



At the Court at Buckingham Palace

THE 18th DAY OF FEBRUARY 1981

PRESENT,

THE QUEEN'S MOST EXCELLENT MAJESTY

IN COUNCIL

WHEREAS there was this day read at the Board a Report of a Committee of the Lords of Her Majesty's Most Honourable Privy Council, dated the 15th day of January 1981, in the words following, viz. :—

"The Counsellors of State, on Your Majesty's behalf, having by Order of the 30th day of March 1977, referred unto this Committee the humble Petition of the Chancellor, Masters and Scholars of the University of Oxford and the Trustees of Wolfson College, Oxford, praying for the grant of a Charter of Incorporation to the said College under the name and style of 'The President and Fellows of Wolfson College in the University of Oxford':

"THE LORDS OF THE COMMITTEE, in obedience to the said Order of Reference, have taken the said Petition into consideration and do this day agree humbly to report, as their opinion, to Your Majesty, that a Charter may be granted by Your Majesty in terms of the Draft hereunto annexed."

HER MAJESTY, having taken into consideration the said Report and the Draft Charter accompanying it, was pleased, by and with the advice of Her Privy Council, to approve thereof and to order, as it is hereby ordered, that the Right Honourable William Whitelaw, one of Her Majesty's Principal Secretaries of State, do cause a Warrant to be prepared for Her Majesty's Royal Signature for passing under the Great Seal a Charter in conformity with the said Draft which is hereunto annexed.

N. E. Leigh

**E L I Z A B E T H
T H E
S E C O N D**

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

**TO ALL TO WHOM THESE
PRESENTS SHALL COME,
GREETING!**

WHEREAS a Petition has been presented unto Us by the Chancellor, Masters and Scholars of Our University of Oxford (hereinafter referred to as "the University") and by Our trusty and well beloved Sir Isaiah Berlin, Knight, Member of the Order of Merit, Commander of Our Most Excellent Order of the British Empire; Our trusty and well beloved Michael George Brock, Esquire; Our trusty and well beloved Sir Henry Arthur Pears Fisher, Knight (commonly known as the Honourable Sir Henry Arthur Pears Fisher), President of Wolfson College, Oxford; Our trusty and well beloved Sir John Galway Foster, Knight Commander of Our Most Excellent Order of the British Empire, one of Our Counsel learned in the Law; Our right trusty and well beloved Counsellor Oliver Shewell, Baron Franks, Member of the Order of Merit, Knight Grand Cross of Our Most Distinguished Order of St. Michael and St. George, Knight Commander of Our Most Honourable Order of the Bath, Commander of Our Most Excellent Order of the British Empire; Our trusty and well beloved Sir Peter Brian Medawar, Member of the Order of Companions of Honour, Knight Commander of Our Most Excellent Order of the British Empire; Our trusty and well beloved Dame Janet Maria Vaughan, Dame Commander of Our Most Excellent Order of the British Empire; Our trusty and well beloved Sir Edgar Trevor Williams, Knight, Companion of Our Most Honourable Order of the Bath, Commander of Our Most Excellent Order of the British Empire, Companion of Our Distinguished Service Order; and Our trusty and well beloved Sir Leonard Gordon Wolfson, being the Trustees for the time being under the Deed of Trust made the thirteenth day of March One thousand nine hundred and sixty-seven between the University and the Trustees of Wolfson College, praying that We would be graciously pleased to grant a Charter of Incorporation for the purpose of constituting the President and Fellows of Wolfson College in the University a Body Corporate with the objects among others of acquiring and taking over any property and liabilities of the Association hitherto known as

Wolfson College and of carrying on and developing its work under such regulations and with such powers as to Us may appear meet and expedient:

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

NOW THEREFORE KNOW YE that We by virtue of Our Prerogative Royal in that behalf and of all other powers enabling Us so to do of Our especial grace, certain knowledge and mere motion have granted and declared and by these Presents do for Us, Our Heirs and Successors grant and declare as follows :

1. The first President and Fellows of Wolfson College and all such persons who may hereafter become the President and Fellows of the Body Corporate hereby constituted shall for ever hereafter be one Body Politic and Corporate by the name and style of "The President and Fellows of Wolfson College in the University of Oxford" (hereinafter referred to as "the College"), and by the same name shall have perpetual succession and a Common Seal, with power to break, alter and make anew the said Seal from time to time at their will and pleasure, and by the same name shall and may sue and be sued in all Courts and in all manner of actions and proceedings and before all Justices of Us, Our Heirs and Successors.

2. The College shall have full power and capacity to accept, acquire and hold any personal property whatsoever, and shall also, without any further authority, by virtue of this Our Charter, have full power and authority to accept, acquire and hold any lands and hereditaments situate in Our United Kingdom of Great Britain and Northern Ireland or elsewhere, and to dispose of, either by way of sale or lease, and to exchange, mortgage, charge, improve, manage, develop, turn to account or otherwise deal with all or any part of such property, real or personal, belonging to the College, upon such terms and in such manner as it shall see fit, and likewise to borrow, lend, give and accept guarantees and to accept mortgages, and also to do all other matters incidental or appertaining to a Body Corporate: provided always that nothing in this Article shall be deemed to empower the College to dispose of, or deal with, its property in the manner mentioned without first obtaining such consent as would otherwise be required by law.

3. The College is incorporated for the furtherance of learning and education and to be a College wherein men and women may carry out advanced study or research, to which ends it shall have power

- (a) to acquire and take over such property and liabilities as are vested in the Chancellor, Masters and Scholars of the University under the aforesaid Deed of Trust;
- (b) to acquire and take over the property and liabilities of the Trustees of the Trust established by the aforesaid Deed of Trust;
- (c) to acquire and take over any property and liabilities of the Association hitherto known as Wolfson College;
- (d) to take over any contracts entered into by the Chancellor, Masters and Scholars of the University, for the employment of any person as President, Officer or servant of the unincorporated association known as Wolfson College and current at the date hereof;
- (e) to apply and invest the monies of the College as prescribed in the Statutes of the College;
- (f) to do all other such things as may be incidental or conducive to the carrying out of the above objects.

Provided always that the College shall not be deemed to be a body formed for the purpose of carrying on a business which has for its object the acquisition of gain either by itself or by its individual members.

4. The government of the College and the exercise of the powers granted by Article 2 of this Our Charter shall be vested entirely in the Governing Body of the College, which shall have power to order the affixing of the Common Seal to any document which requires to be under seal.

5. The Governing Body of the College shall, subject to the provisions of this Our Charter and in accordance with the procedure laid down in the Universities of Oxford and Cambridge Act 1923, and subject to the approval of Us in Council as required by that Act, have full power to make, and when made to alter the Statutes of the College; provided that no alteration of the Statutes shall have any force or effect if it be repugnant to the provisions of this Our Charter or to the provisions of such Statutes or Decrees of the University as may from time to time be made to govern the relationship of the Colleges with the University.

6. The first Statutes of the College shall be those set out in the Schedule to this Our Charter, and shall remain in force unless and until they shall be altered in the exercise of the powers hereinbefore granted.

