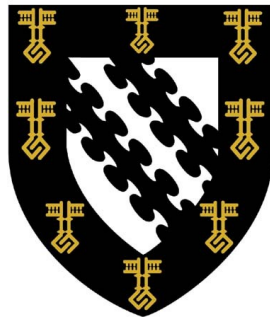


STATUTES

MADE FOR

EXETER COLLEGE,
OXFORD



reprinted June 2007

STATUTES MADE FOR EXETER COLLEGE, OXFORD

BY THE UNIVERSITY OF OXFORD COMMISSIONERS ACTING IN PURSUANCE OF
THE UNIVERSITIES OF OXFORD AND CAMBRIDGE ACT 1923

with amendments approved by the King's Most Excellent Majesty in Council on
7 February 1933, 28 July 1938, 27 April 1948, 9 July 1948, 26 June 1950,
and 29 June 1951

and by the Queen's Most Excellent Majesty in Council
on 29 July 1955, 14 March 1958, 19 December 1958, 23 June 1960, 14 May
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14 April 2004, 6 March 2007

REPRINTED JUNE 2007

We, the University of Oxford Commissioners, under and by virtue of all and every power in this behalf enabling us contained in the Universities of Oxford and Cambridge Act, 1923, do by this present Instrument under our Seal make the Statutes hereunto annexed for the Rector and Scholars of Exeter College in the University of Oxford, being Statutes wholly for the College.

Given under our Common Seal this Nineteenth day of December, in the year of Our Lord One thousand Nine hundred and Twenty-five.

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STATUTES OF EXETER COLLEGE, OXFORD

PREAMBLE

Exeter College was founded by Walter de Stapeldon, Bishop of Exeter, in the year of Our Lord 1314; and was incorporated by Charter of Queen Elizabeth in 1565, under the name of Exeter College in the University of Oxford, and enlarged by a second endowment given in that year by Sir W. Petre, Knight, for the "increase of sound learning, and for the common profit of the Church of Christ and of this Realm, and of the subjects of the same."

I THE CONSTITUTION OF THE COLLEGE

The foundation shall consist of the Rector and Fellows, and of the Scholars hereinafter mentioned. Subject to the provisions of these Statutes the Governing Body of the College shall be the Rector and all Fellows; and all things required or authorized to be done by the Governing Body may be done by a majority of the Members of the Governing Body present and voting at a College Meeting.

II THE RECTOR

1 QUALIFICATIONS

In the election of the Rector, the electors shall be bound to elect the person in their judgement most fit to be Rector of the College as a place of religion, learning, and education. He must be above the age of thirty years, and distinguished for literary, scientific, or academical attainments, or for services rendered to education in the University or elsewhere.

2 ELECTION

(a) The election or pre-election of the Rector shall be vested in the Members of the Governing Body present at the meeting held for the purpose.

(b) The office of Rector shall be deemed vacant as from the date determined in accordance with Clauses 5, 6, 7 and 11 of this Statute, or from the date on which it shall have become known that a vacancy in the office of Rector has occurred for any other reason, such date in either case being hereinafter referred to as the "Day of Vacancy".

(c) Without prejudice to the other provisions of this Statute at any time not more than 12 months before a vacancy is to occur under the provisions of Clauses 5 or 6 of this Statute the Sub-Rector may (and shall on a requisition signed by not less than three members of the Governing Body) summon an Extraordinary General Meeting to determine whether a pre-election shall take place. At least 14 and not more than 28 days notice of such an Extraordinary General Meeting shall be given to each member of the Governing Body, and no such meeting shall take place between 30 June and 30 September. No decision to proceed to a pre-election shall be made save by a two-thirds majority of those present and voting at such Extraordinary Meeting. If such a majority of votes be cast in favour of pre-election, the Extraordinary General Meeting shall then appoint, by simple majority of those present and voting, a date upon which a meeting to pre-elect shall be held, such date to be not less than 21 days after the date of the Extraordinary General Meeting and not to be between 30 June and 30 September. An Extraordinary General Meeting may be adjourned from time to time by a simple majority of those present and voting. A pre-election shall, so far as consistent with the express provisions of this Statute, be governed by the same rules as to procedure and otherwise as are laid down for an election to the office of Rector.

(d) At the meeting for pre-election if at the first voting no person obtain an absolute majority of all the members of the Governing Body, the votes shall

be taken again. If at the second voting no person obtain an absolute majority of all the members of the Governing Body, the Sub-Rector shall declare that no pre-election has been made. This eventuality shall not render invalid subsequent pre-election provided the requirements of this statute are complied with *de novo*. No person shall have a casting vote for pre-election.

(e) If a pre-election is made the Sub-Rector shall declare the result, and the Rector-Elect shall be deemed to have been elected as Rector on the Day of Vacancy.

(f) Subject to the foregoing provisions, on the Day of Vacancy (or as soon as may be thereafter) the Sub-Rector shall affix a notice to the doors of the Chapel or other convenient place in the College declaring the Rectorship vacant, and shall convene a Special College Meeting for the purpose of appointing a day and hour for the election of a new Rector, and notice of the day and hour of such meeting shall be given to each member of the Governing Body. The Governing Body shall at such meeting determine by a simple majority of those present and voting the date and hour of the election, which shall be some day not earlier than 21 days nor more than 4 calendar months after the Day of Vacancy, and not (unless otherwise determined by an absolute majority of all the members of the Governing Body) a date between 30 June and 30 September.

(g) The place of election shall be the College Chapel, or some other convenient place within the College walls appointed by the College. At the appointed time and place, the Sub-Rector shall administer to each elector and make himself, the following declaration:

"I, A.B., declare that I will faithfully and conscientiously elect to the office of Rector him whom I believe to be best fitted for the office by statutable and also by personal qualifications."

(h) Voting shall be by secret ballot. Any elector may vote for himself, and the Sub-Rector may exercise in his own favour the casting vote hereinafter referred to. Any elector may abstain from voting in any ballot.

(i) The Sub-Rector and the next senior fellow present shall scrutinize the ballot. The Sub-Rector shall immediately after every ballot announce the numbers having voted for each person.

(j) At a meeting for election (not being a pre-election) if at the first voting no person obtain an absolute majority of those present and voting the votes shall be taken again. If at the second voting no person obtain such absolute majority, votes having been given for more than two persons, it shall be determined by the votes of a simple majority concurring in the same vote (even if not a majority of all those present and voting) which one of such persons shall be withdrawn. The votes shall then be taken again. If no

person obtain an absolute majority (votes having been given for more than two persons) another of such persons shall be withdrawn in the like manner and this process shall be repeated until the number of persons to be voted for is reduced to two. The Sub-Rector shall have a casting vote in any vote for withdrawal under the provisions of this sub-clause, but shall not at this stage have a casting vote for election.

(k) If on any ballot a person obtain an absolute majority of those present and voting (but not of all the members of the Governing Body), or if votes have been given for only two candidates and there is an equality of votes between them, the votes shall be taken again. If then no person obtain an absolute majority of all members of the Governing Body, the meeting shall immediately be adjourned to the following day in accordance with the next following sub-clause, and no further or other adjournment shall be permitted.

(l) If a meeting is adjourned by virtue of the preceding sub-clause, the adjourned meeting shall take place at 10 a.m. on the next day (unless that day be a Sunday, in which case it shall take place at 10 a.m. on Monday). The votes shall then be taken. If there be then no candidate who obtains an absolute majority of those present and voting the voting shall be continued as provided in sub-clause (j) hereof, save that on every such vote the Sub-Rector may give a casting vote whether for election or withdrawal. The process shall be repeated until one candidate has an absolute majority of those present and voting.

(m) If the Sub-Rector refuse or neglect to give a casting vote (whether for election or withdrawal) in any ballot at which under the provisions of sub-clauses (j) or (i) hereof, he is empowered so to do, the next senior fellow present may give such a vote, whom failing the next senior fellow, and so on in order of seniority, until a candidate is withdrawn or elected as the case may be.

(n) A meeting for election or pre-election may (subject to the provision of sub-clause (k) hereof) be adjourned for a period or periods not exceeding five days in the aggregate, save that an adjourned meeting held under the provisions of sub-clause (i) hereof shall not be adjourned for any single period exceeding ninety minutes.

(o) The person obtaining an absolute majority of all the members of the Governing Body at any meeting, or of all those present and voting at a meeting adjourned under sub-clause (l) shall be declared elected.

(p) As soon as may be after the termination of the election (or after the Day of Vacancy if a pre-election shall have taken place) the Rector-Elect shall be admitted to his office by the Sub-Rector. The admission shall take place after the Rector-Elect has made a declaration in the following form:

"I, A.B., Rector-Elect of Exeter College, do promise faithfully and truly to observe, and to cause to be observed by all those within the said College, whether Fellows, Scholars, Commoners, or Servants, all the Statutes, Ordinances, and Bylaws of the said College severally to them pertaining: and I promise also faithfully and sedulously to watch over the interests of the College, and diligently to guard the College from detriment in respect of all lands, tenements, monies, rights, liberties, privileges, and possessions, whether secular or ecclesiastical, which by virtue of my office shall be committed to my charge. I will render due obedience to the injunctions, interpretations, and exposition of doubtful points in these Statutes given by the Visitor. In the election of Fellows I will without partiality vote for those whom I believe to possess the highest qualifications."

If the Rector-Elect refuse or neglect within a reasonable time to make the declaration, the election shall be null and void, and the Sub-Rector shall proceed to another election, as if the office had been vacated by death or resignation. Provided that if the Rector-Elect is out of the United Kingdom, the Visitor may, on application made to him by the Rector-Elect with the consent of the Governing Body postpone such declaration to such date not being more than 1 year after Day of Vacancy as he shall think fit.

(q) Save as herein expressly provided procedure at the Election or Pre-Election Meeting shall be determined by simple majority of those present and voting.

(r) The Rector shall not participate, in any capacity, in the procedures laid down in this Statute.

(s) In these Statutes wherever the context so admits the expression "the Sub-Rector" shall, in case the Sub-Rector is unwilling or unable to discharge the functions thereby conferred upon him, be taken to refer to the senior member of the Governing Body present in Oxford able and willing to perform such functions.

(t) Any notice required to be given to members of the Governing Body by this Statute shall be deemed to have been properly given if left in the College Lodge or sent by post or messenger to such member's last known or usual address.

3 POWERS AND DUTIES

The Rector shall exercise a general superintendence over the College in all its departments and shall *ex officio* be a member of every standing committee.

Notwithstanding other provision in these Statutes the Rector may at the request of the Governing Body undertake the duties and receive the emoluments of a teaching or other office in the College whether such office is otherwise confined to Fellows or not. Subject to the provisions hereinafter, the Rector shall reside in the College during Term and during such other times as the conduct of College business shall require his presence. At all Elections, College Meetings, and Standing Committees, in case of an equality of votes, the Rector shall have a second or casting vote.

