

University Charter and Statutes

15 October 2009

First Schedule - Charter of the University of Warwick

ELIZABETH THE SECOND

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 an humble Petition has been presented unto Us by Our right trusty and well beloved William Edward Baron Rootes, Knight Grand Cross of Our Most Excellent Order of the British Empire, deceased, and others, being members of the University of Warwick Promotion Committee, praying that We should constitute and found a University within Our County of Warwick and City of Coventry for the advancement of learning and knowledge by teaching and research and for the provision of University education and to grant a Charter with such provisions in that behalf as shall seem to Us right and suitable:

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 and of Our especial grace, certain knowledge and mere motion have willed and ordained and by these Presents do for Us, Our Heirs and Successors will and ordain as follows:

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| 1. | There shall be and is hereby constituted and founded in Our said County of Warwick and City of Coventry a University with the name and style of 'The University of Warwick'. |
| 2. | The Chancellor, the Pro-Chancellors, the Vice-Chancellor, the Deputy Vice Chancellor, the Treasurer and the Pro-Vice-Chancellors of the University for the time being, the members for the time being of the Council, the Senate, the members of the Academic Staff, the Graduates of the University, the Graduate and the Undergraduate students of the University, and all who shall pursuant to this Our Charter and the Statutes of the University for the time being be members of the University are hereby constituted and from henceforth for ever shall be one Body Politic and Corporate with perpetual succession and a Common Seal by the name and style of 'The University of Warwick' (in this Our Charter called 'the University') with power to obtain through Our College of Arms a grant of armorial bearings (which shall be duly recorded in Our said College) and in that name to sue and be sued, to take, purchase, hold, charge, sell, exchange, demise or otherwise dispose of real and personal property, to invest, lend or borrow money, and subject to the provisions of this Our Charter to perform such other acts as by law Bodies Corporate may do, and the University shall have the constitution and powers and be subject to the regulations in this Our Charter prescribed or contained. |
| 3. | The objects of the University shall be the advancement of learning and knowledge by teaching and research and the provision of University education. |
| 4. | The University shall be both a teaching and an examining body and shall, subject to this Our Charter and the Statutes, have the following powers: |

- (a) To prescribe in the Statutes, Ordinances or Regulations the requirements for Matriculation and the conditions under which persons shall be admitted to the University or to any particular course of study therein.
- (b) To grant and confer under conditions laid down in the Statutes, Ordinances or Regulations, Degrees, Diplomas, Certificates and other academic distinctions to and on persons who shall have pursued a course of study approved by the University and shall have passed the examinations or other tests prescribed by the University.
- (c) To confer Honorary Degrees and other distinctions on approved persons provided that all Honorary Degrees and other distinctions so conferred shall be conferred and held subject to any provisions which are or may be made in reference thereto by the Statutes, Ordinances or Regulations.
- (d) On what the University shall deem to be good cause to deprive persons of any Degrees or other distinctions conferred upon them by the University and to revoke any Diplomas or Certificates granted to them by the University.
- (e) To provide instruction in such branches of learning as the University may think fit and to make provision for research and for the advancement and dissemination of knowledge in such manner as the University may determine.
- (f) To provide such lectures and instruction for persons not members of the University as the University may determine and to grant Diplomas and Certificates to such persons.
- (g) To accept the examinations passed and periods of study spent by students at other Universities or places of learning as equivalent to such examinations and periods of study in the University as the University may determine and to withdraw such acceptance at any time.
- (h) To affiliate other institutions or branches or departments thereof and to recognise selected members of the staff thereof as teachers of the University and to admit the members thereof to any of the privileges of the University, and to accept attendance at courses of study in such institutions or branches or departments thereof in place of such part of the attendance at courses of study in the University and upon such terms and conditions, and subject to such regulations as may from time to time be determined by the University.
- (i) To prescribe in the Statutes, Ordinances or Regulations the disciplinary provisions to which students of the University shall be subject.
- (j) To co-operate by means of Joint Boards or otherwise with other University authorities for the conduct of examinations and for such other purposes as the University may from time to time determine.
- (k) To institute Professorships, Readerships, Associate Professorships, and Assistant Professorships, and other offices of any kind and whether academic or not as may be required by the University; to appoint persons to and to remove them from such offices and to prescribe their conditions of service.
- (l) To institute and award Fellowships, Scholarships, Studentships, Prizes and other aids to study and research.
- (m) To establish and maintain and to administer and govern institutions for the residence of the students of the University and to license and supervise such institutions and other places of residence whether or not maintained by the University.

	<p>(n) To make provision for research and advisory services and with these objects to enter into such arrangements with other institutions or with public bodies as the University may think desirable.</p> <p>(o) To provide for the printing and publication of research and other works which may be issued by the University.</p> <p>(p) To demand and receive fees.</p> <p>(q) To take such steps as may from time to time be deemed expedient for the purpose of procuring contributions to the funds of the University and to raise money in such other manner as the University may deem fit.</p> <p>(r) To act as trustee or manager of any property, legacy, endowment, bequest or gift for purposes of education or research or otherwise in furtherance of the work and welfare of the University and to invest any funds representing the same in accordance with the provisions of the Statutes annexed to this Our Charter.</p> <p>(s) To enter into an Agreement or Agreements with the Trustees of the University of Warwick Foundation, being the Trustees for the time being under a Declaration of Trust dated the twenty-fourth day of October in the year of our Lord one thousand nine hundred and sixty-two, for taking over their rights, property, liabilities and engagements and for the dissolution of the Trustees and Trust.</p> <p>(t) To provide for the dissolution of the University of Warwick Promotion Committee and of the Executive Committee thereof.</p> <p>(u) To enter into any agreement for the incorporation in the University of any other institution and for taking over its rights, property and liabilities and for any other purpose not repugnant to this Our Charter.</p> <p>(v) To provide for reward or otherwise such goods and services for members of the University and their families, guests and servants as may be deemed expedient and consistent with the objects of the University as a place of education and learning.</p> <p>(w) To maintain, manage, deal with, dispose of and, subject to the provisions of this Our Charter and of the Statutes, to invest all the property, money, assets and rights of the University and to enter into engagements and to accept obligations and liabilities in all respects without any restriction whatsoever and in the same manner as an individual may manage his/her own affairs.</p> <p>(x) To do all such other acts and things whether incidental to the powers aforesaid or not as may be requisite in order to further the objects of the University as a place of education and learning.</p>
5.	There shall be a Chancellor of the University who shall be the head of the University.
6.	There shall be a Pro-Chancellor, or Pro-Chancellors of the University not exceeding two in number. In the absence of the Chancellor or during a vacancy in that office, the Council shall appoint a Pro-Chancellor to exercise and perform, subject to the Statutes, all the functions of the Chancellor except the conferring of Degrees.

7.	There shall be a Vice-Chancellor of the University, who shall be the Chief Academic and Administrative Officer of the University and shall preside over meetings of the Senate and who shall in the absence of the Chancellor or during a vacancy in the office of Chancellor confer Degrees.
8.	There may be a Deputy Vice-Chancellor for the University if the Council of the University shall from time to time consider it proper to appoint one, who shall, subject to the Statutes, exercise such of the functions and duties of the Vice-Chancellor as the Vice-Chancellor or, if the Vice-Chancellor should be incapacitated, the Council shall delegate.
9.	There shall be such other officers of the University as the Council of the University may from time to time consider proper.
10.	There shall be a Pro-Vice-Chancellor, or Pro-Vice-Chancellors of the University, who shall, subject to the Statutes, exercise and perform such of the functions and duties of the Vice-Chancellor as the Vice-Chancellor or, if the Vice-Chancellor should be incapacitated, the Council may delegate.
11.	The first Chancellor, Pro-Chancellor, Vice-Chancellor and Pro-Vice-Chancellor shall be the persons named in the First Schedule to this Our Charter.
12.	There shall be a Council of the University (in this Our Charter called 'the Council') which, subject to the provisions of this Our Charter and of the Statutes, shall be the executive governing body of the University and shall jointly with the Senate appoint a Chancellor and shall have the custody and use of the Common Seal and shall be responsible for the management and administration of the revenue and property of the University and, subject to the powers of the Senate as provided in this Our Charter and the Statutes, shall have general control over the conduct of the affairs of the University and shall have all such other powers and duties as may be conferred upon it by the Statutes.
13.	There shall be a Senate of the University (in this Our Charter called 'the Senate') which shall, subject to the powers of the Council as provided in this Our Charter and the Statutes, be responsible for the academic work of the University, both in teaching and in research, and for the regulation and superintendence of the education and discipline of the students of the University.
14.	There shall be constituted, subject to the provisions of this Our Charter and of the Statutes, such Faculties, Boards of the Faculties, Sub-Faculties and Departments and such other bodies as the Council and Senate may from time to time consider necessary for the administration of teaching and research.
15.	There shall be an Assembly of the University, which shall be a meeting of members of the academic staff of the University.
16.	Subject to the provisions of this Our Charter, Statutes may prescribe or regulate as the case may be: (1) The status, appointment and continuance in office of the Chancellor, Pro-Chancellors, Vice-Chancellor, the Deputy Vice-Chancellor, Pro-Vice-Chancellors and other officers of the University.

