BYLAWS – Chapters

I. The Governing Body
II. The Warden
III. The Fellows
IV. College Officers
V. Junior Members & Life Members
VI. Administration
VII. Committees &c.
VIII. Academic Staff
IX. Non-Academic Staff
X. The Common Table, The Common Room, College Dinners and Entertainment
XI. Discipline and Fitness to Study of Junior Members
   XI A: Academic Discipline
   XI B: Discipline for Serious Misconduct
   XI C: Failure in the First Public Examination
   XI D: Suspension and Fitness to Study

BYLAWS - Appendices
  A: Bylaw VI.1(b): Commemoration of Benefactors
I. THE GOVERNING BODY

STATED GENERAL MEETINGS
[Statute 2.4, 2.7(a)]

1. (a) The Meetings of the Governing Body prescribed by Statute 2.4 (hereinafter “Stated General Meetings”) shall be held on the first Monday after the end of Trinity Full Term and on the Wednesday before Michaelmas Full Term. A Stated General Meeting may be adjourned to a later date by resolution of the Governing Body, and meetings so adjourned shall rank for all purposes as Stated General Meetings.

(b) (i) The Sub-Warden shall send to each member of the Governing Body seven days before every Stated General Meeting a notice of the day and hour of such Meeting, and a statement (“the Agenda”) of the notices of motion and other business to be brought forward and transacted thereat.

(ii) The Sub-Warden shall designate in the notice which of the business of the Meeting is to be open business and which is to be reserved business.

(iii) As a general rule reserved business will include (a) matters pertaining to individual Fellows, Junior Members, or members of staff; (b) sensitive matters of a financial nature; and (c) issues concerning the entitlement of Fellows to sabbatical leave, accommodation, teaching rooms etc.

(d) The Sub-Warden shall place on the Agenda a list of matters referred to Boards and Panels and shall forward to each member of the Governing Body along with the Agenda all Reports of Boards or Panels which are to be considered thereat. College Officers and Boards or Panels submitting papers or putting forward business to Governing Body shall be invited to state whether they wish their business to be included in the Agenda for open business or for reserved business.

(e) (i) The Presidents of the Junior and Middle Common Rooms shall be invited to attend Meetings during open business as observers and may speak but may not vote.

(ii) The Presidents of the Junior and Middle Common Rooms shall receive only the Agenda for open business together with the supporting papers for that business.

(f) Save as provided by Bylaw VIII.3.5, the quorum for a Stated General Meeting shall be one-third of the members of the Governing Body.

ADDITIONAL MEETINGS OF THE GOVERNING BODY
[Statute 2.4, 2.7(a)]

2. (a) Subject to Bylaw I.2(b) below the Warden shall be empowered to summon an Additional Meeting of the Governing Body.
(b) (i) To summon an Additional Meeting the Warden shall at least three weeks before the time appointed for such Meeting send a written notice to each member of the Governing Body stating the time and place of meeting and of the matter or matters to be considered.

(ii) The papers for an Additional Meeting shall be sent to each member of the Governing Body no fewer than seven days before the date fixed for the meeting.

(c) Save as provided by Bylaw VIII.35.5, the quorum for an Additional Meeting shall be one-third of the members of the Governing Body.

EMERGENCY MEETINGS OF THE GOVERNING BODY
[Statute 2.4, 2.7(a)]

3. (a) Subject to Bylaw I.3(b) below if at any time the Warden shall have received a requisition stating that a serious emergency exists and signed by not less than four members of the Governing Body, the Warden shall summon an Extraordinary Meeting of the Governing Body.

(b) (i) At least forty-eight hours before an Emergency Meeting the Warden shall forward to each member of the Governing Body a notice of the time and place of meeting and of the matter or matters to be considered.

(ii) No motion shall be brought forward at any Emergency Meeting which involves a grant of money, or an alteration of any Statute or Bylaw or of the salary of any College Officer or member of the College Staff, and no business shall be transacted except that for which the Meeting has been summoned.

(iii) No motion shall be passed at an Emergency Meeting except by the votes of two-thirds of those present.

(iv) The quorum for an Emergency Meeting shall be 9 members of the Governing Body.

ATTENDANCE AT MEETINGS OF THE GOVERNING BODY
[Statute 2.4, 2.7(a)]

4. (a) (i) Fellows who are members of the Governing Body are obliged as trustees of the College to attend meetings of the Governing Body unless some good reason prevents them.

(ii) Except where absence results from an unforeseen emergency, a Fellow who is unable to attend a meeting of the Governing Body shall send written apologies to the Sub-Warden in advance of the meeting explaining the reason for his or her absence.

(iii) A Fellow who has been prevented by an unforeseen emergency from attending a meeting of the Governing Body or sending apologies in advance shall send written apologies to the Sub-Warden as soon as possible after the meeting explaining the reason for his or her absence.
(b) A Fellow who has been granted leave of absence by the College or (if not employed by the College) the University shall be regarded as having good reason for absence within Bylaw I.4(a)(i) above.

USE OF ELECTRONIC COMMUNICATIONS

5. Secure electronic means of communication may as the Governing Body shall from time to time determine be used to send notices required to be sent under Bylaws I.1, I.2, or I.3 above and to provide supporting papers.

CONFLICTS OF INTEREST

[Statute 2.10]

6. (a) Members of the Governing Body may be employed as College Officers and may enjoy the benefits of Common Table and use of College facilities under the authority of the Statutes.

(b) Members of the Governing Body may be reimbursed by the College for reasonable expenses incurred wholly, exclusively and necessarily in the performance of College duties or in furtherance of the objects of the College, in circumstances defined in the Bylaws.

(c) Any proposal concerning the stipends and allowances and benefits, including entitlement to College accommodation, awarded to any member of the Governing Body must first be referred to the Committee on Stipends and Allowances under Bylaws VII.29(d) and (e).

(d) Members of the Governing Body will not normally be entitled or permitted to receive any other financial or other personal benefit from the College. Where members of the Governing Body believe that they will obtain a personal benefit, directly or indirectly, from any transaction or proposed transaction to which the College is party the following procedure shall apply:
   (i) The Fellow concerned should immediately inform the Sub Warden in writing;
   (ii) Unless the benefit is trivial, the Sub Warden shall advise the Governing Body, and any College Committee of which the Fellow concerned is a member and which has the transaction under consideration, that there is a conflict of interest, and this shall be recorded in the minutes of any meeting at which the transaction is discussed;
   (iii) The Fellow concerned shall withdraw from any meeting, or from that part of any meeting at which the transaction is discussed, and shall not cast any vote on the outcome.

(e) The procedure set out in Bylaw I.5(d) above shall also be used in the following circumstances:
(i) If the benefit is provided to a close relative or business associate of the member of the Governing Body or any other related party; or
(ii) if no benefit is provided, but there is a conflict between the duty owed to the College and any duty owed by the Fellow concerned to any other body or person.

**BYLAWS**

7. (a) The numbers and letters of Bylaws and of the parts of Bylaws and of the divisions of Chapters are not included within the Bylaws and may be altered by the Statutes and Bylaws Committee without a vote of the Governing Body provided that no alteration is made to the text of the Bylaws.

(b) The Statutes and Bylaws Committee shall report to the Governing Body any changes it makes under Bylaw 1.7(a) above and a change shall take effect immediately after the meeting of the Governing Body at which it was reported.

**THE COLLEGE SEAL**

[Statute 2.2]

8. The Governing Body has custody of the College Seal under Statute 2.2. The College Seal shall be affixed to documents in the presence of the Warden, the Sub-Warden or the Finance Bursar, or, failing them, of the most senior member of the Governing Body conveniently available.
II. THE WARDEN
[Statute 3]

ELECTION OF A WARDEN
[Statute 3.5, 3.6, 3.7]

1. (a) It shall be for the Sub-Warden to convene the first meeting of the Governing Body under Statute 3.5 (“the First Meeting”). The First Meeting shall be convened as an Additional Meeting of the Governing Body.

(b) (i) At the First Meeting the Sub-Warden shall declare whether or not he or she wishes to be considered a candidate to be elected Warden. A Sub-Warden shall be bound by the declaration made under this paragraph until the election has been completed.

(ii) (a) In the event that the Sub-Warden’s candidacy is declared the first business of the First Meeting shall be to elect pursuant to Statute 3.6 a Fellow who shall not be a candidate to supervise the election.

(b) If between the First Meeting and the election of the Warden a new Sub-Warden takes office, the new Sub-Warden shall declare whether or not he or she wishes to be considered a candidate to be elected Warden. If the new Sub-Warden does not wish to be considered a candidate he or she shall assume responsibility for supervising the election pursuant to Statute 3.6. If the new Sub-Warden does wish to be considered a candidate the Fellow elected pursuant to Bylaw II.1(b)(ii)(a) above shall continue to supervise the election.

(iii) At the First Meeting the Governing Body shall agree the procedure by which it shall determine the person or persons who shall be proposed for election under Statute 3.7 and the terms and conditions with respect to remuneration, allowances and tenure under Statute 3.2, having regard to the procedure adopted in electing the previous Warden.

(iv) The Governing Body may delegate to ad hoc committees (which may include a committee consisting of all the members of the Governing Body) such matters relating to the identification and selection of candidates as it thinks fit.

(c) (i) Not less than three weeks’ notice shall be given of the meeting convened to elect the Warden under Statute 3.7 and the election shall be the only business on the agenda for the meeting.

(ii) Subject to Bylaw I.4 secure electronic means of communication may be used to give the notice required by Bylaw II.1(c)(i) above.

(iii) At the meeting convened under Statute 3.7 the votes shall be taken by ballot. In the event that no candidate obtains two-thirds or more of the votes cast at the first ballot the voting shall be repeated until one of the candidates shall have obtained a majority.

(iv) The meeting convened under Statute 3.7 may be adjourned from time to time until a Warden is elected.
(v) Once an election has been made and the person elected has accepted the office, the name of the person elected shall be certified to the Visitor under the College seal and the name of the successful candidate shall be posted in the College.

(vi) If the office of Warden is not already vacant at the date when the meeting under Statute 3.7 is held, the election shall take effect from the date upon which the incumbent Warden vacates office provided that if the person elected is unable to undertake the duties of office at that date it shall be permissible for the Governing Body to postpone for a period not exceeding one year the date from which the election shall take effect and to appoint one of their number to be Acting Warden during that period.

(vii) If the office of Warden is already vacant at the date of the election but the person elected is unable immediately to undertake the duties of office it shall be permissible for the Governing Body to postpone for a period not exceeding one year the date from which the election shall take effect and to appoint one of their number to be Acting Warden during that period.

(viii) The Sub-Warden in consultation with the Senior Fellow, the Chaplain and the Dean and subject to the approval of the Governing Body shall make arrangements for the Warden to enter the College and be formally installed in the Chapel according to the usual ceremonies.

(d) Once the election has been made the Sub-Warden shall set out in writing the procedure adopted by the Governing Body and shall ensure that it is retained in the College Archive.

**LEAVE OF ABSENCE AND OTHER EMPLOYMENT**

[Statute 3.3, 3.4]

2. (a) The Governing Body may grant a Warden who has been five years or more in office leave of absence on full pay for not more than one term in any period of ten terms to be counted from the date the Warden took office and shall appoint one of their number to be Acting Warden for that period.

(b) During such leave of absence the Warden may take other paid employment, but the Governing Body may reduce or suspend the Warden’s stipend for the period of that employment.