4 EMOLUMENTS

The Rector shall receive such stipend as the Governing Body shall determine, and in addition shall receive a sum for the expenses of establishment and entertainment, and shall have the use of lodgings free of all rent and exempt from all rates, levies, and charges. The Rector may voluntarily surrender his right to the whole or any part of the stipend and allowance to which he is entitled provided that he may at any time resume his right by giving notice in writing to the Sub-Rector.

5 TENURE

The Rector shall retire on 30 September next following his sixty-seventh birthday (or if his birthday falls on 30 September, then on his sixty-seventh birthday).

6 RESIGNATION

The Rector may retire from his office with effect from 30 September next following by giving notice to a Stated General Meeting held at least six months prior to that date. If the Rector wishes to retire otherwise than in accordance with the foregoing provision of this statute he may be permitted to do so with effect from such date as may be agreed with the consent of the majority of the Governing Body present and voting at a Stated General Meeting.

7 PENSION

Provision for the Rector's pension shall be made in accordance with Statute VII.

8 EXTERNAL APPOINTMENTS

The Rector shall not, save with the consent of the Governing Body, hold or accept any occupation or office other than the Rectorship, whether paid or unpaid, whether in the University or elsewhere, which in the judgement of the Governing Body is likely to interfere with the satisfactory discharge of his duties to the College.

9 ABSENCE

The Governing Body shall make Bylaws allowing the Rector to apply for Leave of Absence. It shall also be lawful for the Governing Body otherwise than under

such Bylaws to grant Leave of Absence for special reasons at its discretion and on such terms as it may on each occasion determine. The Governing Body may, if it thinks fit, appoint a Vice-Rector to discharge the duties of the Rector during periods of Leave of Absence.

III THE FELLOWS

1 CLASSES OF FELLOWSHIPS

Fellowships shall be restricted to the following classes, namely:

(a) Professorial Fellowships, tenable by University professors, University readers, or holders of other University Offices which are declared by any University Statute or Decree to qualify the holder for a Professorial Fellowship.

(b) Official Fellowships, tenable by persons holding any teaching or administrative or disciplinary office in the College, including the office of Chaplain.

(c) Fellowships by Special Election, tenable by

(i) persons holding a teaching or research or administrative post in the University qualifying them for membership of Congregation but not being a post which would qualify the holder for election to a Professorial Fellowship;

(ii) persons, not holding a post in the University which would qualify the holder for election to a Professorial Fellowship, who have attained, or who show promise of attaining, distinction in some branch or branches of knowledge, and who shall undertake to perform some definite educational work in the College, which work shall be specified in the resolution by which they are elected and may, with the consent of the Fellow, be varied by subsequent resolution of the Governing Body.

(iii) persons qualified by training or experience to undertake some administrative work in the College, which work shall be specified in the resolution by which they are elected and may, with the consent of the Fellow, be varied by subsequent resolution of the Governing Body.

(d) Research Fellowships, namely

(i) Senior Research Fellowships, to which the Governing Body may elect persons who have done valuable work in Letters, Science, or Education, or have attained special distinction in some branch of knowledge, and who shall undertake to perform some definite literary, scientific, or educational work in the College or in the University, or elsewhere with the permission of the College or the University, which work shall be specified in the resolution by which they are elected.

(ii) Junior Research Fellowships, to which the Governing Body may

elect persons who in their opinion are likely to do valuable research work in some branch of Letters or Science or Education, and who shall undertake to pursue some course of higher study or research in the College or in the University or (with the approval of the Governing Body) elsewhere. A person who will have attained the age of 31 years at the commencement of his tenure of office shall not be elected to a Junior Research Fellowship unless the College otherwise determines in a particular case.

(iii) Staines Medical Research. The Staines Fellowship (founded by the Will of Mrs. Amelia Jackson in memory of her father Francis William Staines) to which the Governing Body after consultation with the Regius Professor of Medicine for the time being shall elect a person likely to do valuable research work in medical science or some branch of medical science and which shall be subject to the regulations affecting either Senior or Junior Research Fellowships as the Governing Body shall in any particular case determine.

(e) Emeritus Fellowships, tenable by persons who have, either by reason of age or for any other reason approved by the Governing Body, vacated Fellowships in the College, after they have held such Fellowship for a period of at least eighteen years.

(f) Honorary Fellowships, tenable by any distinguished person.

(g) Visiting Fellowships, tenable by any person of distinction in some branch of knowledge.

2 RIGHT OF ELECTION TO FELLOWSHIPS, ETC.

The right of election to every Fellowship, with the exception of Professorial Fellowships held by persons in virtue of their offices, shall be vested in the Governing Body of the College.

The holders of any Professorships which may from time to time be allocated to the College by the Council shall, by virtue of their office, be Professorial Fellows of the College.

In any election to an Official Fellowship connected with the tutorial work of the College or Fellowship by Special Election connected with the tutorial work of the College the Governing Body shall, before proceeding to elect, consult the Board or Boards of the appropriate Faculty or Faculties.

In holding an election to an Official Fellowship or Fellowship by Special Election, regard shall be had to the educational and administrative needs of the College.

3 NUMBER OF FELLOWSHIPS

The Fellowships in the College shall not be limited to a fixed number, provided that there shall always be at least one Professorial Fellowship and one Staines Fellowship, and provided that at least one-half of the Fellowships held in the College at any one time (exclusive of Emeritus and Honorary Fellowships) shall be Official Fellowships.

4 ADMISSION OF FELLOWS

A Fellow (other than an Emeritus, Honorary or Visiting Fellow) shall be admitted to his Fellowship by the Rector (or in his absence the Sub-Rector) upon making the following declaration:

"I, A.B., do promise that I will faithfully observe all the Statutes, Ordinances, and Bylaws of this College so far as concerns myself and will render due obedience to the injunctions, interpretations, and expositions of doubtful points in these Statutes given by the Visitor. I will defend the rights, liberties, possessions, and good fame of the College. I will be faithful and diligent in the discharge of the duties of any office committed to me. In the election of Fellows I will without partiality vote for those whom I believe to possess the highest qualifications,"

5 TENURE, ETC. OF FELLOWSHIPS

(a) Professorial Fellowships

Every Professorial Fellow shall continue to hold his Fellowship until he resigns or otherwise vacates his qualifying office.

A Professorial Fellow, whose Professorship is permanently attached to the College or allocated to the College by any University Statute and whose election is made by an Electoral Board, shall become *ex officio* a member of the Governing Body if and when the College has the right to be represented on the Board of Electors to that Professorship.

(b) Official Fellowships

(i) Qualification. No person shall be elected to an Official Fellowship unless he either has obtained or is qualified to obtain a degree in some university; or is a person of distinction in some branch of knowledge; or is qualified by training or experience to hold some administrative office in the College.

(ii) Duration and Re-election. An Official Fellow may be elected for such period, not exceeding ten years, as the Governing Body may at the time of the Fellow's first election determine.

At the time of the Fellow's first election the Governing Body may make any of the following determinations namely, (i) that the Fellow shall not be eligible for re-election at all without the express written permission of the Governing Body which the Governing Body shall have an absolute discretion to give or withhold; or (ii) that the Fellow shall be eligible for re-election but only for a specified number of years to be fixed at the time of his first election not being less than one year and not being more than ten years and that after the expiration of that specified period he shall not again be eligible for re-election without the express written permission of the Governing Body as aforesaid; or (iii) that the Fellow shall be eligible for re-election from time to time for further periods not exceeding ten years. The Fellow shall at the time of his election be given written notice of which of the foregoing determinations the Governing Body intend to make.

Any re-election of an Official Fellow shall be decided by the Governing Body at least one year before the expiration of his term of Fellowship.

Provided that no such Fellow shall be re-elected for such term as would enable him to hold his Fellowship after 30 September next following his sixty-seventh birthday, or, if his birthday falls on 30 September, then after his sixty-seventh birthday.

At the Meeting of the Governing Body at which the re-election of a Fellow is in question the Fellow shall not be present during the time when the question is taken.

(iii) Residence. The tenure of an Official Fellowship shall be conditional on the holder thereof residing in or near Oxford during the whole College Term (except during temporary leave of absence granted by the Governing Body) and on his taking such part in the educational or administrative work of the College as the Governing Body may from time to time determine.

(iv) Leave of Absence. The Governing Body shall, however, make Bylaws allowing Official Fellows engaged in the educational work of the College to claim as of right Leave of Absence at intervals of not more than seven years, and may for special reasons grant Leave of Absence at its discretion to any Fellow on such terms as it may on each occasion determine.

(c) Fellowships by Special Election

A Fellow by Special Election may be elected for such period, not exceeding ten years, as the Governing Body may at the time of the Fellow's first election determine.

At the time of the Fellow's first election, the Governing Body may make any of the following determinations namely, (i) that the Fellow shall not be eligible for re-election at all without the express written permission of the Governing Body which the Governing Body shall have an absolute discretion to give or withhold; or (ii) that the Fellow shall be eligible for re-election but only for a specified number of years to be fixed at the time of his first election not being less than one year and not being more than ten years and that after the expiration of that specified period he shall not again be eligible for re-election without the express written permission of the Governing Body as aforesaid; or (iii) that the Fellow shall be eligible for re-election from time to time for further periods not exceeding ten years. The Fellow shall at the time of his election be given written notice of which of the foregoing determinations the Governing Body intend to make.

Any re-election of a Fellow by Special Election shall be decided by the Governing Body at least one year before the expiration of his term of Fellowship. At the Meeting of the Governing Body at which the re-election of a Fellow is in question the Fellow shall not be present during the time when the question is taken.

(d) Research Fellowships

A Senior Research Fellow shall be elected for a period not exceeding five years, and shall be re-eligible: provided that the tenure of a Senior Research Fellowship shall not exceed five years in all.

A Senior Research Fellow who accepts any other paid occupation or office shall vacate his Fellowship unless the Governing Body determine otherwise.

A Junior Research Fellow shall be elected for a period of two years in the first instance. At the end of the two years he may then be re-elected for a further period of one year, after which period he shall not be re-eligible. The Governing Body shall have the power to extend these periods by not more than one year in total in cases where maternity leave has been granted.

Every Junior Research Fellow shall be elected upon the condition of the Fellow undertaking during the whole term of his Fellowship to engage in advanced study or research approved from time to time by the Governing Body, and after he has satisfied the Governing Body of his capacity for such study either (1) by examination, or (2) by submitting to them original work done by him, or (3) by other evidence.

The Governing Body may impose upon a Junior Research Fellow such conditions of work and of residence within the College or University or elsewhere as they may deem desirable, and may vary such conditions from time to time at their discretion.

A Junior Research Fellow before accepting any other paid occupation or office shall obtain the consent of the Governing Body.

If any Junior Research Fellow shall fail to comply with the conditions as regards his work or residence laid down by the Governing Body, it shall be lawful for the Governing Body to terminate his Fellowship.

