body shall determine; he shall have the use, rent free, of such lodgings within the College as may be set apart for him, and all rates, taxes and necessary repairs thereof shall be defrayed by the College; and he shall be entitled to be reimbursed out of the revenues of the College for all his expenses incurred in journeys taken by him in his capacity as Principal.
Principal holding University office	9. The Principal shall not hold any paid office or appointment in the University the total annual emoluments of which shall exceed one-fifth of the sum office payable to the Principal under Clause 7, Sub-Clause (a) of this Statute, except with the consent of the Governing Body. If and so long as the Principal shall hold any paid office or appointment in the University the total annual emoluments of which shall exceed one-fifth of the sum payable to the Principal under Clause 7, Sub-Clause (a) of this Statute, the sum payable to the Principal under this Sub-Clause shall be reduced by the amount of such excess but this shall not be held to entail a reduction in the sums payable under Sub-Clause (b).
Office outside the University	10. The Principal shall not hold any office outside the University to which an annual stipend or other emolument is attached, except with the consent of the Governing Body.
Retirement at statutory age	11. The Principal shall retire from the Principalship, and at the same time shall vacate any College office held by him in virtue of Clause 4(a) of this Statute, upon attaining the age of seventy years provided that if he attain the age of seventy years on any day falling on or between the first day of Michaelmas Full Term and the last day of Trinity Full Term in any one academic year, he shall instead retire on the thirty- first day of July next ensuing. The Principal may resign his office at any time on giving to the Governing Body such notice of his intention to resign as the Governing Body shall deem reasonable.
Pension	The Principal on retirement shall receive such pension as shall be assigned to him under Statute XVIII.

STATUTE IV

The FellowsClasses of Fellows
and qualifications

1. The Fellows of the College may be of any or all of the following classes, namely:-
 - (i) Professorial Fellows who shall be either (a) holders of Professorships in the University; or (b) holders of Readerships in the University; or (c) persons holding such offices in the University as under the provisions of any University Statute or Decree may be declared to qualify the holders for election to Professorial Fellowships;
 - (ii) Official Fellows, who shall be persons who hold tutorial or administrative appointments in the College, or the office of College Chaplain;
 - (iii) Senior Research Fellows who shall be persons of distinction in some branch of knowledge whose studies in the opinion of the Governing Body are likely to produce valuable results and who undertake during their tenure of their Fellowships to study or to give advanced teaching under conditions to be approved by the Governing Body;
 - (iv) Junior Research Fellows who shall undertake to engage in advanced study or investigation under conditions to be approved by the Governing Body, after the Governing Body has been satisfied by examination or otherwise of their fitness for such study or investigation;
 - (v) Emeritus Fellows who shall be persons who have held the position of Principal or Official or Senior Research Fellow or Professorial Fellow of the College and who have ceased to hold such position by reason of retirement from the full-time service of the College, or of the University, or of both together.
 - (vi) Supernumerary Fellows who shall be persons who have held the position of Principal or Fellow of the College but who are not qualified to be Emeritus Fellows as defined in this Statute or who shall be persons distinguished in religion, literature, science, the arts, education or public affairs.
 - (vii) Welsh Supernumerary Fellows who shall be in rotation: the Vice-Chancellor, Cardiff University; the Vice-Chancellor, University of Wales, Swansea; the Vice-Chancellor, University of Wales, Lampeter; the Vice-Chancellor and Principal, University of Wales, Aberystwyth; the Vice-Chancellor, University of Wales, Bangor.

Electing Body

2. (a) Except where this Statute otherwise provides, the right of election to every Fellowship in the College shall be vested in the Governing Body. Fellows shall be elected or re-elected only at Stated Meetings of the Governing Body.
- (b) In any election to an Official Fellowship connected with a tutorial appointment, the Governing Body shall, before proceeding to an

election, consult the Board or Boards of the appropriate Faculty or Faculties.

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| Number of Fellowships | 3. | The number of Fellowships in the College shall be such as the Governing Body may from time to time determine, and it shall accordingly be lawful for the Governing Body to create Fellowships of any class; but a new Official or Research Fellowship shall be created or a vacancy in such a Fellowship shall be filled only if in the opinion of the Governing Body the appropriate emolument will be available annually from Corporate Revenue. |
| Welsh Supernumerary | 4. | There shall be one Welsh Supernumerary Fellow whose election shall be for a period not longer than three years. |
| Professorial Fellowships | 5. | <p>(a) The holders of any Professorships, which may from time to time be allocated to the College by the Hebdomadal Council shall, by virtue of their offices, be Professorial Fellows of the College.</p> <p>(b) A person who holds any other Professorship or office which, by virtue of Clause 1(i) of this Statute, qualifies its holder to be a Professorial Fellow of the College may be elected by the Governing Body to such a Fellowship.</p> <p>(c) Notwithstanding the provisions of Sub-Clauses (a) and (b) of this Clause, the number of Professorial Fellows as defined in Clause 1(i) of this Statute shall not without the consent of the Governing Body exceed one-fourth of the number of Fellows of the College exclusive of Professorial Fellows.</p> <p>(d) If any Professorial Fellow resigns or otherwise vacates his qualifying office, he shall forthwith vacate his Fellowship.</p> |
| Tenure of Official Fellowships | 6. | <p>(a) An Official Fellowship shall be tenable for such period not exceeding seven years from the day of election as the Governing Body may determine, and the holder thereof shall be re-eligible for further periods not exceeding in each case seven years (subject to the provisions of these Statutes) provided that he shall continue to be qualified under the provisions of Clause 1(ii) of this Statute.</p> <p>(b) Every Official Fellow of the College who was elected to his Official Fellowship on or before the first day of July 1985, and whose Fellowship is not otherwise vacated, shall vacate his Fellowship upon the thirtieth day of September next after he attains the age of sixty-seven years; provided that any Official Fellow whose birthday falls in August or September and who was elected before the first day of October 1957 may retain his Official Fellowship until the thirty-first day of July next after he attains the age of sixty-seven years.</p> <p>(c) Subject to Sub-Clause (d) hereof, every Official Fellow of the College who was elected to his Official Fellowship after the first day</p> |

of July 1985, and whose Fellowship is not otherwise vacated, shall vacate his Fellowship upon the thirtieth day of September immediately preceding his attaining the age of sixty-six years; provided that any Official Fellow to whom this sub-clause applies and who is also an employee of the University the terms of whose employment with the University fix a date for retirement later than the thirtieth day of September immediately preceding his attaining the age of sixty-six years, other than a term of that employee's employment which is made a term by virtue of an exercise of the power enjoyed by the University under proviso (ii) to proviso (h) to Tit. X, cl.1 of the Statutes of the University, may retain his Fellowship until such date of retirement from his employment with the University.

(d) Notwithstanding Sub-Clause (c) hereof, every Official Fellow appointed to a College Office before the first day of July 1985 but not elected to his Official Fellowship until after that date, and whose Fellowship is not otherwise vacated, shall vacate his Fellowship at the end of the twelve month period beginning with the date of his attaining the age of sixty-five years.

(e) An Official Fellow, unless the Governing Body shall otherwise determine, shall be on probation for one year from the date of his election, and at the end of that period his Fellowship shall lapse unless the Governing Body confirm his election.

Residence of
Official Fellows

7. Every Official Fellow shall reside in College during the usual College terms, unless the Governing Body at a Stated Meeting shall have given him leave to reside elsewhere.

Leave of Absence

8. The Governing Body may at a Stated Meeting grant to an Official Fellow leave of absence and may for the period thereof release him from his duties as Fellow, Tutor, or other College Officer, including that of residence, upon the conditions from time to time laid down in the Bylaws made pursuant to this Clause.

The Governing Body may also in case of sickness or for any other sufficient reason dispense with the residence of an Official Fellow at the University or within the College for such period as it thinks proper.

Official Fellow to
vacate any
Fellowship
previously held

9. Any person holding a Fellowship in the College other than an Official Fellowship who is elected to an Official Fellowship, shall thereby vacate the Fellowship previously held by him.

Election of
Research Fellows

10. In electing to Senior or Junior Research Fellowships the Governing Body shall as far as possible pay regard to the claims of different subjects of study.

Tenure of
Research
Fellowships

11. A Research Fellow shall be elected in the first instance for a period not exceeding three years, and shall be on probation for one year, and at the end of that year his Fellowship shall lapse unless the Governing Body shall confirm his election; provided that the Governing Body may if it thinks fit dispense with the period of probation in the case of a Senior Research Fellow.

At the end of the period for which he was first elected a Research Fellow may be re-elected for one further period not exceeding three years, by a majority of those present and voting at a Stated Meeting.

A Senior Research Fellow may, after the expiration of the second period for which he was elected, be re-elected from time to time for further periods of not more than three years each at a Stated Meeting; provided that the provisions of Statute IV, Clauses 6(b) and (c) shall apply to Senior Research Fellowships.

Senior Research Fellowships:
special conditions

12. Senior Research Fellow shall be subject to such conditions as regards his work and his residence within the College or the University or elsewhere as the Governing Body may determine at the time of his election or re-election. It shall be lawful for the Governing Body to vary such conditions from time to time at its discretion.

Junior Research Fellowships:
special conditions

13. The Governing Body shall have power to make Bylaws concerning eligibility for election to a Junior Research Fellowship.

Every Junior Research Fellow shall upon his election undertake some definite course of higher study or research, to be carried out under the direction of the College or the University, and shall make a report thereon at such reasonable intervals and on such conditions as the Governing Body may prescribe.

The Governing Body may allow the Fellow a period of one year after his election to prepare for the work in which he is to be engaged, and may sanction any alteration which it may deem desirable in the scheme of work originally submitted by him, and may impose such conditions as it may think fit as regards the publication of the results of his research and the delivery of lectures upon the subject of his work, and also as regards his residence within the College or University or elsewhere, and may vary such conditions from time to time at its discretion.

Participation of Research Fellow in teaching and administration

14. A Research Fellow, Senior or Junior, may by resolution of the Governing Body, subject to his own consent in writing, be assigned such share in the education or administrative work of the College as the Governing Body may think fit.

Tenure of Emeritus Fellowships

15. Every Emeritus Fellow shall be elected for life or for such period or periods as the Governing Body shall determine.

Tenure of Supernumerary Fellowships

16. Every Supernumerary Fellow shall be elected upon such conditions and for such period or periods as the Governing Body shall determine; provided that no such Fellow shall be elected or re-elected except by a majority of two-thirds of those present and voting at a meeting of the Governing Body.

Admission of Fellows

17. Every person who has been elected to any of the classes of Fellowship listed in Clause 1 (i) to (vi), anyone elected to the class of Fellowship listed in Clause 1(vii) who has also been elected to membership of the Governing Body, and anyone who has become the holder of a Professorship allocated to the College by the Hebdomadal Council shall be admitted to his Fellowship at a Stated Meeting of the Governing Body unless such person shall have been the Principal or a Fellow of

the College on the date immediately preceding the date on which the present election shall have taken or is to take effect. Every Fellow shall on admission make a declaration to the effect that he will faithfully perform the duties of his place and office for the time being, and that he will be true and faithful to the College, and will endeavour to promote its interests and studies, and will obey the Statutes and Bylaws of the College in force for the time being, so far as they may concern him.