(c) In addition to leave granted under Bylaw II.2(a) above the Governing Body may grant the Warden leave for sickness or other urgent cause for a period not exceeding one year.

3. Except as provided by Bylaw II.2(b) above the Warden shall not without the consent of the Governing Body hold any other paid or unpaid office either in or out of the University.

**ALLOWANCES**

4. Provision is made in Bylaw VI.31 for the cost of entertainment and other expenses incurred by the Warden in connection with the duties of office.
RESIGNATION

5. (a) Unless upon the Warden’s appointment different terms are agreed pursuant to Statute 3.2, a Warden who wishes to resign shall give the Governing Body not less than six months’ notice in writing stating the date upon which the resignation is to take effect and provided due notice has been given the office of Warden shall be vacated upon that date.

(b) Notice shall be sufficiently given pursuant to Bylaw II.5(a) above if it is addressed and delivered to the Sub-Warden at the College.
III. THE FELLOWS

ELECTION AND RE-ELECTION OF FELLOWS
[Statute 2.7(b), 4.1]

1. (a) Three weeks' notice of an election or re-election to a Fellowship shall be given by the Sub-Warden in writing to the Warden and the members of the Governing Body. The notice shall include the name of the person proposed and the class of Fellowship to which it is proposed that he or she be elected.

(b) The voting for any election or re-election to a Fellowship shall be by ballot and pursuant to Statute 4.1 an election or re-election shall require a two-thirds majority of those present and voting.

ADMISSION OF GOVERNING BODY FELLOWS

2. (a) Every person elected to a Fellowship carrying membership of the Governing Body, or re-elected to such Fellowship after not having been a member of the Governing Body, or re-elected but into a different class of such Fellowship, shall be formally admitted to the Fellowship at the first convenient Stated General Meeting after election or after taking up the office to which the fellowship relates whichever shall be the later.

(b) Before admission a Fellow shall be presented to the Warden or the Fellow otherwise presiding at the Governing Body on that occasion by the Sub-Warden, or, failing the Sub-Warden, by the senior Fellow present. The person to be admitted shall make the following declaration:

"I, A.B., hereby declare that I will faithfully perform the duties of a Fellow, and obey the Statutes, Bylaws and Regulations of the College."

The Warden or presiding Fellow shall then take the Fellow's hand and admit the Fellow in the following words:

"I admit you a Fellow of the College."

(c) At any Stated General Meeting newly elected Fellows shall be admitted in the order of their seniority as determined by Bylaw III.3.

PRECEDENCE OF GOVERNING BODY FELLOWS

3. (a) Every Fellow who is a member of the Governing Body shall have precedence in the College according to length of service, whether continuous or discontinuous, as a Fellow of the College.
(b) If two Fellows have the same length of service the holder of a Fellowship of a class enumerated earlier in Statute 4.2(a) shall be the senior, and if both hold Fellowships of the same class the elder shall be the senior.

(c) Length of service shall be interpreted as meaning the period beginning from the date at which each Fellow was admitted to the Fellowship. If a Fellow is elected for two or more discontinuous periods, then the total length of service shall be counted as the sum of the individual lengths of service of each period.

OFFICIAL FELLOWS
[Statute 4.2(a)(i), 4.3]

4. Apart from the Tutors only the following Officers of the College may be eligible for election to an Official Fellowship under Statute 4.2(a)(i):
   The Bursar(s);
   The Chaplain;
   The Development Director;
   The Keeper of the Statutes and Bylaws;
   The Librarian;
   The Senior Tutor.

PROFESSORIAL FELLOWSHIPS
[Statute 4.2(a)(ii), 4.4, 4.8(c)]

5. (a) Persons who hold teaching, research or administrative posts declared by Regulations made for the University as qualifying them to hold professorial fellowships shall be eligible for election as Professorial Fellows. Bylaw VII.27(d) provides for the review of every proposal for election to a Professorial Fellowship.

(b) When electing any person to a Professorial Fellowship the Governing Body shall in the resolution by which that person is elected specify the teaching, research or administrative post within the University to which the Fellowship relates.

(c) The Warden shall notify every person elected to a Professorial Fellowship of the specification made under Bylaw III.5(b) above and shall draw to that person’s attention the provisions of Statute 4.8(c).

CATEGORIES OF RESEARCH FELLOWSHIP
[Statute 4.2(a)(iii) and 4.6]

6. (a) There shall be three categories of Research Fellowship, namely:

   (i) Research Fellowships tenable for such period not exceeding five years as the Governing Body may determine in each case;

   (ii) Fitzjames Research Fellows tenable for four years;
(iii) Junior Research Fellowships tenable for three years.

(b) If the employment of a person who holds a Fellowship defined by Bylaw III.6(a) above is extended under Bylaw VI.34 that person shall be deemed to have been elected for a period coterminous with the extended period of employment notwithstanding the periods otherwise provided in Bylaw III.6(a).

**RESEARCH FELLOWSHIPS UNDER BYLAW III.6(a)(i)**
[Statute 4.2(a)(iii) and 4.6; Bylaw III.6(a)(i)]

7. The Governing Body may on the recommendation of the Fellowship and Appointments Committee under Bylaw VII.20(e) elect to a Research Fellowship under Bylaw III.6(a)(i):

   (i) any person who shall undertake to perform any literary, scientific, or educational work in the College or the University; or with the permission of the College or University elsewhere; which work shall be specified in the resolution by which that person is elected;

   (ii) any academic already working in the University with no existing College attachment, and already holding awards at the level of a Royal Society Research Fellowship or British Academy Readership, provided that there shall be no more than three such Fellows at any one time.

(b) A Research Fellowship under Bylaw III.6(a) may be designated “Senior” or given such other name or designation as may appear to the Governing Body to be warranted at the time of the election.

(c) A Research Fellow under Bylaw III.6(a) shall submit annually to the Research Committee for consideration under Bylaw VII.27(d)(ii)(c) a report on his or her research activity.

**FITZJAMES RESEARCH FELLOWSHIPS**
[Statute 2.7(b), 4.2(a)(iii) and 4.6; Bylaw III.6(b)]

8. (a) The Governing Body may elect to Fitzjames Research Fellowships scholars at an early stage in an academic career. A person elected to a Fitzjames Research Fellowship shall be employed to teach and to undertake research during the holding of the Fellowship and shall be paid a stipend in respect thereof determined by the Governing Body from time to time.

(b) Fitzjames Research Fellows shall be elected following the recommendation of an ad hoc committee consisting of the Warden, who shall chair the committee, the Senior Tutor, who shall convene the committee, a Tutor in the relevant subject, and two other Fellows, with an outside adviser from the relevant Department or Faculty. The Tutor, the two other Fellows, and the outside adviser shall be appointed by the Governing Body on the recommendation of the Warden and Tutors’ Committee.
(c) A Fitzjames Research Fellow shall be required to pursue either the research proposed when applying for the Fellowship or such other proposal for research as may be approved by the Governing Body.

(d) A Fitzjames Research Fellow shall:
   (i) provide tutorial teaching up to an average of six hours per week in each week of Full Term within the range of subjects specified in the Further Particulars of the Fellowship;
   (ii) share in the organisation and administration of the undergraduate schools or schools specified in the Further Particulars of the Fellowship, including admission procedures.

(e) A Fitzjames Research Fellow:
   (i) may, with the permission of the College, undertake a limited amount of University lecturing;
   (ii) shall not, except with the written permission of the College, participate in University examining, nor teach for another college (except on an exchange basis within the Merton stint), nor hold any other employment.

(f) A Fitzjames Research Fellow shall submit annually to the Research Committee for consideration under Bylaw VII.27(d)(ii)(c) a report on his or her research activity.

(g) Bylaws VI.11, VI.15, and VI.23 provide for the allocation of rooms in College to Fitzjames Research Fellows and for certain allowances.

(h) A Fitzjames Research Fellow shall be required to reside during Full Term within 25 miles of Oxford, unless the Governing Body determines otherwise.

(i) A Fitzjames Research Fellow who wishes to resign the Fellowship shall be required to provide at least three months’ notice, to include one complete Full Term.

**JUNIOR RESEARCH FELLOWSHIPS**

[Statute 4.2(a)(iii) and 4.6; Bylaw III.4(c)]

9. (a) A person elected to a Junior Research Fellowship shall be employed to undertake research during the holding of the Fellowship and shall be paid a stipend in respect thereof determined by the Governing Body from time to time.

(b) A Junior Research Fellow shall be required to pursue either the research proposed when applying for the Fellowship or such other proposal for research as may be approved by the Governing Body.
(c) A Junior Research Fellowship may be given such name or designation as may appear to the Governing Body to be warranted at the time of the election.

(d) A Junior Research Fellow:
   (i) may undertake not more than six hours' teaching a week, and, in doing so, shall give priority to the teaching needs of the College;
   (ii) may with the permission of the Governing Body, undertake a limited amount of University lecturing;
   (iii) shall not, except with the written permission of the Governing Body, participate in University examining, nor hold a stipendiary lecturership at another college, nor hold any other employment.

(e) No person shall be elected to a Junior Research Fellowship who would at the time of election have accumulated more than seven years of postgraduate study or research, excluding periods of professional training or preparation for a second undergraduate degree, but including any post-doctoral academic post.

(f) No person shall normally be elected to a Junior Research Fellowship who has already held a comparable appointment at a college in the Universities of Oxford or Cambridge.

(g) A Junior Research Fellow shall submit annually to the Research Committee for consideration under Bylaw VII.27(d)(ii)(c) a report on his or her research activity.

(h) Bylaw VI.15 provides for the allocation of rooms in College to Junior Research Fellows and for certain allowances.

(i) A Junior Research Fellow shall be required to reside during full term within 25 miles of Oxford unless the Governing Body determines otherwise.

EXTRAORDINARY FELLOWSHIPS
[Statute 4.2(a)(iv), 4.7]

10. (a) The Governing Body may, on the recommendation of the Fellowship and Appointments Committee, elect to an Extraordinary Fellowship a person whose contribution to the governance of the College seems likely to be particularly valuable. Pursuant to Statute 4.7 the maximum number of Extraordinary Fellows shall be three.

(b) The duration of each Extraordinary Fellowship shall be specified by the Governing Body in the resolution by which any person is elected to be an Extraordinary Fellow and shall not in any case exceed five years.

(c) Pursuant to Statute 4.7 an Extraordinary Fellow may not be re-elected.
FELLOWSHIPS NOT CARRYING MEMBERSHIP OF GOVERNING BODY
[Statute 4.2(b)]

11. (a) The classes of Fellowship not carrying membership of the Governing Body are:
   (i) Emeritus Fellowships;
   (ii) Honorary Fellowships;
   (iii) Bodley Fellowships;
   (iv) Supernumerary Fellowships;
   (v) Wyliot Fellowships; and
   (vi) Visiting Research Fellowships.

   (b) Nominations for the election of Fellows within Bylaw III.11(a)(i)-(v) above shall be considered by the Fellowship and Appointments Committee, which shall then make recommendations for election to Governing Body. The election shall be conducted in accordance with Bylaw III.1 above.

   (c) (i) An initial nomination for election to an Honorary, Bodley or Wyliot Fellowship shall be made by not fewer than three members of the Governing Body to the Fellowship and Appointments Committee pursuant to Bylaw III.11(b) above.