Any Research Fellow may, either as a condition of initial appointment, or otherwise (subject to his consent in writing), be assigned a share in the educational or administrative work of the College upon such conditions and for such time (within the period of his Research Fellowship) as the Governing Body may determine, while retaining the status of Research Fellow, provided that in the judgement of the Governing Body such work assigned to him does not interfere with his research work.

Any Research Fellow may, subject to his consent in writing, at any time within the period of his Research Fellowship or at the expiry thereof, be transferred to the status of Official Fellow, if the Governing Body then elect him to take part in the educational or administrative work of the College.

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

(e) Emeritus Fellowships

An Emeritus Fellow shall be elected for life.

An Emeritus Fellow shall not be a member of the Governing Body: but subject to the provisions of these Statutes he may enjoy such other privileges as the Governing Body may from time to time determine.

(f) Honorary Fellowships

An Honorary Fellow shall be elected for life.

An Honorary Fellow shall not be a member of the Governing Body: but subject to the provisions of these Statutes he may enjoy such other privileges as the Governing Body may from time to time determine.

(g) Visiting Fellowships

A Visiting Fellow shall be elected for a period not exceeding one year and shall not be re-eligible. Each Visiting Fellow shall be elected upon the condition of the

Fellow undertaking during the term of his Fellowship to engage in study which in the opinion of the Governing Body is likely to produce valuable results. Subject to the provisions of these Statutes he may enjoy such privileges as the Governing Body may from time to time determine.

A Visiting Fellow shall not be a member of the Governing Body.

6 DETERMINATION OF FELLOWSHIPS

An Official Fellowship shall be vacated when the appointment expires and in particular if an Official Fellow shall have received notice at the time of his first election that he shall not be eligible for re-election or that he shall only be eligible for re-election for a specified fixed period then he shall vacate his Fellowship at the expiration of the period for which he was first elected or at the expiration of the specified fixed period (as the case may require) unless the Governing Body determines otherwise.

Subject to this, any Fellow other than an Emeritus or Honorary Fellow or a Professor whose Chair is attached to the College under Statute shall vacate his Fellowship:

(a) not later than 30 September immediately preceding his 66th birthday;

provided that any Fellow admitted to his Fellowship before 1 July 1985, and any Fellow permitted by the University to hold a University post until at least his 67th birthday, shall vacate his Fellowship not later than 30 September immediately preceding his 68th birthday.

(b) on accepting any office whether paid or unpaid or engaging in any occupation either of which, in the opinion of the Governing Body, interferes with the satisfactory discharge of his duties to the College.

A Professorial Fellow, Fellow by Special Election or Official Fellow shall vacate his Fellowship on ceasing to hold any University or College office in virtue of which he was elected to his Fellowship, or on ceasing to undertake the educational or administrative work specified under III 1(c).

7 EMOLUMENTS OF FELLOWSHIPS

(a) Stipends

No stipend shall be payable in respect of his Fellowship to any Professorial, Emeritus, or Honorary Fellow or Fellow by Special Election.

An Official Fellow shall, in respect of his Fellowship, if engaged in the tutorial work of the College, receive a stipend of not less than £200 per annum.

An Official Fellow who is not engaged in the tutorial work of the College shall

receive, in addition to the emoluments attached to any College Office which he may hold, such stipend as the Governing Body may determine.

A Research Fellow shall, in respect of his Fellowship, receive such annual stipend as the Governing Body may determine.

A Visiting Fellow shall, in respect of his Fellowship, receive such annual stipend, if any, as the Governing Body may determine.

(b) Rooms and Allowances

The Governing Body may, if they think fit, assign rooms in College, or accommodation outside the College, whether furnished or unfurnished, free of rent, rates, and taxes, to any Fellow who declares that he intends to make use of such rooms for residence or for work approved by the College.

No Fellow shall be entitled save as aforesaid to rooms rent free, nor to retain them rent free after he has ceased to reside or to perform such work.

The Governing Body may, if they think fit, set apart and allow such moderate sum of money from the corporate revenue of the College as they may from time to time determine for the provision of a Common College Meal or Meals, whether in Hall or in some public room of the College, of which the Rector and each of the Fellows of the College shall be entitled to partake free of charge, once (or if the Governing Body so determine more than once) in every day, and also (if the Governing Body so determine) any Lecturer or Officer of the College, not being a Fellow.

(c) Surrender of Stipend

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

Provided that he may at any time resume such right by giving notice to the Rector in writing.

8 GENERAL PROVISIONS REGARDING FELLOWS

(a) Precedence

Every Fellow, other than an Emeritus Fellow or an Honorary Fellow, shall have precedence in the College according to the priority of his original election as a Fellow, unless any other precedence be specially assigned to him by the Governing

Body at that time.

(b) Degrees

Every Fellow who has taken or is qualified to supplicate for the Degree of Bachelor of Arts shall proceed to the Degree of Master of Arts or some higher Degree within six months after the first time at which the University Statutes shall allow such Degree to be taken, unless the Governing Body for special reason allow a postponement.

(c) Deprivation

If any Fellow shall be guilty of grave immorality or misconduct or neglect of his duties or shall contumaciously persist in disobeying any of the Statutes or Bylaws of the College in force for the time being, he may be deprived of his Fellowship by the Visitor, after inquiry held by him, 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 Rector, upon the receipt of a requisition signed by not fewer than three Fellows, shall be bound to call such a meeting, giving not less than a fortnight's notice. Provided that, subject to the provisions of clause 7(1) of Statute XII, nothing in this sub-clause shall apply to the removal of any member of the academic staff to whom Statute XII applies.

IV THE OFFICERS OF THE COLLEGE

1 GENERAL PROVISIONS

(a) Names

In addition to the Rector, the Officers of the College shall be the:

Sub-Rector
Senior Tutor
Dean of Degrees
Advisers
Lecturers
Bursar
Librarian
Chaplain
Catechist
Hebrew Lecturer
Tutor for Graduates
Keeper of the Archives
Tutor for Admissions
Clerk to the Governing Body

(b) Appointment

All Officers (other than the Rector and the Lecturers) shall be appointed annually by the Governing Body at a Stated General Meeting as hereinafter defined, and shall be such persons as in the judgement of the Governing Body are qualified to fulfil the duties of their respective offices.

The same person shall be eligible to hold more Offices than one at one and the same time at the discretion of the Governing Body.

No person shall be elected to any Office after he has attained the age of sixty-seven years.

(c) Stipends

The stipends of all Officers (other than the Catechist and Hebrew Lecturer) in virtue of their Offices shall be of such reasonable amounts as may be determined by the Governing Body from time to time. The Governing Body shall determine what part of their stipends (if any) shall be paid to them, if at any time they receive leave of absence from their duties.

(d) Additional Officers

The Governing Body shall have power from time to time to create such additional Officers as it may deem necessary for the business of the College, and to fix their duties, and to allow them reasonable stipends, and also to abolish any such additional Offices which at any time may be deemed unnecessary.

(e) Deprivation

The Governing Body, by a majority of two-thirds of those present and voting at a Meeting specially called for the purpose, shall have the power at any time to deprive any College Officer of his Office, provided that any Official Fellow so deprived shall have a right of appeal to the Visitor. Not less than one week's notice of such meeting shall be given. Provided that, subject to the provisions of clause 7(1) of Statute XII, nothing in this sub-clause shall apply to the removal of any member of the academic staff to whom Statute XII applies.

2 PARTICULAR OFFICES

(a) The Sub-Rector shall be a Fellow of the College, and shall always rank next in precedence to the Rector. He shall be the coadjutor of the Rector when present, and his representative in his absence, or during his illness, and shall be competent to act for the Rector at such times, provided that no Vice-Rector has been appointed, and provided that in all matters relating to College property, and in all other matters which shall appear to the Governing Body of greater moment, he shall, so far as is practicable, consult with the Rector.

At all College Meetings and Committees of which the Sub-Rector is a member, in case of an equality of votes, he shall, in the absence of the Rector and Vice-Rector, have a second or casting vote. But this clause shall not be construed to give the Sub-Rector a second or casting vote in case of an equality of votes in the election of a Rector otherwise than is provided by Statute II.

He shall be constantly resident within the College during Term, unless he shall have obtained from the Governing Body special exemption from such residence.

He shall discharge such disciplinary and administrative duties and have such other powers as, subject to the provisions of these Statutes, the Governing Body shall from time to time determine.

(b) The Senior Tutor shall exercise general supervision over the course of study of all junior members of the College and discharge such functions in relation thereto and in regard to the entry of names for examination as may from time to time be assigned to him by the Governing Body. He shall be appointed from among the Lecturers.

(c) The Dean of Degrees shall present candidates for Degrees or make such other arrangements for their presentation in his absence as may be approved by the Governing Body.

(d) The Advisers shall be appointed by the Governing Body from among the Professorial Fellows, Official Fellows, Fellows by Special Election, and Senior Research Fellows.

It shall be the duty of each Adviser to exercise supervision over the conduct and course of study and general welfare of such members of the College as may be assigned to him.

The Rector and Tutors' Committee as hereinafter defined shall assign each member of the College engaged in a course of study in Oxford to one or other of the Advisers.

(e) The Lecturers shall be appointed by the Governing Body. An Official Fellow appointed to hold the office of Lecturer shall vacate that office upon ceasing to be an Official Fellow but the Governing Body may at their discretion re-appoint him a Lecturer on an annual basis thereafter. All other Lecturers shall be appointed annually; except that it shall be open to the Governing Body to appoint or re-appoint a Lecturer for a period of more than one year but not more than five years, provided that the tenure of such a Lecturership shall not exceed five years in all.

The Lecturers shall perform such duties of tuition and of lecturing as may be assigned to them by the Governing Body upon their appointment or re-appointment.

The Governing Body may at their discretion assign to any Lecturer who is not a Fellow of the College such privileges in respect of rooms and meals as may, under the provisions of these Statutes, be granted to a Fellow.

(f) The Bursar shall diligently administer such portion of the Finances as the Governing Body shall entrust to his care. He shall see that due economy is observed in the Kitchen and other domestic departments; shall be accountable to the Governing Body for the battels paid by all members of the College; and shall superintend and be primarily responsible for the domestic management and upkeep of the College. He shall, on behalf of the Governing Body, receive all rents, tithes, fines, and other payments. He shall, subject to

the provisions of Statute II, Clause 3, and to any resolutions which may be passed by the Governing Body from time to time, have the care of the property of the College and carry out the decisions of the Governing Body in regard to investments and expenditure. He shall submit his accounts to be audited so often and in such manner as the Governing Body shall appoint.

If the Bursar be not a Fellow of the College the Governing Body may at their discretion assign to him such privileges in respect of rooms and meals as may, under the provisions of these Statutes, be granted to a Fellow.

It shall be open to the Governing Body at any time to appoint two Bursars and to divide the bursarial duties between them in such manner as it shall think fit.

(g) The Librarian shall have charge of the Library of the College and of all expenditure connected therewith under the general supervision of the Governing Body. He shall submit his accounts to be audited so often and in such manner as the Governing Body shall appoint.