7. The composition of the Governing Body shall be as determined by the Statutes of the College, provided that for the exercise of the powers conferred by Articles 5 and 8 hereof the Governing Body shall consist of the President and all actual Fellows of the College as therein defined, being graduates. The persons who at the date of this Our Charter were the members of the Governing Body of the Association hitherto known as Wolfson College shall upon the grant thereof become the first members of the Governing Body of Wolfson College and shall forthwith perform any acts necessary to complete the membership thereof.

8. The Governing Body of the College may from time to time revoke, amend or add to the provisions of this Our Charter and of any Supplemental Charter by a Special Statute in that behalf, and such revocation, amendment or addition shall, when allowed by Us, Our Heirs or Successors in Council, become effectual so that this Our Charter and any Supplemental Charter shall thenceforward continue and operate as though they had been originally granted and made as so revoked, amended or added to. This Article shall apply to this Our Charter and Supplemental Charter as revoked, amended or added to in the manner aforesaid, A Special Statute is one made at a Statutory Governing Body Meeting held pursuant to the Statutes for the time being of the College.

9. There shall be a Visitor of the College who shall be the High Steward of the University.

AND LASTLY We do by these Presents for Us, Our Heirs and Successors grant and declare that these Our Letters or the enrolment thereof shall be in all things valid and effectual in law according to the true intent and meaning thereof and shall be taken, construed and adjudged in the most favourable and beneficial sense for the best advantage of the College as well in Our Courts of Record as elsewhere by all Judges, Justices, Officers, Ministers and other subjects whatsoever of Us, Our Heirs and Successors and non-recital, mis-recital, or other omission, defect or thing to the contrary notwithstanding.

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

SCHEDULE

STATUTES

Statute I: The College

1. The members of the College shall, for the purposes of these Statutes, be the President, Fellows and Students. No distinction shall be made between members of the College, or between candidates for election or admission thereto, on grounds of sex, race, religious beliefs or political views.

2. The College shall be a place of advanced study, learning, education and research and, without prejudice to the generality of the foregoing, shall have a special concern for the promotion of studies in the natural sciences.

3. The government of the College shall be vested in the Governing Body which shall have all the powers necessary for that purpose, and in particular, subject to the provisions of these Statutes, shall have power to make, vary and rescind such Regulations as it may think fit, which Regulations shall be binding on members of the College. The composition of the Governing Body shall be as stated in the next succeeding Section, provided that for the exercise of the powers conferred by Articles 5 and 8 of the Charter the Governing Body shall consist of the President and all actual Fellows of the College as defined in the next succeeding Section, being graduates.

4. Subject to the provisions of Article 7 of the Charter and of Section 3 of this Statute, the Governing Body of the College shall consist of the President, the Ordinary Fellows, the Professorial Fellows, the Senior Research Fellows and the Extraordinary Fellows (the Fellows in the foregoing categories comprising the actual Fellows of the College for the purposes of the Universities of Oxford and Cambridge Acts 1877 and 1923 or of any Act of Parliament re-enacting or amending the same), together with six persons being Supernumerary Fellows, Research Fellows, Junior Research Fellows or Students, elected by the Supernumerary Fellows, Research Fellows, Junior Research Fellows and Students, so that such six persons shall always include at least one Supernumerary Fellow or Research Fellow or Junior Research Fellow and at least four Students. The six persons so elected shall hold office for one year and shall be eligible for reelection. The procedure for their election shall be prescribed by Regulation. If for any reason there should be at any time less than the above number of persons so elected, the proceedings of the Governing Body shall not thereby be invalidated, but all reasonable steps shall be taken to make up the deficiency as soon as practicable.

5. Except insofar as the Governing Body shall otherwise have determined by Regulation made in accordance with Section 18 of this Statute, the business of the College shall be dealt with by the Governing Body at Governing Body Meetings, provided that business (hereinafter referred to as "reserved business") directly concerning an individual member of the College or of the College staff or a candidate for such membership shall not be transacted in the presence of Supernumerary Fellows, Research Fellows, Junior Research Fellows or Students. Without prejudice to the generality of the foregoing, reserved business shall include business relating to the election of the President or his or her retention of office, the election of Fellows or their deprivation of office, the appointment of College Officers or their deprivation of office, the appointment, promotion or dismissal of members of the College staff, the conditions of service of any of the foregoing persons, the admission or exclusion of individual Students, or concerning the financial or personal circumstances of any member of the College. Agenda papers or minutes concerning reserved business shall not be made

available to any Supernumerary Fellow, Research Fellow, Junior Research Fellow or Student. In relation to reserved business the members of the Governing Body excluding such Supernumerary Fellows, Research Fellows, Junior Research Fellows and Students are hereinafter referred to as "the qualified members of the Governing Body".

6. The President, if present, shall preside over Governing Body Meetings.

7. A Statutory Governing Body Meeting, to which the President, or in his or her default the Vicegerent, shall summon every member of the Governing Body entitled to attend the meeting, with (subject as hereinafter provided) not less than seven days' notice of the business to be transacted (which alone shall be transacted at the meeting in question), shall be held on such day in the second or third week of each full term as the Governing Body shall by Regulation determine. Motions to make a Special Statute for the purpose of revoking, amending or adding to the Charter or of altering these Statutes or to make, vary or rescind any Regulation or affecting the rights of any person who is at that time the President or a Fellow of the College shall not be moved except at a Statutory Governing Body Meeting of which not less than fourteen days' notice has been given, and shall not be carried unless at least two-thirds of the members of the Governing Body present and voting shall have voted in favour of it. Motions relating to other matters at a Statutory Governing Body Meeting shall be determined in accordance with the votes of the majority of those present and voting.

8. The six persons elected to be members of the Governing Body for one year in accordance with the provisions of Section 4 of this Statute shall not be entitled to vote on any motion to make a Special Statute for the purpose of revoking, amending or adding to the Charter or to alter these Statutes.

9. An Ordinary Governing Body Meeting may be summoned at any time by and at the discretion of the President, with not less than seven days' notice if the meeting be in full Term, and not less than twenty-one days' notice if the meeting be out of full Term. Only such business shall be transacted at the meeting as shall have been specified in the notice summoning the meeting.

10. Any eight or more members of the Governing Body may at any time deliver to the President a signed request that he or she summon an Ordinary Governing Body Meeting for the purpose of transacting the business specified in the request. The provisions of Section 9 of this Statute shall apply to the summoning of and the conduct of business at any such requisitioned meeting. If the President refuses or fails, within ten days of the receipt in his or her office of such request, to issue a notice summoning a meeting, the members who have signed the request may, giving the notice prescribed in Section 9 of this Statute, themselves summon it.