   (ii) If the Fellowship and Appointments Committee recommends that the proposal should proceed to the second stage a straw ballot shall be held at a Stated General Meeting and the Sub-Warden shall give three weeks' notice in writing thereof to the Governing Body.

   (iii) If, after the straw ballot has been held, the Fellowship and Appointments Committee wishes to maintain its recommendation, the election shall take place by ballot at the next subsequent Stated General Meeting.

   (d) A person holding a Fellowship under the former Statute III, para.1, sub-paragraphs (vi) (Emeritus), (ix) (Honorary), (x) (Supernumerary), or (xi) (Bodley) or the former paragraph 9B of the Bylaws (Wyliot) shall continue to hold a Fellowship in the equivalently named class under paragraph (a) of this Bylaw.

EMERITUS FELLOWSHIPS
[Statute 4.2(b) and Bylaw IV.2(a)(i)]

12. (a) The Governing Body shall normally elect to Emeritus Fellowships:

   (i) Governing Body Fellows who at the age of 60 or over leave the College or University post which entitles them to a Fellowship, provided that they have held a Governing Body Fellowship for at least ten years immediately preceding retirement; except that those ending a Research Fellowship under Bylaw III.6(a) at the age of 60 or over will not normally be so elected;
(ii) Former Fellows who held a Tutorship of the College for at least 15 years and who have reached the age of 60.

(b) In the case of a Fellow who was a member of the Governing Body on 5th December 2016, Bylaw III.12(a)(i) shall apply with the substitution of the words “at least five years immediately preceding retirement” for the words “at least ten years immediately preceding retirement”.

(c) Emeritus Fellows shall normally be elected for life.

(d) Those who do not meet the conditions set out in paragraphs (a) or (b) of Bylaw III.12 above shall not normally be elected Emeritus Fellows.

(e) Bylaw VI.12 provides for the allocation of a room for the use of certain Emeritus Fellows.

HONORARY FELLOWSHIPS
[Statute 4.2(b) and Bylaw III.2(a)(ii)]

13. Honorary Fellowships shall be tenable by any distinguished person. Honorary Fellows shall normally be elected for life.

BODLEY FELLOWSHIPS
[Statute 4.2(b) and Bylaw III.2(a)(iii)]

14. Bodley Fellowships shall be tenable by persons who have given signal service to the College. Bodley Fellows shall normally be elected for life.

SUPERNUMERARY FELLOWSHIPS
[Statute 4.2(b) and Bylaw III.2(a)(iv)]

15. (a) Supernumerary Fellowships shall be tenable by persons who either (i) have previously held Governing Body Fellowships and are employed in a full-time research post by the University or (ii) not having previously held such a Fellowship are nonetheless employed by the University in teaching, research or administrative posts declared by Regulations made for the University as qualifying them to hold professorial fellowships.

(b) A Supernumerary Fellow shall be elected for a period not exceeding seven years and may be re-elected provided that the conditions of paragraph (a) above continue to be fulfilled. When electing any person to a Supernumerary Fellowship the Governing Body shall in the resolution by which that person is elected specify the post within the University to which the Fellowship relates and the Warden shall notify every person elected to a Supernumerary Fellowship of the specification made under this Bylaw.
(c) There shall not be more than fifteen Supernumerary Fellows at any time. Bylaw VII.27(d) provides for the review of every proposal for election to a Supernumerary Fellowship.

**WYLIOT FELLOWSHIPS**

[Statute 4.2(b) and Bylaw III.2(a)(v)]

16. Wyliot Fellows shall be tenable by persons who are major benefactors of the College. Wyliot Fellows shall normally be elected for life.

**VISITING RESEARCH FELLOWSHIPS**

[Statute 4.2(b)]

17. (a) Visiting Research Fellows shall be tenable for not more than one year and shall ordinarily be held for one Full Term only. There shall be no more than two such Fellows at any one time.

(b) Any member of the Governing Body may nominate a person to be considered for election to a Visiting Research Fellowship; a nomination made by a Fellow who is not a member of the Governing Body must be supported by a member of the Governing Body.

(c) Visiting Research Fellows shall be elected on the recommendation of the Research Committee in accordance with Bylaw VII.27(d)(ii)(b). A person who has previously been elected to a Visiting Research Fellowship of the College shall not be eligible for election.

(d) No stipend shall be attached to a Visiting Research Fellowship but accommodation shall normally be provided.

**VACATION OF FELLOWSHIPS**

[Statute 4.8(b)(ii), 4.8(d)]

18. (a) This Bylaw does not apply to any person to whom Statute 9 applies.

(b) If the Warden receives a written complaint signed by seven members of the Governing Body stating that the Fellowship held by the person named as the object of the complaint ought to be vacated on the grounds of that person’s grave misconduct or serious breach of the Bylaws the Warden shall refer the complaint for further consideration to the Fellowship and Appointments Committee (which shall be chaired for the purposes of this Bylaw by the Sub-Warden or if the complaint relates to the Sub-Warden by a Fellow elected by the Committee from among its own members).
(c) The Fellowship and Appointments Committee shall consider the complaint and shall report in writing to the Warden whether there is a prima facie case for vacation of the Fellowship. If the Fellowship and Appointments Committee finds that there is not a prima facie case for vacation of the Fellowship it may nonetheless recommend to the Warden that the Fellow concerned be given a warning about his or her conduct, and if the Warden accepts that recommendation a warning shall be given to the Fellow concerned in writing.

(d) If the Fellowship and Appointments Committee reports to the Warden that there is a prima facie case for the vacation of the Fellowship the Governing Body shall at the Warden's request appoint an ad hoc panel which shall hear the charge or charges and shall determine whether the matters complained of amount to grave misconduct or a serious breach of the Statutes or Bylaws and shall make recommendations to the Governing Body accordingly.

(e) The panel shall be constituted and its proceedings conducted as if the panel were a Tribunal to which paragraphs 16 to 18 of Statute 9 (and their applicable Bylaws) applied.

(f) The panel shall thereafter report in writing to the Warden stating whether the Fellow concerned is guilty of grave misconduct or serious breach of the Statutes or Bylaws and whether or not in the opinion of the panel the Fellowship ought to be vacated. The panel’s report shall include all findings of fact made by the panel and shall give reasons for its conclusions.

(g) When the panel’s report is sent to the Warden it shall also be sent to the Fellow complained of, the person presenting the charges and any other person who shall have been added as a party by the panel.

(h) If and only if the panel recommends that the Fellowship ought to be vacated the report shall be considered by the Governing Body which shall determine whether or not the Fellowship shall be vacated under Statute 4.8(d).

(i) If the Governing Body determines that the Fellowship shall be vacated it shall pass a resolution to that effect. Such a resolution shall not be passed unless two-thirds majority of those present and voting shall have voted in favour. Immediately thereafter the Warden shall notify the Fellow concerned in writing of the Governing Body’s determination.

(j) If no notice of appeal is received within the time limited by paragraph (k) of this Bylaw the Governing Body’s determination shall take effect on the expiry of that time. If notice of appeal is duly received in accordance with paragraph (k) of this Bylaw the Governing Body’s determination shall take effect only if confirmed by the Visitor.
(k) If the Fellow concerned decides to appeal against the Governing Body’s determination he or she shall serve notice upon the Warden stating the grounds of appeal within 28 days of the date on which the Warden’s notification under paragraph (i) of this Bylaw was sent to him or her.

(l) No appeal shall lie against the panel’s findings of fact except on legal grounds or unless the person hearing the appeal decides that fresh evidence may be admitted.

(m) On receipt of notice of appeal under paragraph (k) of this Bylaw the Warden shall send the notice to the Visitor accompanied by a request to the Visitor to confirm the Governing Body’s determination and to appoint an eligible person to hear the appeal.

(n) An eligible person for the purposes of paragraph (m) of this Bylaw is a person who (i) is neither a Fellow nor an employee nor a junior member of the College and (ii) holds or has held judicial office in England and Wales or is a barrister or solicitor of not less than ten years in practice.

(o) The appeal shall proceed as if the person appointed to hear the appeal were an Appeal Body to which paragraphs 5 to 11 of Part V of Bylaw VIII.1 applied.

(p) As soon as possible after the hearing the person appointed to hear the appeal shall provide the Visitor with a written report (“the appeal report”) containing reasoned conclusions in writing and a recommendation whether or not to confirm the Governing Body’s determination.

(q) The Visitor shall consider the appeal report and shall thereupon decide whether or not to confirm the Governing Body’s determination. Written notification of the Visitor’s decision shall be sent with a copy of the appeal report to the Warden and to the appellant.

(r) Except for the signed complaint required under paragraph (b) of this Bylaw email may be used to give notice or serve documents under this Bylaw.

19. (a) This Bylaw is made for the purposes of Statute 4.8(b)(ii) and (pursuant to that Statute) does not apply to Professors who hold fellowships in virtue of the attachment or allocation of their Chair to the College by the University.

(b) If the Warden considers that the holder of a Fellowship under Statute 4.2(a), except one falling within paragraph 19(a) above, has accepted any paid office or is engaged in any occupation which interferes with the discharge of that Fellow’s duties to the College as a member of the Governing Body the Warden shall refer the matter to the Fellowship and Appointments Committee (which shall be chaired for the purposes of this Bylaw by the Sub-Warden).
(c) The Fellowship and Appointments Committee shall consider the matter, shall invite the Fellow concerned to make oral representations and to answer questions, and shall report its reasoned conclusions to the Warden including in its report a recommendation whether or not the Fellowship ought to be vacated.

(d) The report of the Fellowship and Appointments Committee shall also be sent to the Fellow concerned.

(e) If the Fellowship and Appointments Committee recommends that the Fellowship ought to be vacated the Warden shall refer its report to the Governing Body which shall determine whether or not the Fellowship shall be vacated under Statute 4.8(b)(ii).

(f) If the Governing Body determines that the Fellowship shall be vacated it shall pass a resolution to that effect. Such a resolution shall not be passed unless two-thirds majority of those present and voting shall have voted in favour. Immediately thereafter the Warden shall thereafter notify the Fellow concerned in writing of the Governing Body’s determination.

(g) If no notice of appeal is received within the time limited by paragraph (h) of this Bylaw the Governing Body’s determination shall take effect on the expiry of that time. If notice of appeal is duly received in accordance with paragraph (h) of this Bylaw the Governing Body’s determination shall take effect only if confirmed by the Visitor.

(h) If the Fellow concerned decides to appeal against the Governing Body’s determination he or she shall serve notice upon the Warden stating the grounds of appeal within 28 days of the date on which the Warden’s notification under paragraph (f) of this Bylaw was sent to him or her.

(i) On receipt of notice of appeal under paragraph (h) of this Bylaw the Warden shall send the notice to the Visitor accompanied by a request to the Visitor to confirm the Governing Body’s determination and to appoint an eligible person to hear the appeal.

(j) An eligible person for the purposes of paragraph (i) of this Bylaw is a person who (i) is neither a Fellow nor an employee nor a junior member of the College and (ii) holds or has held judicial office in England and Wales or is a barrister or solicitor of not less than ten years in practice.

(k) The appeal shall proceed as if the person appointed to hear the appeal were an Appeal Body to which paragraphs 5 to 11 of Part V of Bylaw VIII.1 applied.

(l) As soon as possible after the hearing the person appointed to hear the appeal shall provide the Visitor with a written report ("the appeal report") containing
reasoned conclusions in writing and a recommendation whether or not to confirm the Governing Body’s determination.