(h) The Chaplain shall conduct Daily Service during Full Term in the College Chapel according to the rites of the Church of England under the direction of the Governing Body, and shall discharge such other duties in the Chapel as the Governing Body shall from time to time determine.

During Term, so long as there shall be service in the Chapel, he, if a Fellow of the College, shall always reside in College unless he shall have obtained from the Governing Body special exemption from such residence.

No person shall hold the office of Chaplain who is not in Deacon's Orders at least, and if in Deacon's Orders he shall proceed to take Priest's Orders with as little delay as possible.

If the Chaplain is not a Fellow of the College, the Governing Body may assign to him at their discretion for so long as he holds the office of Chaplain such privileges in respect of rooms and meals as may, under the provisions of these Statutes, be granted to a Fellow.

The Governing Body shall have power of appointing a person in Holy Orders to assist the Chaplain in the performance of Divine Service to such extent and for such time as they approve, and may allow him such reasonable remuneration as they shall think fit.

If the Chaplain be unable through illness or absence to discharge his duties, the Rector shall make temporary provision for the conduct of the daily service.

During any temporary vacancy of the Chaplaincy, the Governing Body

shall make due provision for the performance of Divine Service in the College Chapel.

(i) The Catechist shall be appointed annually by the Governing Body of the College, and shall preach so many sermons in the College Chapel in Full Term as they shall from time to time enjoin.

(j) The Hebrew Lecturer shall be appointed annually by the Governing Body, and shall give instruction in the Hebrew Language so often and to such members of the College as the Governing Body shall appoint.

(k) The Tutor for Graduates shall exercise general supervision over the conduct and general welfare of junior members of the College reading for graduate degrees and qualifications, and shall exercise direct supervision over the conduct and course of study and general welfare of such junior members as may be assigned to him by the Rector and Tutors' Committee. He shall administer the College's admission procedures for all applicants for graduate study who will not receive College tuition, and discharge such functions in relation thereto as may from time to time be assigned to him by the Governing Body. He shall be appointed from among the Advisers.

(l) The Keeper of the Archives shall have responsibility for the care, maintenance and conservation of the College Archives, and shall have authority to supervise their use.

(m) The Tutor for Admissions shall administer the College's admission procedures for all applicants who will receive College tuition, and discharge such functions in relation thereto as may from time to time be assigned to him by the Governing Body. He shall be appointed from among the Lecturers.

(n) The Clerk to the Governing Body shall have responsibility for such administrative matters in connection with the business of the Governing Body as the Rector shall assign to him.

V THE SCHOLARS AND EXHIBITIONERS

1 GENERAL PROVISIONS

(a) Election. Election to any Scholarship, Exhibition or Studentship mentioned in these Statutes shall be made by the Governing Body.

(b) Eligibility. A member of the College shall be eligible for election to a Scholarship or Exhibition. A person who is not a member of the College may be elected to a Scholarship or Exhibition mentioned in Clauses 3 (e), 4 (f), (g), 5 and 7 (a) of this Statute.

(c) Qualifications for Election. Election of members of the College to Scholarships and Exhibitions shall be made for high standards of work and academic conduct. Such elections may be made at any meeting of the Governing Body.

(d) Tenure. Each Scholarship and Exhibition shall be tenable from a date determined in each case by the Governing Body and the period of tenure shall be one year or such shorter period as the Governing Body may determine in any particular case.

(e) Re-eligibility. A Scholar or Exhibitioner shall be eligible for election to a Scholarship or Exhibition in a subsequent year.

(f) Emoluments. The Governing Body shall, subject to particular provisions of these Statutes, make Bylaws determining the emoluments of Scholarships and Exhibitions. The emoluments of any Scholarship or Exhibition established by Trust shall be chargeable to the Trust Fund appertaining thereto.

(g) Residence. No Scholar or Exhibitioner who has not kept residence in Full Term shall be entitled to receive the emoluments of his Scholarship or Exhibition; provided that the Governing Body may, in case of illness or for other sufficient cause, dispense with the residence of a Scholar or Exhibitioner on such terms as it deems proper.

(h) Deprivation. If the work of a Scholar or Exhibitioner is not maintained to the standard required to hold a Scholarship or Exhibition (as the case may be), or if he neglects his studies, or if his conduct is inconsistent with his continued tenure of it, the Governing Body may deprive him of his Scholarship or Exhibition, or of part of the emoluments thereof.

(i) Relinquishing of Emolument. A Scholar or Exhibitioner may, without surrendering his status as a Scholar or Exhibitioner, relinquish the emolument of the Scholarship or Exhibition.

(j) Priority of Trust and Stapeldon Scholarships and Exhibitions. If a person whom the Governing Body wish to elect to a Scholarship or Exhibition is qualified for election to a Scholarship or Exhibition established by Trust at the College, or for a Stapeldon Scholarship or Exhibition, then the Governing Body shall elect him to such a Scholarship or Exhibition; otherwise it shall elect him to a Scholarship or Exhibition on the Foundation of the College.

(k) Surplus Income. The Governing Body shall be at liberty to expend from any Trust any surplus of the income applicable to the maintenance of Scholars or Exhibitioners for the purpose of making grants to members of the College in residence and receiving instruction who either hold or at the time of their matriculation were eligible to hold the Scholarships or Exhibitions established by that particular Trust.

2 SCHOLARSHIPS AND EXHIBITIONS ON THE FOUNDATION OF THE COLLEGE

(a) Source of Funds. The corporate revenues of the College shall be charged with the maintenance of the Stapeldon Scholarships and Exhibitions, and with other Scholarships and Exhibitions not established by Trust.

(b) Eligibility. The Stapeldon Scholarships and Exhibitions shall be tenable by persons born in one of the seven western counties of England, viz: Cornwall, Devon, Somerset, Avon, Dorset, Wiltshire and Gloucestershire, or educated for three years out of the five years immediately before matriculation at some school or schools within these counties.

3 KING CHARLES THE FIRST'S SCHOLARSHIPS AND EXHIBITIONS ESTABLISHED BY TRUST

There shall be tenable at the College the Scholarships and Exhibitions founded in the year A.D. 1636 and called King Charles the First's Scholarships and Exhibitions, awarded under the following conditions:

(a) Application of the Fund. 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. The residue shall, as heretofore, form part of the corporate revenues of the College.

(b) Number of Scholars and Exhibitioners. The number of King Charles the First's Scholars and Exhibitioners shall be such as the Governing Body shall from time to time determine, and the income from the endowment allow.

(c) Qualifications for Scholarships and Exhibitions. King Charles the First's Scholars and Exhibitioners shall be elected by the Governing Body from persons born in Jersey or Guernsey, or in one of the islands adjacent to them, or educated for two out of the three years next preceding their matriculation at some school in the Channel Islands.

(d) Grants to Scholars and Exhibitioners. The Governing Body shall be at liberty to use any surplus of the income applicable to the maintenance of King Charles the First's Scholars and Exhibitioners for the purpose of making grants to members of the College in residence and receiving instruction who hold King Charles the First's Scholarships or Exhibitions, and who are in need of financial assistance.

(e) Senior Scholarships on the Foundation of the Trust. The Governing Body may out of the income applicable to the maintenance of King Charles the First's Scholarships and Exhibitions elect to a Senior Scholarship, of such value as the Governing Body may determine in any particular case, any person who was born in Jersey or Guernsey or in one of the islands adjacent to them, or was educated at any school in the Channel Islands for at least two out of the three years preceding matriculation. Such a Senior Scholar shall be subject to the clauses of this Statute concerning Senior Scholars.

4 OTHER SCHOLARSHIPS AND EXHIBITIONS ESTABLISHED BY TRUST

There shall be tenable at the College the following Scholarships and Exhibitions as established by the various Trusts therewith concerned:

(a) A Scholarship or Scholarships founded by Mr George Redsall Carter, called Carter Scholarships, for which persons born in the county of Kent who are already members of the College shall *ceteris paribus* have a preference over other candidates, but which, subject to this reservation, shall be open.

(b) Two or more Scholarships called the Hasker Scholarships founded by Miss Marianne Frances Hasker, for those who, being natural-born British subjects, are in need of pecuniary assistance and intend to study Theology at the University, with a view to taking Holy Orders.

(c) A Scholarship or Scholarships founded by Mr Waugh, to be called Waugh Scholarships, for the advancement of such branch of learning and to be held upon such terms and subject to such conditions as the Governing Body of the College shall from time to time determine. These Scholarships are open without limit of age.

(d) A Scholarship called the Ashworth-Parkinson Scholarship founded by Mrs Parkinson in memory of her nephew Brian Wilding Ashworth, formerly Scholar of the College, limited to former members of Bedford School.

(e) A Scholarship called the France Scholarship founded under the will of Mr George Flood France; the Scholar being bound to take one classical examination in Honours but otherwise to take a final School to be approved by the College.

(f) A Scholarship called the Alan Coltart Scholarship founded by Miss G Coltart in memory of her brother Major Alan Herbert Coltart; the Scholar, who must be or become a member of Exeter College and shall preferably have qualified for a degree at Oxford University, being required to study for a graduate degree of the University in Anthropology.

(g) A Scholarship called the Besse Scholarship founded by Dr Antonin Besse limited to candidates of French nationality.

(h) A Scholarship called the Cartwright Scholarship founded by Mr Ernest Henry Cartwright restricted to the sons or daughters of truly and legitimately armigerous parents whether father or mother.

(i) A Scholarship called the Toeg Scholarship founded under the will of Sassoon Toeg in memory of his brother Philip; open in the first place to persons educated at Clifton College, but otherwise open, with a preference to those reading Law.

(j) A Scholarship in Modern History called the Stampa Scholarship founded under the will of Miss Bertha Wickham in memory of Lelio Stampa, sometime Lecturer of the College.

(k) A Scholarship called the Werlin Scholarship tenable by citizens of the United States of America, founded by the family of Joseph S Werlin in his memory.

(l) One or more Scholarships or Exhibitions called the East Scholarships or Exhibitions, founded under the Will of Mr Harry East in memory of his son Stephen Edmund East, formerly a commoner of this College.

(m) A Scholarship in Modern History or Classics called the Ellison Scholarship founded under the Will of John Brothwell Ellison;

(n) One or more scholarships in Music called the Lindsay Duncan Scholarship, tenable by persons educated at Clifton College, founded under the Will of Mrs Beatrice Duncan in memory of her son Laurence Edward Lindsay Duncan, formerly a commoner at this College

(o) Trust Exhibitions. There being certain Exhibitions now belonging to the College, *viz.* two founded by the Revd Thomas How, two founded by William Gifford, Esq, one by Mrs Symes, one by Mr Michell, and one under the will of Flight-Lieutenant James Gerald Moxham, the persons eligible to these Exhibitions shall be as follows:

(i) To the How Exhibitions, in the first place, persons of kin to the Founder: in default of any such kin appearing, and being found fit persons to be Exhibitioners of the College, sons or daughters of Clergy of the Church of England resident in the county of Somerset or that of Devon: on failure to find fit candidates from the said counties, sons or daughters of Clergy of the Church of England, without limitation of locality.