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| University Degrees | 18. Every Fellow, not being already a member of Convocation of the University, shall proceed to a degree qualifying him for such membership within such period as the Governing Body subject to the Statutes of the University shall determine; provided that the Governing Body may for reasonable cause allow a Fellow to postpone proceedings to such degree for such period as it may think fit. |
| Precedence | 19 Unless the Governing Body shall in any particular case otherwise determine, the Fellows shall rank and take precedence in the College according to the date of their election or appointment.. |
| Vacation of Fellowship | 20. Any Fellow shall vacate his Fellowship on the acceptance of the Headship of the College or of any other College, or of a Fellowship in any other College within the University, whether stipendiary or non-stipendiary, other than an Honorary Fellowship. |
| Vacation of Welsh Supernumerary Fellowship | 21. If the Welsh Supernumerary Fellow vacates the office or ceases to discharge the duties of Principal or Provost of one of the Colleges enumerated in Clause 1(vii) of this Statute, he shall forthwith vacate his Fellowship. |
| Deprivation of Fellowship | 22. If any Fellow shall be guilty of grave immorality or misconduct, or of contumacious disobedience to any of the Statutes or Bylaws of the College in force for the time being, or become bankrupt or make any composition or arrangement with his creditors, he may be deprived of his Fellowship by the Visitor, after due enquiry held upon the petition of a majority of the Governing Body present at a meeting specially called with notice of the business to be transacted thereat. The Principal, on receipt of a requisition signed by not fewer than three Fellows, shall be bound to call such meeting, giving not less than a fortnight's notice thereof: |

Provided that, subject to the provisions of Clause 7(1) of Statute V, nothing in this paragraph shall apply to the removal of any member of the academic staff to whom Statute V applies.

A Fellow deprived of his Fellowship under the provisions of this Clause shall be deemed to be deprived at the same time of his College offices, if any, and if he hold his Fellowship in virtue of any other qualification, he shall be deprived of his Fellowship notwithstanding that he may not be deprived of the office or appointment which constitutes his qualification for a Fellowship.

Any Official or Research Fellow who shall have the intention of accepting any salaried appointment or office not connected with the College (other than such appointments or offices as shall be specified in Bylaws) shall give notice of his intention to the Governing Body through the Principal, and if in the opinion of the Governing Body the

duties of such appointment or office would be incompatible with the performance of his duties as an Official or Research Fellow, he shall not accept such appointment or office.

Honorary
Fellowships

23. It shall be lawful for the Governing Body at a Stated Meeting to elect distinguished persons to Honorary Fellowships in the College. Honorary Fellows shall not be entitled to vote on any occasion as Fellows, or to receive any pecuniary emolument, but shall be entitled to enjoy such other privileges and advantages as the Governing Body shall 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 Governing Body from time to time.

Emoluments

24. The following provisions for remuneration of, and contracts with, Fellows (including, for these purposes, the Principal) and persons connected with Fellows ("connected persons") shall apply.

(i) The Governing Body may provide for reasonable remuneration, including housing and other allowances, to be paid to Fellows, in respect of work and research undertaken for the College. Other reasonable benefits may be provided by it for Fellows.

(ii) Without prejudice to the general powers granted to the Governing Body by sub-clause (i) above, it shall have power to establish joint equity schemes whereby the College may purchase property jointly with members of such category or categories of Fellows, employees and connected persons as the Governing Body shall by bylaw determine.

(iii) Without prejudice to the general powers granted to the Governing Body by sub-clause (i) above, it shall have the following specific powers:

(a) to authorize payment to Fellows for work done for the benefit of the College, in circumstances in which similar payments would be made to persons who are not Fellows;

(b) to stipulate when contracts may be made with Fellows (including provision for payments, other than remuneration for work or services) and any requirements which must be satisfied before such contracts can be made.

(iv) Fellows may receive remuneration from companies controlled by the College, provided that all payments constitute a fair reward for work undertaken for such companies, and are reported to the Governing Body in each year in which they are paid.

(v) Reasonable remuneration and benefits may be paid to, or provided for, persons connected with Fellows ("connected persons"), in circumstances approved by the Governing Body.

(iii) (vi) This clause shall also apply to remuneration, allowances and benefits payable to the Principal, as well as to contracts with the Principal.

Membership of
Governing Body

25. Subject to the provisions of this Clause and of Clause 23 of this Statute, all Fellows shall be entitled to all rights and privileges attaching to their Fellowships in the College, including membership of the

Governing Body and the right to vote at its Meetings:

Provided that:-

- (a) A Professorial Fellow other than the Jesus Professor of Celtic and the Hope Professor of Zoology shall not be a member of the Governing Body unless, in the case of a Professor or Reader elected by an Electoral Board, the Governing Body has had the right of appointing at least one representative on the Board which elected him, or unless at or after the time of his admission as a Fellow the Governing Body elect him to such membership;
- (b) An Official Fellow while on probation shall not be a member of the Governing Body;
- (c) A Research or Emeritus or Welsh Supernumerary or Supernumerary Fellow shall not be a member of the Governing Body unless elected to such membership by the Governing Body.

Surrender of
Emolument

26. Any Fellow of the College who under these Statutes is entitled to any stipend may voluntarily surrender his right to such stipend, or part thereof, without thereby ceasing to be a Fellow or losing his claim to any allowance or privileges in respect of rooms and dinner which may be assigned to him.

Any Fellow who has voluntarily surrendered his right to the whole or part of his stipend under this Clause may at any time resume such right by giving notice to the Principal in writing not less than one month before any Stated Meeting of the Governing Body, and the notice so given shall be reported to the Stated Meeting and shall take effect from the date of that Meeting.

Children's
Allowances:
Official Fellows

27. The Governing Body may establish a Children's Allowance Scheme under which it may make allowances to Official Fellows, subject to the following conditions:-
- (a) The ordinary allowance in respect of each child shall be at the rate of £50 per annum and shall be paid to the father or to such other person as the Governing Body may decide, to be used for the benefit of the child.
 - (b) Allowances under the scheme shall be paid for each dependent child who is below the age at which compulsory education ceases, or, being above that age, is receiving full-time education or training.
 - (c) The Governing Body reserves the right at its discretion to diminish, suspend or terminate any allowances under the scheme.
 - (d) The scheme shall come into force from such date, not earlier than January, 1946, as the Governing Body shall determine.

Children's
Allowances: Senior
Research Fellows

28. The Governing Body may at its discretion pay as Children's Allowances to a Senior Research Fellow a sum not exceeding the amount by which such allowances paid to him by the University are reduced in consequence of his tenure of the Fellowship.

STATUTE V

Academic StaffPart I Construction
Application and
Interpretation

1. This Statute and any Bylaw made under this Statute shall be construed in every case to give effect to the following guiding principles, that is to say:
 - a) to ensure that members of the academic staff of the College have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges;
 - b) to enable the College to provide education, to promote learning, and to engage in research efficiently and economically; and
 - c) to apply the principles of justice and fairness.
2. No provision in Part II, Part III, Part IV or Part VII of this Statute shall enable any member of the academic staff to be dismissed unless the reason for the dismissal may in the circumstances (including the size and administrative resources of the College) reasonably be treated as a sufficient reason for dismissal.
3. (1) This Statute shall apply -
 - (a) to any person holding a College Office designated by the Governing Body as one to which this Statute applies;
 - (b) to any person employed by the College to carry out teaching or research save for those holding appointments which have been excluded by the Governing Body from the scope of this Statute on the ground that the duties in that regard are only of a limited nature; and
 - (c) to the Principal, to the extent and in the manner set out in Part VII of this Statute.(2) In this Statute any reference to a "member of the academic staff" is a reference to a person to whom this Statute applies.
4. In this Statute "dismiss" and "dismissal" mean dismissal of a member of the academic staff and -
 - (a) include remove or, as the case may be, removal from office; and
 - (b) in relation to employment under a contract, shall be construed in accordance with section 55 of the Employment Protection (Consolidation) Act 1978.

5. (1) For the purposes of this Statute "good cause" in relation to the dismissal or removal from office 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 disobedience of any of the Statutes or Bylaws of the College in force for the time being; or
 - (f) wilful disruption of the activities of the College.
- (2) In this Clause -
- (a) "capability", in relation to such a member, means capability assessed by reference to skill, aptitude, health or any other physical or mental quality; and
 - (b) "qualifications", in relation to such a member, means any degree, diploma or other academic, technical or professional qualification relevant to the office or position held by that member.
6. For the purposes of this Statute dismissal shall be taken to be a dismissal by reason of redundancy if it is attributable wholly or mainly to:
- (a) the fact that the College has ceased, or intends to cease, to carry on the activity for the purposes of which the person concerned was appointed or employed; or
 - (b) The fact that the requirements of that activity for members of the academic staff to carry out work of a particular kind have ceased or diminished or are expected to cease or diminish.

7. (1) In any case of conflict, the provisions of this Statute shall prevail over those of any other Statute of the College in force on the date on which the instrument making these modifications was approved under subsection (9) of section 204 of the Education Reform Act 1988, and over those of any Bylaw, and the provisions of any Bylaw made under this Statute shall prevail over those of any Bylaw made under such other Statutes:

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

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

- (2) Nothing in any appointment made, or contract entered into, shall be construed as overriding or excluding any provision made by this Statute concerning the dismissal of a member of the academic staff 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.

- (3) 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 Bylaws of the College concerning re-election on the expiry of a fixed term of a Fellowship.
- (4) Nothing in any other Statute shall enable the Governing Body to delegate its power to reach a decision under Clause 10(2).
- (5) No one shall sit as a member of any of the bodies established under this Statute, and no one shall be present at a meeting of such body when the body is considering its decision or discussing a point of procedure, except as provided by this Statute or by Bylaws made under this Statute.
- (6) In any case where an Officer of the College or any person is designated to perform any duties or exercise any powers under this Statute, and that Officer or person is himself involved in the matter in question, the Governing Body may appoint an alternate to act in his place under procedures prescribed by Bylaws made under this Statute.
- (7) In this Statute references to numbered Parts, Clauses, and Sub-Clauses are references to Parts, Clauses, and Sub-Clauses so numbered in this Statute.