(m) The Visitor shall consider the appeal report and shall thereupon decide whether or not to confirm the Governing Body’s determination. Written notification of the Visitor’s decision shall be sent with a copy of the appeal report to the Warden and to the appellant.

(n) Email may be used to give notice or serve documents under this Bylaw.
IV. COLLEGE OFFICERS

PART I: GENERAL PROVISIONS

COLLEGE OFFICERS

[Statute 5.2]

1. (a) The statutory College Officers under Statute 5.2(a) to (g) are the Sub-Warden, the Senior Tutor, the Tutors and Lecturers, the Chaplain, the Librarian, the Bursars, and the Principal of the Postmasters.

(b) For the purposes of Statute 5.2(h) the College Officers other than those listed in Bylaw IV.1(a) above shall be (in alphabetical order) as follows:
The Archivist;
The College Advisers on Staff Harassment Policy;
The College Doctor(s)
The Dean;
The Dean of Graduates;
The Deputy Principal of the Postmasters;
The Development Director;
The Equality Adviser;
The Garden Master;
The Harassment Advisers to Junior Members;
The Information Technology Officer;
The Junior Chaplain(s);
The Junior Deans for Welfare;
The Keeper of the Statutes and Bylaws;
The Prevent Officer;
The Reed Rubin Organist and Director of Music;
The Research Convenor;
The Secretary to the Harmsworth Trust;
The Senior Treasurer of the Amalgamated Clubs;
The Senior Treasurer of the Junior Common Room;
The Steward of Common Room;
The Wine Steward.

APPOINTMENT AND STIPENDS

[Statute 5.1, Statute 5.2(g), (h), 5.3(b), 5.4]

2. (a) Subject to paragraph (b) the following College Officers shall be appointed on the recommendation of the Fellowship and Appointments Committee by the Governing Body at a Stated General Meeting:
The Sub-Warden;
The College Advisers on Staff Harassment Policy;
The Dean;
The Dean of Graduates;
The Deputy Principal of the Postmasters;
The Equality Adviser;
The Garden Master;
The Harassment Advisers to Junior Members;
The Information Technology Officer;
The Junior Deans for Welfare;
The Keeper of the Statutes and Bylaws;
The Prevent Officer;
The Principal of the Postmasters;
The Research Convenor;
The Secretary to the Harmsworth Trust;
The Senior Treasurer of the Amalgamated Clubs;
The Senior Treasurer of the Junior Common Room;
The Steward of Common Room;
The Wine Steward.

(b) Unless it appears expedient in any particular case to make an appointment for a longer period the College Officers listed in Bylaw IV.2(a) shall be appointed for one year.

(c) The ordinary period of tenure of the College Offices listed in Bylaw IV.2(a) shall be reckoned from 1 August to the following 31 July, inclusive.

(d) Subject to compliance with any Bylaws which make specific provision for any aspect of the tenure of a College Office, the Governing Body shall determine the terms and conditions of employment of College Officers as occasion arises and inter alia may require any College Officer to reside in the College or in accommodation provided by the College or may otherwise assign residential accommodation to a College Officer on such terms as may be expedient.

(e) Given due warning and flexibility in timing, members of the Governing Body shall be under an obligation to serve as College Officers when reasonably called upon, failing cogent reasons to the contrary. A register shall be kept by the Fellowship and Appointments Committee of the tenure of College Offices by each Fellow so as to ensure that unreasonable demands are not made.

(f) Where in this Chapter reference is made to receipt of a stipend determined from time to time by the Governing Body and the intended recipient is a member of the Governing Body reference shall first be made to the Committee on Stipends and Allowances in accordance with Bylaw I.5(c) and Bylaws VII.29(d) and (e).
PART II: STATUTORY OFFICERS OTHER THAN TUTORS OR LECTURERS (in the order given in Statute 5.2)

THE SUB-WARDEN
[Statute 5.1, 5.2(a)]

3. (a) The office of Sub-Warden shall not be tenable by any Fellow who shall not have completed five years as a member of the Governing Body.

(b) The Sub-Warden may not hold the office for more than two years in succession, and a Fellow who has held the office of Sub-Warden for two years shall not again hold the office during the next five years.

(c) Nominations for the office of Sub-Warden shall be made by the Fellowship and Appointments Committee at least two years ahead of the date when the person nominated would take up office.

(d) The Sub-Warden shall receive a stipend determined from time to time by the Governing Body.

(e) In the case of the temporary absence, illness or incapacity of the Sub-Warden, the most recent Sub-Warden available to act shall act instead pursuant to Statute 5.1.

(f) The Sub-Warden shall arrange for the keeping of an official copy of the Bylaws and shall ensure in collaboration with the Keeper of the Statutes and Bylaws that the official copy is up to date.

(g) The Sub-Warden shall be responsible for convening Stated General Meetings of the Governing Body, the Fellowship and Appointments Committee and the Research Committee. The Sub-Warden shall convene these bodies only after consulting with the Warden.

(h) The Sub-Warden shall be responsible for keeping and preserving the Minutes of Meetings of the Governing Body and for sending a copy of each Meeting’s Minutes to each member of the Governing Body after the Meeting.

(i) The Sub-Warden shall insert in the Minutes of the Governing Body the names of the Warden and Fellows in each year, and add such other details about them relating to the College as may be appropriate.

THE SENIOR TUTOR
[Statute 5.2(b)]

4. (a) There shall be a Senior Tutor, who shall have responsibility for the co-ordination of all undergraduate academic affairs, for the organisation of undergraduate and
graduate admissions, and for such other administrative functions as the College shall decide, including the supervision of the Academic Office.

(b) The Senior Tutor shall receive a stipend determined from time to time by the Governing Body.

(c) The Senior Tutor shall be eligible for election to an Official Fellowship under Statute 4.2(a)(i).

(d) The Senior Tutor shall convene the Warden & Tutors Committee, the Academic Needs and Leave Sub-Committee, the Graduate Committee and the Equality Forum and shall convene and chair the Initial Period Review Panel when it is to consider the reappointment of a Tutor.

(e) The Senior Tutor shall present to the Governing Body at its second meeting of Michaelmas Term in each year a report on the educational state of the College during the preceding academic year as tested by examinations or otherwise.

(f) The Senior Tutor shall present to the Warden and Tutors’ Committee annually: the Senior Tutor’s Report, the Admissions Report, the Academic Discipline Report and the Student Feedback Report as provided in Bylaw VII.30(d)(vi).

(g) Bylaw VI.14 provides for the entitlement of a Senior Tutor to live in College and also for other allowances.

(h) Pursuant to Statute 5.3(a) the Senior Tutor shall reside within 25 miles of Oxford during the usual College Terms.

THE CHAPLAIN
[Statute 5.2(d)]

5. (a) There shall be a Chaplain who shall be a clerk in Holy Orders of the Church of England or of some other Church in communion with the Church of England.

(b) The Chaplain shall with the Chapel and Patronage Committee be responsible for the running of the College Chapel and have overall responsibility for student welfare.

(c) The Chaplain shall receive a stipend determined from time to time by the Governing Body.

(d) The Chaplain shall convene the Chapel and Patronage Committee, the Student Support Sub-Committee and the Welfare Forum.
(e) The Chaplain shall submit a report on student welfare to the Warden and Tutors’ Committee, the Graduate Committee, and the Governing Body annually in Trinity Term.

(f) The Chaplain shall live in accommodation assigned for the purpose by the College. Bylaw VI.14 provides for this accommodation and for certain allowances.

(g) Bylaw VI.23(c) provides for the cost of entertainment organised by the Chaplain.

(h) The Chaplain shall be eligible for election to an Official Fellowship under Statute 4.2(a)(i).

THE LIBRARIAN
[Statute 5.2(e)]

6. (a) There shall be a Librarian who shall with the Library and Archives Committee be responsible for the management of the College Library and Archives, for supervising the areas of the College buildings occupied by Library and Archive materials, for directing the work of the Archivist, for liaising with the conservation consortium and for employing and directing the work of the Assistant Librarian and other Library staff.

(b) The Librarian shall be eligible for election to an Official Fellowship under Statute 4.2(a)(i).

(c) The Librarian shall receive a stipend determined from time to time by the Governing Body.

(d) The Librarian shall convene the Library and Archives Committee and the Pictures and Chattels Sub-Committee.

(e) The Librarian shall submit a report on the Library and Archives to the Governing Body annually in Michaelmas Term.

(f) Bylaws VI.14 and VI.23 provide for the entitlement of a Librarian to live in College and also for other allowances.

THE BURSARS
[Statute 5.2(f)]

7. (a) There shall be one or more Bursars who shall be responsible for the administration of the financial affairs, estates, and domestic affairs of the College. Duties shall be distributed between the Bursars as the College shall determine from time to time.
(b) (i) Where these Bylaws assign specific duties to a Bursar having the designation of Finance Bursar, Estates Bursar or Domestic Bursar they shall be performed by the person (if any) appointed to be a Bursar under that title; but if there shall be no such Bursar, the Governing Body shall determine by whom those duties shall be performed.

(ii) Where these Bylaws assign certain rights to a Bursar having one of the designations referred to in paragraph (b) (i) above they shall be exercisable by the person (if any) appointed to be a Bursar under that title; but if there shall be no such Bursar, the Governing Body shall determine by which (if any) person holding the title of Bursar those rights shall be exercisable.

(c) A Bursar shall be eligible for election to an Official Fellowship under Statute 4.2(a)(i).

(d) A Bursar shall receive a stipend determined from time to time by the Governing Body.

(e) Bylaw VI.14 provides for the entitlement of a Bursar to live in College and also for other allowances.

THE PRINCIPAL OF THE POSTMASTERS

[Statute 5.2(g)]

8. (a) There shall be a Principal of the Postmasters, who shall be primarily responsible for the administration of discipline in relation to the Junior Members.

(b) The Principal of the Postmasters shall receive a stipend determined from time to time by the Governing Body.

(c) The Principal of the Postmasters shall submit a report on student discipline to the Warden and Tutors’ Committee and the Graduate Committee annually in Trinity Term.
PART III: NON-STATUTORY COLLEGE OFFICERS (in alphabetical order)

THE ARCHIVIST
[Statute 5.2(h), Bylaw IV.1(b)]

9. (a) There shall be an Archivist who shall be responsible under the direction of the Librarian for the administration and conservation of the College Archives.

(b) The Archivist shall receive a stipend determined from time to time by the Governing Body.

THE COLLEGE ADVISERS ON STAFF HARASSMENT POLICY
[Statute 5.2(h), Bylaw IV.1(b)]

10. There shall be two College Advisers on Staff Harassment Policy who shall support individual members of the College staff who are concerned that they are the subject of harassment or bullying with the aim of facilitating informal resolution as provided in the Code of Practice.

THE COLLEGE DOCTOR(S)
[Statute 5.2(h); Bylaw IV.1(b)]

11. (a) There shall be one or more College Doctors who shall be available as medical practitioners to all Junior Members.

(b) College Doctors shall be appointed by the Governing Body on the advice of the Warden and Tutors’ Committee on such terms as shall seem appropriate provided that there shall be nothing in the terms of the appointment to prevent the Governing Body from terminating the appointment of College Doctors and appointing other persons to be College Doctors in their place.

(c) College Doctors shall receive a retaining fee determined from time to time by the Governing Body, and shall each be entitled to two free lunches and two free dinners a week at the Common Table.