(ii) To the Gifford Exhibitions (which for the future shall be consolidated into one Exhibition), in the first place, persons educated in the county of Devon for two years out of the three years immediately before matriculation; or, on failure of fit candidates so educated, all other persons.

(iii) To the Symes and the Michell Exhibitions, all persons intending to pursue the study of Divinity. The Governing Body shall examine each such Exhibitioner, from time to time, in regard to his studies, and if he shall not in their judgement be properly pursuing the study of Divinity, his Exhibition may thereupon be declared vacant.

The Governing Body may, if at any time the annual revenues arising from the Foundation of Mrs Symes shall in its judgement be more than sufficient to maintain one Exhibition, employ the surplus thereof in augmenting the emoluments of the Michell Exhibition, or in establishing a new Exhibition of the like character. It shall also have power, if it thinks fit, to consolidate and distribute equally the emoluments of the Symes and the Michell Exhibitioners; but so that one Exhibitioner shall always be entitled the Symes Exhibitioner, and one the Michell Exhibitioner.

(iv) To the James Moxham Exhibition, in the first place persons educated at Sutton Valence School, who have passed the Oxford and Cambridge Joint Higher Certificate examination or its equivalent in non-scientific subjects and intend to read for non-scientific Schools at the University; or, on failure of fit candidates educated at Sutton Valence School, all other persons who satisfy the above conditions.

5 THE ORGAN SCHOLARSHIP

Parry-Wood Scholarship. There is tenable at the College a Scholarship called the Parry-Wood Organ Scholarship founded to commemorate Dr Hubert Parry and augmented by the generosity of Mrs Thomas Wood.

The duties of the Organ Scholar shall be determined from time to time by the Governing Body.

6 CERTAIN EXHIBITIONS AND STUDENTSHIPS

(a) Members of the College who are in need of assistance may be elected, if the revenues of the Amelia Jackson Fund allow, to Amelia Jackson Junior Studentships.

(b) Undergraduate members of the College needing assistance, of not less than one or more than nine Terms' standing, may be elected without examination on grounds of industry and general good conduct to Richards Exhibitions, founded by the will of the Revd Joseph Loscombe Richards, sometime Rector. In the event of non-election the income shall be accumulated for the benefit of the Trust, but shall not necessarily be treated as capital.

(c) Any member of the College in need of assistance may be elected to the Loscombe Richards Exhibition, founded by the friends of the Revd Joseph Loscombe Richards in his memory.

7 SENIOR SCHOLARSHIPS AND STUDENTSHIPS

(a) Senior Scholarships on the Foundation of the College. It shall be lawful for the Governing Body from time to time to establish Senior Scholarships. Such Senior Scholars shall be subject to all the general provisions concerning Scholars and Exhibitioners, and shall conform to any other condition which the Governing Body may deem it expedient at the time of election to prescribe.

(b) It shall also be lawful for the Governing Body to award Amelia Jackson Senior Studentships to suitably qualified members of the College. The regulations for and the conditions of tenure of such Senior Studentships shall be the same as those for Senior Scholarships, except that they shall be open only to persons who are already members of the College and shall be payable from the Amelia Jackson Fund.

(c) It shall also be lawful for the Governing Body from time to time to award Hugh and Dorothy Usher Cunningham Studentships to suitably qualified persons who shall be or become members of the College, and who shall either read for a graduate degree of the University in Medical Sciences, or, being graduates of any Irish University, read for a graduate degree of the University in Modern History. The conditions of tenure of such Senior Studentships and the emoluments attached to them shall be determined by the Governing Body at the time of election, and the emoluments shall be payable from the Hugh and Dorothy Usher Cunningham Fund. So far as is practicable, the Studentships shall be awarded alternately to students of History and students of Medicine.

VI THE GOVERNMENT OF THE COLLEGE

1 COLLEGE MEETINGS AND THEIR POWERS

(a) Definition and Kinds

A College Meeting is a meeting of the Governing Body of the College as defined in Statute I. Such meetings are:

- (i) Stated General Meetings
- (ii) Ordinary Meetings
- (iii) Special Meetings
- (iv) Extraordinary General Meetings

(i) Stated General Meetings. There shall be at least two Stated General Meetings in each year upon such days as the Governing Body shall from time to time appoint. At least one week's notice in writing shall be given by the Rector, or in his absence by the Sub-Rector, of the date of such Meeting and of any business to be transacted thereat which may only be transacted at a Stated General Meeting. Such Meeting may be adjourned by resolution of the members present thereat to a day to be specified in the resolution.

(ii) Ordinary Meetings. Ordinary College Meetings shall be held in Term at such times as the Governing Body may from time to time by Bylaw determine. At least three days' notice in writing shall be given by the Rector, or in his absence by the Sub-Rector, of the date of such Meeting and of the business to be transacted thereat.

(iii) Special College Meetings. The Rector, or in his absence the Sub-Rector, may at any time convene a Special College Meeting, giving reasonable notice in writing, and he shall do so whenever requested by three members of the Governing Body. A Meeting shall be deemed "Special" within the meaning of these Statutes when notice has been specially given, at the time of calling the same, of the particular business to be transacted thereat.

(iv) Extraordinary General Meetings. An Extraordinary General Meeting is one summoned in accordance with Statute II 2 (c), for the purpose of determining the question of pre-election when it is known that a vacancy in the office of Rector is impending.

(b) Voting

Except where the concurrence of any specified proportion of the Governing Body or the consent of any specified person is made requisite by these Statutes, every question arising at a College Meeting shall be decided by a majority of those present and voting.

The Rector, or in his absence the Sub-Rector, shall preside at all College Meetings, and shall, in case of an equality of votes, have a second or casting vote. Subject to the provisions of these Statutes, he shall decide on every occasion at his discretion whether voting shall be by show of hands or by ballot, provided that in the election or re-election of any Fellow, or in the election of any College Officer if more than one name has been proposed and seconded, the votes shall always be taken by ballot.

If there shall be an occasion for the Governing Body to consider a charge of moral offence or other cause of deprivation brought against the Rector or any Fellow or Officer (being a Fellow) of the College, the Rector or the Fellow against whom such charge is brought (as the case may be) shall not vote at any College Meeting convened for the purpose of considering the same. The votes on such an occasion shall always be taken by ballot.

(c) Attendance

The attendance of all Fellows who are members of the Governing Body shall be required at Stated General Meetings, and at Ordinary College Meetings, unless leave of absence is granted by the Governing Body, and the Governing Body may by Bylaw determine penalties for absence in order to enforce such attendance.

(d) Quorum

Subject to the provisions of these Statutes, the Rector, or in his absence, the Sub-Rector, and three other members of the Governing Body shall constitute the quorum for a College Meeting.

(e) Use of College Seal

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 either the Rector or Sub-Rector, if in residence, and the Governing Body shall make Bylaws for the safe custody of the Common Seal.

(f) Procedure

Subject to the provision of these Statutes, the procedure at a College Meeting shall be such as the Governing Body by Bylaw or, in the absence of such Bylaw, such as the Rector, or in his absence the Sub-Rector, on every occasion, shall determine.

(g) Bylaws

The Governing Body may from time to time at any Stated General Meeting make such Bylaws, not inconsistent with any Statutes of the College in force for the time being, and may rescind or vary such Bylaws as they may think fit, respecting:

The emoluments, allowances and duties of Fellows and Officers of the College;

The attendance of the Rector and Fellows at and during College meetings, the procedure of College meetings and business to be transacted thereat;

The admission to College Meetings, without any voting power and for limited periods, of persons not being Fellows of the College;

Periodical leave of absence for Official Fellows;

The assignment of emoluments to Scholars and Exhibitioners;

The admission, residence, discipline, privileges, and duties of the Scholars, Exhibitioners, and other Junior members of the College, and fees and charges payable by the same;

The management and supervision of the property 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 use of the College Chapel and the ordering of the services therein;

The use of the College Hall and other common rooms or buildings of the College;

The discipline and domestic management of the College; and

any other matters which the Governing Body shall think proper to be regulated by Bylaws, together with the penalties to be inflicted for disobedience to such Bylaws or any of them which penalties may include the forfeiture of any part of the emoluments of any Fellowship, Scholarship, Exhibition, or Office within the College, as the case may be.

(h) Binding Force of College Orders and Bylaws

Except in so far as other specific provision is made under these Statutes, every matter concerning the administration, policy, and interests of the College shall be determined by the Governing Body at a College Meeting by order of that Meeting or by Bylaw. And all College Orders and Bylaws, not being contrary to or inconsistent with these Statutes, which shall have been duly passed at such Meeting, shall bind the Rector and all Fellows of the College individually, and likewise all Scholars, Exhibitioners, Commoners, and all other Members of the Society; provided that no College Order or Bylaw which affects the Rector shall be passed in his absence until the Sub-Rector shall have consulted him on the subject by letter.

(i) Right of Expulsion

The Governing Body shall have the power of expelling and of removing from the College Books the name of any member of the College other than the Rector and Fellows, subject only in case of any Scholar to an appeal to the Visitor.

(j) The Sub-Rector

In these Statutes wherever the context so admits the expression "the Sub-Rector" shall, in case the Sub-Rector is unwilling or unable to discharge the functions thereby conferred upon him, be taken to refer to the Senior member of the Governing Body present in Oxford able and willing to perform such functions.

(k) Sending and Receipt of Notice of Meetings

Any notice required to be given to members of the Governing Body by these Statutes shall be deemed to have been properly given if left in the College Lodge or sent by post or messenger to such member's last known or usual address.

The non-receipt of a notice delivered or duly sent as above shall not invalidate the proceedings at any Meeting to which it relates.

2 THE STANDING COMMITTEES

Names and Numbers

For purposes of administration there shall be the following Standing Committees of the College, namely:

The Finance and Estates Committee
The Investment and Accounts Committee
The Rector and Tutors' Committee
The Tutorial Board
The Staff Committee
The Library Committee
The Chapel Committee
The Rules Committee
The Appeals Committee

The Governing Body shall have power to establish from time to time additional Standing Committees and other committees as it shall deem expedient and also to discharge such additional committees.

The constitution and powers of Standing Committees shall be laid down in the Bylaws. Provided that nothing in this clause shall enable the Governing Body to delegate its power to reach a decision under sub-clause (2) of clause 10 of Statute XII.

3 CONTRACTS MADE ON BEHALF OF THE COLLEGE

(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.

VII PENSIONS

1 U.S.S.

The Universities' Superannuation Scheme (in this Statute referred to as "the Scheme") together with any amendments or modifications which may hereafter be introduced into the Scheme by the Trustee Company which administers it, shall be in force in the College.

The Governing Body may make Bylaws determining to whom the Scheme shall apply and the calculations of payments which shall be made to the Scheme by Members and by the College, in so far as under the terms of the Scheme these matters are within the discretion of the College.