11. If at any time it appears to the President that the business proposed for transaction at an Ordinary Governing Body Meeting which he or she intends to summon is urgent, he or she may summon it to take place on or after the fifth day from the day on which he or she despatches the summons. If at any time it appears to eight or more members of the Governing Body that a meeting of the Governing Body should be held to transact business which appears to the said eight or more members to be urgent, and if the President refuses or fails within three days of the receipt in his or her office of their signed request to summon such a meeting, the said eight or more members may summon it to take place on or after the fifth day from the day on which they despatch the summons. A motion made at a meeting summoned under the provisions of this Section shall not be carried unless two-

thirds of the members of the Governing Body present and voting shall have voted in favour of it. No decision on a motion for election to a Fellowship of the College shall be taken at a meeting summoned under the provisions of this Section.

12. Unless the contrary shall have been specifically decided at the last Governing Body Meeting held in any full Term, any decision made at an Ordinary Governing Body Meeting held in the next subsequent vacation (which expression shall mean the period between one full Term and the next), save in the first or last week of the said vacation, shall be subject to confirmation at a Governing Body Meeting held in the next subsequent full Term unless at least two-thirds of the members of the Governing Body present at such vacation meeting shall have voted in favour of the decision.

13. No business shall be dealt with at a Statutory or Ordinary Governing Body Meeting unless there are present at least one-half of the members of the Governing Body. For the purpose of calculating such quorum members of the Governing Body who have been given leave of absence by the Governing Body shall not be taken into account, and in relation to business falling within the proviso to Section 5 of this Statute only the qualified members of the Governing Body shall be taken into account.

14. Except where otherwise provided by the Charter or these Statutes decisions of the Governing Body shall be made in accordance with the votes of the majority of those present and voting. When the votes cast for and against a motion are equal in number, the person presiding at the meeting shall have a casting vote save at a Special Governing Body Meeting held in accordance with the provisions of Statute II.

15. Minutes shall be kept of all Governing Body Meetings in a book which (save as provided in Section 5 of this Statute) shall be accessible to every member of the Governing Body at all reasonable times. Proceedings at Governing Body Meetings shall be treated as confidential save to the extent that decisions taken at Governing Body Meetings become public in the ordinary course of College business.

16. The Common Seal of the College shall be in the custody of the Bursar. Every document which is required to be sealed with the Common Seal shall be sealed in the presence of the President and the Bursar or in the presence of one of them and of one Ordinary or Professorial Fellow of the College, and every use of the Seal shall be recorded in a book kept for the purpose by the Bursar.

17. A General Meeting of the members of the College (other than the Founder Fellows, the Honorary Fellows and the Emeritus Fellows), to each of whom the President shall give not less than seven days' written notice, shall be held at least once in each term.

18. The Governing Body may from time to time by Regulation delegate to the General Meeting of the members of the College, or to any Council, Committee or other body which may be established by the Governing Body or to any Officer of the College such powers and duties as it thinks fit, provided (a) that at least three-quarters of the members of any such Council, Committee or other body shall be members of the College; (b) that powers and duties in relation to reserved business shall not be delegated to the General Meeting; (c) that where powers or duties in relation to reserved business are delegated to any such Council, Committee or other body as aforesaid the provisions of Section 5 of this Statute concerning reserved business shall apply. Any such delegation shall be for such period and subject to such conditions as the Governing Body shall determine, and

may be withdrawn by the Governing Body at any time. The Governing Body may by Regulation specify the procedures to be followed by the General Meeting or any such Council, Committee or other body or any such Officer in determining matters so delegated to it.

19. The Governing Body may make by Regulation on irrevocable trusts or otherwise and on such terms and conditions as it may from time to time think fit (with power to vary, amend or discontinue the same) such provision as it may from time to time think fit for pension and superannuation benefits of the President, Fellows and staff of the College, and of the dependants of any of them, provided that no such variation, amendment or discontinuance shall be made so as to affect adversely any existing right of any such person. These provisions shall apply equally for the benefit of former Presidents, Fellows and staff of the Association hitherto known as Wolfson College.

Statute II: The President

1. The first President of the College shall be the Honourable Sir Henry Arthur Pears Fisher who on the fifteenth day of March 1975 became President of the Association hitherto known as Wolfson College of which Association Sir Isaiah Berlin, O.M., C.B.E., was the President from the twenty-seventh day of July 1966 until the fourteenth day of March 1975.

2. The President shall seek to promote the best interests of the College as a place of advanced study, learning, education and research, and shall exercise a general supervision over the affairs and management of the College and over the well-being and discipline of its Students.

3. The President when in Oxford shall reside in the President's Lodgings and shall so reside for not less than six weeks in each Term and for a total of not less than seven calendar months in each year: provided that the foregoing periods shall be appropriately reduced in any year during which the President shall be dispensed by virtue of Section 2 of Statute V and provided further that in the case of the President's sickness or for any other urgent cause the Governing Body may dispense with his or her obligation to reside for such a period and on such conditions as they may judge to be required by the necessity of the case.

4. With the agreement of the Governing Body, the President may concurrently hold any other office which in the view of the President and of the qualified members of the Governing Body is not incompatible with the performance of his or her functions as President.

5. Subject to the provisions of Section I of this Statute, the President shall hold office from the day of, or from a day to be fixed at, his or her election. Subject to the provisions of Section 6 of this Statute, he or she shall continue in office until the thirtieth day of September next following his or her seventieth birthday, or if his or her birthday is on the thirtieth day of September then until his or her seventieth birthday.

6. The President may vacate his or her office at the end of any academic year after having given to the Vicegerent at least nine months' written notice of his or her intention to do so, provided that the Governing Body, in any case which the qualified members thereof regard as exceptional, may allow the President to vacate his or her office at such date and on such notice as it may approve.

7. If at any time it appears that the President has become permanently incapable of discharging the duties of his or her office, or that he or she has been guilty of conduct which renders his or her deprivation of office necessary to the

welfare of the College, the Visitor may, if he or she thinks fit, upon the petition of not less than two-thirds of the qualified members of the Governing Body present and voting at a Statutory Governing Body Meeting, and after inquiry held by him or her, declare that the President has become permanently incapable of discharging the duties of his or her office, or has been guilty of such conduct as aforesaid, and make an order directing that the office of President shall be deemed to be vacant, with effect from a date to be stated in the order, provided that the President shall have been given by the Visitor the opportunity of being heard by him or her, of being represented before him or her, of calling witnesses and of cross-examining witnesses called against him or her.

8. As soon as may be on the occurrence of a vacancy in the office of President, or upon its becoming known that such a vacancy will occur within twelve months, the Vicegerent shall notify the Visitor of such vacancy or impending vacancy and shall summon each qualified member of the Governing Body to a Special Governing Body Meeting to be held not less than fifteen days nor more than thirty days after such notification (except that where such a meeting is summoned during July or August it shall be held not less than thirty days nor more than sixty days thereafter), the purpose of such meeting being to fix a date, time and place for a further Special Governing Body Meeting which shall be held not less than thirty nor more than forty-two days thereafter, the purpose of such further Special Meeting being to proceed with the election of a new President. Such Special Meeting or such further Special Meeting may be adjourned from time to time for periods of not more than thirty days by resolution of the Governing Body passed at such meeting.