- Part II Redundancy
8. This Part enables the Governing Body, as the appropriate body, to dismiss any member of the academic staff by reason of redundancy.
 9. (1) Nothing in this Part shall prejudice, alter or affect any rights, powers or duties of the College or apply in relation to a person unless -
 - (a) his appointment is made, or his contract of employment is entered into, on or after 20 November 1987; or
 - (b) he is promoted on or after that date.
 - (2) For the purposes of this Clause in relation to a person, a reference to an appointment made or a contract entered into on or after 20 November 1987 or to promotion on or after that date shall be construed in accordance with subsections (3) to (6) of section 204 of the Education Reform Act 1988.
 - 10.(1) The Governing Body shall be the appropriate body for the purposes of this Part.
 - (2) This Part applies only where the Governing Body has decided that there should be a reduction in the academic staff -
 - (a) of the College as a whole; or
 - (b) of any area of academic work within the College by way of redundancy.
 - 11.(1) Where the Governing Body has reached a decision under Clause 10 (2) of this Statute -
 - (a) it may itself decide to select the requisite members of the academic staff for dismissal by reason of redundancy if such a course satisfies the guiding principles set out in Clause 1; or
 - (b) it shall appoint a Redundancy Committee to be constituted in accordance with Sub-Clause (3) of this Clause to give effect to its decision by such date as it may specify and for that purpose
 - (i) to select and recommend the requisite members of the academic staff for dismissal by reason of redundancy; and
 - (ii) to report its recommendations to the Governing Body.
 - (2) The Governing Body shall either approve any selection recommendation made under Sub-Clause (1) (b) (i) of this Clause, or shall remit it to the Redundancy Committee for further consideration in accordance with its further directions.
 - (3) A Redundancy Committee appointed by the Governing Body shall comprise -
 - (a) A Chairman; and
 - (b) two Fellows chosen from amongst the Honorary Fellows and

holders of the offices listed in Statute IV.1 (vii); and
 (c) two members chosen from amongst the members of the Governing Body.

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

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

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

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

(a) a summary of the action taken by the Governing Body under this Part;

(b) an account of the selection processes 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.(1) 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 Principal 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.

(2) If the offence is a serious one, or if a further offence occurs, a written warning may be given by the Principal, 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 2 years.

(3) A member of the academic staff who wishes to appeal against a disciplinary warning given under this Clause shall inform the Principal within two weeks. A Committee of Professorial Fellows appointed by the Governing Body shall hear the appeal and the Committee's decision shall be final.

14. (1) If there has been no satisfactory improvement following a written warning given under Clause 13(2) of this Statute, or in any case where it is alleged that 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 Principal.
 - (2) To enable the Principal to deal fairly with any complaint brought to his attention under Sub-Clause (1) of this Clause he shall institute such enquiries (if any) as appear to him to be necessary.
 - (3) If it appears to the Principal (whether on receipt of a complaint or otherwise) that there are grounds for believing that the conduct or performance of a member of the academic staff of the College could constitute good cause for dismissal, he shall write to the person concerned inviting comment in writing and, if he considers that the College might otherwise suffer significant harm, may, at this stage or at any stage prior to the conclusion of any hearing by an Academic Disciplinary Committee appointed under Clause 15 of this Statute, suspend the person concerned from the performance of his duties without loss of emoluments.
 - (4) As soon as may be following the receipt of comments (if any) or in any event not later than 28 days after they were invited the Principal shall consider the matter in the light of all the available evidence and may dismiss the matter summarily, or issue an oral or written warning to the person concerned, or direct determine that the matter be considered by an Academic Disciplinary Committee appointed under Clause 15 of this Statute.
15. If the Principal has determined that the matter is to be considered by an Academic Disciplinary Committee, he shall request the Governing Body to appoint such a Committee to hear the charge or charges and to determine whether the conduct or performance of the person charged constitutes good cause for dismissal or otherwise constitutes a serious complaint relating to his appointment or employment and, if so, to recommend what action should be taken.
- 16.(1) An Academic Disciplinary Committee appointed by the Governing Body shall comprise -
- (a) a Chairman; and
 - (b) one member chosen from amongst the Honorary Fellows and holders of the offices listed in Statute IV.1(vii); and
 - (c) one member chosen from amongst the members of the Governing Body.
- (2) In appointing members of an Academic Disciplinary Committee, the Governing Body shall exclude the person charged, and any person who has been involved in or associated with the making of the complaint or any part of it, or who has been involved in any preliminary hearing or investigation.

- 17.(1) When an Academic Disciplinary Committee has been appointed, the Governing Body shall instruct one of its members, a solicitor or other suitable person to formulate the charge or charges and to present, or arrange for the presentation of, the charges before the Academic Disciplinary Committee.
- (2) It shall be the duty of the person formulating the charge or charges -
- (a) to forward the charge or charges to the Committee and to the member of the academic staff concerned, together with the other documents therein specified and a list of all witnesses the College proposes to call, with 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 Bylaws made under this Statute. Such Bylaws shall ensure:
- (a) that the person charged is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearings by an Academic Disciplinary Committee;
 - (b) that a charge shall not be determined without an oral hearing at which the person charged and any person appointed to represent him are entitled to be present;
 - (c) that witnesses may be called, both on behalf of the person charged and by the person presenting the charge, and may be questioned concerning any relevant evidence;
 - (d) that no new witness or documentary evidence may be introduced by the person presenting the charge without the Committee's consent, which shall not be given save for good reason, and that if late introduction is allowed, the member of the academic staff shall be allowed an adjournment sufficient to allow him to consider and respond to the new evidence; and
 - (e) that any charge is heard and determined as expeditiously as is reasonably practicable.
- 19.(1) The Academic Disciplinary Committee shall send its decision on any charge referred to it (together with its findings of fact and the reasons for its decision regarding that charge and its recommendation, if any, as to the appropriate penalty) to the Principal, the person charged, the person presenting the charge and any person who shall have been added as a party by the Academic Disciplinary Committee.

(2) The Academic Disciplinary Committee shall draw attention to the period of time within which any appeal should be made by ensuring that a copy of Part V of this Statute accompanies each copy of its decision sent to a party to the proceedings under this Clause.

20.(1) Where any charge is upheld and the Academic Disciplinary Committee finds good cause and recommends dismissal or removal from office, but in no other case, the Principal shall consult the Governing Body and shall decide whether or not to dismiss the person concerned. If he decides to accept the Academic Disciplinary Committee's recommendation he may forthwith dismiss that person.

(2) Where any charge is upheld, other than where the Principal has decided under Sub-Clause (1) of this Clause to dismiss the person concerned, the action available to the Principal, after consulting the Governing Body, (not comprising a greater penalty than that recommended by the Academic Disciplinary Committee) shall be -

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

(b) to advise the person concerned about his future conduct; or:

(c) to warn the person concerned; or

(d) to suspend the person concerned for such period as the Principal shall think fair and reasonable, not to exceed 3 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 contain provisions expressly entitling the Principal to impose such a penalty; or

(e) such further or other action under the contract of employment or terms of appointment of the person concerned as appears fair and reasonable in all the circumstances of the case; or

(f) any combination of any of the above.

21.(1) The Principal shall be the appropriate officer to exercise the powers conferred by Clause 20 of this Statute but he may appoint a delegate to exercise those powers.

(2) Any action taken by the Principal or his delegate shall be confirmed in writing and notified to the Governing Body.

Part IV
Removal for
Incapacity on
Medical Grounds

22.(1) This Part makes separate provision for the assessment of incapacity on medical grounds as a good cause for dismissal or removal from office.

(2) In this Part references to medical grounds are references to capability assessed by reference to health or any other physical or mental quality.

- (3) In this Part the Principal shall be the appropriate officer to perform any duties or exercise any powers, but he may appoint a delegate to act on his behalf.
 - (4) 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. (1) Where it appears to the Principal that the removal of a member of the academic staff on medical grounds should be considered, the Principal -
- (a) shall inform the member accordingly;
 - (b) may, if the member agrees or if the Principal considers that the College might otherwise suffer significant harm, suspend the member from duty without loss of emoluments; and
 - (c) shall notify the member in writing that it is proposed to make an application to the member's 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.
- (2) If the member elects to apply for early retirement on medical grounds he shall be allowed to do so and the College shall meet the reasonable costs of any medical opinion required.
 - (3) If the member does not elect to apply for early retirement on medical grounds the Principal 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 Principal; and a medically qualified chairman jointly agreed by the Governing Body and the member or, in default of agreement, to be nominated by the President of the Royal College of Physicians.
 - (4) The Board may require the member concerned to undergo medical examination at the College's expense.
 - (5) The procedure to be followed in respect of the preparation, hearing, and determination of a case by a Medical Board under this Part shall be prescribed by Bylaws made under this Sub-Clause. Such Bylaws shall ensure:
 - (a) that the member concerned is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearing by the Board;
 - (b) that a case shall not be determined without an oral hearing at which the person charged and any person appointed to

- represent him are entitled to be present;
- (c) that witnesses may be called and may be questioned concerning any relevant evidence; and
- (d) that the case is heard and determined as expeditiously as is reasonably practicable.

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

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

Part V
Appeals

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

26. (1) This Part applies -

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

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

(2) No appeal shall however lie against -

- (a) a decision of the Governing Body under Clause 10(2) of this Statute;
- (b) any finding of fact of an Academic Disciplinary Committee under Clause 19(1) of this Statute 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 finding by a Board set up under Clause 23(3) of this Statute 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.
- (3) In this Part references to "the person appointed" are references to the person appointed by the Governing Body under Clause 29 of this Statute to hear and determine the relevant appeal.
- (4) The parties to an appeal shall be the appellant and the Principal 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 Principal, within the time allowed under Clause 28 of this Statute, notice in writing setting out the grounds of the appeal.
28. (1) A notice of appeal shall be served within 28 days of the date on which the document recording the decision appealed from was sent to the appellant or such longer period, if any, as the person appointed may determine under Sub-Clause (3) of this Clause.
- (2) The Principal shall bring any notice of appeal received (and the date when it was served) to the attention of the Governing Body and shall inform the appellant that he has done so.
- (3) Where the notice of appeal is served on the Principal outside the 28 day period the person appointed under Clause 29 of this Statute shall not permit the appeal to proceed unless he considers that justice and fairness so require in the circumstances of the case.
29. (1) Where an appeal is instituted under this Part the Governing Body shall appoint a person described in Sub-Clause (2) of this Clause to hear and determine that appeal subject to Sub-Clause (3) of this Clause.
- (2) The persons described in this Sub-Clause are persons not employed by the College holding, or having held, judicial office or being barristers or solicitors of at least ten year's standing.
- (3) The person appointed shall sit alone unless he considers that justice and fairness will best be served by sitting as an Appeal Tribunal with two other person.
- (4) The other persons who may sit with the person appointed, and who shall be appointed by the Governing Body, shall be -
- (a) one member chosen from amongst the Honorary Fellows and holders of the offices listed in Statute IV.1(vii); and
 - (b) one member chosen from amongst the members of the Congregation, not being a Fellow, lecturer or Chaplain of the College;

provided that neither shall have been involved in or associated with the making of the complaint or any part of it, nor have been involved in any earlier stage of the proceedings which have given rise to the

appeal.