2 PENSION FUND

All moneys which become payable by the College under the Scheme shall be provided primarily out of the income of the Pension Fund, but if any part of the total annual stipend of a Member as defined for the purpose of the Scheme is paid from a Trust Fund, it shall be lawful for the Governing Body to transfer annually from the income of the said Fund to the income of the Pension Fund a sum equal to that part of the contribution of the College under the Scheme which is due in respect of the Member's stipend from the said Fund. If for any reason whatsoever the income of the Pension Fund is less than the moneys payable by the College under the Scheme, the remainder shall be provided out of Corporate Revenue.

3 PREVIOUS PENSION ENTITLEMENT

Nothing in this Statute shall be taken to affect the vested interest of a member of either the Federated Superannuation System for Universities or the National Health Service Superannuation Scheme.

4 SUPPLEMENTATION

Any pension payable under the Scheme or under the Federated Superannuation System for Universities shall be supplemented in accordance with the calculations for the supplementation of the pensions of University staff prescribed from time to time in the University Statutes or Decrees.

VIII SPECIAL FUNDS

For the purposes of financial administration there shall be the following special Funds, namely;

1 THE PENSION FUND

(a) This shall consist of all investments and balances standing to the credit of the Pension Fund as constituted at the time when these Statutes come into force.

(b) The first charge on the income of the Pension Fund shall be the payment of pensions and of any moneys payable by the College under Statute VII. Any part of the income which is not required for these purposes may be invested from time to time and added to the capital of the Fund or, alternatively, may be transferred to Corporate Revenue.

2 THE ASSISTANCE FUND

(a) This shall consist of all investments and balances standing to the credit of the Poor Students' Fund as constituted when these Statutes come into force. It shall be lawful for the Governing Body to contribute to the Fund in any year such sum as the Governing Body may determine from Corporate Revenue together with any contributions which it may lawfully make from other Funds at its disposal.

(b) The Fund shall be administered by the Governing Body and shall be applied in making grants or loans of money to Junior Members of the College who may be in need of financial assistance.

3 THE COLLEGE BUILDINGS AND REPAIR FUND

It shall be lawful for the Governing Body out of any corporate revenue not required for the purpose of these Statutes to set apart from time to time such a sum as they may think fit to form a Reserve Fund for new or additional College buildings or repairs to College buildings, or for acquiring or providing houses or buildings to be occupied and used in connection with the College and for College purposes. The income of the Fund shall be accumulated therein unless the Governing Body shall from time to time otherwise determine.

IX DISPOSAL OF REVENUE

1 COLLEGE CONTRIBUTIONS FOR UNIVERSITY PURPOSES

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

2 APPLICATION OF REVENUE

Expenditure of the College. The lawful expenditure of the College shall comprise 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; any reasonable donations for literary or scientific objects in the promotion of which the College, as a place of learning and education, is concerned; contributions to charitable or other purposes to which the College as owners of property may deem it expedient to contribute; and in particular it shall include such grants as the Governing Body shall think reasonable to any Fellow or other member of the College for the furtherance of research, or for the publication of the results of such research.

3 DISPOSAL OF SURPLUS REVENUE

a) 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, as defined by the preceding Clause, the Visitor may, if he think fit, and within the restrictions imposed by Sub-Clause (f) below, 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 or to be submitted to him by the College and approved 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 scheme submitted to and approved by the Visitor as aforesaid, and under an order of the Visitor confirming the same, and not otherwise.

(b) Before any scheme is confirmed by the Visitor, the College shall communicate it to the Vice-Chancellor for the information of the Council of the University; and the Visitor shall consider any representations which the Council may judge it expedient for the interests of the University to make with reference to such scheme.

(c) An order made by the Visitor confirming a scheme submitted to him by the College shall continue in force until a new scheme varying it or in substitution for it shall have been submitted and confirmed in like manner.

(d) The College or any three Members of the Governing Body of the College may at any time make a representation to the Visitor requesting him to exercise, if he think fit, the powers of this Statute. But this provision shall not be deemed to affect the Visitor's right to exercise such powers *proprio motu*.

(e) Subject to the right of the Visitor to exercise the powers hereby given to him, and to the restrictions imposed by Clause (f) below, any surplus of the revenues of the College shall from time to time be applied by the Rector and Fellows at their discretion to any purposes relative to the College and not inconsistent with these Statutes, or (subject to the Statutes of the University in force for the time being) to any purpose relative to the University and conducive to the advancement of learning, science, or education.

(f) No addition shall under the powers of the Statute be made to the emoluments of the Headship or to any Fellowship or Scholarship in the College, nor to payments from Corporate Revenue which may be made under these Statutes to any College fund in respect of which the payments from Corporate Revenue are limited by these Statutes, nor to the number of Scholarships. But this Clause shall not be deemed to prohibit or restrain the College from making payments under the preceding Clauses out of its surplus revenue for research or other work in any department of learning or science.

4 INVESTMENTS

(a) All moneys which are held for the general purposes of the College and not on more restricted trusts may be invested or applied in the purchase of or at interest upon the security of such securities, shares, stocks, funds or other investments or property of whatsoever nature and wheresoever situate (including without prejudice to the generality of these presents (i) land or any interest therein, and (ii) units or other shares of the investments subject to the trusts of a unit trust scheme whether or not there is in force at the time of investment an order under Section 17 of the Prevention of Fraud (Investment) Act 1958 and whether involving liability or not or upon such personal credit with or without security as the Governing Body may from time to time in its discretion think fit to the intent that the College shall have the same powers of investing varying and managing investments as an individual who is absolutely and beneficially entitled thereto).

(b) Any such investment shall stand in the name of the College or (subject to the approval of the auditor of the College appointed under Statute IX 6(b)) in the name of a body corporate selected from time to time by the

College as its nominee for that purpose.

(c) In the case of Trusts administered by or for the benefit of the College the Governing Body, in pursuance of the Universities and Colleges (Trusts) Act, 1943, shall be empowered to invest moneys in accordance with the Scheme approved by His Majesty in Council on 27 April 1948 or with any subsequent amendments thereof.

5 INVESTMENT MANAGERS

(a) The College may from time to time appoint a suitably qualified person as Investment Manager 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.

(b) 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:

(i) 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) of investment business; and

(ii) is entitled to carry on investment business in accordance with the Financial Services Act 1986 (or other relevant legislation replacing that Act).

(c) The College may pay reasonable and proper remuneration to an Investment Manager appointed and acting in accordance with this Clause.

(d) The College may delegate to an Investment Manager appointed and acting in accordance with this Statute power at his discretion (but always in accordance with this Statute 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.

(e) The terms of appointment of any Investment Manager shall be in writing and shall:

(i) specify the relevant investment policy of the College and the scope of the Investment Manager's discretion; and

(ii) 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

(iii) prohibit the Investment Manager from sub-delegating or assigning his appointment; and

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

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

(vi) 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

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

(viii) 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.

(f) 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 (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:

(i) to review and report in writing to the Investment and Accounts Committee 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

(ii) to report to the Investment and Accounts Committee 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

(iii) to report to the Bursar on every transaction within 14 days of its execution; and

(iv) to account to the College quarterly.

(g) The College Seal shall not be affixed to any document by the

Investment Manager and this Clause shall not affect Statute VI-1-(e).

6 RATEABLE REDUCTION

It shall be lawful for the Visitor, upon the application of the Governing Body, to direct that the charges created by these Statutes shall be rateably diminished, either permanently or for a limited period: provided that no such diminution shall be made in any charges specifically imposed by these Statutes for University purposes unless thirty day's notice thereof shall have been previously given to the Vice-Chancellor of the University.

7 ACCOUNTS

(a) Records of Account. The Governing Body shall cause such Records of Account to be kept as it shall from time to time determine.

(b) Appointment of Auditors. The College Accounts shall be audited once at least in every year. The Governing Body shall appoint for that purpose a professional Auditor or Auditors who shall report in writing to the Governing Body whether the College Accounts contain a full and true account of the financial position of the College. It shall be lawful for the Auditors or any Auditor to report especially as to any payment which they or he may judge to have been made without sufficient authority.

(c) Publication of Accounts. 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 shown, 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.

(d) College Contribution. 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 powers of the Universities of Oxford and Cambridge Act, 1923.

8 SURPLUS REVENUE OF TRUSTS

(a) This clause shall apply to each of the trusts, endowments, foundations and gifts set out in Schedule A appended to this Statute (hereinafter in this clause referred to as a "Trust").

(b) The Governing Body may from time to time use for the general educational purposes of the College any surplus income of the Trust.

(c) "Surplus Income" means income unexpended in any year after the purposes of a particular 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.

(d) This clause shall have effect from the date on which it is approved by Her Majesty in Council and shall apply to all income in hand on that day as well as to income receivable thereafter.

SCHEDULE A

Trust Funds

King Charles I (1636)
Michell (1641) and Symes (1710)
Shortridge (Library) (1715)
Gifford (1827)
How (1831)
Dr Richards Prize (1836)
Dr Richards Exhibition (1836)
Loscombe Richards (1856)
Carter (1882)
Hasker (1883)
Dr Skeat Prize (1900)
Waugh (1910)
Assistance Fund (1920)
Bedwell Prize (1920)
Hubert Parry and Thomas Wood Organ Scholarship (1921 and 1952)
War Memorial Exhibition (1926)
Ashworth Parkinson Scholarship (1927)
Science Prize (1928)
Dr Henderson Choir Fund (1929)
The Henderson Memorial Prize (1931)
Amelia Jackson (1932)
Quarrell Read Award (1932)
France (1933)
Amelia Jackson Chapel Fund (1933)
Farnell Memorial Fund (1934)
Alan Coltart Scholarship (1937)
James Moxham Exhibition (1946)
R.R.Marett Memorial Fund (1946)
Besse Fellowship Trust (1951)
Besse Scholarship Trust (1951)
Dawkins Trust (1956)
Cartwright Trust Fund (1961)
Engineering Prize (1963)
Fluchere Essay (1963)
Emery Physiology (1965)
Patrick Mathematics Prize (1966)
C.T.Atkinson Military History Fund (1966)
The Hinshelwood Fund (1968)
The Elsie Beck Memorial Prize (1968)
The Eyres Trust (1969)
The Walter Higgs Trust (1969)
The Ashby English Literature Trust (1972)
The Rossiter Fund (1973)

The Don Salvador de Madariaga Fund (1973)
E.O.James Fund (1974)
Peter Street Memorial Prize (1975)
Willmot Jenkins Fund (1975)
Whitfield Prize (1976)
Philip Toeg Fund (1982)
C.J.Hunt Fund (1982)
Bertha Wickham Trust (1983)
C.B.Hawkins Trust (1983)
Nevinson Travel Fund (1988)
Nevinson Education and Research Fund (1988)
Fitzgerald Fund (1988)
McNeil Fund (1988)
Pengilley Fund (1988)
Stephen Edmund East Memorial Fund (1989)

IXA EXPENDITURE POWERS

1 This Statute shall apply to the following funds, namely

(a) All funds and endowments of the College which are not held on any specific trust.