	<p>(2) The constitution, powers, duties and functions (as the case may be) of the Council, the Senate, the Faculties, the Boards of the Faculties, the Sub-Faculties, the Departments, the Assembly, and such other bodies as may be established.</p> <p>(3) All such other matters as the Council may deem fit and meet with respect to or for the governing of the University, its members and constituent parts or otherwise for the promotion of the objects of this Our Charter.</p>
17.	<p>(1) The Statutes set out in the Second Schedule to this Our Charter shall be the first Statutes of the University and shall remain in force until they have been added to, amended or repealed in the manner prescribed in paragraph (2) hereof.</p> <p>(2) The Council may by Special Resolution make Statutes for the University which may add to, amend or repeal the Statutes for the time being in force: Provided that no such Statutes shall have effect until approved by the Lords of Our Most Honourable Privy Council, of which approval a Certificate under the hand of the Clerk of Our said Privy Council shall be conclusive.</p>
18.	Subject to the provisions of this Our Charter and of the Statutes the Council may make Ordinances and the Senate may make Regulations to direct and regulate the University and its authorities and members. The power to make Ordinances and Regulations shall include the power to add to, amend or repeal any Ordinances and Regulations theretofore made.
19.	The Statutes may direct that any of the matters prescribed or regulated by Statute or authorised or directed in this Our Charter shall be further prescribed or regulated by Ordinance, provided that any such further prescription or regulation shall not be repugnant to the provisions of the Statutes or of this Our Charter.
20.	No religious, racial or political test shall be imposed upon any person in order to entitle that person to be admitted as a member, professor, teacher or student of the University or to hold office therein or to graduate thereat or to hold any advantage or privilege thereof.
21.	Men and women shall be equally eligible for any office or appointment in the University and for membership of any of its constituent bodies and all Degrees and courses of study in the University shall be open to men and women alike.
22.	The University shall not make any dividend, gift, division or bonus in money unto or between any of its members except by way of prize, reward or special grant.
23.	<p>(1) The Council may at any time add to, amend or repeal this Our Charter by a Special Resolution in that behalf and such addition, amendment or repeal shall when allowed by Us, Our Heirs or Successors in Council become effectual so that this Our Charter shall thenceforth continue and operate as so added to, amended or repealed in manner aforesaid.</p> <p>(2) This Article shall apply to this Our Charter as added to, amended or repealed in manner aforesaid.</p>

24.	For the purpose of this Our Charter, a ‘Special Resolution’ means a Resolution passed at one meeting of the Council and confirmed at a subsequent meeting held not less than four weeks nor more than three calendar months after the former provided that notice of each meeting shall be given to each member of the Council not less than fourteen days before the meeting be held, and that the Resolution be passed at each meeting by a majority of not less than three-fourths of those present and voting.
25.	We reserve unto Ourselves, Our Heirs and Successors, the right, on representation from the Council made in pursuance of a resolution passed by a simple majority of the members of the Council present and voting, to appoint by Order in Council a Visitor of the University for such period and with such duties and powers as We, Our Heirs and Successors shall see fit and his/her decision on matters within his/her jurisdiction shall be final.
26.	Our Royal Will and Pleasure is that this Our Charter shall ever be construed benevolently and in every case most favourably to the University and the promotion of the objects of this Our Charter.
<p>IN WITNESS whereof We have caused these Our Letters to be made Patent.</p> <p>WITNESS Ourselves at Westminster the eighth day of March in the fourteenth year of Our Reign.</p> <p>By Warrant under the Queen’s Sign Manual</p> <p>First Schedule</p> <p>First Officers of the University</p> <p>Chancellor Cyril John Viscount Radcliffe, GBE</p> <p>Pro-Chancellor Sir Arnold Alexander Hall, FRS, MA</p> <p>Vice-Chancellor John Blackstock Butterworth, Esquire, MA</p> <p>Pro-Vice-Chancellor Wilfrid Harrison, Esquire, MA</p>	

Second Schedule – Statutes of the University of Warwick

1. Definitions

(1) In these Statutes:

‘The University’ means the University of Warwick.

‘The Charter’ means the Charter of the University.

‘The appointed day’ means the date upon which the Charter becomes of force and effect.

‘The Council’ means the Council of the University.

‘The Senate’ means the Senate of the University.

‘Faculty’ means a Faculty of the University.

‘Board of the Faculty’ means a Board of a Faculty of the University.

‘Sub-Faculty’ means a Sub-Faculty of the University.

‘Department’ means a Department of the University.

‘The Assembly’ means the Assembly of the University.

‘Union of Students’ means the Union of Students of the University

‘Ordinances’ means Ordinances made pursuant to the Charter or these Statutes.

‘Regulations’ means Regulations made pursuant to the Charter or these Statutes.

‘Year’ means a calendar year.

‘Appointed’ means appointed following an election or some other procedure.

(2) Words in the singular shall include the plural and words in the plural shall include the singular unless the contrary intention appears.

(3) Words defined in the Charter or these Statutes shall have the same meaning in the Ordinances and Regulations unless the context be repugnant thereto.

2. The Members of the University

(1) The following persons shall be members of the University:

	<p>These Officers of the University, namely:</p> <p>The Chancellor, the Pro-Chancellors, the Vice-Chancellor, Deputy Vice-Chancellor, the Treasurer and the Pro-Vice-Chancellors.</p> <p>The Members of the Council.</p> <p>The Members of the Senate.</p> <p>The Members of the Academic Staff.</p> <p>The Registrar.</p> <p>Such senior administrative officers as may be granted the status of members by the Council.</p> <p>The Honorary Professors.</p> <p>The Emeritus Professors.</p> <p>Such other Teachers (not being members of the Academic Staff) and such administrative officers as may under Regulations made by the Council be granted the status of members.</p> <p>Such persons as may, by the Council on the recommendation of the Senate, be granted the status of a Teacher of the University, under the title of Recognised Teacher.</p> <p>The Graduates of the University.</p> <p>The Graduate and Undergraduate Students of the University.</p> <p>(2) The Council on the recommendation of the Senate shall have power to declare such other persons members of the University as the Council may deem fit.</p>
<p>3.</p>	<p>The Chancellor</p> <p>(1) The successors to the first Chancellor shall be appointed by the Council and the Senate sitting in joint session.</p> <p>(2) The Chancellor shall hold office for a renewable fixed period.</p> <p>(3) The Chancellor may resign by writing addressed to the Council.</p>