9. When the date, time and place of the said further Special Governing Body Meeting have been fixed, the Vicegerent shall at once send notice thereof to each qualified member of the Governing Body. At any time after the sending of the said notice but not later than fourteen days before the date fixed for the said further meeting, or any adjournment thereof, any two or more qualified members of the Governing Body may send to the Vicegerent the name or names of a candidate or candidates for election to the office of President. The Vicegerent shall send a list of all such names received by him or her to each qualified member of the Governing Body not later than ten days before the date of the said further meeting, or such adjournment, at which only names may be proposed which have been so notified.

10. At the said meeting the Vicegerent shall preside and shall not have a casting vote; the President shall not be present. Votes shall be cast in writing, and the person in whose favour more than half those present vote shall be declared elected, subject to his or her signifying within fourteen days, or such other period as may be specified by the Governing Body, his or her willingness to make the declaration hereinafter required. If no person receives the required number of votes, further ballots shall be held, either at the same meeting or at a later meeting (or meetings) to be held at a date, time and place to be fixed at the inconclusive meeting concerned, until an election is made. In the event of a person who has been so conditionally elected failing to signify within fourteen days, or such other period as the Governing Body may determine, his or her willingness to make the required declaration, the Vicegerent shall summon a further Special Governing Body meeting to which the provisions of Section 9 of this Statute shall apply. As soon as may be after the election of a new President, one or more members of the Governing Body deputed for the purpose shall deliver to the Visitor a letter under the College Seal announcing the election, and shall present the new President to the

Visitor. The new President shall then in the presence of the Visitor and of the said member or members of the Governing Body solemnly declare that he or she will observe and uphold all the provisions of the Charter, these Statutes and the Regulations of the College for the time being in force.

11. No business shall be dealt with at a Special Governing Body Meeting unless there are present at least one-half of the qualified members of the Governing Body excluding any such members as may have been granted leave of absence by the Governing Body.

12. If no President has been elected within nine months of the notification of a vacancy or impending vacancy in the Presidency then on the petition of any three qualified members of the Governing Body the Visitor may appoint a President, who shall then in the presence of the Visitor and of one or more members of the Governing Body deputed for the purpose solemnly declare that he or she will observe all the provisions of the Charter, these Statutes and the Regulations of the College for the time being in force.

13. The President shall be entitled to the use of the President's Lodgings free of rent, rates and taxes, necessary repairs being defrayed by the College, and subject to the provisions of these Statutes the stipend, allowances and all other terms and conditions of office of the President shall be such as the Governing Body shall from time to time determine.

Statute III: The Fellows

1. The Fellows of the College shall comprise:
the Founder Fellows,
the Honorary Fellows,
the Emeritus Fellows,
the Ordinary Fellows,
the Professorial Fellows,
the Senior Research Fellows,
the Research Fellows,
the Junior Research Fellows,
the Supernumerary Fellows,
the Extraordinary Fellows and
the Visiting Fellows.

2. The first Fellows of the College shall be the persons who at the date of the Charter were Fellows of the Association hitherto known as Wolfson College. The first Fellows of the College shall with effect from the date of the Charter become Fellows in the class bearing the same title as their previous Fellowship, or where no such class exists in such class as the qualified members of the Governing Body shall decide, but shall in all other respects remain subject to the terms and conditions of their original appointments; they shall not be subject to the provisions of Sections 3, 4 and 5 of this Statute, where these differ from such terms and conditions. For the purpose of reckoning the maximum period of tenure of a Research or Junior Research Fellowship under Sections 6 and 7, of this Statute any period of tenure of such a Fellowship of the Association hitherto known as Wolfson College shall be taken into account.

3. An Ordinary Fellow shall be elected on such terms and conditions and for such period, not exceeding seven years, as the Governing Body may determine, and may from time to time be re-elected for such period not exceeding seven years as the Governing Body may determine. An Ordinary Fellow whom the Governing

Body shall decide to re-elect shall as far as may be practicable be re-elected at least one year and not more than two years before the expiry of his or her Fellowship; such re-election shall take effect from the date on which his or her Fellowship expires. An Ordinary Fellowship may not be held concurrently with the Headship or Fellowship of any other College, Hall or Society in the University, save with an Honorary or Emeritus Fellowship of a College, Hall or Society which does not carry with it membership of the governing body of that College, Hall or Society.

4. The Governing Body shall elect to a Professorial Fellowship the holder of every professorship which is allocated to the College by the University, provided that the College was represented on the board which elected him or her, and such election shall be for such period as he or she holds the professorship. The Governing Body may elect to a Professorial Fellowship for such period not exceeding seven years as the Governing Body may determine any other person whose office qualifies him or her under any University Decree to hold a Professorial Fellowship, provided that any person so elected shall be eligible for re-election, in the same manner as an Ordinary Fellow, and provided also that he or she shall cease to hold such Fellowship on vacating his or her qualifying office. A Professorial Fellowship shall be subject to the same restriction as to concurrent tenure as an Ordinary Fellowship.

5. The Governing Body may elect to a Senior Research Fellowship, upon such terms and conditions and for such period not exceeding seven years, as it may think fit, any person well qualified to carry out research in the University. The tenure of a Senior Research Fellowship may be extended by the Governing Body for a further period or periods each not exceeding seven years. It shall be subject to the same restriction as to concurrent tenure as an Ordinary Fellowship.

6. The Governing Body may elect to a Research Fellowship, upon such terms and conditions and for such period not exceeding four years, as it may think fit, any person well qualified to carry out research in the University. The tenure of a Research Fellowship may be extended by the Governing Body for a further period or periods so long as its total tenure shall not exceed seven years, provided that this limitation shall not apply to the holder of a Guy Newton Research Fellowship or (so long as the Centre is associated with the College and he or she continues to be a Research Fellow or Senior or Special Research Fellow of the Centre) to a Research Fellow who is, when elected, a Research Fellow or Senior or Special Research Fellow of the Centre for Socio-Legal Studies. The Governing Body may, at the request of a Research Fellow, suspend his or her Fellowship for such period as it may determine. A Research Fellowship shall be subject to the same restriction as to concurrent tenure as an Ordinary Fellowship.

7. The Governing Body may elect to a Junior Research Fellowship, upon such terms and conditions and for such period not exceeding three years, as it may think fit, any person well qualified to carry out research in the University. The tenure of a Junior Research Fellowship may be extended by the Governing Body for a further period or periods so long as its total tenure shall not exceed six years. The Governing Body may, at the request of a Junior Research Fellow, suspend his or her Fellowship for such period as it may determine. A Junior Research Fellowship shall be subject to the same restriction as to concurrent tenure as an Ordinary Fellowship.

8. The Governing Body may elect to a Visiting Fellowship, upon such terms and conditions as it may think fit and for such period, being not less than one term nor more than two years, as it may determine either at the time of election or

subsequently, any person other than a person who holds a stipendiary office in the University or any College, Hall or Society therein.