THE DEAN
[Statute 5.2(h), Bylaw IV.1(b)]

12. (a) There shall be a Dean who shall present candidates for matriculation and degrees, present undergraduates and (in the absence of the Dean of Graduates) graduate students to the Warden for admission to the College and advise on questions of academic dress and ceremonial.

(b) The Dean shall in conjunction with the Domestic Bursar oversee arrangements for entertaining the candidates for degrees and their guests before and after degree ceremonies.
(c) The Dean shall receive a stipend determined from time to time by the Governing Body.

THE DEAN OF GRADUATES
[Statute 5.2(h), Bylaw IV.1(b)]

13. (a) There shall be a Dean of Graduates who shall normally present graduate students to the Warden for admission to the College and shall be responsible for all aspects of the College’s relations with its graduate students after their admission.

(b) The Dean of Graduates shall inter alia monitor the expenditure of the Middle Common Room, act as the appointed person to investigate and report on complaints under the complaints procedure of the Middle Common Room, and take such steps as shall be necessary to satisfy the Graduate Committee that elections in the Middle Common Room are fairly and properly conducted.

(c) The Dean of Graduates shall receive a stipend determined from time to time by the Governing Body.

(d) Provision is made in Bylaw VI.23 for the Dean of Graduates to receive an entertainment allowance.

THE DEPUTY PRINCIPAL OF THE POSTMASTERS
[Statute 5.2(h), Bylaw IV.1(b)]

14. (a) There shall be a Deputy Principal of the Postmasters who shall assist the Principal of the Postmasters in the administration of discipline.

(b) The Deputy Principal of the Postmasters shall receive a stipend determined from time to time by the Governing Body.

THE DEVELOPMENT DIRECTOR
[Statute 5.2(h); Bylaw IV.1(b)]

15. (a) There shall be a Development Director who shall supervise the work of the Development Office.

(b) The Development Director shall be eligible for election to an Official Fellowship under Statute 4.2(a)(i).

(c) The Development Director shall receive a stipend determined from time to time by the Governing Body.

(d) The Development Director shall convene the Development and Alumni Relations Committee.
16. (a) There shall be an Equality Adviser who shall assist with the progression of Merton’s equality objectives for the protected characteristics identified in the Equality Act 2010 by inter alia: being an advocate on matters of equality and diversity; promoting their consideration in the work of College committees by advising and contributing to papers and relevant processes; working with staff and student equality representatives; and maintaining an awareness of the University’s work in this area.

(b) The Equality Adviser shall convene events relating to the work summarised under paragraph (a) above including the annual Equality Conversation.

(c) The Equality Adviser shall attend the termly Equality Forum and shall provide a written report once a year to the Trinity Term Equality Forum. The Equality Adviser may attend the Welfare Forum.

(d) The Equality Adviser shall receive a stipend determined from time to time by the Governing Body.

17. (a) There shall be a Garden Master who shall be responsible for the maintenance and amenity of the College gardens and quadrangles and shall in consultation with the Domestic Bursar supervise the garden staff.

(b) The Garden Master shall receive a stipend determined from time to time by the Governing Body.

18. There shall be two Harassment Advisers to Junior Members who shall support individual Junior Members of the College who are concerned that they are the subject of harassment or bullying with the aim of facilitating informal resolution as provided in the Code of Practice.

19. (a) There shall be an Information Technology Officer who shall represent the College at the Conference of Colleges IT Fellows Committee and at other Intercollegiate IT Committees.
(b) The Information Technology Officer shall be responsible for employing and superintending the work of the Head of IT and the Web and Media Officer.

(c) The Information Technology Officer shall receive a stipend determined from time to time by the Governing Body.

THE JUNIOR CHAPLAIN(S)
[Statute 5.2(h); Bylaw IV.1(b)]

20. (a) The Governing Body may appoint on the recommendation of the Chapel and Patronage Committee not more than two Junior Chaplains who shall assist the Chaplain with those of the Chaplain's duties that relate to the College Chapel.

(b) A Junior Chaplain shall be a clerk in Holy Orders of the Church of England or of some other Church in communion with the Church of England except that it shall be permissible for one Junior Chaplain (but not both if there are two) to be an authorised priest or minister of some other Christian Church.

(c) A Junior Chaplain shall receive a stipend determined from time to time by the Governing Body.

THE JUNIOR DEANS FOR WELFARE
[Statute 5.2(h); Bylaw IV.1(b)]

21. (a) The Governing Body may appoint one or more Junior Deans for Welfare who shall assist the Chaplain in the provision of welfare support to the Junior Members of the College.

(b) A Junior Dean for Welfare shall receive a stipend determined from time to time by the Governing Body.

THE KEEPER OF THE STATUTES AND BYLAWS
[Statute 5.2(h); Bylaw IV.1(b)]

22. (a) There shall be a Keeper of the Statutes and Bylaws who shall:
   (i) convene the Statutes and Bylaws Committee;
   (ii) settle for the consideration of the Statutes and Bylaws Committee the text of any amendments both substantive and consequential which are recommended by the Statutes and Bylaws Review Committee to be made to the Statutes or Bylaws;
   (iii) advise the Warden, College Officers, Boards, Panels, and the Governing Body in relation to the Statutes and Bylaws; and
   (iv) facilitate the process by which the Statutes and Bylaws Committee shall review recommendations made under Bylaws VII.8(a)(xv) and VII.9(b)(v).

(b) The Keeper of the Statutes and Bylaws shall receive a stipend determined from time to time by the Governing Body.
THE PREVENT OFFICER
[Statute 5.2(h); Bylaw IV.1(b)]

23. (a) There shall be a Prevent Officer who shall oversee generally the arrangements necessary to ensure the College’s compliance with its statutory duty (“the Prevent Duty”) under the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism.

(b) In particular the Prevent Officer shall:
   (i) review annually the College’s Prevent risk assessment and action plan and any related codes of practice in consultation with other relevant College Officers and Committees and recommend to the Governing Body any changes that may seem expedient;
   (ii) act as the College’s principal point of reference for matters relating to the Prevent Duty and concerns arising under it.

(c) In order to carry out the duties required by this bylaw the Prevent Officer shall undertake appropriate training approved by the Governing Body which shall be funded by the College.

THE REED RUBIN ORGANIST AND DIRECTOR OF MUSIC
[Statute 5.2(h); Bylaw IV.1(b)]

24. (a) There shall be a Reed Rubin Organist and Director of Music who shall:
   (i) oversee arrangements for the annual Choral and Organ Scholarship trials and oversee arrangements for the teaching of Organ Scholars, Choral Scholars and Choral Exhibitioners; have overall responsibility for the training, direction and development of the College Choir and Organ Scholars; devise an annual budget for the Choir, in consultation with the Chaplain and Finance Bursar, and monitor income and expenditure;
   (ii) work with the Schools Liaison and Access Officer to arrange open days for prospective Choral and Organ Scholars and co-ordinate the College’s participation in the Music Faculty’s annual choral and organ open day;
   (iii) choose appropriate music for Chapel services in consultation with the Chaplain, any other person appointed to be a Director of Music, and the Organ Scholars; direct the annual Passiontide at Merton Festival with the assistance of the Chaplain and Chapel Administrator; and arrange concerts, tours and recordings by the College Choir with the assistance of the Chaplain and Chapel Administrator;
   (iv) have responsibility for the care, upkeep and maintenance of the College’s pipe-organs;
   (v) attend meetings of the Chapel and Patronage Committee and produce a termly report for consideration of the Committee.

(b) The Reed Rubin Organist and Director of Music shall also hold the post of Director of College Music and in respect of that post shall:
   (i) support music-making in the College by arranging and overseeing arrangements for concerts, supporting other practical musical initiatives as
appropriate, and liaising with the student Music Society to offer advice, support, and leadership when required (as an *ex officio* member of the Music Society committee);

(ii) work with the Development Office and provide a first point of contact for musical events to support the College’s development initiatives; and support the Domestic Bursar with enquiries regarding external music bookings for venues other than the Chapel at Merton;

(iii) work with the Tutor in Music to develop a wider strategic vision for music and music-making at Merton.

(c) The Reed Rubin Organist and Director of Music shall receive a stipend determined from time to time by the Governing Body.

**THE RESEARCH CONVENOR**

[Statute 5.2(h); Bylaw IV.1(b)]

25. (a) There shall be a Research Convenor who shall:

(i) in association with the Dean of Graduates, the Secretary of the Harmsworth Trust and other Fellows, co-ordinate interdisciplinary research activities involving Fellows and graduate students, such as periodic meetings of the College’s interdisciplinary discussion groups, SCR/MCR talks, Governing Body research talks and tours of research facilities;

(ii) in liaison with the Senior Tutor and Secretary of the Harmsworth Trust, act as mentor to the Junior Research Fellows; and

(iii) liaise with the Web & Media Officer about the presentation of research by Fellows on the College website.

(b) The Research Convenor shall be *ex officio* a member of the Research Committee and shall report to the Research Committee annually in Trinity Term on that year’s activities.

(c) The Research Convenor shall receive a stipend determined from time to time by the Governing Body.

**THE SECRETARY TO THE HARMSWORTH TRUST**

[Statute 5.2(h); Bylaw IV.1(b)]

26. (a) There shall be a Secretary to the Harmsworth Trust who shall be responsible for matters relating to the election and progress of Junior Research Fellows.

(b) The Secretary to the Harmsworth Trust shall convene the selection panels for the annual competition to recruit persons to be elected as Junior Research Fellows.

(c) The Secretary to the Harmsworth Trust shall receive a stipend determined from time to time by the Governing Body.
27. (a) There shall be a Senior Treasurer of the Amalgamated Clubs who shall convene and chair the Sports and Grounds Sub-Committee.

(b) The Senior Treasurer of the Amalgamated Clubs shall receive a stipend determined from time to time by the Governing Body.

28. (a) There shall be a Senior Treasurer of the Junior Common Room who shall monitor the expenditure of the Junior Common Room, act as the appointed person to investigate and report on complaints under the complaints procedure of the Junior Common Room, and take such steps as shall be necessary to satisfy the Warden and Tutors’ Committee that elections in the Junior Common Room are fairly and properly conducted.

(b) The Senior Treasurer of the Junior Common shall receive a stipend determined from time to time by the Governing Body.

29. (a) There shall be a Steward of Common Room, who shall be responsible for the general amenity of the Common Rooms and who shall summon and preside at meetings of the Common Room.

(b) The Steward of Common Room shall receive a stipend determined from time to time by the Governing Body.

30. (a) There shall be a Wine Steward who shall convene and chair the Wine Sub-Committee and who shall annually compile a report to the Domestic Committee as provided in Bylaw VII.19(e).
PART IV: THE TUTORS AND LECTURERS OF THE COLLEGE
[Statute 5.2(c)]

THE TUTORS

APPOINTMENT AND RESIGNATION OF TUTORS

31. (a) The appointment and reappointment of Tutors (other than the Senior Tutor) is vested in the Governing Body pursuant to Statute 5.1 and may be delegated to a committee pursuant to Statute 2.8.

(b) A Tutor (other than the Senior Tutor) shall be appointed for a probationary period of not more than five years in the first instance.

(c) (i) The Governing Body shall be advised on the reappointment of a Tutor by the Initial Period Review Panel (“IPRP”) in accordance with Bylaw VII.38.

(ii) Not later than the Trinity Term of the penultimate year of the probationary period a Tutor shall be informed that reappointment is due and shall be asked to submit a report on his or her activities under the three heads of (a) teaching, (b) research and publication, and (c) College and University administration. This report should be received by the Senior Tutor before the end of the following Michaelmas Term.