<p>4.</p>	<p>The Pro-Chancellors</p> <p>(1) The Pro-Chancellors, other than the first Pro-Chancellor, shall be appointed by the Council and shall hold office for five years or until earlier resignation and shall be eligible for reappointment provided that the Council may, on the appointment or reappointment of any Pro-Chancellor, provide that the period of office shall be shorter than the period otherwise provided for such office.</p> <p>(2) If an office of Pro-Chancellor becomes vacant by death or resignation, or from any other cause before the expiration of the period of office, the vacancy shall be filled at the next meeting of the Council or at any subsequent meeting for the remainder of such period.</p> <p>(3) A Pro-Chancellor may resign by writing addressed to the Council.</p>
<p>5.</p>	<p>The Vice-Chancellor</p> <p>(1) The Vice-Chancellor shall hold office for such period and (subject to Statute 24) under such terms and conditions as may from time to time be determined by the Council. By virtue of this office the Vice-Chancellor shall be a member of the Council, the Senate, each Faculty, the Board of each Faculty, each Sub-Faculty, and the Assembly, and of any committee appointed by any of those bodies.</p> <p>(2) The successors to the first Vice-Chancellor shall be appointed by the Council, after consultation with the Senate, at a meeting especially called for the purpose.</p> <p>(3) The Vice-Chancellor shall have a general responsibility to the Council and the Senate for maintaining and promoting the efficiency and good order of the University.</p> <p>(4) The Vice-Chancellor may suspend any student from any class or classes, and may exclude any student from any part of the University or its precincts. Such a suspension or exclusion shall be reported by the Vice-Chancellor to the Senate at its next meeting. The Vice-Chancellor may, with the concurrence of the Senate, refuse to admit any person as a student of the University without assigning any reason.</p> <p>(5) The Vice-Chancellor may resign by writing addressed to the Council.</p>
<p>6.</p>	<p>The Treasurer</p> <p>(1) The Council shall appoint a Treasurer of the University who shall, in an honorary capacity, perform such duties and hold office for such period as may be determined by the Council.</p> <p>(2) The receipt of the Treasurer for any moneys or property payable or deliverable to the University shall be a sufficient discharge for the same to the person or persons paying or delivering the same, but the Council may appoint any person or persons to give receipts for such moneys or property and in such case a receipt given by such person or any one of such persons shall be a sufficient discharge for the same.</p> <p>(3) The Treasurer may resign by writing addressed to the Council.</p>

7.	<p>The Deputy Vice-Chancellor</p> <p>(1) The Council may, on the recommendation of the Vice-Chancellor, establish the post of Deputy Vice-Chancellor with such duties, at such remuneration and upon such terms and conditions as the Council may deem fit save only that a Deputy Vice-Chancellor shall not be appointed except after consultation with the Senate.</p> <p>(2) The Deputy Vice-Chancellor shall normally hold office for a period not exceeding five years in the first instance, renewable for further periods not exceeding five years in each case. By virtue of this office the Deputy Vice-Chancellor shall be a member of the Council, the Senate and the Assembly.</p> <p>(3) The Deputy Vice-Chancellor may resign by writing addressed to the Council.</p>
8.	<p>The Pro-Vice-Chancellors</p> <p>(1) The Pro-Vice-Chancellors (with the exception of the first Pro-Vice-Chancellor) shall be appointed by the Council.</p> <p>(2) A Pro-Vice-Chancellor shall hold office for such periods of office as determined by the Council.</p> <p>(3) A Pro-Vice-Chancellor may resign by writing addressed to the Council.</p>
9.	<p>The Registrar</p> <p>(1) The Council shall appoint a Registrar of the University with such duties, at such remuneration and (subject to Statute 24) upon such terms and conditions as the Council may deem fit: Provided that the Council shall not make such an appointment except after consultation with the Senate.</p> <p>(2) The Registrar of the University shall be responsible for providing secretarial services for the Council, the Senate, the Board of each Faculty, the Sub-Faculties, and the Assembly and for any committee appointed by any of those bodies, and subject to the direction of the Vice-Chancellor for the administration of the University.</p>
10.	<p>Other Officers</p> <p>The Council shall appoint such other officers as it may deem necessary with such duties, at such remuneration and upon such terms and conditions as the Council may deem fit: Provided that no member of the academic staff shall be so appointed except with the approval of the Senate.</p>

<p>11.</p>	<p>The Auditor</p> <p>(1) The Council shall appoint an Auditor or Auditors. Every such Auditor shall be a member of a body of accountants established in the United Kingdom and for the time being recognised for the purposes of paragraph (a) of sub-section (1) of section 161 of the Companies Act, 1948, or any statutory modification or re-enactment thereof for the time being in force. No person shall be appointed Auditor who is or any one of whose partners is a member of the Council or the staff of the University.</p> <p>(2) The Auditor or Auditors shall hold office for such period and shall receive such remuneration as may be determined by the Council, and shall be eligible for reappointment.</p> <p>(3) The Auditor or Auditors shall have a right of access at all reasonable times to the books, records, accounts and vouchers of the University and shall be entitled to require from the officers of the University such information and explanations as may be necessary for the performance of his/her or their duties.</p> <p>(4) If the office of Auditor or Auditors shall become vacant by death or resignation or any other cause before the expiration of his/her or their period of office the Council shall forthwith appoint an Auditor in his/her or their place for the remainder of such period.</p> <p>(5) The Auditor or Auditors shall make a report to the Council at least once in each year.</p> <p>(6) An Auditor may resign by writing addressed to the Council.</p>
<p>12.</p>	<p>The Council</p> <p>(1) The Council shall consist of the following members, namely:</p> <p>Ex Officio Members:</p> <p>The Pro-Chancellors, the Vice-Chancellor, the Deputy Vice-Chancellor, the Treasurer and the Pro-Vice-Chancellors.</p> <p>Appointed Members:</p> <p>(A) Up to six academic members of the Senate appointed by the Senate.</p> <p>(B) One member of the non-academic staff of the University appointed by the Council.</p> <p>(C) Such other persons, not being members of the academic staff or salaried officers or students of the University and not exceeding fifteen in all, as may be appointed by the Council.</p>

	<p>(D) Two registered students of the University of whom one shall be the President of the Union of Students and the other shall be elected from among the students of the University, such an election to be conducted in accordance with procedures which shall be specified by Ordinance, all registered students of the University being entitled to vote. The two student members shall not participate in nor receive papers for any business affecting the appointment, promotion or personal affairs of individual members of the staff of the University or affecting the admission, academic assessment or personal affairs of individual students.</p> <p>(2)</p> <p>(A) Ex Officio Members of the Council shall hold office so long as they continue to occupy the positions by virtue of which they became members.=</p> <p>(B) Members of the Council required to be appointed by the Senate shall hold office for a period of three years commencing on the first day of August in the year in which they are appointed.</p> <p>(C) Members of the Council appointed by the Council shall hold office for a period of three years commencing on the first day of August in the year in which they are appointed.</p> <p>(D) The President of the Union of Students shall be a member for the period of tenure of the office of President and the other student member shall be a member for one year commencing on the first day of August in the year in which that student member is elected.</p>
<p>13.</p>	<p>The Chair of the Council</p> <p>(1) The Council shall appoint from among its members or otherwise a Chair, not being a member of the academic staff or salaried officer in the University.</p> <p>(2) If the Chair is appointed from outside the Council he/she shall enjoy the status and privileges of a member of the Council while he/she is Chair. If the Chair is appointed from among the members of the Council the Council may require him/her to vacate office if he/she ceases to be a member of the Council. Subject thereto the Chair shall hold office for five years or for such shorter period as the Council may determine at the time of appointment.</p> <p>(3) The Council may appoint from among its own members a Vice-Chair not being a member of the academic staff or salaried officer in the University. The Vice-Chair shall preside at the meetings of the Council in the absence of the Chair. The Council may require the office of Vice-Chair to be vacated at the point where the incumbent ceases to be a member of the Council. The Vice-Chair shall hold office for three years</p>
<p>14.</p>	<p>Powers of the Council</p> <p>Subject to the Charter and these Statutes, the Council shall, in addition to all other powers vested in it, have the following powers and functions:</p> <p>(1) To appoint a Chair and Vice-Chair.</p> <p>(2) To appoint members of the Council as provided for under Statute 12.</p>