9. The Governing Body may elect to an Emeritus Fellowship any person who at the date of his or her vacating an Ordinary, Professorial or Senior Research Fellowship shall have held a Fellowship in one or more of those classes for a period or periods totalling not less than ten years, or shall have held such Fellowship for a period totalling less than ten years and terminating at the retiring age, or shall have held such Fellowship for a period or periods totalling not less than four years and vacates it because of ill health or of other exceptional circumstances. For the purpose of this Section of this Statute any period or periods of tenure of an Official Fellowship of Iffley College, an Official, Ordinary, Professorial or Senior Research Fellowship of the Association known as Wolfson College or a Fellowship of the Association known as Wolfson College by Special Election, shall be counted towards the period required for eligibility for an Emeritus Fellowship.

10. The Governing Body may elect to a Supernumerary Fellowship, upon such terms and conditions as it may think fit and for such period not exceeding seven years in the first instance as it may determine, any person whose association with the College would, in the opinion of the Governing Body, be useful in promoting the objects of the College. The tenure of a Supernumerary Fellowship may be extended by the Governing Body for a further period or periods each not exceeding seven years. It shall be subject to the same restriction as to concurrent tenure as an Ordinary Fellowship.

11. An Ordinary, Professorial, Senior Research, Research, Junior Research or Supernumerary Fellowship shall in any event cease to be tenable from the thirtieth day of September next following the sixty-seventh birthday of the holder of such Fellowship, or if his or her birthday is on the thirtieth day of September then from his or her sixty-seventh birthday

12. . The Governing Body may elect to an Extraordinary Fellowship, upon such terms and conditions and for such period as it may determine, any person of distinction whose association with the College would, in the opinion of the Governing Body, be of value to the College.

13. The Governing Body may elect to an Honorary Fellowship any person of high achievement or distinction.

14. The Governing Body may elect to a Founder Fellowship any person who has been substantially responsible for the foundation of the College.

15. Before an election takes place to a Fellowship the duties of which include teaching, the Governing Body shall consult the board or boards of the appropriate faculty or faculties of the University.

16. Without prejudice to the foregoing, the terms and conditions on which any Fellow is elected may include any or all of the following, namely a stipend, allowances and the use of rooms free of rent, rates and taxes.

17. If at any time it appears that a Fellow has conducted himself or herself in a manner unbecoming a Fellow, the Governing Body at a Statutory Governing Body Meeting may make an order requiring him or her to resign his or her Fellowship, or directing that his or her tenure of his or her Fellowship shall be deemed to have ceased, with effect from a date to be stated in the order, provided that at least two-thirds of the qualified members of the Governing Body present and voting at the meeting shall have voted in favour of the motion and provided also that he or she shall have been given the opportunity of being heard by and of

being represented before the Governing Body, of calling witnesses and of cross-examining witnesses called against him or her. At any such meeting the Fellow whose conduct is in question shall not have a vote. Provided that nothing in this Section shall apply to any member of the academic staff to whom Statute X applies.

Statute IV: The Officers

1. The Vicegerent shall be appointed by the Governing Body from among the Ordinary, Professorial and Senior Research Fellows, normally for two years, at a stipend to be determined by the Governing Body, and at the expiration of his or her term of office shall not be immediately eligible for re-appointment. When the office of President is vacant, or when the President is absent or is incapacitated, the Vicegerent shall exercise the functions and powers and discharge the responsibilities and duties of the President. When the office of Vicegerent is vacant, or when the Vicegerent is absent or incapacitated, the senior Fellow able and willing to act shall exercise the functions and powers and discharge the responsibilities and duties of the Vicegerent. For the purposes of this Section, seniority of Fellowship shall be determined by the date of appointment or election as a Fellow of Iffley College or Wolfson College, and if two or more Fellows shall have been appointed or elected at the same date seniority between them shall be determined by the dates at which they respectively became Masters of Arts in the University. In the event of two or more Fellows having been appointed or elected at the same date, and having become Masters of Arts at the same date, the older shall be deemed to be the senior.

2. The Bursar shall be appointed by the Governing Body on such terms and conditions and for such period or periods as it may determine. The Bursar shall be generally responsible, under the President and the Governing Body, for the financial affairs of the College, and shall have in particular such functions and responsibilities as the Governing Body may by Regulation determine. When the office of Bursar is vacant, or when the Bursar is absent or is incapacitated, the President shall arrange for the exercise of the functions and for the discharge of the responsibilities of the Bursar.

3. The Governing Body may appoint such other Officers as it may from time to time deem necessary or desirable, on such terms and conditions and for such period or periods as it may determine, and may make alternative arrangements in cases of vacancy, absence or incapacity. More than one office whether statutory or not, may be held by the same person.

4. Without prejudice to the foregoing the terms and conditions on which any Officer is appointed may include any or all of the following, namely a stipend, allowances, and the use free of rent, rates and taxes of any premises in which he or she is required to live for the better performance of the duties of his or her office.

5. With the agreement of the Governing Body an Officer of the College may concurrently hold any other office which in his or her view and that of the Governing Body is not incompatible with the performance of his or her functions and duties as an Officer of the College.

Statute V: Rights of the President, Fellows and Officers

1. The President and Fellows (other than Visiting Fellows) shall be entitled to partake without charge of the Common Table at such times and frequency as the Governing Body may from time to time by Regulation determine.

2. The President, Fellows and such Officers of the College not being Fellows as the Governing Body may from time to time determine, shall be entitled to be dispensed from the duties of any College appointment they may hold during one Term for every six completed Terms of service, and shall during the period of their dispensation receive the whole of their ordinary College stipend or such part of it as the Governing Body may determine. The timing of any period of dispensation shall be subject to the approval of the Governing Body. Terms of service completed more than seven years before the end of the period for which dispensation is sought shall not be taken into account unless the Governing Body in its discretion shall otherwise determine.

Statute VI: The Visitor

1. The Visitor of the College shall be the High Steward of the University.

2. The Visitor may visit the College and may require an answer of the President or of the Governing Body or of any member or members of the College to any enquiry which he or she may make, whenever he or she deems it expedient for ensuring the due observance of the provisions of the Charter and of these Statutes.

3. If the President considers himself or herself injured by any act or decision of the Governing Body, or if any Fellow or Student of the College considers himself or herself injured by any act or decision of the President or of the Governing Body, the Visitor may within one month of such act or decision (unless he or she thinks that there is good reason in the particular case why this limit of time should be extended) entertain and adjudicate on an appeal from such act or decision and may confirm, annul or vary it, provided that he or she shall not decide an appeal without giving the persons concerned the opportunity of being heard by him or her, of being represented before him or her, of calling witnesses and of cross-examining witnesses called against him or her.

4. The Visitor shall have power at any time, if requested by the President or by any five members of the Governing Body, to validate or confirm anything done which might be done under these Statutes but which by reason of any irregularity or omission or other matter connected therewith may be invalid or of doubtful validity, provided that in the judgment of the Visitor such irregularity or omission or other matter is not of substantial importance with reference to the thing proposed to be validated or confirmed.

5. Either of his or her own motion or on the complaint of the President or of any five members of the Governing Body, the Visitor may annul any Regulation made by the Governing Body which is in his or her judgment repugnant to these Statutes.