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

(2) Without prejudice to the generality of the foregoing such Bylaws shall ensure -

- (a) that an appellant is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearing of his appeal;
- (b) that an appeal shall not be determined without an oral hearing at which the appellant and any person appointed by him to represent him are entitled to be present and, with the consent of the person or persons hearing the appeal, to call witnesses;
- (c) that full and sufficient provision is made for postponements, adjournments, dismissal of the appeal for want of prosecution and for the correction of accidental errors; and
- (d) that the person appointed may set appropriate time limits for each stage (including the hearing itself) to the intent that any appeal shall be heard and determined as expeditiously as is reasonably practicable.

(3) The person or persons hearing the appeal may allow or dismiss an appeal in whole or in part and, without prejudice to the foregoing, may -

- (a) remit an appeal from a decision under Part II of this Statute (or any issue arising in the course of such an appeal) to the Governing Body for further consideration as the person or persons hearing the appeal may direct; or
- (b) remit an appeal arising under Part III of this Statute for re-hearing or reconsideration by the same or by a differently constituted Academic Disciplinary Committee to be appointed under that Part; or
- (c) remit an appeal from a decision under Part IV of this Statute for further consideration as the person or persons hearing the appeal may direct; or
- (d) remit an appeal by the Principal arising under Part VII of this Statute 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 Principal following the finding by the Academic Disciplinary Committee which heard and determined the original charge or charges.

31. The person appointed shall send a reasoned decision, including any decision reached in exercise of his powers under Clause 30(3)(a), (b), (c), or (d) of this Statute, on any 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 Principal 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 College by methods acceptable to all concerned.
33. The grievances to which this Part applies are ones by members of the academic staff concerning their appointments or employment where those grievances relate -

- (a) to matters affecting themselves as individuals; or
- (b) to matters affecting their personal dealings or relationships with other staff of the College,

not being matters for which express provision is made elsewhere in this Statute.

34. (1) If other remedies within the College have been exhausted the member of the academic staff may raise the matter with the Principal.

(2) If it appears to the Principal 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 may dismiss it summarily, or take no action upon it. If it so appears to the Principal he shall inform the member and the Vice-Principal accordingly.

(3) If the Principal 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;
- (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 shall notify the member accordingly.

(4) If the Principal does not reject the complaint under Sub-Clause (2) of this Clause or if he does not defer action upon it under Sub-Clause (3) of this Clause he 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 so decides he shall notify the member and proceed accordingly.

35. If the grievance has not been disposed of informally under Clause 34(4) of this Statute, the Principal 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. In appointing members of a

Grievance Committee, the Governing Body shall exclude the aggrieved person and any person who has been involved in or associated with the subject matter of the grievance.

37. The procedure in connection with the consideration and determination of grievances shall be determined in Bylaws in such a way as to ensure that the aggrieved person and any person against whom the grievance lies shall have the right to be heard at a hearing and to be accompanied by a friend or representative and, with the consent of the Committee, to present evidence.

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. The Governing Body shall then decide whether or not to accept the proposals.

Part VII
Removal of the
Principal from
Office

39. Any eight or more members of the Governing Body may make complaint to the Vice-Principal seeking the removal of the Principal from office for good cause.

40. The Vice-Principal shall refer such a complaint to the Governing Body, exclusive of the Principal. If it appears to the Governing Body that the complaint does not raise a prima facie case of good cause for the removal of the Principal from office, it may determine that no further action shall be taken upon it.

41. If it appears to the Governing Body on the available material that the complaint raises a prima facie case of good cause for the removal of the Principal from office, it shall appoint a Tribunal to hear and determine the matter.

42. (1) The Tribunal appointed by the Governing Body shall comprise:

- (a) an independent Chairman, being a person not employed or having been employed by the College, and who holds or has held judicial office, or who is a barrister or solicitor of at least ten years' standing; and
- (b) one member chosen from amongst the Honorary fellows and holders of the offices listed in Statute IV.1(vii); and
- (c) one member chosen from amongst the members of the Governing Body.

(2) In appointing members of a Tribunal, the Governing Body shall exclude the Principal, and any person who has been involved in or associated with the making of the complaint or any part of it.

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-

- (a) that the Vice-Principal shall perform any duty and exercise any power there assigned to the Principal; and
- (b) that the only recommendation the Tribunal may make is whether or not the Principal should be removed from his office.

44. Where a charge or charges have been upheld and the Tribunal finds good cause and recommends dismissal, but in no other case, the Vice-Principal shall consult the Governing Body and may then dismiss the Principal.
45. Where a complaint is to be referred to a Tribunal under Clause 41, the Vice-Principal may, if he considers that the College might otherwise suffer significant harm, suspend the Principal from his duties in all matters relating to the government and discipline of the College without loss of emoluments.
46. For the purpose of the removal of the Principal from his office for incapacity on medical grounds, the provisions of Part IV of this Statute shall have effect, provided that the Vice-Principal shall perform any duty or exercise any power there assigned to the Principal.
47. For the purpose of appeals by the Principal against removal from office, the provisions of Part V of this Statute shall have effect, provided that the Vice-Principal shall perform any duty or exercise any power there assigned to the Principal.

STATUTE VI

The Scholars and Exhibitioners

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| The Scholars | 1. The Scholars shall be such undergraduate or graduate members of the College in statu pupillari as have been elected and duly admitted by the Governing Body to Scholarships of the College, the term "Scholarship" to include Organ Scholarships. |
| Election of Scholars | 2. The Governing Body may elect to a Scholarship any present or prospective undergraduate or graduate member of the College whom it regards as qualified, by reason of ability and promise shown in College work or in University examinations or otherwise, to be so elected.

No person shall be elected to a Scholarship on the foundations of the Reverend Edmund Meyricke, of King Charles the First, of Miss Claudia Griffiths, of the Reverend Edwin Jones, of Reginald Stradling Collins, or of the Reverend S. W. B. Holbrooke unless also qualified to be elected to such Scholarship under the relevant provisions of these Statutes. |
| The Exhibitioners | 3. The Exhibitioners shall be such undergraduate members of the College in statu pupillari as have been elected and duly admitted by the Governing Body to Exhibitions of the College, the term "Exhibition" to include Organ Exhibitions. |
| Election of Exhibitioners | 4. The Governing Body may elect to an Exhibition any present or prospective undergraduate or graduate member of the College whom it regards as qualified, by reason of ability and promise shown in College work or in University examinations or otherwise, to be so elected.

No person shall be elected to an Exhibition on the foundations of the Reverend Edmund Meyricke, of King Charles the First, of Miss Claudia Griffiths, of the Reverend Edwin Jones, of Reginald Stradling Collins, of Thomas Phillips, or of the Reverend S. W. B. Holbrooke unless also qualified to be elected to such Major Exhibition under the relevant provisions of these Statutes. |
| Organ Scholarships & Exhibitions | 5. The Governing Body may elect to an Organ Scholarship or to an Organ Exhibition any present or prospective & undergraduate or graduate member of the College whom it regards as being of sufficient ability to hold such Scholarship or Exhibition and to perform such duties as the Governing Body shall by Bylaw determine. An Organ Scholarship or Organ Exhibition may be held in conjunction with any other Scholarship or Exhibition of the College. |
| Emoluments of Scholars and of Exhibitions | 6. Every Scholar and every Exhibitioner shall be entitled to receive annually, without enquiry into his means, such sum as the Governing Body shall from time to time by Bylaw determine. |

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| Residence of Scholars and Exhibitioners | 7. No Scholar or Exhibitioner shall be entitled to receive the emoluments of his Scholarship or Exhibition for any term unless, during that term, he shall have resided in the University of Oxford within the meaning of the Statutes, Decrees and Regulations of the University; provided that in case of illness or other sufficient cause, the Governing Body may dispense with the residence of a Scholar or Exhibitioner upon such conditions as to the payment of his emoluments as it deems reasonable. |
| Admission of Scholars | 8. Every Scholar shall be admitted to his Scholarship at a meeting of the Governing Body, and shall thereupon make such declaration as shall be prescribed by the Bylaws of the College in force for the time being. |
| Admission of Exhibitioners | 9. Every Exhibitioner shall be admitted to his Exhibition in accordance with such Bylaws as shall be made by the Governing Body under the provisions of Statute X, Clause 6. |
| Tenure of Scholarships & Exhibitions | 10. A Scholarship or Exhibition held by any person shall be tenable from such time as the Governing Body shall decide and for such period as the Governing Body shall by Bylaw determine. |
| Vacation of Scholarships & Exhibitions | 11. Any Scholar or Exhibitioner who shall cease to be a member of the College in statu pupillari shall thereby vacate his Scholarship or Exhibition. |
| Suspension of Payment of Emoluments of Scholars and Exhibitioners | 12. The Governing Body may suspend payment of the emoluments attached to any Scholarship or Exhibition for any period in respect of which the holder of such Scholarship or Exhibition shall have accepted any office or undertaken any duties which, in the opinion of the Governing Body, are inconsistent with the performance of his duties as Scholar or Exhibitioner. |
| Deprivation of Scholarships & Exhibitions | 13. If a Scholar or Exhibitioner shall be guilty of neglect of his studies or of any other misconduct, the Governing Body may deprive him of his Scholarship or Exhibition. |
| Grants | 14. The Governing Body may make a grant to any Scholar or Exhibitioner of the College in statu pupillari and in residence: <ul style="list-style-type: none"> (a) who is, in its opinion, likely to suffer hardship at the University if not awarded a grant; or (b) who seeks assistance in respect of any special course of study or in respect of any other academically beneficial activity. |

The Governing Body shall make Bylaws governing the making of such grants.

STATUTE VII

The Commoners

- Admission 1. Commoners shall be admitted only pursuant to a resolution of the Governing Body unless Bylaws made under these Statutes shall otherwise provide.
- Removal 2. Any Commoner may be removed from the College by the Governing Body for such causes as in its judgment may require his removal.
- Residence and Discipline 3. The Commoners shall be required to conform to such and Bylaws as to residence, instruction and discipline, as the Governing Body shall from time to time enact, and it may enforce those Bylaws by such penalties as it thinks fit; provided that the name of no Commoner may by disciplinary action be removed from the College books without the authority of the Governing Body.
- Grants 4. The Governing Body may make a grant to any Commoner of the College in statu pupillari and in residence:
- (a) who is, in its opinion, likely to suffer hardship at the University if not awarded a grant; or
 - (b) who seeks assistance in respect of any special course of study or in respect of any other academically beneficial activity.

The Governing Body shall make Bylaws governing the making of such grants.

STATUTE VIII

The College Chapel

- Services
1. The Governing Body shall make arrangements for the performance of a service of worship according to the practices of the Church of England (or of such other Christian Church as the Governing Body may on occasion and from time to time determine) in the College Chapel on each Sunday during Full Term and at such other times as the Governing Body shall at a Stated Meeting determine.
- Chaplain
2. The Governing Body shall appoint a Clerk in Holy Orders to be Chaplain. The Chaplain shall conduct such services (being in such form as may from time to time be authorised by the Church of England) as the Governing Body may direct, and shall, subject to the superintendence of the Principal, have oversight of all religious services performed in the College Chapel.