- (3) To appoint jointly with the Senate as provided for in Statute 3 as Chancellor.
- (4) To appoint, after consultation with the Senate where prescribed, the Chancellor, the Pro-Chancellors, the Vice-Chancellor, the Deputy Vice-Chancellor, the Treasurer and the Pro-Vice-Chancellors.
- (5) Subject to the provisions of the Charter, to make Statutes.
- (6) To authorise, on the recommendation of the Senate, the creation of academic posts in the University.
- (7) To institute Degrees on the recommendation of the Senate.
- (8) To suspend or abolish, on the recommendation of the Senate, any academic post except any post created by these Statutes.
- (9) To determine, on the recommendation of the Senate, the conditions of appointment of the academic staff of the University.
- (10) Subject to the provisions of these Statutes, to appoint, on the recommendation of the Senate, all members of the academic staff of the University.
- (11) To regulate the appointment of all other members of the University staff, and to supervise the salaries and conditions of tenure of posts to which it appoints.
- (12) On the recommendation of the Senate, to grant the status of a Teacher of the University under the title of Recognised Teacher.
- (13) To establish, on the recommendation of the Senate, the organs of academic administration, to prescribe their constitution and functions, and to modify or revise the same.
- (14) To review the work of the University and, subject to the powers of the Senate, take such steps as it thinks proper for the purpose of advancing the interests of the University, maintaining its efficiency, encouraging teaching, the pursuit of learning and the prosecution of research therein, and providing for the recreation and well-being of students.
- (15) To determine, after considering the recommendations of the Senate, all University fees.
- (16) To institute, on the recommendation of the Senate and subject to any conditions made by the founders, the general arrangements for the award of Teaching Fellowships, Scholarships, Studentships, Prizes and other aids to study and research.
- (17) To provide for the welfare of the students of the University after taking into consideration any recommendation or report by the Senate.
- (18) To take such steps as it thinks proper for supervising organisations of students and to approve any amendments to the constitution of the Union of Students provided that before determining any question under this sub-section which directly affects the educational or social policy of the University the Council shall take into consideration any recommendation or report by the Senate.

	<p>(19) To accept transfers of all or any part of the property, assets, liabilities and engagements of the Trustees of the University of Warwick Foundation being the Trustees for the time being under the Declaration of Trust dated the twenty-fourth day of October one thousand nine hundred and sixty-two, and any later revisions or amendments thereto.</p> <p>(20) To govern, manage and regulate the finances, accounts, investments, property, business and all affairs whatsoever of the University, and for that purpose to appoint Bankers and any other officers or agents whom it may seem expedient to appoint, provided that before determining any question of finance which directly affects the educational or social policy of the University the Council shall take into consideration any recommendation or report by the Senate.</p> <p>(21) To invest any moneys belonging to the University in such stocks, funds, fully paid shares or securities as the Council shall from time to time think fit, whether within the United Kingdom or not or in the purchase of freehold or leasehold hereditaments in the United Kingdom including rents; provided that in the case of moneys held by the University as trustees the powers conferred by this paragraph shall be exercised subject to the provisions of the law relating to investment by trustees.</p> <p>(22) To sell, buy, exchange, lease and accept leases of real and personal property on behalf of the University.</p> <p>(23) To provide and maintain the buildings, premises, furniture and apparatus, and other means needed for carrying on the work of the University, provided that before determining any question under this sub-section which directly affects the educational or social policy of the University the Council shall take into consideration any recommendation or report by the Senate.</p> <p>(24) To borrow money on behalf of the University and for that purpose, if the Council thinks fit, to mortgage or charge all or any part of the property of the University, whether real or personal, and to give such other security as the Council shall think fit.</p> <p>(25) To enter into, vary, carry out or cancel contracts on behalf of the University.</p> <p>(26) To make provision for schemes of insurance, superannuation, pensions or retirement benefits for all salaried officers, and so far as the Council shall think fit for other employees of the University or their dependants or relatives.</p> <p>(27) To determine from time to time the age at which staff and officers of the University shall retire from office.</p> <p>(28) To select a Seal, Arms and a Mace for the University and to have the sole custody and use of the Seal.</p> <p>(29) To confirm Regulations submitted by the Senate for any matters in respect of which Regulations are authorised to be made.</p> <p>(30) Generally to exercise all such powers as are or may be conferred on the Council by the Charter and these Statutes, including the power to make Ordinances, subject to the provisions of Statute 29, in the exercise of all the powers expressly set out in this Statute and of all other the powers vested in the Council.</p>
<p>15. The Senate</p>	<p>(1) The Senate shall consist of the following persons, namely:</p>

	<p>Ex Officio Members:</p> <p>The Vice-Chancellor, who shall preside over meetings of the Senate.</p> <p>The Deputy Vice-Chancellor</p> <p>The Pro-Vice-Chancellors.</p> <p>The Librarian.</p> <p>The holders of such other posts, including persons charged with the welfare of the students of the University, as the Senate may from time to time determine.</p> <p>Appointed Members:</p> <p>The Chairs of the Faculty Boards.</p> <p>Twenty-four members of the academic staff to be appointed in equal numbers by each of the Boards of the Faculties. A majority of those appointed by the Boards of the Faculties shall be from Professors and Chairs of Departments in membership of that Board.</p> <p>Six permanent full-time members of the academic staff employed by the University to be appointed by the Assembly, of whom not more than two shall be Professors.</p> <p>Three registered students of the University of whom one shall be the President of the Union of Students and two shall be elected from among the students of the University, such an election to be conducted in accordance with procedures which shall be specified by Ordinance, all registered students of the University being entitled to vote. The three student members shall not participate in nor receive papers for any business affecting the appointment, promotion and personal affairs of individual members of the staff of the University or affecting the admission, academic assessment or personal affairs of individual students.</p> <p>(2) The appointed members, other than the student members, shall hold office for a period of three years commencing on the first day of August in the year in which they are appointed. The President of the Union of Students shall be a member for the period of his/her tenure of the office of President and the two other student members shall hold office for one year commencing on the first day of August in the year in which they are elected.</p>
<p>16.</p>	<p>Powers of the Senate</p> <p>The Senate shall be the supreme academic authority of the University and shall, subject to the powers reserved to the Council by these Statutes, take such measures and act in such a manner as shall appear to it best calculated to promote the academic work of the University both in teaching and research and for the regulation and superintendence of the education and discipline of the students of the University. The Senate shall, subject to the Charter and these Statutes, in addition to all other powers vested in it, have the following powers:</p> <p>(1) To regulate and control, after considering the views of the Boards of the Faculties, all teaching, courses of study and the conditions qualifying for admission to the various titles, Degrees and other distinctions offered by the University.</p>

- (2) To regulate the admission of persons to courses of study and their continuance therein.
- (3) To recommend to the Council the establishment of Faculties; and to recommend to the Council after consultation with the Boards of the Faculties the establishment of Sub-Faculties and of Departments.
- (4) To appoint members of the Senate to be members of the Council as provided for under Statute 12.
- (5) To appoint jointly with the Council the Chancellor as provided for in Statute 3.
- (6) To recommend to the Council the establishment of new academic posts in the University.
- (7) To advise and make recommendations to the Council on matters affecting the appointment, duties and conditions of service of all members of the academic staff.
- (8) To review from time to time the duties and conditions of service of all members of the academic staff.
- (9) To recommend to the Council the appointment of the Professors, Readers and the Librarian of the University.
- (10) To recommend to the Council the appointment of Senior Lecturers, Lecturers and other persons of the academic staff whose appointment is not provided for elsewhere in these Statutes.
- (11) To recommend to the Council the granting of the status of a Teacher of the University, under the title of Recognised Teacher.
- (12) To grant Honorary Degrees, the title of Emeritus Professor or other University distinctions.
- (13) To regulate all University examinations and to appoint examiners, whether internal or external.
- (14) To prescribe the requirements of the University for matriculation.
- (15) To recommend the institution of Degrees.
- (16) To grant Degrees and other academic distinctions to persons who shall have pursued in the University a course of study approved by the Senate and shall have passed the examinations of the University under the conditions laid down in the Regulations.
- (17) To grant Diplomas, Licences or Certificates to persons who have pursued a course of study approved by the Senate under conditions laid down by it.
- (18) To grant Degrees, Diplomas, Licences, Certificates and other academic distinctions to persons who shall have pursued a course of study offered by the University in conjunction with another institution, the joint course of study having been approved by the Senate under conditions laid down by it.
- (19) To accept such examinations and periods of study at such Universities and places of learning as the Senate may approve as equivalent to such examinations and periods of study in the University as the Senate may determine.