(iii) The Tutor whose reappointment is under consideration may request or be invited to a meeting with the IPRP.

(iv) The IPRP shall, where the reappointment of the Tutor is being considered by a Faculty or Department, and may in other cases, request information from the Faculty or Department concerned.

(v) Where the IPRP considers that there may be a case for not recommending the reappointment of a Tutor, the Tutor shall be invited to nominate referees from inside or outside the University to speak to that Tutor’s record. The IPRP shall likewise have the right to seek external opinions before making known its recommendation to the Warden who shall be responsible for informing the Governing Body.

(d) In the event that a Tutor wishes to resign the Tutorship at least three months’ notice must be provided which shall include one complete Full Term.

TUTORS’ STIPENDS AND ALLOWANCES

32. (a) A Tutor (other than the Senior Tutor) who is a CUF Lecturer or University Lecturer or Associate Professor shall be paid by the College such sum as shall bring the combined University and College stipend to the appropriate point on the scale determined by the Governing Body from time to time.

(b) The stipend of any Tutor in respect of whom the scale referred to in Bylaw IV.31(a) above appears for any reason inappropriate shall be determined by the Governing Body which shall take account of recommendations from the Committee on Stipends and Allowances.
(c) Bylaws VI.14 and VI.23 provide for the entitlement of a Tutor to live in College and also for other allowances.

**TUTORS’ TEACHING-ROOMS**

33. Bylaw VI.11 contains provisions relating to Tutors’ Teaching-Rooms.

**TUTORS’ LEAVE**

34. (a) Nothing in this Bylaw applies to the Senior Tutor or to a Tutor who holds a fixed-term Tutorship of five years or less.

(b) (i) Every Tutor shall be entitled to leave of absence on full pay for one term in every seven terms of qualifying service (as defined in Bylaw IV.33(f) below), provided that such leave shall not be granted (a) for more than three terms consecutively, or (b) for a longer period than the Tutor will continue in office after returning. Where the end of a Tutor’s appointment is approaching, the Governing Body may grant that Tutor advanced leave in lieu of leave which otherwise would be due to be taken in the final year of appointment.

(ii) Any necessary payment for a substitute or substitutes shall be made by the College. If the Tutor holds any salaried appointment during such leave (other than any salaried appointment which the Tutor already holds in the University jointly with the office of Tutor), the Governing Body may reduce or suspend that Tutor’s stipend as Tutor.

(iii) Leave to which a Tutor is entitled under this paragraph shall be known as sabbatical leave.

(c) (i) A Tutor may also apply to the College for non-sabbatical leave from all teaching obligations to the College for some specified period, expecting to return to the normal duties of the Tutorship at the end of that period. Such applications shall be determined by the Governing Body on the recommendations of the Academic Needs and Leave Sub-Committee, which shall normally follow the University’s policies in granting non-sabbatical leave where these are relevant, and in other cases will bear in mind (a) the immediate loss to the College that is caused by any period of leave for a Tutor, and (b) the general desirability of promoting academic research (which is one of a Tutor’s obligations to the College), and the particular rewards that may accrue to the College from the proposed project in the longer term.

(d) Accommodation and allowances during a Tutor’s periods of leave shall be dealt with as follows:

(i) When the total of sabbatical and non-sabbatical leave combined is for a continuous period of no more than three years, then, subject to sub-paragraphs (iv), (vi), and (viii) of this Bylaw IV.33(d) below, the Tutor shall retain for all of the period in question the right to accommodation in College and the expectation of accommodation outside the precincts of the College in premises owned by the
College, if so desired. But in that case the period of three years in question must normally be both preceded and followed by at least one whole year in which neither sabbatical nor non-sabbatical leave is granted.

(ii) (a) When a Tutor who is on leave retains College accommodation and continues to reside in it, then for any period of that leave that is reckoned as non-sabbatical leave, after the first year that is so reckoned, that Tutor shall suffer a reduction in emoluments equivalent to the housing allowance paid to Tutors in College houses, or the residential allowance paid to Tutors who live in College, whichever is appropriate.

(b) In the case of those who continue to be employed by the College, this reduction shall be effected by discontinuing the housing or residential allowance; in the case of those who cease to be employed by the College, this reduction shall be effected by charging a notional rent for the accommodation (in the case of a house) or by an accommodation charge (in the case of rooms in College), reduced at the marginal rate of income tax payable on the tutor’s normal stipend.

(iii) A Tutor on non-sabbatical leave who nevertheless continues to be employed by the College shall suffer no other reduction in the usual allowances. In the case of those who cease to be employed by the College, all allowances paid by the College shall be automatically discontinued for that period, except that the right or expectation of College accommodation shall be maintained as in Bylaw IV.33(d)(i) above.

(iv) When a Tutor on leave wishes to retain College accommodation outside the precincts of the College but does not reside in it personally, the following different arrangements shall apply:

(a) If the Tutor will be absent for a total of more than 15 months, whether consecutive or non-consecutive, of that leave then that Tutor shall be required to pay a rent for it at all times when absent, subject to the following exception: if the house in question will continue to be occupied during the Tutor’s absence by the Tutor’s family, then rent shall be payable only for those periods of the Tutor’s absence which are taken as non-sabbatical leave.

(b) The requirement in paragraph (d)(iv)(a) above of this Bylaw shall be effected by granting the Tutor a short-hold tenancy for the periods of that Tutor’s absence, and by charging a rent in respect thereof that is at the market rate for unfurnished accommodation.

(c) A Tutor in respect of whom these arrangements have been applied may then with the consent of the Governing Body sublet all or part of the house, notwithstanding Bylaw VI.16(f).

(v) Tutors who wish to retain College accommodation outside the precincts of the College while being absent from it for less than 15 months of any period of leave shall be encouraged but may not be required to enter into an arrangement with the College as set out in Bylaw IV.33(d)(iv) above.

(vi) Tutors on any period of leave whether sabbatical or non-sabbatical shall not normally retain their accommodation in College if they are absent from it for more than two terms of that leave.
(vii) Tutors who are granted a period of leave of more than three years shall forfeit for the whole of that period of leave their right to accommodation in College and their expectation of College accommodation outside the precincts whether or not they continue to be employed by the College.

(e) In appropriate circumstances Tutors may apply for sick leave and for parental leave, and such applications shall be determined by the Governing Body, normally in accordance with the University’s policies on these matters.

(f) (i) For the purpose of reckoning entitlement to sabbatical leave qualifying service is reckoned in terms

(ii) Qualifying service includes any term in which the Tutor has fulfilled that Tutor’s normal obligations to the College as Tutor, and also includes periods taken as sabbatical leave, or as sick leave, or as paid parental leave.

(iii) Qualifying service does not include periods taken as unpaid parental leave or periods taken as non-sabbatical leave under clause (c) of this Bylaw.

THE LECTURERS OF THE COLLEGE
[Statute 5.1, 5.2(c)]

APPOINTMENT OF LECTURERS

35. College Lecturers who may be Stipendiary or Non-Stipendiary shall, pursuant to Statutes 5.1 and 2.8, be appointed and reappointed on such terms as may be expedient by the Warden and Tutors’ Committee, advised by the Senior Tutor, and such appointments shall be reported to the Governing Body.

TEACHING-ROOMS

36. Bylaws VI.11 and VI.19 provide for the entitlement of Stipendiary Lecturers to a shared teaching-room.

COMMON TABLE

37. Lecturers shall have the rights in respect of luncheons and dinners at the Common Table provided by Bylaws X.6 and X.9.
V. JUNIOR MEMBERS AND LIFE MEMBERS
[Statute 6 and Statute 1.2(d)]

JUNIOR MEMBERS OF THE COLLEGE
[Statute 6.1]

1. (a) Pursuant to Statute 6.1 the Junior Members of the College are the persons who
have been presented by the College for matriculation or who have migrated to the
College and are engaged in an approved course of study within the University or
who have been admitted to the College to pursue an approved course of study.

(b) Fellows who are engaged in an approved course of study within the University
shall not be Junior Members but the Governing Body may make such arrangements
as it thinks expedient to provide for them.

ADMISSION OF JUNIOR MEMBERS
[Statute 6.1]

2. (a) The names and testimonials of candidates for admission to the College as Junior
Members shall be received by the Senior Tutor and the names of those
recommended for admission shall be submitted to a meeting of the Warden and
Tutors’ Committee (in the case of those recommended for admission to read for an
undergraduate degree) or of the Graduate Committee (in the case of those
recommended for admission to read for a graduate degree).

(b) Apart from Graduate Scholars no Junior Member shall be admitted to the
College without the consent of the Warden and Tutors’ Committee or the Graduate
Committee as the case may be.

(c) All persons to be admitted as Junior Members shall be presented by the Dean
or the Dean of Graduates to the Warden who shall admit them by taking each
person’s hand after presentation and stating “I admit you to the College”,
whereupon they shall inscribe their names in a Book kept by the Warden for the
purpose.

ACADEMIC WORK
[Statute 6.2]

3. (a) All Junior Members shall be expected to apply themselves to their academic
work to the satisfaction of their tutors and supervisors, and to behave in a
reasonable and responsible manner, with consideration for other members of the
College.

(b) Junior Members shall consult their Tutor or Supervisor before undertaking any
non-academic activity which is likely to interfere with academic work.
POSTMASTERSHIPS AND EXHIBITIONS
[Statute 6.3]

4. (a) There shall continue to be Postmasterships and Exhibitions which may be held by Junior Members of the College reading for undergraduate degrees.

(b) The power of election to Postmasterships and Exhibitions shall be vested in the Warden and Tutors’ Committee which shall report all elections to the Governing Body.

(c) (i) The value of Postmasterships and Exhibitions shall be such as the Governing Body shall from time to time determine. The emoluments shall be paid in termly instalments and without inquiry into the recipient’s means.

(ii) Postmasters or Exhibitioners shall not receive the emoluments of the award during any term during which they not reside unless and to the extent that the Warden and Tutors’ Committee shall determine otherwise.

(iii) Postmasters or Exhibitioners may relinquish the emoluments of their award in whole or in part without relinquishing the award.

(d) (i) Every Postmastership or Exhibition shall be held for a period starting from the beginning of Michaelmas Term (or from such other dates as the Warden and Tutors’ Committee may decide) and finishing at the end of Trinity Term in the same academic year.

(ii) Every Postmastership or Exhibition may be renewed for successive periods of three terms provided that on each occasion of renewal the Warden and Tutors’ Committee is satisfied that the holder continues in all respects to deserve the award.

(e) The holder of a Postmastership or Exhibition shall vacate that award on ceasing to read for an undergraduate degree as a Junior Member of the College.

(f) The Warden and Tutors’ Committee may at any time deprive any Postmaster or Exhibitioner of their award or of any part of the emolument thereof, for persistent idleness or any misconduct which in their judgment merits deprivation.

CHORAL SCHOLARSHIPS, CHORAL EXHIBITIONS AND ORGAN SCHOLARSHIPS
[Statute 2.7(e), 6.3]

5. (a) (i) There shall be up to 24 Choral Scholarships which may be held by Junior Members of the College.