STATUTE IX

The Officers of the College

- College Officers
1. The Officers of the College shall be the Vice- Principal, a Chaplain, a Bursar or Bursars, Senior Tutor, Dean of Degrees, a Dean or Deans, Librarian, Tutor for Admissions, Secretary to the Governing Body, and such Tutors, Lecturers and other Officers as the Governing Body shall at any Stated Meeting from time to time determine. More than one office may be held by the same person, provided that no person may hold at the same time the offices of Senior Bursar and Senior Tutor.
- Tenure
2. (a) The appointment of all College Officers shall be made by the Governing Body for such period not exceeding seven years as the Governing Body may from time to time determine.
 - (b) With the exception of the Principal, no person appointed to a College Office on or before the first day of July 1985 and elected to an Official Fellowship on or before that date may hold any College Office beyond the thirtieth day of September next after he attains the age of sixty-seven years, provided that any College Officer whose birthday falls in August or September and who was first appointed before the first day of October 1957 shall be eligible to hold his College Office until the thirty-first day of July next after he attains the age of sixty-seven years; and further provided that the Governing Body may by the votes of not less than two- thirds of those present and voting at a Stated Meeting allow a Vice-Principal, Chaplain, Dean of Degrees, Bursar, or Librarian to hold his office for a further period not exceeding three years from the date at which, but for this further proviso, he would have retired.
 - (c) With the exception of the Principal, no person appointed to a College Office after the first day of July 1985 may hold any College Office beyond the thirtieth day of September next after he attains the age of sixty-five years, provided that any College Officer to whom this sub-clause applies and who is also an employee of the University the terms of whose employment with the University fix a date for retirement later than the thirtieth day of September immediately preceding his attaining the age of sixty-six years, other than a term of that employee's employment which is made a term by virtue of an exercise of the power enjoyed by the University under proviso (ii) to proviso (h) to Tit.X, Lc.1 of the Statutes of the University, shall be eligible to hold his College Office until such date of retirement from his employment with the University; and further provided that the Governing Body may by the votes of not less than two-thirds of those present and voting at a Stated Meeting allow a Vice-Principal, Chaplain, Dean of Degrees, Bursar or Librarian to hold his office for a further period not exceeding five years from the date at which, but for this further proviso, he would have retired.

- (d) No person appointed to a College Office on or before the first day of July 1985 but elected to an Official Fellowship after that date may hold any College Office after the expiration of the twelve month period beginning with the date of his attaining the age of sixty-five years; provided that the Governing Body may by the votes of not less than two-thirds of those present and voting at a Stated College Meeting allow a Vice-Principal, Chaplain, Dean of Degrees, Bursar or Librarian to hold his office for a further period not exceeding five years from the date at which, but for this proviso, he would have retired.

Vice-Principal

3. The Vice-Principal shall be elected from among the Fellows of the College who are members of the Governing Body and he or in his absence any Fellow of the College who may be authorized by any Statute or Bylaw to act in the place of the Principal, shall have power in the absence or sickness of the Principal or during a vacancy in the Principalship to do all acts which the Principal is by these Statutes authorized or directed to do, except the giving assent to any Bylaw or resolution which affects any right, power or privilege of the Principal, and for which by these Statutes the consent of the Principal is necessary.

Tutors and
Lecturers

4. The Tutors and Lecturers shall exercise supervision over the conduct and studies of members of the College in statu pupillari, and shall take such part in the educational work of the College as the Governing Body may from time to time assign to them.

Courses of
Instruction

5. The Governing Body shall provide courses of instruction for members of the College in statu pupillari during at least twenty-four weeks in the academical year, exclusive of the time devoted to College examinations.

Deans

6. The Dean shall be an Official Fellow of the College. During the usual College Terms there shall every night be within the College the Dean or failing him a Fellow, Lecturer, Chaplain or Junior Dean of the College.

At such other times during the University Terms as there are Undergraduates resident in the College, the Governing Body shall make such arrangements as it may deem necessary for their supervision.

Duties and
Emoluments of
Officers

7. Subject to the provisions of these Statutes, the Governing Body may from time to time make such Bylaws as it shall think fit as to the duties and reasonable emoluments of the Officers of the College (including the provision of rooms in College) and the mode of their appointment or election; provided that it shall be lawful for the Visitor, upon the petition of the Principal or of any Fellow or of any Officer of the College being a member thereof whose stipend or emolument may have been diminished in exercise of the foregoing power, to disallow such Bylaws if he shall think fit.

8. Any Officer of the College may be removed from his office for inefficiency or other reasonable cause by a resolution passed at a meeting of the Governing Body specially summoned with not less than a fortnight's notice of the business to be transacted thereat, but if a Tutor or other Officer who is an Official Fellow be so removed he may within one month appeal to the Visitor, and it shall be lawful for the Visitor either to confirm or to annul the resolution of the Governing Body:

Provided that, subject to the provisions of Clause 7(1) of Statute V, nothing in this Clause shall apply to the removal of any member of the academic staff to whom Statute V applies.

9. Any Officer of the College who shall have the intention of accepting any salaried appointment or office not connected with the College (other than such appointments or offices as shall be specified in Bylaws), shall give notice of his intention to the Governing Body through the Principal, and if in the opinion of the Governing Body the duties of such appointment or office would be incompatible with the duties of his College office, he shall not accept such appointment or office.

STATUTE X

The Government of the College

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| College Meetings | 1. The Principal may at any time summon a meeting of the Governing Body, and shall do so at the request of any two members thereof. |
| Stated Meetings | 2. There shall be at least two Stated Meetings of the Governing Body in every term on such days as the Governing Body shall appoint. Any Stated Meeting may be adjourned by resolution of the meeting to a day to be specified in the resolution. |
| Conflict of Interest | 3. The College shall make provision for dealing with matters of conflict of interest through a code of practice. Subject to those provisions, members of the Governing Body may vote on issues arising, notwithstanding that they may have a conflict of interest. |
| Executive Committee and other Committees | 4. The Governing Body may by the votes of three-fourths of those present and voting at a Meeting specially summoned for the purpose appoint an Executive Committee, which shall hold office for a period not exceeding one year, and may delegate to it such powers as may seem expedient. The Principal, the Bursar or Bursars and the Senior Tutor shall always be members of such an Executive Committee; the Principal shall preside and in case of equality of votes shall have a casting vote. The Governing Body may also from time to time appoint such Standing Committees and Special Committees as it may deem expedient; the membership and duties of Standing Committees shall in each case be regulated by Bylaw. |
| Remuneration Committee | 5. (a) Without prejudice to Clause 4 above, there shall be a Remuneration Committee of the College, at least two members of which shall not be Fellows of the College and at least one other who, though he or she may be a Fellow of the College, shall not be one remunerated by the College. In addition, the number of members who are neither the Principal nor an Official Fellow must always exceed the number that are.

(b) The Remuneration Committee shall make recommendations to the Governing Body regarding:

(i) remuneration payable to the Principal, including allowances as well as benefits provided to the Principal;
(ii) remuneration payable to Fellows, including the housing allowance and other allowances;
(iii) benefits provided to Fellows, as well as remuneration and benefits within Statute IV, clause 24(v).

It may be assigned other duties by the Governing Body.

(c) the Remuneration Committee shall make a recommendation to the Governing Body relating to the amount of remuneration or allowances payable to, or other benefits provided for, any member or members of the Governing Body only if it has been approved by at least a majority of those members of the Committee who are not members of the Governing Body. |

(d) the Governing Body shall be bound to accept any recommendation of the Remuneration Committee that satisfies the terms of clause 5(c) hereof, except that it may reject any such recommendation in favour of some lower payment (or no payment) to, or lesser provision (or no provision) for, the member or members of the Governing Body in question.

Procedure at
College Meetings

6. The Principal, or in his absence the Vice-Principal, or in his absence the senior Official Fellow present, shall preside at the meetings of the Governing Body. Except where the concurrence of any specified proportion of the members of Governing Body, or the consent of any specified person or persons, is by these Statutes made requisite, every question arising at a meeting of the Governing Body shall be decided by a majority of the votes of those present and voting. Whenever the votes shall be equal, the Principal or other person presiding shall have an additional casting vote.

Regulated by
Bylaw

7. Subject to the provisions of these Statutes, the Governing Body may from time to time at any Stated Meeting make and vary Bylaws for securing the attendance of members at meetings of the Governing Body, for regulating the proceedings and for determining what business shall be transacted and what number of members shall constitute a quorum thereat, and for fixing if it shall think fit the notice to be given before holding any meeting or bringing forward any question.

Internal
Regulations

8. The Governing Body may from time to time, subject to these Statutes, make and vary Bylaws respecting the discipline, studies and domestic management of the College; the manner of election and admission of the Principal, Fellows, College Officers, Scholars Exhibitioners and Commoners, and the declaration to be made or admonition given upon their admission; the residence of the Fellows the residence and duties of Scholars and other members of the College in statu pupillari; the management and supervision of the College; the repairs of the College buildings; the keeping and auditing of the accounts of the revenue and expenditure of the College; the distribution of rooms in the College; and such other matters not settled by Statute as the Governing Body shall consider fit to be regulated by Bylaws. The Governing Body shall make provision for enforcing such Bylaws by such penalties as it thinks fit.

Bylaws to notify
charges and
regulate
expenditure

9. The Governing Body shall make Bylaws for securing that the authorized charges made to members of the College in statu pupillari for the normal objects of expenditure in the College shall be notified to persons concerned, and for regulating the expenditure within the College of members of the College in statu pupillari in such manner as the Governing Body thinks desirable.

Common Seal

10. The Common Seal of the College shall not be affixed to any document except by the authority of the Governing Body and in the presence of at least three members of the Governing Body of whom one shall be the person entrusted with the safe custody of the Common Seal under Bylaws which the Governing Body shall make for ensuring the safe custody thereof.

Making of

11. Contracts on behalf of the College may be made as follows:-

Contracts

- (a) a contract which if made between private persons would be by law required to be in writing, and if made according to English law to be under seal, may be made on behalf of the College in writing under the Common Seal of the College.
- (b) a contract which if made between private persons would be by law required to be in writing, signed by the parties to be charged therewith, may be made on behalf of the College in writing signed by any person acting under its authority;
- (c) a contract which if made between private persons would by law be valid although made by parol only, and not reduced into writing, may be made by parol on behalf of the College by any person acting under its authority;
- (d) a contract made according to this Statute may be varied or discharged in the same manner in which it is authorized by this Statute to be made.

Muniments and Deeds

12. All deeds and muniments, books, papers and other documents relating to the affairs, rights, or property of the College, and copies of all Statutes and Bylaws of the College in force for the time being, shall be kept in the Muniment Room, or such other place of safety as the Governing Body may appoint by Bylaw.