	<p>(20) To accept courses of study in any other institution which in the opinion of the Senate possesses the means of affording the proper instruction for such courses of study in the University as the Senate may determine.</p> <p>(21) To determine what formalities shall attach to the conferment of Degrees and other distinctions.</p> <p>(22) To revoke any Degrees or other distinctions conferred by the University, and all privileges connected therewith if the holder thereof has been convicted of a crime for which that person has been sentenced to imprisonment and the Senate considers that such crime is one which renders that person unfit to be a member or graduate of the University.</p> <p>(23) To advise the Council on the allocation of resources for teaching and research.</p> <p>(24) To advise the Council on priorities for new buildings and on the long-term development plan of the University.</p> <p>(25) To be responsible for the general administration of the University Library.</p> <p>(26) To recommend to the Council the institution of Fellowships, Scholarships, Studentships, Prizes and other aids to study and research.</p> <p>(27) To supervise the extra-mural work of the University.</p> <p>(28) To make recommendations to the Council on any matter of interest to the University.</p> <p>(29) To regulate the use of academic dress in the University.</p> <p>(30) To regulate the discipline of the University and to determine in what manner disciplinary powers shall be exercised.</p> <p>(31) To expel any student guilty of grave misconduct after giving that student an opportunity to appear personally and to be heard.</p> <p>(32) To make recommendations to the Council concerning the constitution of the Union of Students and on any other matter relating to supervising organisations of students.</p> <p>(33) To make recommendations to the Council concerning the welfare of the students of the University.</p> <p>(34) To express an opinion on any matter or thing pertinent to the University and its affairs.</p> <p>(35) Generally to exercise all such powers as are or may be conferred on the Senate by the Charter and these Statutes including the power to make Regulations, subject to the provisions of Statute 25, in the exercise of the powers hereinbefore expressly set out in this Statute and of all other the powers of the Senate.</p>
<p>17.</p>	<p>Faculties</p> <p>(1) The Council shall, on the recommendation of the Senate, by Ordinance constitute Faculties and shall in like manner provide the number of Faculties to be constituted and shall prescribe which Departments shall belong to which Faculty or Faculties, and the Council may in like manner alter the constitution of or dissolve such Faculties or any of them.</p>

	<p>(2) Each Faculty shall have a Board. The Council shall from time to time determine by Ordinance on the recommendation of the Senate the constitution of the Board of each Faculty.</p> <p>(3) The Board of each Faculty shall appoint a Chair from among the members of the Board. The Chair shall hold office for one year and shall be eligible for reappointment.</p> <p>(4) The Board of each Faculty shall have the following powers and functions:</p> <p>(A) To regulate, subject to these Statutes and the Ordinances and Regulations and to review by the Senate, the teaching, research, curricula and examinations in the subjects prescribed for the Faculty.</p> <p>(B) To recommend to the Senate examiners for appointment.</p> <p>(C) To make recommendations to the Senate for the award of Degrees (other than Honorary Degrees), Diplomas, Certificates and other distinctions in the subjects prescribed for the Faculty.</p> <p>(D) To recommend to the Senate Sub-Faculties and Departments to be constituted by the Council.</p> <p>(E) To delegate to the Sub-Faculties such matters as are deemed appropriate.</p> <p>(F) To appoint members of the Board of the Faculty to be members of the Senate as provided for under Statute 15.</p> <p>(G) To discharge such other functions as the Senate may from time to time determine.</p>
<p>18.</p>	<p>Sub-Faculties</p> <p>(1) The Council shall, by Ordinance, on the recommendation of the Senate after consultation with the Boards of the Faculties constitute Sub-Faculties.</p> <p>(2) There shall be a Chair of each Sub-Faculty, to be appointed by the Sub-Faculty.</p> <p>(3) Each Sub-Faculty shall have the following powers and functions:</p> <p>(A) To advise and report to the Board of the appropriate Faculty on all matters relating to the organisation and teaching in the subjects of the Sub-Faculty including curricula and examinations.</p> <p>(B) To consider the attendance, progress and conduct of students in the subjects prescribed for the Sub-Faculty and to report thereon through the Board of the appropriate Faculty to the Senate.</p> <p>(C) To deal with any matter which may be referred to it by the Board of the appropriate Faculty.</p>

<p>19.</p>	<p>Departments</p> <p>(1) There shall be Departments established by the Council on the recommendation of the Senate after consultation with the Boards of the Faculties. The constitution, powers and duties of each Department shall be prescribed by Ordinance on the recommendation of the Senate.</p> <p>(2) There shall be a Head of each Department. The powers and duties and the procedure for appointment of the Head of Department shall be prescribed by Ordinance.</p>
<p>20.</p>	<p>The Assembly</p> <p>(1) There shall be an Assembly of the University consisting of:</p> <p>The Vice-Chancellor.</p> <p>The Deputy Vice-Chancellor</p> <p>The Pro-Vice-Chancellors.</p> <p>The Professors, Registrar, Readers and other members of the academic staff.</p> <p>The holders of such other academic, research and administrative posts as may be designated by the Senate.</p> <p>Such other members of the University as may be nominated by the Senate.</p> <p>(2) The Vice-Chancellor shall be the Chair of the Assembly.</p> <p>(3) The Assembly shall appoint to membership of the Senate six permanent full-time members of the academic staff employed by the University as provided for under Statute 19(1).</p> <p>(4) The Assembly may make recommendations to the Council or to the Senate on any matter whatsoever relating to the University and including any matters referred to it by the Council or the Senate.</p> <p>(5) The Vice-Chancellor may at any time at his/her discretion and shall upon the requisition in writing of not fewer than twenty-five members of the Assembly stating the purpose for which the meeting is to be called, summon an extraordinary meeting of the Assembly.</p>
<p>21.</p>	<p>The Union of Students</p> <p>(1) There shall be a Union of Students of the University.</p>

	<p>(2) The Memorandum and Articles of Association* of the Union of Students shall be approved by the Council provided that before determining any question under this sub-section which directly affects the educational or social policy of the University the Council shall take into consideration any recommendation or report by the Senate.</p> <p>(3) The Memorandum and Articles of Association* of the Union of Students shall provide for the election of a President of the Union.</p>
<p>22.</p>	<p>Congregation</p> <p>(1) For the purpose of presenting graduates of the University, there shall be held a meeting of members of the University which shall be called a Congregation.</p> <p>(2) A Congregation shall be held at least once every year at such time and place as shall be determined by the Senate, and shall be presided over by the Chancellor, or, in the Chancellor’s absence, by the Vice-Chancellor. In the event of the Chancellor and the Vice-Chancellor being absent a Congregation may be presided over by the Deputy Vice-Chancellor or a Pro-Vice-Chancellor.</p> <p>(3) The procedure for summoning a Congregation, for the presentation of graduates both in person and in absentia and all other matters relating to Congregations, shall be determined by the Senate.</p>
<p>23.</p>	<p>Removal of Officers and Members</p> <p>(1) The Chancellor, any member of the Council (other than an ex officio member or a member of the academic staff to whom Statute 28 applies), any Pro-Chancellor and the Treasurer may be removed from office for good cause by the Council. No person shall be removed from office by the Council unless that person shall have been given a reasonable opportunity of being heard by the Council.</p> <p>(2) “Good cause” in this Statute means:</p> <p>(a) conviction for an offence which may be deemed by the Council as the case may be to be such as to render the person convicted unfit for the execution of the duties of the office; or</p> <p>(b) conduct of an immoral, scandalous or disgraceful nature incompatible with the duties of the office; or</p> <p>(c) conduct constituting failure or persistent refusal or neglect or inability to perform the duties or comply with the conditions of office whether such failure results from physical or mental incapacity or otherwise.</p>
<p>24.</p>	<p>Academic Staff</p> <p>PART I CONSTRUCTION, APPLICATION AND INTERPRETATION</p>

(1) Construction

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

- (a) to ensure that academic staff have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges;
- (b) to enable the University to provide education, promote learning and engage in research efficiently and economically; and
- (c) to apply the principles of justice and fairness.

(2) Reasonableness of decisions

No provision in Part II or Part III of this Statute shall enable the body or person having the duty to reach a decision under the relevant Part to dismiss any member of the academic staff unless the reason for his/her dismissal may in the circumstances (including the size and administrative resources of the University) reasonably be treated as a sufficient reason for dismissing him/her.