(ii) Arrangements for the audition and election of Choral Scholars shall be made by the Chaplain and the Reed Rubin Organist and Director of Music and the Senior Tutor in consultation with the Chapel and Patronage Committee and shall be approved by the Warden and Tutors’ Committee.
(iii) If a Choral Scholarship is vacant and there is no Junior Member of the College suitable to fill it, a Choral Exhibition may be offered instead to any student member of the University who has been auditioned and found to be suitable in accordance with arrangements made by the Chaplain and the Reed Rubin Organist and Director of Music in consultation with the Chapel and Patronage Committee.

(b) (i) There shall be two Organ Scholarships which may be held by junior members of the College.

(ii) Arrangements for the audition and election of Organ Scholars shall be made by the Chaplain and the Reed Rubin Organist and Director of Music in consultation with the Chapel and Patronage Committee and shall be approved by the Warden and Tutors' Committee.

(c) (i) It shall be the duty of Choral Scholars and Choral Exhibitioners to sing the choral services appointed to be sung in the College Chapel, to attend rehearsals under the direction of the Reed Rubin Organist and Director of Music, and to attend such singing-lessons as may be required.

(ii) Choral Scholars and Choral Exhibitioners may also be required on reasonable notice and within reasonable limits (especially having regard to their academic work) to sing additional services and perform at concerts during the vacations.

(iii) It shall be the duty of Organ Scholars to play the organ at services in the College Chapel and to attend rehearsals under the direction of the Reed Rubin Organist and Director of Music.

(iv) Organ Scholars may also be required on reasonable notice and within reasonable limits (especially having regard to their academic work) to play at additional services and concerts during the vacations.

(d) (i) The value of and privileges attaching to Choral Scholarships, Choral Exhibitions and Organ Scholarships shall be such as the Governing Body shall from time to time determine. Emoluments shall be paid annually and without inquiry into the recipient's means.

(ii) Choral Scholars, Choral Exhibitioners and Organ Scholars shall not receive the emoluments of their award or exercise any privileges attached to it during any term during which they do not reside in the University unless and to the extent that the Warden and Tutors' Committee shall determine otherwise.

(iii) Choral Scholars, Choral Exhibitioners and Organ Scholars may relinquish the emoluments of their award in whole or in part without relinquishing the award.

(e) (i) Every Choral Scholarship, Choral Exhibition or Organ Scholarship shall be held for a period starting from the beginning of Michaelmas Term (or from such other dates as the Warden and Tutors' Committee may decide) and finishing at the end of Trinity Term in the same academic year.

(ii) Every Choral Scholarship, Choral Exhibition or Organ Scholarship may be renewed for successive periods of three terms provided that on each occasion of
renewal the Warden and Tutors’ Committee is satisfied that the holder continues in all respects to deserve the award.

(f) (i) The holder of a Choral Scholarship or an Organ Scholarship shall vacate that award on ceasing for any reason to be a Junior Member of the College.

(ii) The holder of a Choral Exhibition shall vacate that award on ceasing for any reason to be a student member of the University.

(g) The Warden and Tutors’ Committee may at any time deprive any Choral Scholar, Choral Exhibitioner or Organ Scholar of the award, or of any part of the emoluments or privileges thereof, for persistent idleness or any misconduct which in their judgment merits deprivation.

GRADUATE SCHOLARSHIPS
[Statute 6.3]

6. (a) There shall continue to be Graduate Scholarships which may be held by matriculated members of the College engaged in study or research towards a postgraduate degree of the University.

(b) The Graduate Committee in consultation with the Finance Committee shall determine and report to the Governing Body how many Graduate Scholarships are to be offered for any particular academic year and what the value of each Scholarship shall be and the intended length of its tenure. Normally this determination shall happen in the second Trinity Term before the Michaelmas Term in which tenure of a Graduate Scholarship is to begin.

(c) The power of election to Graduate Scholarships shall be vested in the Graduate Committee which shall arrange such competitions as may be necessary and report all elections to the Governing Body.

(d) Where the funds from which the emoluments of a Graduate Scholarship will be paid are to be drawn from an endowment or other special provision the Graduate Scholarship shall be known by the name attached to the endowment or special provision. The Graduate Committee may after consulting the Development and Alumni Committee attach names or designations to other Graduate Scholarships where it is expedient to do so.

(e) (i) Up to four Graduate Scholarships to be known as Prize Scholarships shall normally be awarded every year to those of the College’s graduate students whose academic performance seems to the Graduate Committee most outstanding.

(ii) The competition shall be open to all current graduate students of the College, provided that they shall not normally be entitled to apply for the scholarships more than once during their time as graduate students of the College.

(iii) The emoluments of a Prize Scholarship shall be a single payment of such sum as the Governing Body shall approve, and entitlement to dine at High Table
once a week in accordance with Bylaw X.6(d) for the remainder of the academic year in which the award is made.

(f) Every Graduate Scholar shall engage in academic study or research to the satisfaction of the Governing Body.

(g) (i) The cash emoluments of Graduate Scholars shall be reviewed annually by the Finance Bursar in consultation with the Senior Tutor and the Dean of Graduates.

(ii) Graduate Scholars shall not receive their emoluments for any Term during which they do not reside in Oxford unless the Governing Body shall decide otherwise.

(iii) Graduate Scholars may relinquish their emoluments in whole or in part without relinquishing their status as Graduate Scholars.

(h) Graduate Scholars shall vacate their Scholarships if:

(i) they cease to be Junior Members of the College; or

(iv) they take up any office or employment unless the Governing Body decides otherwise.

(i) The Governing Body may at any time terminate the Scholarship, or reduce the emoluments, of any Graduate Scholar for persistent idleness or any misconduct which in its judgement merits such a course of action.

**UNDERGRADUATE PRIZES**

[Statute 2.7(e), 6.3]

7. (a) The Warden and Tutors’ Committee shall have power to award prizes to Junior Members as follows:

(i) To undergraduates who have obtained First Class Honours in Final Honour Schools or in Honour Moderations, or Distinction in Preliminary Examinations or Law Moderations (or have achieved the standard of Distinction), or Distinction in a Supplementary Subject in the Honour School of Natural Sciences;

(ii) To undergraduates who are winners of any University Scholarship or Prize, and to members awarded *proxime accessit* or honourable mention or a book prize in any University examination.

(iii) To undergraduates who have done good work in Collections (and these prizes shall be called Fowler Prizes after a bequest by Dr Thomas Fowler).

(iv) An annual Prize for the best First Class in Part I Chemistry Finals obtained by an undergraduate of the College and an annual Prize for the best performance by an undergraduate of the College in the Preliminary Examination for Chemistry, which shall be awarded on the recommendation of the Tutors in Chemistry.
(b) (i) Prizes awarded under paragraphs paragraph (a) above shall be reported annually to the Governing Body.

(ii) A schedule of recommended sums in respect of the Prizes listed under paragraph (a) above shall be kept by the Senior Tutor and circulated to the Tutors. The list shall be revised at the beginning of each academic year by the Warden and Tutors’ Committee on the recommendation of the Senior Tutor and the Finance Bursar.

(c) The following endowed prizes shall be awarded by the Warden and Tutors’ Committee annually:

(i) A Prize or Prizes in memory of Professor W.M. Edwards which shall be awarded to undergraduates reading for a degree in the Honour School of Literae Humaniores on the recommendation of the Tutor in Classics.

(ii) The Wilder G. Penfield Prize for medical and biological studies which shall be awarded to an undergraduate on the recommendation of the Tutor in Medicine and the Tutor in Biological Sciences.

(iii) Two F.E. Smith Memorial Mooting Prizes which shall be awarded to first-year undergraduates reading for a degree in the Honour School of Jurisprudence on the recommendation of the judges of a mooting competition held in Trinity Term each year.

(iv) A Prize in memory of Sam McNaughton for the best performance by an undergraduate in Philosophy in the Preliminary Examination for PPE.

(v) A Prize named in honour of William Harvey (formerly Warden of the College) for the best performance by an undergraduate reading Medicine in the Principles of Clinical Anatomy.

(vi) A Prize in memory of Professor Conrad Russell for the best undergraduate History thesis.

(vii) Should work of sufficient merit be produced a Prize in honour of Professor Dominic Welsh for the best Long Vacation essay by an undergraduate reading Mathematics (whether or not in combination with another subject).

(d) A schedule of the values of the Prizes listed in paragraph (c) above shall be kept by the Senior Tutor and shall be revised annually by the Warden and Tutors’ Committee on the recommendation of the Senior Tutor and the Finance Bursar.

(e) Money granted for Prizes shall, except where the Warden and Tutors’ Committee decides otherwise, be spent on books (or electronic materials) of permanent value.

**GRADUATE PRIZES AND AWARDS**

[Statute 2.7(e), 6.3]

8. (a) The Graduate Committee shall have power to award prizes to Junior Members as follows:
(i) To postgraduates who are winners of any University Scholarship or Prize, and to postgraduates awarded proxime accessit or honourable mention or a book prize in any University examination.

(ii) To postgraduates who achieve a Distinction in the examination for a Master’s degree.

(b) (i) Prizes awarded under paragraph (a) above shall be reported annually to the Governing Body.

(ii) A schedule of recommended sums in respect of the Prizes listed under paragraph (a) above shall be kept by the Senior Tutor and circulated to the Tutors. The list shall be revised at the beginning of each academic year by the Warden and Tutors’ Committee on the recommendation of the Senior Tutor and the Finance Bursar.

(iii) Money granted for Prizes under paragraph (a) above shall, except where the Graduate Committee decides otherwise, be spent on books (or electronic materials) of permanent value.

(c) (i) Awards in memory of Rajiv Kapur and the Lord Dacre of Glanton shall be made by the Graduate Committee annually to contribute to the research expenses of a postgraduate student in History.

(ii) An award in honour of Dr Eric Newsholme shall be made by the Graduate Committee annually to a postgraduate student in Biochemistry.

(iii) A schedule noting the value of these awards shall be kept by the Senior Tutor and shall be revised annually by the Graduate Committee on the recommendation of the Senior Tutor and the Finance Bursar.

OTHER GRANTS AND AWARDS (INCLUDING TRAVEL)
[Statute 2.7(e), 6.3]

9. (a) Grants to provide for the welfare and support of Junior Members, for their travel and for other purposes may be made by the Student Support Sub-Committee as provided further by Bylaw VII.32 and by other Boards as the Governing Body may from time to time resolve.

(b) The details of such grants shall be set out together with such information as may be necessary to enable Junior Members to apply for them in the Handbook published annually for Junior Members.

(c) A schedule noting the value of all restricted funds used for the provision of grants under paragraph (a) above shall be kept by the Finance Bursar and the sums to be provided from them shall be revised annually by the Governing Body on the recommendation of the Finance Bursar.

THE JUNIOR COMMON ROOM
[Statute 2.7(e), 6.2]
10. (a) All Junior Members of the College who are undergraduates are members of the Junior Common Room, unless they have made a personal decision to opt out of membership.

(b) (i) Subject to paragraph (ii) the Junior Common Room shall determine its own Constitution, and shall have power to make its own Regulations on matters which fall to it.

(ii) Any change to the Constitution of the Junior Common Room shall require the approval of the Governing Body before it comes into effect. Further, pursuant to section 22 of the Education Act 1994 the Constitution of the Junior Common Room shall be reviewed by the Warden and Tutors’ Committee on behalf of the Governing Body at intervals of not more than five years.

(c) The Warden and Tutors’ Committee shall ensure the College’s compliance with the Education Act 1994 as regards the Junior Common Room as further set out in Bylaw VII.30(d)(viii).