Register of Bylaws

13. All Bylaws made and varied in accordance with the provisions of this Statute shall be recorded in a book kept solely for that purpose.

Benefices

14. Subject to any existing interest the Governing Body may present to any Benefice in the gift of the College any Fellow of the College or other person duly qualified for presentation.

STATUTE XI

College Property Revenue and Accounts

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| Estates Committee | 1. The Governing Body may appoint an Estates Committee of the College, which shall have such duties and powers of management in relation to the College property as may be determined from time to time by Bylaws of the College. In default of such appointment the Governing Body shall be the Estates Committee of the College. |
| Duties of Bursar | <p>The Bursar or Bursars appointed by the Governing Body shall, subject to the provisions of these Statutes and to any Bylaws and resolutions which may be passed by the Governing Body from time to time, have the care of the College fabric and of the property of the College.</p> <p>The Bursar or Bursars shall from time to time report to the Governing Body on the condition of the College fabric, the College estates and the buildings thereon, and submit a statement of any substantial repairs or improvements which may be necessary or expedient.</p> |
| The Sir Leoline Jenkins Estate | 2. (a) The Sir Leoline Jenkins estate shall be considered as part and parcel of the general estate of the College, and the whole shall be managed and administered as one estate only. |
| The Poulton Benefaction | b) The benefaction of Sir Edward and Lady Poulton shall be considered as part and parcel of the general estate of the College. |
| Maintenance of College buildings | 3. The College Hall, Chapel, and other buildings shall at all times be kept in good repair, and the expenses of such repairs shall be the first charge upon the revenues of the College. |
| Revenue Reserve Funds | <p>4. The Governing Body may set aside from Revenue from time to time such sums as it may think fit to form a Reserve Fund or Funds for the improvement, replacement or repair of College property, or for the acquisition or provision of land or buildings to be occupied and used in connection with the College and for College purposes, or for other desirable or necessary expenditure for College purposes.</p> <p>If a fund established under this Clause (and not otherwise) shall appear to the Governing Body to have moneys standing to its credit which it is no longer expedient to reserve for the purpose for which they were set aside, such moneys may be withdrawn from the Fund, and moneys so withdrawn shall be subject to the provisions of these Statutes relating to Revenue moneys.</p> |
| Dining Allowance | 5. The Governing Body may allow from the Corporate Revenues of the College such moderate sums as it may from time to time determine for the provision of a common College dinner whether in Hall or in some other public room of the College, of which the Principal and each of the Fellows shall be entitled to partake without charge, and also, if the Governing Body so determines, any Lecturer or Officer of the College not being a Fellow. |

Annual payments
to Cowbridge
School

6. So long as the scheme made in the year one thousand nine hundred and nineteen by the Board of Education under the Endowed Schools Acts, 1869, 1873 and 1874 in the matter of the Cowbridge Grammar School and Endowment remains in full force and effect, the Governing Body shall pay to the Governors of the Cowbridge Grammar School the following sums (and shall be under no further liability in respect of the Cowbridge Grammar School):-
- (i) The annual sum of fifty pounds payable under the provisions of the will of Sir Leoline Jenkins;
 - (ii) The further annual sum of four hundred and fifty pounds, provided that if the Headmaster of the Cowbridge Grammar School be a Fellow of the College, any sums paid to the Headmaster as the emoluments of such Fellowship shall be reckoned as part payment of his salary as Headmaster and as part payment by the Governing Body of the above-mentioned annual sum of four hundred and fifty pounds.

The Governing Body may cease the payment of the whole or part of the above-mentioned annual sum of four hundred and fifty pounds:-

- (a) If the Glamorgan County Council ceases to pay annually for the general purposes of the Cowbridge Grammar School the sum of at least £500, and to provide a further annual sum of £250 for Scholarships, Bursaries and Exhibitions; or
- (b) If the Governing Body, after holding an inspection of the Cowbridge Grammar School declares by resolution that the school is not being maintained efficiently as a secondary school preparing pupils for Universities.

Accounts

7. The Governing Body shall cause proper Books of Account to be kept, in which shall be entered:-
- (i) All receipts and payments on account of or authorized by the College, whether from or to persons being members of the College or from or to any other 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;

A statement of all property of every kind or description held by or in trust for the College.

Books of Account

8. The Books 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 account to which the same are standing;
 - (ii) A Roll of Rents Rentcharges Dividends and other 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;

and also such other books as may be necessary or convenient for regularly recording all such receipts and payments and other matters and things as aforesaid, and for enabling the several accounts to be duly checked and balanced, and the correctness of the Abstracts, for the publication of which provision is hereinafter made, to be ascertained and verified.

Accounts of Trusts 9. 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.

Audit 10. The College accounts shall be audited once at least in every year. The Governing Body shall appoint for that purpose an Auditor or Auditors qualified under the Statutes of the University to certify the statements or abstracts of College accounts required by those Statutes. The Auditor or Auditors shall report in writing to the Governing Body whether the accounts of the College are duly kept in proper Books of Account in conformity with the provisions of this Statute, and whether the Abstracts and Balance Sheet prepared pursuant to the provisions of this Statute contain a full and true account of the financial condition of the College. It shall be lawful for the Auditors or any Auditor to report specially on any payment which they or he may judge to have been made without sufficient authority. The expenses 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. As soon as may be convenient after the audit, the College accounts shall be laid before the Governing Body by the Bursar or Bursars at a Stated Meeting.

Abstracts of College accounts for information of University 11. The Governing Body 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 shewn, and the certificate accompanying such forms shall be as prescribed from time to time in the Statutes of the University made or to be made under the like authority, and the certificate shall be signed by the Auditor or Auditors aforesaid.

The Governing Body shall, on or before a date prescribed as aforesaid, furnish to the Curators of the University Chest such information as may be required for determining the amount to be paid by the College to the Curators as a contribution for University purposes under any Statute of the University made or to be made under the like authority.

- Kitchen Accounts 12. The Governing Body shall cause to be kept kitchen accounts and other statistics relating to the catering arrangements of the College.
- Investment and other application of capital moneys 13. The Governing Body has power to invest:
- i) all funds and endowments of the College which are not held on specific trusts; and
 - ii) any endowment, benefaction or trust for purposes connected with the College of which the College is a trustee created by an instrument which came into operation not less than 60 years before 1 January 2015.
- at, 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 Governing Body shall in its absolute discretion think fit so that the Governing Body shall be empowered to invest and transpose the investments of such funds and enter into and carry out any transaction in relation thereto which an individual of full legal capacity investing or transposing investments for his or her own benefit could exercise enter into or carry out.
- In relation to all capital moneys held by the College for the general purposes of the College or as permanent endowment or on restricted funds on behalf of the College, the College may appropriate for expenditure for the purposes of a fund to which this Clause applies so much of the fair value of the particular fund as is prudent in all the circumstances having regard to the total return achieved and reasonably to be expected in the long term of the trust pool funds to which this Clause applies.
- Capitalisation of Income 14. (i) The Governing Body shall capitalise income in the manner provided by this Statute in any case where it is of the opinion that capital ought to be accumulated or replaced on account of the acquisition or disposition of leasehold property or any reversionary interest or on account of any other transaction.
- (ii) In making provision for the capitalisation of income under this Statute the Governing Body shall have regard;
 - (a) in the case of income held for the general purposes of the College, to the overall financial position of the College and
 - (b) in the case of income held under any specific trust, to the financial position of that trust, and shall make such provision as in its opinion is appropriate for the purposes of conserving the permanent endowment of the College or of the trust, as the case may be, and of avoiding undue fluctuations of income.
 - (iii) If at any time it shall appear to the Governing Body that the proportion of income being capitalised or the period for which it is being capitalised in respect of any past transaction is insufficient or excessive for the purposes aforesaid, the Governing Body shall increase or reduce the said proportion or

period to the extent of such insufficiency or excess.

- (iv) The powers conferred by this 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.

Investment of
Revenue moneys

15. (i) The Governing Body has power to acquire, charge, hold, manage and dispose of:

- a) any property of the College which is not held on a specific trust; and
- b) any property comprised within an endowment, benefaction or trust for purposes connected with the College of which the College is the trustee created by an instrument which came into operation not less than 60 years before 1 January 2015,

in such a manner and upon such terms as the Governing Body may in its absolute discretion think fit, and is entitled to exercise any power and may enter into and may carry out any transaction in relation to such property which an individual of full legal capacity, acquiring, charging, holding, managing or disposing of such property for his or her own benefit, could exercise, enter into or carry out.

- (ii) In this Clause “property” includes money, securities, shares, stocks, funds, goods, things in action, land and every description of property wherever situated, whether involving liability or not, and also obligations and every description of interest whether present or future or vested or contingent arising out of or incidental to property.

Investment
Management

16. (i) The College may from time to time appoint a suitably qualified person as Investment Manager to exercise and to carry out on behalf of the College the duties prescribed by this Clause on such terms as (subject to and in accordance with this Clause) the College shall think fit.

- (ii) A person (which expression in this Clause includes a person, persons, firm, or company) shall be suitably qualified to be Investment Manager if he shows to the satisfaction of the College that:-

- (a) he (or, in the case of a subsidiary company whose obligations under the relevant terms of appointment will be guaranteed by the parent company, that parent company) has at least 15 years experience in the City of London (or other appropriate financial centre in the United Kingdom or elsewhere) of investment business; and

- (b) is authorised to carry on investment business in accordance with the Financial Services Act 1986 (or other legislation amending, consolidating or replacing that Act).

- (iii) The College may pay reasonable and proper remuneration to an Investment Manager appointed and acting in accordance

with this Clause.

- (iv) The College may delegate to an Investment Manager appointed and acting in accordance with this Clause power at his discretion (but always in accordance with this Clause and the terms of his appointment) to buy and sell investments held on behalf of the College; and such delegation may permit those investments to be held by a nominee, whether such nominee is associated with the Investment Manager or otherwise.
- (v) The terms of appointment of any Investment Manager shall be in writing and shall:-
 - (a) specify the relevant investment policy of the College and the scope of the Investment Manager's discretion; and
 - (b) require the Investment Manager to comply with the terms of his appointment and with these Statutes, the relevant University Statutes and the general law (including any provision relating to the keeping and supply of records and accounts); and
 - (c) prohibit the Investment Manager from sub-delegating or assigning his appointment without the College's prior consent in writing; and
 - (d) specify the amount and/or method of calculation of the Investment Manager's remuneration (if any); and
 - (e) entitle the College to terminate the appointment at any time on reasonable notice; and
 - (f) specify the other circumstances in which the appointment may be terminated by either party and (subject to earlier termination) its maximum duration which shall not exceed 24 months on any one occasion (but subject if so specified to renewal from time to time by mutual agreement); and
 - (g) specify the relevant advisory, reporting and accounting procedures; and
 - (h) state whether or not the investments may be held on behalf of the College in the name of a nominee and (if so) on what basis and by whom.
- (vi) The College shall take reasonable steps (and if necessary shall take appropriate advice) to satisfy itself when making any such appointment that its terms are in accordance with best practice at the relevant time. In particular (so as to ensure that the College always has adequate information as to and appropriate control over the investments, funds, or other assets of whatever nature to which the appointment relates) the Investment Manager shall be required:-
 - (a) to review and report in writing to the College at least once

each calendar year on the College's investment policy and the performance of and the future prospects for the College's investments, and to give any relevant advice; and

- (b) to report to the College at once on any significant change since the last such review and report which may in his view require early attention by the College; and
 - (c) to report to the Estates Bursar (who shall thereafter inform the Estates Committee and the Governing Body within a reasonable time) on every transaction within 14 days of its execution; and
 - (d) to account to the College at quarterly intervals, or, as agreed by the College and the Investment Manager, more frequently.
- (vii) The property over which any Investment Manager shall exercise and carry out the said duties shall be such as the College shall think fit, but shall not include property other than:
- (a) The general estate of the College as defined in this Statute;
 - (b) Property comprised in the Trusts Pool Scheme (made by the College on 30 April 1953 and as subsequently amended);
 - (c) Revenue moneys (whether under Clause 15 of this Statute or otherwise).
- (viii) The College Seal shall not be affixed to any document by the Investment Manager and this Statute shall not affect Statute X Clause 8.