6. The College shall defray any expenses reasonably incurred by the Visitor in the exercise of his or her functions.

7. In accordance with the provisions of the Education Reform Act 1988, nothing in these Statutes shall enable or require the Visitor -

a. to hear any appeal or determine any dispute relating to a member of the academic staff to whom Statute X applies which concerns the member's appointment or employment or the termination of that appointment or employment; or

b. to disallow or annul any Regulation made under or having effect for the purposes of Statute X.

Statute VII: The Students

1. Persons who wish and who in the opinion of the Governing Body are qualified to undertake advanced study or research shall be eligible for Student membership of the College.

2. No person shall be admitted as a Student of the College who has not obtained a first Degree or a qualification deemed by the Governing Body to be equivalent to a first Degree.

3. The Governing Body shall have power to offer such scholarships to Students and prospective Students, and to provide Students of the College with such financial assistance, as it may think fit, subject to annual review.

4. Any Student of the College who holds a scholarship or is in receipt of other financial assistance from the College may be deprived of or suspended from such scholarship or other financial assistance or any part thereof for neglect of his or her studies or misconduct if (after hearing the Student if he or she wishes to be heard) the President and four Fellows of the College appointed by the Governing Body to consider the case shall (unanimously or by at least four affirmative votes) so decide. The Student shall be informed of the decision and of the reasons for it, and shall have the right (of which he or she shall also be informed) to appeal to the Governing Body against it within seven days thereafter or such further time as the Governing Body may allow. The President and four Fellows may suspend the sentence until after the expiry of the time allowed for appeal to the Governing Body, and if notice of appeal is given until the appeal has been dealt with by the Governing Body.

5. The procedure for exclusion or rustication of a Student shall be as follows:

- a. Subject to paragraph (f) below, no Student shall be deprived of membership of the College, or required to leave and remain away from the College premises, otherwise than by a resolution to that effect proposed by the President and passed by the Governing Body.
- b. Before entertaining any such resolution the Governing Body shall appoint four Fellows of the College to consider the case with the President.
- c. If the President and the four Fellows (after hearing the Student if he or she wishes to be heard) decide, unanimously or by at least four affirmative votes, that he or she should be deprived of membership of the College or required to leave and remain away from the College premises, they shall inform the Student of the decision and of the reasons for it and of his or her right to appeal to the Governing Body against it within seven days or such further time as the Governing Body may allow.
- d. If within such period the Student gives notice of appeal, the Governing Body shall hear the appeal in accordance with the next succeeding Section. The Governing Body on such an appeal shall not substitute a more severe penalty for that decided on by the President and four Fellows.
- e. If there is no appeal, or if after hearing an appeal the Governing Body confirms the decision of the President and four Fellows with or without variation, the President may propose and the Governing Body shall then proceed to consider and vote on a resolution to give effect to the decision of the President and four Fellows or to such decision as varied by

the Governing Body on appeal.

- f. The President and four Fellows, if they consider it necessary, may by their decision require the Student to leave the College premises forthwith and remain away therefrom (save for the purpose of attending the hearing of any appeal) pending the resolution of the Governing Body.

6. At any Governing Body Meeting held for the purpose of dealing with an appeal under the two foregoing Sections of this Statute the Student concerned shall be given the opportunity of being heard by and of being represented before the Governing Body, of calling witnesses and of cross-examining witnesses called against him or her. The President and four Fellows whose decision is appealed against shall not take part in the determination of the appeal.

7. Notwithstanding the provisions of Section 5 of Statute I, the six persons elected to be members of the Governing Body in accordance with the provisions of Section 4 of Statute I may take part in proceedings of the Governing Body in connection with the exclusion or rustication of a Student or deprivation or suspension of a Student's scholarship or other financial assistance (including the hearing of any appeal) if that Student so requests.

Statute VIII: The Common Room

1. The Common Room shall comprise all members of the College and such other persons as may from time to time be elected by the Governing Body as members of the Common Room.

2. The purpose of the Common Room shall be to promote the social and cultural life of the College. Its affairs shall be conducted so as not to conflict with the objects and purposes of the College as expressed in the Charter or in these Statutes.

3. The business of the Common Room shall be transacted at General Meetings of the members of the College summoned in accordance with the provisions of Section 17 of Statute I, to which meetings shall also be invited such other persons, not being members of the College, as shall for the time being be members of the Common Room, but persons who are not members of the College shall not take part in the determination of matters delegated to the General Meeting pursuant to Section 18 of Statute I.

4. The General Meeting shall have power to determine what Common Room officers shall be elected, the method of their election, and their term of office.

5. There shall be a Common Room subscription the amount of which shall be determined from time to time by the Governing Body after consideration of a recommendation passed at a General Meeting.

6. Proper books of account shall be kept of the funds of the Common Room and the accounts shall be audited annually by an auditor or auditors appointed by the Governing Body and shall be made available for inspection by any member of the College at all reasonable times.

Statute IX: Finance

1. Any funds of the College to be invested, other than funds which are held on any specific trust, may be invested by the Governing Body in or upon such securities, shares, stocks, funds or other investments (including land) in any part of the world and whether involving liability or not as the Governing Body after

obtaining suitable professional advice but in its absolute discretion thinks fit, so that the Governing Body shall have power to invest and vary the investments of such funds as if it were the beneficial owner thereof.

2. The Governing Body shall have power to expend the revenues of the College for any purpose within the provisions of the Charter and these Statutes: provided that the application of such revenues shall be subject to any Statute or Statutes made for the University under the powers of the Universities of Oxford and Cambridge Act 1923 for enabling or requiring the Colleges to make contributions out of their revenues for University purposes and for the payment of charges imposed thereby.

3. The Governing Body may from time to time set apart any College revenues not required for the previously declared purposes of these Statutes and may in its discretion invest any sums so set apart for the purpose of forming a reserve fund for new or additional College buildings or for repairs to College buildings, or for the acquisition or provision of houses or buildings, to be occupied and used in connexion with the College, or for expenditure on other objects (whether or not of the same nature as the foregoing) deemed necessary or desirable by the Governing Body for purposes of the College, and the Governing Body shall have power to expend the reserve fund for the purposes of this Section: provided that

- a. the interest accruing from the investment of any sums so set apart may be regarded as part of College revenues or may be added to and regarded as forming part of the reserve fund; and
- b. the sum or sums so set apart in any year shall not be treated as a deduction from the sum upon which the contribution of the College for University purposes in that year is assessed.

4. The Governing Body shall cause proper books of account to be kept. Separate accounts shall be kept of all special trust funds.

5. The Governing Body may make reasonable donations for educational or cultural objects relative to the purposes of the College (provided that such objects are in law charitable) and for any other charitable objects.

6. The accounts of the College shall be audited annually by an Auditor or Auditors appointed by the Governing Body who shall be a member or members of a body of accountants established in the United Kingdom and for the time being recognised by the Secretary of State for Trade for the purposes of section 161 (i)(a) of the Companies Act 1948, as amended.

7. A duly audited Statement of Accounts shall be presented each year to every member of the Governing Body not less than one week before the Governing Body Meeting at which the Governing Body shall have determined by Regulation that the College accounts shall annually be considered.