(b) Any endowment, benefaction or trust for purposes connected with the College.

(i) which was created by an instrument which came into operation not less than 60 years before 1 January 2003 or

(ii) of which the Rector and Fellows are the Trustees or governing body and have consented to the provisions of this clause; or

(iii) which does not fall within sub-paragraph (1) but of which the Rector and Fellows are not the trustees or governing body and such trustees or governing body have consented to the provisions of this clause.

2 In this Statute:

(a) "fair value" means the amount at which an asset could be exchanged in an arm's length transaction between informed and willing parties, other than in a forced or liquidation sale

(b) "total return" means return in terms of both income, whether received or accrued, and capital appreciation, whether realised or unrealised.

3 The Rector and Fellows may appropriate for expenditure for the purposes of a fund to which this Statute applies and for purposes within Statute IX.2 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 funds of the College to which this Statute applies.

4 Any reference in these Statutes to the revenue or revenues of the College shall include the total sums appropriated in accordance with clause 3 of this Statute.

5 The Governing Body shall from time to time appoint a suitably qualified person to review the total return and the investment criteria referred to in this Statute.

X THE VISITOR

1 VISITOR

The Bishop of Exeter for the time being is *ex officio* the Visitor of Exeter College.

2 VISITATION

It shall be lawful for the Visitor in person, or by his Commissary or Commissaries duly appointed, once in every ten years (or oftener, if and whenever he shall deem it expedient for enforcing the due observance of the Statutes in force for the time being to do so), without any request or application by the College or any of its Members, to visit the College, and to exercise at such visitation all the powers which are by law incident to the office of General Visitor of a College, any Statute or usage of the College to the contrary notwithstanding. It shall be lawful for the Visitor at any such visitation, or, if he shall think fit, at other times, to require the Rector and Fellows to answer in writing touching any matter as to which the Visitor may deem it expedient to inquire, for the purpose of satisfying himself whether the Statutes in force for the time being are duly observed.

3 CONSTRUCTION OF STATUTES

As often as any question shall arise on which the Governing Body shall be unable to agree, depending wholly or in part on the construction of any of the Statutes of the College, it shall be lawful for the Governing Body, or for the Rector or for any three of the Fellows, to submit the same to the Visitor; and it shall be lawful for the Visitor to declare what is the true construction of such Statute or Statutes with reference to the case submitted to him.

4 APPEALS

It shall be lawful for the Rector or for any Fellow, if he shall conceive himself aggrieved by any act or decision of the Governing Body, and for any Scholar who may have been deprived of his Scholarship, to appeal against such act or decision or sentence to the Visitor; and it shall be lawful for the Visitor to adjudicate on such appeal, and to disallow and annul such act or decision, and to reverse or vary such sentence as he shall deem just.

5 ANNULLING OF BYLAWS AND RESOLUTIONS

It shall be lawful for the Visitor, either *proprio motu* or on the complaint of the Rector or of any of the Fellows, to disallow and annul any Bylaw or resolution of the Governing Body, which shall, in the Visitor's judgement, be repugnant to any of the Statutes of the College in force for the time being.

6 BINDING FORCE OF VISITOR'S DECISIONS

Any decision given by the Visitor under these Statutes shall be binding upon the College and upon the Rector and every Fellow thereof, and upon every person affected by the Statutes of the College.

7 APPEALS AND DISPUTES

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 XII applies which concerns the member's appointment or employment or the termination of that appointment or employment; or

(b) to disallow or annul any Bylaw or resolution made under or having effect for the purposes of Statute XII.

XI PROVISIONS RELATIVE TO THE UNIVERSITY

1 If at any time it appears to the Council of the University that any provisions of the Statutes of the College in force for the time being respecting the accounts of the College, or the audit or publication thereof, or the exercise of such Statutes, by the non-observance of which any interest of the University is liable to be prejudicially affected, is not duly observed, the Council may submit a representation to the Visitor, and the Visitor shall, upon receiving such representation, inquire into the matter, and after considering any representation made by the College, make such order as he may consider just for enforcing the due observance of the Statutes in the matter to which the representation relates.

2 The 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.

3 Before any representation is made to the Visitor under the foregoing clauses, the Vice-Chancellor shall communicate the matter of such representation to the Rector for the information of the College, and, when a representation is made, shall forthwith send him a copy of it.

XII ACADEMIC STAFF

PART I CONSTRUCTION APPLICATION AND INTERPRETATION

1 This Statute and any Bylaw made under this Statute shall be construed in every case to give effect to the following guiding principles, that is to say:

(a) to ensure that members of the academic staff of the College have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges;

(b) to enable the College to provide education, to promote learning, and to engage in research efficiently and economically; and

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

2 No provision in Part II, Part III, Part IV or Part VII 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 APPLICATION

(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 Rector, to the extent and in the manner set out in Part VII.

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

INTERPRETATION

4 MEANING OF "DISMISSAL"

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 MEANING OF "GOOD CAUSE"

(1) For the purposes of this Statute "good cause" in relation to the dismissal or removal from office or place of a member of the academic staff, being in any case a reason which is related to conduct or to capability or qualifications for performing work of the kind which the member of the academic staff concerned was appointed or employed to do, means:

(a) conviction for an offence which may be deemed by an Academic Disciplinary Committee appointed under Part III 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 office or employment; or

(d) physical or mental incapacity established under Part IV; or

(e) wilful disruption of the activities of the College; or

(f) wilful disobedience of any of the Statutes or By-laws of the College in force for the time being.

(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 MEANING OF "REDUNDANCY"

For the purposes of this Statute dismissal shall be taken to be a dismissal by reason of redundancy if it is attributable wholly or mainly to:

(a) the fact that the College has ceased, or intends to cease, to carry on the activity for the purposes of which the person concerned was appointed or employed or has ceased, or intends to cease, to carry on that activity in the place in which the person concerned worked; or

(b) the fact that the requirements of that activity for members of the academic staff of the College to carry out work of a particular kind in that place have ceased or diminished or are expected to cease or diminish.

7 INCIDENTAL, SUPPLEMENTARY AND TRANSITIONAL MATTERS

(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 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 shall be construed as affecting the Statutes and By-laws of the College concerning re-election on the expiry of a fixed term of a Fellowship.

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

(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 By-laws made under this Statute.

(6) 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 PURPOSE OF PART II

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

9 EXCLUSION FROM PART II OF PERSONS APPOINTED OR PROMOTED BEFORE 20 NOVEMBER 1987

(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 THE APPROPRIATE BODY

(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) —

- (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), or shall remit it to the Redundancy Committee for further consideration in accordance with its further directions.

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

(a) a Chairman; and

(b) two Fellows, not being persons employed by the College; and

(c) two members of the academic staff.

(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 NOTICES OF INTENDED DISMISSAL

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

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

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

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

(b) an account of the selection processes it has used;

(c) a reference to the rights of the person notified to appeal against the notice and to the time within which any such appeal is to be lodged under part V (Appeals); and

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

PART III DISCIPLINE, DISMISSAL AND REMOVAL FROM OFFICE

13 DISCIPLINARY PROCEDURES

(1) Minor faults shall be dealt with informally.

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

Stage 1 - Oral Warning

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

Stage 2 - Written Warning

If the offence is a serious one, or if a further offence occurs, a written warning will be given to the member of the academic staff by the Sub-Rector. This will give details of the complaint, the improvement required and the timescale. It will warn that a complaint may be made to the Rector seeking the institution of charges to be heard by an Academic Disciplinary Committee appointed under Clause 16 if there is no satisfactory improvement and will advise of the right of appeal under this clause. A copy of this written warning will be kept by the Sub-Rector but it will be disregarded for disciplinary purposes after two years subject to satisfactory conduct and performance.

Stage 3 - Appeals

A member of the academic staff who wishes to appeal against a disciplinary warning shall inform the Rector within two weeks. The Rector shall hear the appeal and his decision shall be final.

14 PRELIMINARY EXAMINATION OF SERIOUS DISCIPLINARY MATTERS

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

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

(3) If it appears to the Rector (whether on receipt of a complaint or otherwise) that there are grounds for believing that the conduct or performance of a member of the academic staff could constitute good cause for dismissal, he 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, suspend the person concerned from the performance of his duties without loss of emolument.

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

15 If the Rector 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) two Fellows.

(2) In selecting members of the panel for appointment as members of an Academic Disciplinary Committee, the Governing Body shall exclude the person charged, and any person who has been involved in or associated with the making of the complaint or any part of it, or who has been involved in any preliminary hearing or investigation.

17 (1) When an Academic Disciplinary Committee has been appointed, the Governing Body shall instruct a 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 Academic Disciplinary

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 By-laws shall ensure:

(a) that the person charged is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearing by an Academic Disciplinary Committee;

(b) that a charge shall not be determined without an oral hearing at which the person charged and any person appointed to represent him are entitled to be present;

(c) that witnesses may be called, both on behalf of the person charged and by the person presenting the charge, and may be questioned concerning any relevant evidence;

(d) that no new witness or documentary evidence may be introduced by the person presenting the charge without the Committee's consent, which shall not be given save for good reason, and that if late introduction is allowed, the member of the academic staff shall be allowed an adjournment sufficient to allow him to consider and respond to the new evidence; and

(e) that any charge is heard and determined as expeditiously as is reasonably practicable.

19 NOTIFICATION OF THE ACADEMIC DISCIPLINARY COMMITTEE'S DECISIONS

(1) The Academic Disciplinary Committee shall send its decision on any charge referred to it (together with its findings of fact and the reasons for its decision regarding that charge and its recommendations, if any, as to the appropriate penalty) to the Rector, 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 (Appeals) accompanies each copy of its decision sent to a party to the proceedings under this clause.

20 POWERS OF THE APPROPRIATE OFFICER WHERE CHARGES ARE UPHeld BY THE ACADEMIC DISCIPLINARY COMMITTEE

(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 appropriate officer shall consult the Governing Body and shall decide whether or not to dismiss the person concerned. If he decides to accept the Committee's recommendations he may forthwith dismiss that person.

(2) Where any charge is upheld, other than where the appropriate officer has decided under sub-clause (1) to dismiss the person concerned, the action available to the appropriate officer 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 appropriate officer shall think fair and reasonable, provided that the suspension shall not extend beyond three months after the date on which the Governing Body shall have considered the Academic Disciplinary Committee's decision, provided that no suspension without pay may be ordered unless the terms of the contract of employment of the person concerned contains provisions expressly entitling the Rector 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 APPROPRIATE OFFICERS

(1) The Rector shall be the appropriate officer to exercise the powers conferred by clause 20 but he may appoint a delegate to exercise those powers.

(2) Any action taken by the Rector or his delegate shall be confirmed in writing.