(3) Application

(1) This Statute shall apply

- (a) to the members of the academic staff who are members of the University under paragraph (1) of Statute 2;
- (b) to the Registrar and such other senior administrative officers and such other teachers (not being persons falling within sub-paragraph (a)) who shall be granted the status of members of the University by the Council under paragraph (1) of Statute 2; and
to the Vice-Chancellor to the extent and in the manner set out in the Annex to this Statute.

- (2) In this Statute any reference to “academic staff” is a reference to persons to whom this Statute applies.

Interpretation

(4) Meaning of “dismissal”

In this Statute “dismiss” and “dismissal” mean dismissal of a member of the academic staff and:

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

(5) Meaning of “good cause”

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

- (a) conviction for an offence which may be deemed by a Tribunal appointed under Part III to be such as to render the person convicted unfit for the execution 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
- (d) physical or mental incapacity established under Part IV.

(2) In this paragraph:

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

(6) Meaning of “redundancy”

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

- (a) the fact that the University has ceased, or intends to cease, to carry on the activity for the purposes of which the member of the academic staff concerned was appointed or employed by the University, or has ceased, or intends to cease, to carry on that activity in the place in which the member concerned worked; or
- (b) the fact that the requirements of that activity for members of the academic staff to carry out work of a particular kind, or for members of the academic staff to carry out work of a particular kind in that place, have ceased or diminished or are expected to cease or diminish.

(7) Incidental, supplementary and transitional matters

(1) In any case of conflict, the provisions of this Statute shall prevail over those of any other Statute and over those of the Ordinances and Regulations and the provisions of any Ordinance made under this Statute shall prevail over those of any other Ordinance: Provided that Part III of and the Annex to this Statute shall not apply in relation to anything done or omitted to be done before the date on which the instrument making these modifications was approved under subsection (9) of section 204 of the Education Reform Act 1988.

- (2) Nothing in any appointment made, or contract entered into, shall be construed as over-riding or excluding any provision made by this Statute concerning the dismissal of a member of the academic staff by reason of redundancy or for good cause: Provided that nothing in this sub-paragraph shall prevent waivers made under section 142 of the Employment Protection (Consolidation) Act 1978 from having effect.
- (3) Nothing in any other Statute or in any Ordinance or Regulation made thereunder shall authorise or require any person to sit as a member of any Committee, Tribunal or body appointed under this Statute or to be present when any such Committee, Tribunal or body is meeting to arrive at its decision or for the purpose of discussing any point of procedure.
- (4) References to numbered Parts, paragraphs, and sub-paragraphs are references to Parts, paragraphs, and sub-paragraphs so numbered in this Statute.

PART II REDUNDANCY

(8) Purpose of Part II

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

(9) Exclusion of Part II of persons appointed or promoted before 20 November 1987

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

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

(2) For the purposes of this clause in relation to a person, a reference to an appointment made or a contract entered into on or after 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.

The Appropriate Body

(10)

(1) The Council shall be the appropriate body for the purposes of this Part.

(2) This paragraph applies where the appropriate body has decided that it is desirable that there should be a reduction in the academic staff:

- (a) of the University as a whole; or
- (b) of any faculty, school, department or other similar area of the University by way of redundancy.

(11)

- (1) Where the appropriate body has reached a decision under paragraph (10)(2) it shall appoint a Redundancy Committee to be constituted in accordance with sub-paragraph (3) of this paragraph to give effect to its decision by such date as it may specify and for that purpose:
 - (a) to select and recommend the requisite members of the academic staff for dismissal by reason of redundancy; and
 - (b) to report their recommendations to the appropriate body.
- (2) The appropriate body shall either approve any selection recommendation made under sub-paragraph (1), or shall remit it to the Redundancy Committee for further consideration in accordance with its further directions.
- (3) A Redundancy Committee appointed by the appropriate body shall comprise:
 - (a) a Chair; and
 - (b) two members of the Council, not being persons employed by the University; and
 - (c) two members of the academic staff nominated by the Senate.

(12) Notices of intended dismissal

- (1) Where the appropriate body has approved a selection recommendation made under paragraph (11)(1) it may authorise an officer of the University 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 appropriate body.
- (3) Each separate notice shall sufficiently identify the circumstances which have satisfied the appropriate body that the intended dismissal is reasonable and in particular shall include:
 - (a) a summary of the action taken by the appropriate body under this Part;
 - (b) an account of the selection processes used by the Redundancy Committee;
 - (c) a reference to the rights of the person notified to appeal against the notice and to the time within which any such appeal is to be lodged under Part V (Appeals); and
 - (d) a statement as to when the intended dismissal is to take effect.

PART III DISCIPLINE, DISMISSAL AND REMOVAL FROM OFFICE

(13) Disciplinary Procedures

- (1) Minor faults shall be dealt with informally.
- (2) Where the matter is more serious but falls short of constituting possible good cause for dismissal the following procedure shall be used -

Stage 1 Oral Warning

If conduct or performance does not meet acceptable standards the member of the academic staff will normally be given a formal ORAL WARNING. The member will be advised of the reason for the warning, that it is the first stage of the disciplinary procedure and of the right of appeal under this paragraph. A brief note of the oral warning will be kept by the Head of Department but it will be spent after twelve months, subject to satisfactory conduct and performance.

Stage 2 Written Warning

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

Stage 3 Appeals

A member of the academic staff who wishes to appeal against a disciplinary warning shall inform the Registrar within two weeks. A Pro-Vice-Chancellor shall hear all such appeals and his/her decision shall be final.

(14) Preliminary examination of serious disciplinary matters

- (1) If there has been no satisfactory improvement following a written warning given under Stage 2 of the procedure in paragraph 13, or in any other 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 Tribunal appointed under paragraph (16) may be made to the Registrar who shall bring it to the attention of the Vice-Chancellor.
- (2) To enable the Vice-Chancellor to deal fairly with any complaint brought to his/her attention under sub-paragraph (1) he/she shall institute such investigations or enquiries (if any) as appear to him/her to be necessary.
- (3) If it appears to the Vice-Chancellor that a complaint brought to his/her attention under sub-paragraph (1) relates to conduct or performance which does not meet acceptable standards but for which no written warning has been given under paragraph 13 or which relates to a particular alleged infringement of rules,

regulations or byelaws for which a standard penalty is normally imposed in the University or within the faculty, school, department or other relevant area, or is trivial or invalid he/she may dismiss it summarily, or decide not to proceed further under this Part.

- (4) If the Vice-Chancellor does not dispose of a complaint under sub-paragraph (3) he/she shall treat the complaint as disclosing a sufficient reason for proceeding further under this Part and, if he/she sees fit, he/she may suspend the member on full pay pending a final decision.
 - (5) Where the Vice-Chancellor proceeds further under this Part he/she shall write to the member of the academic staff concerned inviting comment in writing.
 - (6) As soon as may be following receipt of the comments (if any) the Vice-Chancellor shall consider the matter in the light of all the material then available and may:
 - (a) dismiss it him/herself; or
 - (b) refer it for consideration under paragraph 13; or
 - (c) deal with it informally him/herself if it appears to the Vice-Chancellor appropriate to do so and if the member of the academic staff agrees in writing that the matter should be dealt with in that way; or
 - (d) direct the Registrar or, if he/she is unable to act, another officer to prefer a charge or charges to be considered by a Tribunal to be appointed under paragraph 16.
 - (7) If no comment is received within 28 days the Vice-Chancellor may proceed as aforesaid as if the member concerned had denied the substance and validity of the alleged case in its entirety.
- (15) Institution of Charges
- (1) In any case where the Vice-Chancellor has directed that a charge or charges be preferred under paragraph (14)(6)(d), he/she shall request the Council to appoint a Tribunal under paragraph 16 to hear the charge or charges and to determine whether the conduct or performance of the member of the academic staff concerned constitutes good cause for dismissal or otherwise constitutes a serious complaint relating to the member's appointment or employment.
 - (2) Where the Council has been requested to appoint a Tribunal under paragraph 16 the Registrar or, if he/she is unable to act, another officer appointed by the Vice-Chancellor shall take charge of the proceedings.
 - (3) The officer in charge of the proceedings shall formulate, or arrange for the formulation of, the charge or charges and shall present, or arrange the presentation of, the charge or charges before the Tribunal.
 - (4) It shall be the duty of the officer in charge of the proceedings
 - (a) to forward the charge or charges to the Tribunal and to the member of the academic staff concerned together with the other documents therein specified; and