Exhibitions and
Grants: sources of
income

17. (a) The income of the Exhibition founded by the Reverend Rice Powell, Mrs Mary Robinson, William Robson Esq., and the friends of Thomas Assheton Smith Esq. respectively shall be devoted to the maintenance of Exhibitions and to the making of grants according to the provisions of Statute VI, Clause 14 and Statute VII, Clause 4.
- (b) The income of the Hawker Hughes Trust Fund shall be devoted to the making of grants according to the provisions of Statute VI, Clause 14 and Statute VII, Clause 4.

STATUTE XII

Disposal of Revenue

Statutory
payments to
University:

1. The application of the revenues of the College under the provisions and to the purposes of these Statutes shall be subject to any Statute or Statutes made for the University under the powers of the Universities of Oxford and Cambridge Act 1877, and the Universities of Oxford and Cambridge Act 1923, for enabling or requiring the Colleges to make contributions out of their revenues for University purposes, and to the payment of the charges imposed thereby. Income arising from any endowment, benefaction or trust (other than a trust for purposes wholly external to the College) shall be charged with such part of the total contribution as the Governing Body shall deem equitable, having regard to the calculation of that contribution prescribed by the University Statutes.

Surplus Revenue:
(i) scheme to be
approved by
Visitor

2. 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 think fit make an order directing that any part of the surplus revenue shall be set apart and applied to purposes relative either to the College or to the University, according to a scheme submitted to him by the Governing Body and confirmed by him. After an order so made by the Visitor any sums thereby directed to be set apart shall be applied in conformity with the aforesaid scheme.

For the purposes of this Clause, the expenditure of the College shall be deemed to include the payment of charges for University purposes imposed by Statutes made for the University as aforesaid; 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 objects in which the College as a holder of property is interested.

(ii)
Communication of
scheme to
Hebdomadal
Council

3. Before any scheme is confirmed by the Visitor, the Governing Body shall communicate it to the Hebdomadal Council of the University; and the Visitor shall consider any representations which the Hebdomadal Council may judge it expedient for the interests of the University to make with reference to such scheme.

(iii)
Duration of
scheme

4. An order made by the Visitor confirming a scheme submitted to him by the Governing Body shall continue in force until a new scheme modifying or superseding it shall have been submitted and confirmed in like manner.

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| (iv)
Initiative of
Governing Body | 5. The Governing Body or any three members thereof may at any time request the Visitor to exercise if he thinks fit the powers given to him by Clause 2 of this Statute; but this provision shall not be deemed to affect the Visitor's right to exercise such powers of his own motion. |
| (v)
disposal without
scheme | 6. Subject to the right of the Visitor to exercise the powers given to him by Clause 2 of this Statute, any surplus of the revenues of the College after the expenditure defined in Clause 2 of this Statute has been met, shall from time to time be applied by the Governing Body at its 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. |
| No reimbursement
of Income Tax | 7. There shall be no payment or reimbursement by the College in respect of Income Tax on any stipend or salary payable under these Statutes. |
| Disposal of
Surplus Trust
Income | <p>8. (i) This clause shall apply to each of the Trusts, endowments, foundations, gifts and schemes set out in Schedule A appended to this Statute (hereinafter in this clause referred to as 'a Trust').</p> <p>(ii) The Governing Body may from time to time use for the purposes of learning or education in the College any surplus income of a Trust.</p> <p>(iii) In the foregoing paragraph 'surplus income' means income unexpended in any year after the purposes of the Trust have been provided for in that year (whether wholly by income from the Trust or partly by income from the Trust and partly by other means) in so far (if at all) as, in the opinion of the Governing Body, it is possible to provide for the purposes of the Trust in that year.</p> |

Schedule A

Mr. Thomas Phillips's (Llandoverly) Exhibition (1870)
 Mr. Assheton Smith's Testimonial Fund (1870)
 The Griffiths Scholarship Fund (1907)
 The Ernest Ely Genner Prize Fund (1932)
 The Reginald Stradling Collins Memorial Fund (1933)
 The Edwin Jones Scholarship Fund (1946)
 The Rev. S. W. B. Holbrooke Fund (1958)
 The Viscount Sankey Fund (1958)
 The Thomas William Thomas Fund (1994)

STATUTE XIII

The Tuition Fund

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| Disposal of
Balance | 1. The balance of the Tuition Fund at the time of coming into effect of this Statute shall be subject to the same powers of application and disposal as a Revenue Reserve Fund established under the provisions of Statute XI. |
| Appropriation of
Income | 2. From the time of coming into effect of this Statute, the revenues previous attributed to special endowments for Lecturers and Praeceptors shall be part of the general revenues of the College. |

STATUTE XIV

The Visitor

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| Visitor | 1. The Right Honourable the Earl of Pembroke and Montgomery is the Hereditary Visitor of the College; but if he be absent from the Kingdom, or not of full age, or under any disability and incapable of discharging the duties imposed upon him by these Statutes, or if the male line of succession fails, the powers of the Visitor shall be temporarily or permanently, as the case may be, vested in the Crown to be exercised by the Lord Chancellor. |
| Visitations | 2. It shall be lawful for the Visitor, if and whenever he shall deem it expedient for enforcing the due observance of the Statutes in force for the time being, without any request or application by the Governing Body or by 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, and it shall be lawful for the Visitor at any such visitation, or he shall think fit at other times, to require the Governing Body to answer in writing any enquiries he may make for the purpose of satisfying himself that the Statutes in force for the time being are duly observed. |
| Power to reduce statutory charges | 3. If at any time it shall be made to appear to the satisfaction of the Visitor that for 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 under 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 in accordance with a resolution of the Governing Body passed at a meeting specially summoned with not less than a fortnight's notice of the business to be transacted thereat, to direct that the charges created by these Statutes shall, for so long as he shall think fit, be rateably diminished; provided that no such diminution shall be made in any charges specifically imposed by these Statutes for University purposes unless thirty days' notice thereof shall have been previously given to the Vice-Chancellor of the University. |
| Interpretation of Statutes | 4. As often as any question shall arise, depending wholly or in part on the construction of any of the Statutes of the College, on which the members of the Governing Body shall be unable to agree, it shall be lawful for the Governing Body or any three members thereof, or for the Principal, to submit the same to the Visitor; and the Visitor shall declare what is the true construction of such Statute or Statutes with reference to the case submitted to him. |
| Appeal | 5. It shall be lawful for the Principal or for any Fellow if he shall conceive himself aggrieved by any act or decision of the Governing Body, or for any Scholar who shall by the sentence of the Governing Body have been deprived of his Scholarship, to appeal against such act or decision or sentence to the Visitor; and the Visitor shall adjudicate on such appeal, and it shall be lawful for him as he may deem just to confirm or to annul such act or decision or sentence. |

Disallowance of
Bylaws

6. It shall be lawful for the Visitor, either of his own motion or on the complaint of the Principal or of any two members of the Governing Body, to disallow or to annul any Bylaw or resolution of the Governing Body which shall in the Visitor's judgment be repugnant to any of the Statutes of the College in force for the time being.
7. In accordance with the provisions of the Education Reform Act 1988, nothing in these Statutes shall enable or require the Visitor:-
 - a) to hear any appeal or determine any dispute relating to a member of the academic staff to whom Statute V applies which concerns the member's appointment or employment or the termination of that appointment or employment; or
 - b) To disallow or annul any Bylaw made under or having effect for the purposes of Statute V.

STATUTE XV

The Meyricke and Other Endowments

A. The Meyricke Endowment

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| Trusteeship | 1. The Meyricke Endowment shall be held by the College upon trust, and the revenues thereof shall be applied in the manner hereinafter provided. |
| Meyricke Library | 2. The Governing Body may having regard to the income of the Endowment assign out of the said income such sums as it may from time to time determine for the maintenance, administration and improvement of the Meyricke Library. |
| Meyricke Scholarships & Exhibitions | <p>3. (a) The Governing Body may elect to a Meyricke Scholarship any person who satisfies the conditions laid down in Statute VI, Clause 2 and to a Meyricke Exhibition any person who satisfies the conditions laid down in Statute VI, Clause 4; provided that any person so elected must also satisfy at least one of the following qualifications, viz., (i) he is a native of Wales; or (ii) if he is the child of a parent born in Wales; or (iii) he has knowledge of and is able to speak the Welsh language; or (iv) he was educated in Wales for the last three years of his secondary education.</p> <p>(b) Any such Meyricke Scholarship shall be subject to the provisions of Statute VI, Clauses 6, 7, 8, 10, 11, 12 and 13.</p> <p>(c) Any such Meyricke Exhibition shall be subject to the provisions of Statute VI, Clauses 6, 7, 9, 10, 11, 12 and 13.</p> |
| Meyricke Graduate Scholarships | <p>4. (a) The Governing Body may elect to a Meyricke Graduate Scholarship any person who satisfies the conditions laid down in Statute VI, Clause 2 and who shall on the day of election have taken or become qualified to take a degree of the University of Wales.</p> <p>(b) Any such Meyricke Graduate Scholarship shall be subject to the provisions of Statute VI, Clauses 6, 7, 8, 10, 11, 12 and 13.</p> |
| Tenure | 5. A Meyricke Scholarship, Meyricke Exhibition or Meyricke Graduate Scholarship shall not be tenable with any other Scholarship or Exhibition of the College, save that it may be tenable with an Organ Scholarship or Organ Exhibition. |
| Disposal of Surplus Revenue | 6. If there is in any year any surplus from the Meyricke Endowment, it shall be lawful for the Governing Body to assign from such surplus sums for any purpose or purposes which it may from time to time consider conducive to the furtherance of learning or education in the College or in Wales. |

B. The Griffiths Endowment

Griffiths
Scholarship &
Exhibitions

7. The Governing Body may elect to a Griffiths Scholarship any person who is the child of a member of the clergy of the Church in Wales and who satisfies the conditions laid down in Statute VI, Clause 2 and to a Griffiths Exhibition any such person who satisfies the conditions laid down in Statute VI, Clause 4. Clauses 3(b) and 5 of this Statute shall apply to any such Griffiths Scholarship as they apply to a Meyricke Scholarship.