8. The Governing Body shall cause proper records to be kept of property held by or on behalf of the College, including an inventory of books, manuscripts, pictures, silver plate and other articles of historic interest or substantial value.

9. 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 or Decree of the University in force for the time being.

Statute X: Academic Staff

Part I Construction Application and Interpretation

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

- (a) to ensure that 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. (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 President, to the extent and in the manner set out in Part VII of this Statute.

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

4. In this Statute "dismiss" and "dismissal" mean dismissal of a member of the academic staff and -

- (a) include remove or, as the case may be, removal from office; and
- (b) in relation to employment under a contract, shall be construed in accordance with section 55 of the Employment Protection (Consolidation) Act 1978.

5. - (1) For the purposes of this Statute "good cause" in relation to the dismissal or removal from office 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 a 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) wilful disruption of the activities of the College; or
- (e) wilful disobedience of any of the Statutes or Regulations of the College in force for the time being; or
- (f) physical or mental incapacity established under Part IV.

(2) In this Section -

- (a) "capability", in relation to such a member, means capability assessed by reference to skill, aptitude, health or any other physical or mental quality; and
- (b) "qualifications", in relation to such a member, means any degree, diploma or other academic, technical or professional qualification relevant to the office or position held by that member.

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

- (a) the fact that the College has ceased, or intends to cease, to carry on the activity for the purposes of which the person concerned was appointed or employed or 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. (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 Regulation, and the provisions of any Regulation made under this Statute shall prevail over those of any Regulation 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) Nothing in any other Statute shall enable the Governing Body to delegate its power to reach a decision under Section 10(2).

(4) For the avoidance of doubt it is hereby declared that nothing in Part III shall be construed as affecting the Statutes and Regulations of the College concerning re-election on the expiry of a fixed term of a Fellowship.

(5) 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 or herself involved in the matter in question, the Governing Body may appoint an alternate to act in his or her place under procedures prescribed by Regulations made under this Statute.

(6) In this Statute references to numbered Parts, Sections, and paragraphs are references to Parts, Sections, and paragraphs so numbered in this Statute.

Part II Redundancy

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

9. - (1) Nothing in this Part shall prejudice, alter or affect any rights, powers or duties of the College or apply in relation to a person unless -

- (a) his or her appointment is made, or his or her contract of employment is entered into, on or after 20th November 1987; or
- (b) he or she is promoted on or after that date.

(2) For the purposes of this Section in relation to a person, a reference to an appointment made or a contract entered into on or after 20th November 1987 or to promotion on or after that 'date shall be construed in accordance with subsections (3) to (6) of section 204 of the Education Reform Act 1988.

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

(2) This Section applies 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 Section 10(2)

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(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 Section 1; or

(b) it shall appoint a Redundancy Committee to be constituted in accordance with paragraph (3) of this Section 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 their recommendations to the Governing Body.

(2) The Governing Body shall either approve any selection recommendation made under paragraph (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;

(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 Section unless he or she has been afforded a reasonable opportunity to make representations to the Governing Body.

12. - (1) Where the Governing Body has either itself made a selection or has approved a selection recommendation made by the Redundancy Committee under Section 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. - (1) If it appears to the President that there are grounds for believing that the conduct or performance of a member of the academic staff is or has been unsatisfactory, he or she shall inquire into the matter. If the President concludes after investigation that the member is or has been at fault, he or she may issue an oral warning to the member. The President shall specify the reason for the warning, shall indicate that it constitutes the first stage of the College's disciplinary procedure, and shall advise the member that he or she may appeal against the warning under paragraph (4) of this Section.

(2) If the President concludes after investigation that the fault is sufficiently serious to justify it, or if a further offence occurs, he or she may issue a written warning to the member. Such a warning shall specify the complaint made against the member, the improvements required in the member's conduct or performance, and the period of time within which such improvements are to be made. The President shall advise the member that he or she may appeal against the warning under paragraph (4), and shall indicate that, if no satisfactory improvement takes place within the stated time, a complaint may be made seeking the institution of charges to be heard by a Disciplinary Committee.

(3) The President shall keep a written record of any warning issued under paragraph (1) or paragraph (2). No further account shall be taken of an oral warning when one year has elapsed after the date of issue, and no further account shall be taken of a written warning when two years have elapsed after the date of issue.

(4) A member of the academic staff who wishes to appeal against a disciplinary warning shall inform the President within two weeks. An Appeals Committee appointed by the Governing Body shall hear the appeal and the Committee's decision shall be final. If the appeal is allowed, the warning shall be disregarded.

14. - (1) If there has been no satisfactory improvement following a written warning given under Section 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 a Disciplinary Committee appointed under Section 15 may be made to the President.

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

(3) If it appears to the President (whether on receipt of a complaint or otherwise) that there are grounds for believing that the conduct or performance of a member of the academic staff could constitute good cause for dismissal, he or she shall write to the person concerned inviting comment in writing and may, if he or she considers that the College might otherwise suffer significant harm, suspend the person concerned from the performance of his or her 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 have invited the President 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 a Disciplinary Committee appointed under Section 15.

15. If the President has determined that the matter is to be considered by a Disciplinary committee, he or she shall request the Governing Body to appoint such a

Committee to hear the charge or charges and to determine whether the conduct or performance of the person charged constitutes good cause for dismissal or otherwise constitutes a serious complaint relating to his or her appointment or employment, and to make recommendations concerning the action (if any) to be taken as a result of the Committee's findings. Pending the consideration of such recommendations, the President, after consulting the Governing Body, may suspend the person charged from the performance of his or her duties without loss of emolument.

16. - (1) A Disciplinary Committee appointed by the Governing Body shall comprise

- (a) a Chairman; and
- (b) four Fellows.

(2) In selecting members of a 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 a Disciplinary Committee has been appointed, the Governing Body shall instruct a solicitor or other suitable person to formulate the charge or charges and to present, or arrange for the presentation of, the charges before the Disciplinary Committee.

(2) It shall be the duty of the person formulating the charge or charges -

(a) to forward the charge or charges to the Committee and to the member of the academic staff concerned, together with the other documents therein specified and a list of all witnesses the College proposes to call, with statements containing the evidence they are expected to give; and

(b) to make any necessary administrative arrangements for the summoning of witnesses, the production of documents and generally for the proper presentation of the case before the Committee.

18. The procedure to be followed in respect of the preparation, hearing, and determination of charges by a Disciplinary Committee shall be prescribed by Regulations made under this Statute. Such Regulations 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 a 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 or her 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 or her to consider and respond to the new evidence; and

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

19. - (1) The 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 President, the person charged, the person presenting the charge and any person who shall have been added as a party by the Disciplinary Committee.

(2) A 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 Section.

20. - (1) Where any charge is upheld and the Disciplinary Committee finds good cause and recommends dismissal or removal from office, but in no other case, the President, after consulting the Governing Body, shall decide whether or not to dismiss the person concerned.