- (b) to make any necessary administrative arrangements for the summoning of witnesses, the production of documents and generally for the proper presentation of the case before the Tribunal.
- (16) The Tribunal
 - A Tribunal appointed by the Council shall comprise:
 - (a) a Chair; and
 - (b) one member of the Council, not being a person employed by the University; and
 - (c) one member of the academic staff nominated by the Senate.
- (17) Provisions concerning Tribunal procedure
 - (1) The procedure to be followed in respect of the preparation, hearing and determination of charges by a Tribunal shall be that set out in Ordinances made under this paragraph.
 - (2) Without prejudice to the generality of the foregoing such Ordinances shall ensure:
 - (a) that the member of the academic staff concerned is entitled to be represented by another person, whether such person be legally qualified or not, in connection with and at any hearing of charges by a Tribunal;
 - (b) that a charge shall not be determined without an oral hearing at which the member of the academic staff concerned and any person appointed by him/her to represent him/her are entitled to be present;
 - (c) that the member of the academic staff and any person representing the staff member may call witnesses and may question witnesses upon the evidence on which the case against him/her is based; and
 - (d) that full and sufficient provision is made:
 - (i) for postponements, adjournments, dismissal of the charge or charges for want of prosecution, remission of the charge or charges to the Vice-Chancellor for further consideration and for the correction of accidental errors; and
 - (ii) for the appropriate time limits for each stage (including the hearing) to the intent that any charge thereunder shall be heard and determined by a Tribunal as expeditiously as reasonably practicable.
- (18) Notification of Tribunal decisions
 - (1) A Tribunal 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 Vice-Chancellor and to each party to the proceedings.

- (2) A Tribunal 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 paragraph.
- (19) Powers of the appropriate officer where charges are upheld by Tribunal
- (1) Where the charge or charges are upheld and the Tribunal finds good cause and recommends dismissal or removal from office, but in no other case, the appropriate officer shall decide whether or not to dismiss the member of the academic staff concerned.
- (2) In any case where the charge or charges are upheld, other than where the appropriate officer has decided under sub-paragraph (1) to dismiss the member of the academic staff concerned, the action available to the appropriate officer (not comprising a greater penalty than that recommended by the Tribunal) may be:
- (a) to discuss the issues raised with the member concerned; or
- (b) to advise the member concerned about his/her future conduct; or
- (c) to warn the member concerned; or
- (d) to suspend the member concerned for such period as the appropriate officer shall think fair and reasonable, not to exceed three months after the Tribunal's decision; or
- (e) any combination of any of the above or such further or other action under the member's contract of employment or terms of appointment as appears fair and reasonable in all the circumstances of the case.
- (20) Appropriate Officers
- (1) The Vice-Chancellor shall be the appropriate officer to exercise the powers conferred by paragraph 19 and any reference to the appropriate officer includes a reference to a delegate of that officer.
- (2) Any action taken by the appropriate officer shall be confirmed in writing.
- PART IV REMOVAL FOR INCAPACITY ON MEDICAL GROUNDS**
- (21)
- (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 references to the appropriate officer are references to the Vice-Chancellor or an officer acting as his/her delegate to perform the relevant act.

- (4) References to the member of the academic staff include, in cases where the nature of the alleged disability so requires, a responsible relative or friend in addition to (or instead of) that member.
- (22)
- (1) Where it appears that the removal of a member of the academic staff on medical grounds would be justified, the appropriate officer:
- (a) shall inform the member accordingly; and
- (b) shall notify the member in writing that it is proposed to make an application to the member's doctor for a medical report and shall seek the member's consent in writing in accordance with the requirements of the Access to Medical Reports Act 1988.
- (2) If the member shares that view the University shall meet the reasonable costs of any medical opinion required.
- (3) If the member does not share that view the appropriate officer shall refer the case in confidence, with any supporting medical and other evidence (including any medical evidence submitted by the member), to a Board comprising one person nominated by the Council; one person nominated by the member concerned or, in default of the latter nomination, by the Senate; and a medically qualified Chair jointly agreed by the Council and the member or, in default of agreement, to be nominated by the President of the Royal College of Physicians.
- (4) The Board may require the member concerned to undergo a medical examination at the University's expense.

(23) Termination of Employment

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

PART V APPEALS

(24) Purpose of Part V

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

(25) Application and interpretation of Part V

- (1) This Part applies:
- (a) to appeals against the decisions of the Council as the appropriate body (or of a delegate of that body) to dismiss in the exercise of its powers under Part II;
- (b) to appeals arising in any proceedings, or out of any decision reached, under Part III other than appeals under paragraph (13) (Appeals against disciplinary warnings);

- (c) to appeals against dismissal otherwise than in pursuance of Part II or Part III;
 - (d) to appeals against discipline otherwise than in pursuance of Part III; and
 - (e) to appeals against decisions reached under Part IV and “appeal” and “appellant” shall be construed accordingly.
- (2) No appeal shall however lie against:
- (a) a decision of the appropriate body under paragraph (10)(2);
 - (b) the findings of fact of a Tribunal under paragraph (18)(1) 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 finding by a Board set up under paragraph (22)(3).
- (3) In this Part references to the “person appointed” are references to the person appointed by the Council under paragraph (28) to hear and determine the relevant appeal.

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

(26) Institution of Appeals

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

(27) Time for appealing and notices of appeal

- (1) A notice of appeal shall be served within 28 days of the date on which the document recording the decision appealed from was sent to the appellant or such longer period, if any, as the person appointed may determine under sub-paragraph (3).
- (2) The Registrar shall bring any notice of appeal received (and the date when it was served) to the attention of the Council and shall inform the appellant that he/she has done so.
- (3) Where the notice of appeal was served on the Registrar outside the 28 day period the person appointed under paragraph 28 shall not permit the appeal to proceed unless he/she considers that justice and fairness so require in the circumstances of the case

(28) Persons appointed to hear and determine appeals

- (1) Where an appeal is instituted under this Part the Council shall appoint a person described in sub-paragraph (2) to hear and determine that appeal.
- (2) The persons described in this sub-paragraph are persons not employed by the University 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/she considers that justice and fairness will be best served by sitting with two other persons.
- (4) The other persons who may sit with the person appointed shall be:
 - (a) one member of the Council not being a person employed by the University; and
 - (b) one member of the academic staff nominated by the Senate.
- (29) Provisions concerning appeal procedures and powers
 - (1) The procedure to be followed in respect of the preparation, consolidation, hearing and determination of appeals shall be that set out in Ordinances made under this paragraph.
 - (2) Without prejudice to the generality of the foregoing such Ordinances shall ensure:
 - (a) that an appellant is entitled to be represented by another person, whether such person be legally qualified or not, in connection with and at any hearing of his/her appeal;
 - (b) that an appeal shall not be determined without an oral hearing at which the appellant, and any person appointed by him/her to represent him/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 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 to the Council as the appropriate body (or any issue arising in the course of such an appeal) for further consideration as the person or persons hearing the appeal may direct; or
 - (b) remit an appeal arising under Part III for re-hearing by a differently constituted Tribunal to be appointed under that Part; or
 - (c) remit an appeal from a decision of the appropriate officer under Part IV for further consideration as the person or persons hearing the appeal may direct; or
 - (d) substitute any lesser alternative penalty that would have been open to the appropriate officer following the finding by the Tribunal which heard and pronounced upon the original charge or charges.

(30) Notification of decisions

The person appointed shall send the reasoned decision, including any decision reached in exercise of his/her powers under paragraph (29)(3)(a), (b) or (c), on any appeal together with any findings of fact different from those come to by the Council as the appropriate body under Part II or by the Tribunal under Part III, as the case may be, to the Vice-Chancellor and to the parties to the appeal.

PART VI GRIEVANCE PROCEDURES

(31) Purpose of Part VI

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

(32) Application

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

- (a) to matters affecting themselves as individuals; or
- (b) to matters affecting their personal dealings or relationships with other staff of the University, not being matters for which express provision is made elsewhere in this Statute.