Clauses 3(c) and 5 of this Statute shall apply to any such Griffiths Exhibition as they apply to a Meyricke Exhibition.

C. The Edwin Jones Endowment

Edwin Jones
Scholarships &
Exhibitions

8. The Governing Body may elect to an Edwin Jones Scholarship any person qualified, under Clause 3(a) of this Statute, to be elected to a Meyricke Scholarship and may elect to an Edwin Jones Exhibition any person qualified, under that Clause, to be elected to a Meyricke Exhibition. Clauses 3(b) and 5 of this Statute shall apply to any such Edwin Jones Scholarship as they apply to a Meyricke Scholarship. Clauses 3(c) and 5 of this Statute shall apply to any such Edwin Jones Exhibition as they apply to a Meyricke Exhibition.

D. The Reginald Stradling Collins Endowment

Reginald Stradling
Collins
Scholarships &
Exhibitions

9. The Governing Body may elect to a Reginald Stradling Collins Scholarship any person who has been educated at The Royal Grammar School, Worcester and who satisfies the conditions laid down in Statute VI, Clause 2 and to a Reginald Stradling Collins Exhibition any such person who satisfies the conditions laid down in Statute VI, Clause 4. Clauses 3(b) and 5 of this Statute shall apply to any such Reginald Stradling Collins Scholarship as they apply to a Meyricke Scholarship. Clauses 3(c) and 5 of this Statute shall apply to any such Reginald Stradling Collins Exhibition as they apply to a Meyricke Exhibition.

E. The Thomas Phillips Endowment

Thomas Phillips
Exhibitions

10. The Governing Body may elect to a Thomas Phillips Exhibition any person who has been educated at Llandoverly College and who satisfies the conditions laid down in Statute VI, Clause 4. Clauses 3(c) and 5 of this Statute shall apply to any such Thomas Phillips Exhibition as they apply to a Meyricke Exhibition.

F. The Reverend S.W.B. Holbrooke Endowment

Holbrooke
Scholarships &
Exhibitions

11. The Governing Body may elect to a Holbrooke Scholarship any person who satisfies the conditions laid down in Statute VI, Clause 2 and who has shown the ability and promise required to satisfy that Clause either in Classics or in Hebrew. It may elect to a Holbrooke Exhibition any person who satisfies the conditions laid down in

Statute VI, Clause 4 and who satisfies the conditions laid down in Statute VI, Clause 4 and who has shown the ability and promise required to satisfy the conditions of that Clause either in Classics or in Hebrew. In considering the election of any such person to a Holbrooke Scholarship or Holbrooke Exhibition, the Governing Body shall recognise preferential claims in favour of pupils or former pupils of Pocklington School and in favour of persons who are intending to take Holy Orders and who are bona fide members of the Church of England, but shall not be bound to elect to such Scholarships or Exhibitions only persons who have such preferential claims. Clauses 3(b) and 5 of this Statute shall apply to any such Holbrooke Scholarship as they apply to a Meyricke Scholarship. Clauses 3(c) and 5 of this Statute shall apply to any such Holbrooke Exhibition as they apply to a Meyricke Exhibition.

STATUTE XVI

The King Charles the First Trust

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| Application of Trust Funds | 1. Three-fourth parts of the whole income derived from the capital transferred to the College by the University on account of the Foundation of King Charles the First shall be applied to the maintenance of Scholarships and Exhibitions, and the residue shall form part of the Corporate Revenues of the College. |
| King Charles the First Scholars and Exhibitioners | 2. (a) The Governing Body may elect to a King Charles the First Scholarship any person born in or, for two out of the last three years of his secondary education, educated in Jersey or Guernsey or one of the islands adjacent thereto who satisfies the conditions laid down in Statute VI, Clause 2 and may elect to a King Charles the First Exhibition any such person who satisfies the conditions laid down in Statute VI, Clause 4.

(b) Any such King Charles the First Scholarship shall be subject to the provisions of Statute VI, Clauses 6, 7, 8, 10, 11, 12 and 13.

(c) Any such King Charles the First Exhibition shall be subject to the provisions of Statute VI, Clauses 6, 7, 9, 10, 11, 12 and 13. |
| Disposal of Surplus Revenue | 3. It shall be lawful for the Governing Body to devote any surplus of the amount applicable to the maintenance of King Charles the First Scholars and Exhibitioners to the furtherance of learning or education in the College. |

STATUTE XVII

Provisions relative to the University

- Representations to Visitor by Hebdomadal Council
1. If at any time it appear to the Hebdomadal Council of the University that any provision 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 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 Hebdomadal Council may submit a representation to the Visitor; and the Visitor shall, upon receiving such representation made by the Governing Body, make such order therein as he shall deem just for enforcing the due observance of the said Statutes in the matter to which the representation shall relate. The Hebdomadal Council may in like manner make a representation to the Visitor if it shall appear that regard is not had by the College in electing its Research Fellows to the requirements of the different branches of study pursued in the University, or that the provisions of Statute IV Clause 4 are not fully observed by the College. Provided that, before any representation is made under this Clause, the Vice-Chancellor shall have communicated the matter of the proposed representation to the Principal for the information of the Governing Body, and as soon as the representation has been made shall have sent him a copy of it.
- Communication to Hebdomadal Council of proposed changes in Statutes
2. Every proposal for a change in the Statutes of the College in force for the time being shall be communicated by the Principal to the Hebdomadal Council before it is submitted to His Majesty in Council, and the Governing Body in forwarding the draft Statute embodying such change for the approval of His Majesty, shall state definitely that it has been so communicated.

STATUTE XVIII

Superannuation

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| Pension Fund | 1. There shall be a statutory Pension Fund which subject to the provisions of this Statute shall be applicable to the provision of retirement benefits for the Principal and Official Fellows and other persons as hereinafter provided. |
| Contributions from Corporate Revenue | 2. If in the opinion of the Governing Body the income from investments of the Pension Fund is at any time insufficient to meet the charges then existing or likely within a reasonable time to fall upon it, the Governing Body may make out of Corporate Revenues such further additions to the capital of the Pension Fund as it shall consider reasonable and desirable. |
| Investment of Capital | 3. The capital of the Pension Fund may be invested at the discretion of the Governing Body in any of the investments for the time being authorized for the investment of a Trust Fund established by the College under a Scheme made under the Universities and Colleges (Trusts) Act, 1943, subject to the same restrictions as are imposed by such scheme. |
| Application of income | 4. The income of the Pension Fund shall be applied solely to the payment of contributions which the College is required or allowed to make as a member Institution of the Universities Superannuation Scheme and to pensions allowances and any other payments authorized by or consequent on the provisions of this Statute. Any part of the income which is not required for these purposes shall be added to the capital of the Pension Fund. |
| Provisions to meet deficit | 5. If at any time the income of the Pension Fund as provided in Clauses 1 and 2 of this Statute shall be insufficient for the payments authorized by this Statute, such payments, in so far as they cannot be made from the income of the Pension Fund, shall be a charge upon the Corporate Revenues of the College or upon the capital of the Pension Fund. |
| Universities Superannuation Scheme | 6. The College shall be a member Institution of the Universities Superannuation Scheme, and shall apply the scheme to the Principalship and all Official Fellowships and to such other posts positions or appointments within the College as the Governing Body shall, subject to the Rules of the Scheme, deem to be pensionable. |
| F.S.S.U. Supplementary Pensions | 7. On the thirty-first day of July 1985, any pension in payment to a former member of the Federated Superannuation System or to a widow of such member shall be confirmed and shall thereafter be payable as of right, and the wife of such member shall be granted entitlement to a pension during widowhood equal to one half of the pension which would have been payable to the member. All such pensions shall be increased from time to time in the manner heretofore established, and shall be a first charge on the income of the Pension Fund. |

Premature
retirement

8. The Governing Body may make from the Fund any payments, whether by way of special contributions to the Universities Superannuation Scheme or otherwise, which are required in respect of a member of that Scheme by any premature retirement compensation scheme or arrangement adopted by the College.

Exception of
existing members
of F.S.S.U.

9. Notwithstanding the provisions of Clause 6 hereof, a person holding a post position or appointment which is pensionable under those provisions, and who immediately before taking up such post position or appointment was a member of the Federated Superannuation System, shall not be obliged to become a member of the Universities Superannuation Scheme, and the Governing Body may make provision for retirement benefits of such person in conformity with the Rules for the time being of the Federated Superannuation System. Any contributions payable by the College to secure such benefits shall be a charge upon the Corporate Revenue of the College.

STATUTE XIX

General Provisions

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| Notices | 1. Any notice required by these Statutes to be given to any person, may be given either by delivering it to him, or by leaving it at his usual or last-known place of abode, or by sending it by post addressed to him at his usual or last-known place of abode in the United Kingdom, provided that if any person entitled to such notice shall request in writing that it should be left at the College to await his collection or that it should be sent by post to him at some other address in the United Kingdom, such notice shall be sent to him in this way. The non-receipt of any such notice shall not invalidate the proceedings at any meeting to which it refers. |
| Register of admissions | 2. The name and place of abode of every person who shall be admitted as a member of the College shall be entered in a Register to be kept for that purpose: a memorandum shall be added of the date of the election of any such member as Exhibitioner, Scholar, Fellow or Principal, and of the date and reason of his ceasing to be Exhibitioner, Scholar, Fellow or Principal. |
| Pre-election | 3. When any position or office within the College is about to become vacant at a known date by resignation or superannuation, and, provided that the Governing Body shall have authorized such a course by a two-thirds majority of those present and voting at a Stated Meeting, an election or appointment may be made not more than twelve calendar months before the date of the vacancy by the same procedure as if the position or office had already become vacant. Such election or appointment shall take effect from such time as shall be determined at the time of the election or appointment. |
| Amendment | 4. These Statutes shall be subject to alteration in the manner provided by the Universities of Oxford & Cambridge Act 1923. |
| Interpretation | 5. In these Statutes (and in all Bylaws made under them) words importing the masculine gender shall include the feminine and vice versa where the construction so permits and the Statutes do not otherwise provide. |

These Statutes are made wholly for Jesus College Oxford, within the meaning of the Universities of Oxford and Cambridge Act 1877, Section 30, as set out in the Schedule to the Universities of Oxford and Cambridge Act 1923.

These Statutes were approved by His Majesty in Council on the 30th day of April 1926 and amended from time to time according to the provisions of the Universities of Oxford and Cambridge Act 1923.