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 Rector 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 Rector that the removal of a member of the academic staff on medical grounds should be considered, the Rector:

- (a) shall inform the member accordingly;
- (b) may, if the member agrees or if the Rector considers that the College might otherwise suffer significant harm, suspend the member from duty without loss of pay; and
- (c) shall notify the member in writing that it is proposed to make an application to the member's medical practitioner for a medical report and shall seek the member's consent in writing in accordance with the requirements of the Access to Medical Reports Act 1988.

(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 Rector 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 Rector; and a medically qualified chairman jointly agreed by the Governing Body and the member or, in default of agreement, to be nominated by the President of the Royal College of Physicians.

(4) The procedure to be followed in respect of the preparation, hearing, and determination of a case by a Medical Board under this Part shall be prescribed by

By-laws made under this sub-clause. Such By-laws shall ensure:

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

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

24 TERMINATION OF EMPLOYMENT

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

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

PART V APPEALS

25 PURPOSE OF PART V

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 APPLICATION AND INTERPRETATION OF PART V

- (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;
 - (b) to appeals arising in any proceedings, or out of any decision reached, under Part III other than appeals under clause 13 (Appeals against disciplinary warnings);
 - (c) to appeals against any dismissal otherwise than in pursuance of Part II or Part III;
 - (d) to appeals against any disciplinary decision otherwise than in pursuance of Part III;
 - (e) to appeals against any decision reached under Part IV; and
 - (f) to appeals against any decision reached under Part VIIand "appeal" and "appellant" shall be construed accordingly.
- (2) No appeal shall however lie against:
 - (a) a decision of the Governing Body under clause 10(2);
 - (b) any finding of fact of an Academic Disciplinary Committee under Part III, or of a Tribunal under Part VII save 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) 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 to hear and determine the relevant appeal.

(4) The parties to an appeal shall be the appellant and the Sub-Rector and any other person added as a party at the direction of the person appointed.

27 INSTITUTION OF APPEALS

A member of the academic staff shall institute an appeal by serving on the Sub-Rector, within the time allowed under clause 28, notice in writing setting out the grounds of the appeal.

28 TIME FOR APPEALING AND NOTICES OF APPEAL

(1) A notice of appeal shall be served within 28 days of the date on which the document recording the decision appealed from was sent to the appellant or such longer period, if any, as the person appointed may determine under sub-clause (3).

(2) The Sub-Rector 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 was served on the Governing Body outside the 28 day period the person appointed under clause 29 shall not permit the appeal to proceed unless he considers that justice and fairness so require in the circumstances of the case.

29 PERSONS APPOINTED TO HEAR AND DETERMINE APPEALS

(1) Where an appeal is instituted under this Part the Governing Body shall appoint a person described in sub-clause (2) to hear and determine that appeal.

(2) The persons described in this sub-clause are persons not employed by the College holding, or having held, judicial office or being barristers or solicitors of at least ten years’ standing.

(3) The person appointed shall sit alone unless he considers that justice and fairness will best be served by sitting with two other persons.

(4) The other persons who may sit with the person appointed, and who shall be appointed by the Governing Body, shall be:

- (a) one member of the Governing Body not being a person employed by the College; and
- (b) one other person.

30 PROVISIONS CONCERNING APPEAL PROCEDURES AND POWERS

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

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

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

(b) that an appeal shall not be determined without an oral hearing at which the appellant and any person appointed by him to represent him are entitled to be present and, with the consent of the person or persons hearing the appeal, to call witnesses;

(c) that full and sufficient provision is made for postponements, adjournments, dismissal of the appeal for want of prosecution and for the correction of accidental errors; and

(d) that the person appointed may set appropriate time limits for each stage (including the hearing itself) to the intent that any appeal shall be heard and determined as expeditiously as is reasonably practicable.

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

(a) remit an appeal from a decision under Part II (or any issue arising in the course of such an appeal) to the Governing Body for further consideration as the person or persons hearing the appeal may direct; or

(b) remit an appeal arising under Part III for re-hearing or reconsideration by the same or by a differently constituted Academic Disciplinary Committee to be appointed under that Part; or

(c) remit an appeal from a decision of the appropriate officer under Part IV for further consideration as the person or persons hearing the appeal may direct; or

- (d) remit an appeal by the Rector arising under Part VII for re-hearing or reconsideration by the same or by a differently constituted Tribunal to be appointed under that Part; or
- (e) in the case of an appeal arising under Part III, substitute any lesser alternative penalty that would have been open to the appropriate officer following the finding by the Academic Disciplinary Committee which heard and pronounced upon the original charge or charges.

31 NOTIFICATION OF DECISIONS

The person appointed shall send a reasoned decision, including any decision reached in exercise of his powers under clause 30(3)(a), (b), (c), or (d) on any appeal and a statement of any findings of fact different from those of the Governing Body under Part II or of the Academic Disciplinary Committee under Part III or of the Board under Part IV or of the Tribunal appointed under Part VII, as the case may be, to the Rector and to the parties to the appeal.

PART VI GRIEVANCE PROCEDURES

32 PURPOSE OF PART VI

The aim of this Part is to settle or redress individual grievances promptly, fairly and, so far as may be, within the relevant area by methods acceptable to all parties.

33 APPLICATION

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 EXCLUSIONS AND INFORMAL PROCEDURES

(1) If other remedies within the relevant area have been exhausted the member of the academic staff may raise the matter with the Rector.

(2) If it appears to the Rector that the matter has been finally determined under Part III, IV or V 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 Rector he shall inform the member and may inform the Governing Body accordingly, if he sees fit to do so.

(3) If the Rector is satisfied that the subject matter of the grievance could properly be considered with (or form the whole or any part of):

- (a) a complaint under Part III; or
- (b) a determination under Part IV; or
- (c) an appeal under Part V

he 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 Rector does not reject the complaint under sub-clause (2) or if he

does not defer action upon it under sub-clause (3) 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 GRIEVANCE COMMITTEE PROCEDURE

If the grievance has not been disposed of informally under clause 34(4), the Rector shall refer the matter to the Grievance Committee for consideration.

36 THE GRIEVANCE COMMITTEE TO BE APPOINTED BY THE GOVERNING BODY SHALL COMPRISE —

- (a) a Chairman;
- (b) one member of the Governing Body not being a person employed by the College; and
- (c) one other member of the Governing Body.

37 PROCEDURE IN CONNECTION WITH DETERMINATIONS AND RIGHT TO REPRESENTATION

The procedure in connection with the consideration and determination of grievances shall be determined in By-laws in such a way as to ensure that the aggrieved person and any person against whom the grievance lies shall have the right to be heard at a hearing and to be accompanied by a friend or representative.

38 NOTIFICATION OF DECISIONS

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

PART VII REMOVAL OF THE RECTOR FROM OFFICE

39 Any five members of the Governing Body may make complaint to the Sub-Rector seeking the removal of the Rector from office for good cause.

40 The Sub-Rector shall refer such a complaint to the Governing Body, exclusive of the Rector and the members making the complaint. If it appears to the Governing Body that the complaint is not supported by sufficient evidence of good cause for the removal of the Rector from office, it may determine that no further action shall be taken upon it.

41 If it appears to the Governing Body that the complaint is supported by sufficient evidence of good cause for the removal of the Rector from office, it shall appoint a Tribunal to hear and determine the matter.

42 The Tribunal appointed by the Governing Body shall comprise:

- (a) an independent Chairman; and
- (b) one member chosen from amongst members of Governing Body to whom this Statute does not apply, Honorary Fellows and Emeritus Fellows; and
- (c) one member chosen from amongst members of Governing Body to whom this Statute applies.

43 A charge referred to the Tribunal shall be dealt with in accordance with the procedure prescribed in clauses 17 to 19, provided:

- (a) that the Sub-Rector shall perform any duty and exercise any power there assigned to the Rector; and
- (b) that the only recommendation the Tribunal may make is whether or not the Rector 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 Sub-Rector shall consult the Governing Body and may then dismiss the Rector.

45 Where a complaint is to be referred to a Tribunal under clause 41, the Sub-Rector may, if he considers that the College might otherwise suffer significant harm, suspend the Rector from his duties in all matters relating to the government and discipline of the College without loss of salary.

46 For the purpose of the removal of the Rector from his office for incapacity on medical grounds, the provisions of Part IV shall have effect, provided that the Sub-Rector shall perform any duty or exercise any power there assigned to the Rector.

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

XIII SPECIAL PROVISIONS

1 The Statutes of Exeter College made in the year 1881, together with subsequent amendments thereof, are hereby repealed, without prejudice to any right acquired or liability incurred, or thing done thereunder.

2 These Statutes shall be subject to alteration in the manner provided by the Universities of Oxford and Cambridge Act, 1923.

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

XIV INTERPRETATION

In these Statutes, unless any contrary intention appears, words importing the masculine gender shall include females.

SCHEDULE TO THE STATUTES

EXTRACT FROM THE WILL OF MRS AMELIA JACKSON: CLAUSE 13

(d) The first charge on the income of the Trust Property shall be the Foundation of a Fellowship within the College which shall be called "The Staines Fellowship" in memory of my father Francis William Staines. The annual emolument of the Fellowship shall be fixed from time to time by the said Governing Body but shall not be less than £300. The Fellowship shall be awarded for the encouragement and reward of the study of research in medical science or some branch of medical science and the mode of election to and condition of tenure of the Fellowship shall be determined from time to time by the said Governing Body after consultation with the Regius Professor of Medicine in the University of Oxford but so that (1) The Staines Fellow must be a male person^a and must be or as soon as possible after his election must become and must remain throughout his tenure of the Fellowship a member of the College and a graduate of the University of Oxford (2) No person shall hold the Staines Fellowship for more than 5 years or after having accepted a professorship in any University (3) The Staines Fellow shall pursue his studies in Oxford except that he may spend elsewhere such time for such purposes as the said Governing Body shall from time to time approve. If at any time any money set apart for the Staines Fellowship shall be unexpended in payment to the Staines Fellow it shall be applied for his benefit or for the encouragement of the study of medicine in the College.

(e) Subject thereto the second charge on the income of the Trust Property shall be the provision of a yearly sum of £100 to be spent in or towards the maintenance of the Church of England services in the Chapel of the College (including if so thought fit any payments or contributions for or towards the Organist's stipend or the expenses of the Choir).

(f) Subject to the foregoing charges any surplus income of the Trust Property shall be applied to the institution of junior or senior studentships limited to persons already members of the College who are in need of assistance at the University for qualifying for a degree or for entrance into a profession in Oxford or elsewhere or may be expended in grants to deserving members of the College.

(g) The capital or corpus of the Trust Property shall not be expended or reduced but on the contrary the said Governing Body shall from time to time if and so far as the rules of law and the requirements of the College and of the foregoing provisions shall permit make additions to the capital of the Trust Property by investing part of the income arising there from.

(h) The Staines Fellowship and the other benefactions of this clause shall be subject to the Rules and Regulations contained in the Statutes of the College for the time being in force (including those which may be made or adopted by the Statutory Commission now appointed) so far as applicable thereto and consistent with the foregoing provisions.

^a The Governing Body is now permitted to elect a person of either sex.