(33) Exclusions and Informal Procedures

- (1) If other remedies within the faculty, school, department or other relevant area have been exhausted the member of the academic staff may raise the matter with the Head of the faculty, school, department or other relevant area.
- (2) If the member of the academic staff is dissatisfied with the result of an approach under sub-paragraph (1) or if the grievance directly concerns the Head of the faculty, school, department or other relevant area, the member may apply in writing to the Vice-Chancellor for redress of the grievance.
- (3) If it appears to the Vice-Chancellor that the matter has been finally determined under Part III, IV or V or that the grievance is trivial or invalid, he/she may dismiss it summarily, or take no action upon it. If it so appears to the Vice-Chancellor he/she shall inform the member and a Grievance Committee accordingly.
- (4) If the Vice-Chancellor 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;
 - (b) a determination under Part IV; or
 - (c) an appeal under Part V

he/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/she shall notify the member and a Grievance Committee accordingly.

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

Grievance Committee Procedure

- (34) If the grievance has not been disposed of informally under paragraph (33)(5), the Vice-Chancellor shall refer the matter to a Grievance Committee for consideration.

- (35) A Grievance Committee to be appointed by the Council shall comprise:

- (a) a Chair; and
- (b) one member of the Council not being a person employed by the University; and
- (c) one member of the academic staff nominated by the Senate.

- (36) Procedure in connection with determinations and right to representation

The procedure in connection with the consideration and determination of grievances shall be determined in Ordinances 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.

- (37) Notification of decisions

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

ANNEX

PROVISIONS AS TO THE VICE-CHANCELLOR

- (1) The Council may request its Chair to remove the Vice-Chancellor from office for good cause in accordance with the procedure described in this Annex.
- (2) A complaint seeking the removal from office of the Vice-Chancellor for good cause may be made by not less than three members of the Council to the Chair of the Council.

- (3) If it appears to the Chair of the Council, on the material before him/her, that the complaint raises a prima-facie case and that this could, if proved, constitute good cause for dismissal or removal from office he/she shall request the Council to appoint a Tribunal to hear and determine the matter.
- (4) If it appears to the Chair of the Council that a complaint made to him/her under sub-paragraph (1) does not raise a prima-facie case or is trivial or invalid, he/she may recommend to the Council that no further action be taken upon it.
- (5) When the Council has appointed a Tribunal under sub-paragraph (2) it shall instruct a solicitor or other suitable person to formulate a charge or charges and to present, or arrange for the presentation of, the charges before the Tribunal.
- (6) A tribunal appointed by the Council shall comprise:
 - (a) an independent Chair; and
 - (b) one member of the Council, not being a person employed by the University; and
 - (c) one member of the academic staff.
- (7) Subject to the principles of justice and fairness the Tribunal may determine its own procedure.
- (8) The Tribunal shall send its reasoned decision on any charge referred to it together with its findings of fact regarding the charge and its recommendations, if any, as to the appropriate penalty to the Chair of the Council and to the Vice-Chancellor, drawing attention to the period of time within which any appeal should be made.
- (9) Persons appointed to hear such an appeal shall be persons independent of the University holding, or having held, judicial office or being barristers or solicitors of at least ten years' standing and the person so appointed shall, subject to the principles of justice and fairness, determine the procedure to be adopted in hearing the appeal.
- (10) A person appointed shall send the reasoned decision on the appeal, together with any findings of fact different from those come to by the Tribunal and his/her recommendations, if any, as to the appropriate penalty, to the Vice-Chancellor and to the Chair of the Council.
- (11) Where a charge or charges have been upheld by the Tribunal and not dismissed on appeal, the Chair of the Council shall decide whether or not to dismiss the Vice-Chancellor.
- (12) Where a complaint is to be referred to a Tribunal under this Statute, the Chair of the Council may suspend the Vice-Chancellor from his/her duties and may exclude the Vice-Chancellor from the precincts of the University or any part thereof without loss of salary.
- (13) "Good cause" in this Annex has the same meaning as in paragraph (5) of this Statute.
- (14) For the purpose of the removal of the Vice-Chancellor for incapacity on medical grounds, Part IV of this Statute shall have effect subject to the following modifications:

	<p>(a) for references to a member of the academic staff there shall be substituted references to the Vice-Chancellor;</p> <p>(b) for any reference to the office of Vice-Chancellor there shall be substituted a reference to the office of Chair of the Council;</p> <p>(c) for paragraph (23) there shall be substituted:</p> <p>“(23) If the Board determines that the Vice-Chancellor should be required to retire on medical grounds, it shall ask the Chair of the Council as the appropriate officer, to decide whether or not to terminate the appointment of the Vice-Chancellor on those medical grounds.”</p>
<p>25.</p>	<p>Ordinances and Regulations</p> <p>(1) The Council shall make Ordinances in the exercise of the powers conferred upon it by these Statutes except that on any matter directly affecting the educational or social policy of the University such Ordinances shall be made on the recommendation of the Senate.</p> <p>(2) The Senate shall make Regulations pursuant to the Ordinances or in the exercise of the powers conferred upon it by these Statutes.</p> <p>(3) An Ordinance shall be passed by Resolution of the Council and confirmed at a subsequent meeting held not less than one calendar month nor more than three calendar months after the former meeting.</p> <p>(4) Notwithstanding the provisions of paragraph (3) of this Statute, the Council may prescribe as the date from which an Ordinance shall be effective a date earlier than the meeting at which the Ordinance is due to be confirmed, provided that such Ordinance shall then lapse if it is not confirmed.</p>
<p>26.</p>	<p>Procedure</p> <p>(1) The following provisions shall, except where other provision is expressly made in these Statutes, apply to the Council, the Senate, the Boards of the Faculties, the Sub-Faculties and the Assembly (which bodies are in this Statute called ‘Statutory Bodies’):</p> <p>(A) Any Appointed Member and the Chair (other than an ex officio Chair) may resign his/her office. An Appointed Member need not be a member of the appointing body.</p> <p>(B) Any Appointed Member and the Chair (other than an ex officio Chair) shall be eligible for reappointment except as the Council may otherwise provide.</p> <p>(C) Any Appointed Member who is required by these Statutes to possess any qualification shall vacate office if that person ceases to possess that qualification.</p> <p>(D) Any of the Statutory Bodies may make Standing Orders for the purpose of regulating its procedure, provided that such Standing Orders do not conflict with the Charter, these Statutes, the Ordinances or the Regulations.</p> <p>(E) Every matter shall be determined by the majority of the members present and voting on the motion, except where a postal ballot of all the members shall have been provided for in the Standing Orders of the Statutory Body concerned. In the case of equality of votes the Chair or other presiding officer shall have a casting vote whether or not that person has voted before on the motion.</p>

	<p>(F) Any of the Statutory Bodies may determine the time and place of its meetings and the procedure to be followed thereat.</p> <p>(G) Any casual vacancy occurring in any of the Statutory Bodies by resignation, incapacity or death among its Nominated, Appointed, or Representative Members shall be filled by the person who or body which nominated or appointed the member whose place has become vacant. A member of any of the Statutory Bodies who is nominated or appointed to fill such a vacancy shall be nominated or appointed for a full term of office, and, where appropriate, any unexpired part of the year in which the vacancy occurs, except that in the case of bodies whose members are appointed annually that person shall hold office only for the unexpired part of the year of office in which the vacancy occurs.</p> <p>(H) Any of the Statutory Bodies may appoint and dissolve such and so many committees consisting either wholly or partly of members of the body as it may think fit; and the provision of this Statute shall apply to any committee of any of the Statutory Bodies.</p> <p>(I) The proceedings of any of the Statutory Bodies shall not be invalidated by any vacancy in its number or by any defect in the appointment or qualifications of its members.</p> <p>(J) Any of the Statutory Bodies may delegate to a committee or committees or to a person or persons any of its powers, duties or functions as the Statutory Body may consider appropriate. Such delegation may be subsequently revoked at any time by the Statutory Body. Provided that nothing in this paragraph shall enable the Council to delegate its power to reach a decision under paragraph (10)(2) of Statute 27.</p> <p>(2) Any person appointed to an office under these Statutes shall, except as otherwise provided in these Statutes, be eligible for reappointment.</p>
<p>27.</p>	<p>Interpretation of Statutes</p> <p>These Statutes shall be interpreted in such manner as not to conflict with the Charter.</p>