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

- (a) to discuss the issues raised with the person concerned; or
- (b) to advise the person concerned about his or her future conduct; or
- (c) to warn the person concerned; or
- (d) to suspend the person concerned for such period as the President 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 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 President to impose such a penalty; or
- (e) to take such further or other action under the person's contract of employment or terms of appointment as appears fair and reasonable in all the circumstances of the case; or
- (f) any combination of any of the above.

21. - (1) The President shall be the appropriate officer to exercise the powers conferred by Section 20 but he or she may appoint a deputy to act on his or her behalf.

(2) Any action taken by the President or his or her deputy 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 President shall be the appropriate officer to perform any duties or exercise any powers, but he or she may appoint a delegate to act on his or her behalf.

(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 President that the removal of a member of the academic staff on medical grounds should be considered, the President -

- (a) shall inform the member accordingly;
- (b) may, if the member agrees or if the President 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 or she 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 President 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 President; 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 Regulations made under this paragraph. Such Regulations shall ensure:

- (a) that the member concerned is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearing by the Board;

- (b) that a case shall not be determined without an oral hearing at which the person concerned and any person appointed to represent him or her 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. (1) If the Board determines that the member should be required to retire on medical grounds, the President shall consult the Governing Body, and may terminate the employment of the member concerned on those medical grounds.

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

Part V Appeals

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

26. (1) This Part applies -

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

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

(2) No appeal shall however lie against -

- (a) a decision of the Governing -Body under Section 10(2);
- (b) any findings of fact of a Disciplinary Committee under Part III, or of a Tribunal under Part VII save where, with the consent of the person or persons hearing the appeal, fresh evidence is called on behalf of the appellant at that hearing;
- (c) any medical findings by a Board set up under Section 23(3) 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 Section 29 to hear and determine the relevant appeal.

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

(27) A member of the academic staff shall institute an appeal serving on the Vicegerent, within the time allowed under Section 28, notice in writing setting out the grounds of the appeal.

(28) - (1) A notice of appeal shall be served within 28 days of 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 paragraph (3).

(2) The Vicegerent shall bring any notice of appeal received (and the date when it was served) to the attention of the Governing Body and shall inform the appellant that he or she done so.

(3) Where the notice of appeal was served on the Governing Body outside the 28 day period the person appointed under Section 29 shall not permit the appeal to proceed unless he or she considers that justice and fairness so require in the circumstances of the case.

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

(2) The persons described in this paragraph 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 or she considers that justice and fairness will best be served by sitting as an Appeal Tribunal with two other persons.

(4) The other persons who may sit with the person appointed shall be -

(a) one Fellow who is not a member of the academic staff; and

(b) one other Fellow who may be a member of the academic staff.

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

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

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

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

appeal, to call witnesses;

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

(d) that the person appointed may set appropriate time limits for 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 rehearing or reconsideration by the same or by a differently constituted Disciplinary Committee to be appointed under that Part; or

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

(d) remit an appeal by the President arising under Part VII for re-hearing or reconsideration by the same or by a differently constituted Tribunal to be appointed under that Part; or

(e) substitute any lesser alternative penalty that would have been open to the President following the finding by the Disciplinary Committee which heard and determined the original charge or charges.

31. The person appointed shall send the reasoned decision, including any decision reached in exercise of his or her powers under Section 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 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 President and to the parties to the appeal.

Part VI Grievance Procedures

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

33. The grievances to which this Part applies are ones by members of the academic staff concerning their appointments or employment where those grievances relate -

(a) to matters affecting themselves as individuals; or

(b) to matters affecting their personal dealings or relationships with other staff of the College,

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

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

(2) If it appears to the President that the matter has been finally determined under

Part III, IV or V or that the grievance is trivial or invalid, he or she may dismiss it summarily, or take no action upon it. If it so appears to the President he or she shall inform the member and may inform the Governing Body.

(3) If the President 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 or she shall defer action upon it under this Part until the relevant complaint, determination or appeal has been heard or the time for instituting it has passed and he or she shall notify the member accordingly.

(4) If the President does not reject the complaint under paragraph (2) or if he or she does not defer action upon it under paragraph (3) he or she shall decide whether it would be appropriate, having regard to the interests of justice and fairness, for him or her to seek to dispose of it informally. If he or she so decides he or she shall notify the member and proceed accordingly.

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

36. The Grievance Committee shall comprise three Fellows of the College appointed annually by the Governing Body.

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

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

Part VII Removal of the President from Office

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

40. The Vicegerent shall refer such a complaint to the Governing Body, exclusive of the President 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 President 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 President 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 the Governing Body to whom this Statute does not apply, Honorary Fellows and Emeritus Fellows; and

(c) one member chosen from amongst members of the 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 Sections 17 to 19, provided -

(a) that the Vicegerent shall perform any duty and exercise any power there assigned to the President; and

(b) that the only recommendation the Tribunal may make is whether or not the President should be removed from his or her office.

44. Where a charge or charges have been upheld and the Tribunal finds good cause and recommends dismissal, but in no other case, the Vicegerent shall consult the Governing Body and may then dismiss the President.

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

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

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

Statute XI: The Statutes

1. If at any time it appears to the Hebdomadal Council of Statutes of the University that any provision of these Statutes is not observed and that thereby some interest of the University is liable to be prejudicially affected, the Hebdomadal Council, having first communicated the matter to the President the information of the Governing Body, may submit to the Visitor a representation and if it does so shall send a copy of it to the President; upon receiving such representation the Visitor shall inquire into the matter, and, after considering any representation made by the Governing Body, shall make such order as he or she shall think fit for enforcing observance of the said provision.

2. Subject to the provisions of Articles 5 and 7 of the Charter and of Section 7 of Statute I, these Statutes shall be subject to alteration from time to time by Statute made by the Governing Body.

3. The Interpretation Act 1978 shall apply to the interpretation of these Statutes as it applies to the interpretation of an Act of Parliament. If at any time it appears to the President, or to any five members of the Governing Body, that the interpretation or construction of these Statutes is in doubt, and that a decision on a matter concerning the College depends wholly or partly on their interpretation or construction, the President, or the said five members of the Governing Body, shall request the Visitor to

determine their interpretation or construction as far as the matter in question is concerned, and his or her interpretation or construction shall be conclusive.

4. These Statutes shall operate without prejudice to any interest of the President, Fellows, Students or staff of the Association hitherto known as Wolfson College existing on the date on which they come into force.

5. All decisions of the Trustees of the Deed of Trust made on the thirteenth day of March 1967 between the University and the Trustees of Wolfson College and all decisions of the Governing Body of the Association hitherto known as Wolfson College shall remain in full force and effect until and unless they are amended or repealed by the Governing Body constituted by these Statutes.

Statute XII: Contracts of Employment

Save in so far as the same may be affected by these Statutes, any contracts entered into by the University for the employment of any person as President, Officer or servant of the unincorporated Association known as Wolfson College and current at the date of the Charter shall be taken over by the College on the terms that any persons with whom such contracts were made shall thereafter in respect of such employment (but not otherwise) be deemed to have been employees of the College from the date on which such contracts were entered into.