THE MIDDLE COMMON ROOM
[Statute 2.7(e), 6.2]

11. (a) (i) Junior Members of the College in residence who have obtained a B.A. degree of this or another university, or are of equivalent academic standing, shall be members of the Middle Common Room unless they have made a personal decision to opt out of membership.

(ii) Undergraduates may elect to be a member of the Middle Common Room if either (a) they are over 25 years of age or (b) three years have passed since the date of their matriculation provided that they shall have been continuously on course.

(b) (i) Subject to paragraph (ii) the Middle Common Room shall determine its own Constitution, and shall have power to make its own Regulations on matters which fall to it.

(ii) Any change to the Constitution of the Middle Common Room shall require the approval of the Governing Body before it comes into effect. Further, pursuant to section 22 of the Education Act 1994 the Constitution of the Middle Common Room shall be reviewed by the Graduate Committee on behalf of the Governing Body at intervals of not more than five years.

(c) The Graduate Committee shall ensure the College’s compliance with the Education Act 1994 as regards the Middle Common Room as further set out in Bylaw VII.24(d)(vii).

(d) (i) Persons who meet the criteria set out in this Bylaw shall be eligible for selection as Associates of the Middle Common Room. Associates shall be of two categories, Category A and Category B.
(ii)  (a) Associates in Category A shall be EITHER persons who are doing research at a senior level in the University but who are not reading for a degree of the University and are not members of another College, Hall or Society of the University OR persons who are reading for postgraduate degrees of other universities who are visiting Oxford for a short period to work with a Fellow of the College.

(b) A person proposed for selection as an Associate in Category A must be sponsored by a Fellow who must have knowledge of the proposed Associate’s academic background (although it shall not be necessary that the Fellow and the proposed Associate work in the same field).

(c) An Associate in Category A shall be entitled to take up to four meals, including no more than two dinners, per week in Hall; to make use of the Middle Common Room and the College bar in the same manner as members of the Middle Common Room; and to make use of the College’s sporting facilities.

(d) An Associate in Category A shall not be entitled to College accommodation or to use College computing facilities or libraries.

(e) There shall be a limit of fifty Associates in Category A at any one time.

(iii)  (a) Associates in Category B shall be EITHER persons who have been Junior Members of the College within the preceding four years and are engaged in a programme of study at any university and are resident in Oxford OR persons who are the domestic partners resident in Oxford of members of the Middle Common Room who are resident in Oxford.

(b) An Associate in Category B may be reading for a degree of the University and may be a member of another College, Hall or Society of the University.

(c) An Associate in Category B shall have no right by virtue of being an Associate to take meals in the Hall.

(d) An Associate in Category B shall be entitled to make use of Middle Common Room facilities and of the College’s sporting facilities, but not of other Junior Common Room facilities, and shall be entitled to attend formal Middle Common Room functions.

(e) An Associate in Category B shall not be entitled to College accommodation or to use College computing facilities or libraries.

(f) There shall be a limit of thirty Associates in Category B at any one time.

(iv) Any Fellow or officer of the Middle Common Room may nominate a person as an Associate. The Dean of Graduates and the President of the Middle Common Room shall review the nominations and shall agree on those to be selected as Associates. In making their selection they shall seek the advice of the Graduate Officer and the Treasurer of the Middle Common Room.

(v) The Dean of Graduates and the President of the Middle Common Room shall report to the Graduate Committee the names of those selected as Associates.

(vi) Associates must be re-nominated at the beginning of each academic year if they wish to continue as Associates, and no one shall continue as an Associate for more than five years.
(vii) A person’s status as an Associate may be terminated at any time by a decision of the Dean of Graduates and the President of the Middle Common Room or by the Governing Body.

(viii) Associates shall be charged subscriptions payable to the Middle Common Room at rates agreed by the Governing Body.

LIFE MEMBERSHIP OF THE COLLEGE
[Statute 1.2(d)]

12. (a) Any person who was a Junior Member and who is a member of the Convocation of the University and any person who has been Warden or a Fellow (but not a Visiting Research Fellow) shall be a Life Member of the College.

(b) Life Members shall have in virtue of that status only such rights or privileges as the Governing Body may from time to time decide. Bylaw X.6(c) provides for the dining-rights of certain Life Members.
VI. ADMINISTRATION OF THE COLLEGE

VI PART I: RELATING TO THE BUILDINGS AND AMENITIES OF THE COLLEGE

PART Ia

THE CHAPEL

1. (a) (i) Divine Service according to the Use of the Church of England shall be performed daily in the College Chapel as provided in the Universities Test Act 1871 at least during the College Terms.
   (ii) Subject to Bylaw VI.1(b)(ii) below, when Evensong is said or sung on a Sunday a Latin prayer in commemoration of the Founder and Benefactors shall be said at the end of the service in the form which has been used hitherto.
   (iii) The public shall be admitted to Services performed in the College Chapel under paragraph (i) above unless the Governing Body shall determine otherwise.

   (b) (i) There shall be two Commemoration Services in the Chapel, one on the third Sunday of Michaelmas Full Term in memory of Bishop Rede and of John Wyliot, the Founder of the Postmasterships, and other Benefactors; and the other on Shrove Tuesday in memory of the Founder and other Benefactors.
   (ii) The forms of service for the Commemorations provided in paragraph (i) shall be as they have been hitherto and shall include a recitation of the names of deceased Benefactors of the College from the list included in these Bylaws as Appendix A; and no name shall be added to this list except by resolution of the Governing Body.

2. It shall not be permitted to access the Chapel Tower except by special arrangement with the Chaplain and the Domestic Bursar and subject to such conditions as they may impose.

THE FELLOWS’ GARDEN

3. (a) Except as otherwise permitted from time to time by the Governing Body and subject to Bylaw VI.3(b) below no one who is not a member or employee of the College shall be admitted to the Fellows’ Garden.

   (b) Those permitted to use the Fellows’ Garden may be accompanied by guests.

   (c) Notices forbidding access by strangers to the Fellows’ Garden shall be posted at all its entrances.

   (d) Junior Members shall not, except as may be specifically permitted by the Governing Body as part of arrangements for a Ball organised by the Junior and Middle Common Rooms, introduce refreshments into the Fellows’ Garden or play games there.
THE LIBRARY

4. (a) The Library shall be open to members and Officers of the College at such hours as the Librarian with the approval of the Library and Archives Committee shall appoint.

(b) The Librarian with the approval of the Library and Archives Committee shall make Regulations for the Library which shall be published to Fellows, Officers and Junior Members of the College and (so far as they may be affected) visitors.

PART Ib

ANIMALS

5. (a) Subject to paragraph (b) it shall not be permitted for members or employees of the College or any visitor to keep any animal (including any bird, fish or insect) in the College or to introduce any animal into any part of the College.

(b) Paragraph (a) does not apply to any animal which is required to provide assistance to any person with a disability.

BELLS AND FLAGS

6. (a) Flags shall be flown on the College Gatehouse on such occasions as may be directed by the Governing Body or any person delegated by the Governing Body to give such directions.

(b) The College bells shall be rung to mark such national and local occasions as may be directed by the Governing Body on the recommendation of the Chaplain and the Domestic Bursar.

(c) The College bells shall be rung on occasions related to religious observances as may be directed by the Chaplain.

COLLEGE KEY

7. (a) All members of the Governing Body shall be entitled to be provided with means of accessing all the Common Rooms and all the common parts of the College, and of opening all the gates (other than the Front Gate) of the College.

(b) Other Fellows and members of the College, employees and temporary residents shall be provided with means of accessing such parts of the College of opening such gates of the College as the Domestic Bursar may determine.
(c) All persons who are issued with keys, fobs and other means of access shall be under an obligation to take care of them, not to lend them, copy them or allow them to fall into unauthorised hands and to report their loss to the Domestic Bursar or the Head Porter.

(d) When the reason for which means of access or of opening gates has been given to any person ceases to exist, the Warden or the Domestic Bursar shall require any key to be returned and shall terminate any other form of access unless the Governing Body resolve to the contrary.

**TRASHING**

8. No member of the College shall within any College building or within 100 yards of any College building or in the Fellows’ Garden or any College garden or quadrangle throw, pour, spray, apply or use any thing or substance in a way which is intended, or is likely, (a) to cause injury to any person, or (b) to cause damage to, or defacement or destruction of, any property (whether or not with the consent of the owner of that property), or (c) to cause litter.
VI PART II: ADMINISTRATIVE OFFICES

THE ACADEMIC OFFICE

9. (a) There shall be an Academic Office which shall be under the supervision of the Senior Tutor. Amongst its other duties, the Academic Office shall assist Fellows in the execution of their duties relating to the College’s undergraduates and graduates including and not limited to:
   (i) co-ordinating the academic elements of student induction, including meetings with undergraduates and college advisees;
   (ii) supporting the tracking and monitoring of students’ academic progress, including student options, collections, exam entries and end of term reports;
   (iii) organising, together with the Domestic Bursary, Schools Dinners pursuant to Bylaw X.12;
   (iv) offering administrative support for the admissions process.

(b) Any question of priority of duties shall be decided by the Senior Tutor in the first instance.

(c) Where capacity allows, the Academic Office Assistant may offer ad-hoc administrative support to Fellows who are members of the Governing Body in respect of their research. Any question of priority shall be decided by the Senior Tutor who shall refer burdensome requests to the Research Committee.

THE DEVELOPMENT OFFICE

10. (a) There shall be a Development Office which shall be under the supervision of the Development Director.

(b) The functions of the Development Office shall be:
   (i) to co-ordinate activities relating to old members of the College, including the publication of Postmaster and the Donor Report and Newsletter;
   (ii) to compile and preserve database records of members of the College;
   (iii) to administer the College's fund-raising activities in so far as these are not undertaken by some other agency;
   (iv) to undertake such other activities as may from time to time be assigned to it by the Development and Alumni Relations Committee.
VI PART III: RELATING TO TEACHING AND RESEARCH

TEACHING STINT

11. (a) Nothing in this Bylaw applies to the Senior Tutor.

(b) A Tutor who gives tuition for another college, and who has not carried out the nominal teaching load for the College for that term, shall transfer earnings for this tuition to the College.

(c) If the tutorial hours of a Tutor holding a joint appointment with the University or a Fixed-Term Tutor or a Fitzjames Research Fellow when averaged over the academic year exceed the stint stipulated in that person’s contract of employment that person shall be permitted to make external arrangements for the surplus tuition, the cost being borne by the College.

(d) Tutors and Lecturers who delegate any part of their duties shall provide the Warden and Tutors’ Committee once a term with a statement of the amount and kinds of tuition which they have found it necessary to delegate by way of exchange or otherwise.

(e) The Warden and Tutors’ Committee may vary the teaching duties of any Tutor in accordance with any Variation of Duties Agreement made by the College with any University Faculty or Department and the Tutor concerned.

(f) (i) A Senior Tutor or Sub-Warden who holds the substantive post of CUF Lecturer, University Lecturer or Associate Professor shall be permitted to remit up to 4 hours teaching for the duration of office. The College shall provide funds at the prevailing standard hourly buy-out rate to cover remission of teaching in whatever form is agreed to be appropriate by the Governing Body.

(ii) Any other Fellow who is Senior Tutor or Sub-Warden shall be permitted to buy-out University responsibilities for the duration of office at comparable cost to the College.

TEACHING ROOMS

11. (a) (i) A Tutor shall have the right to a suitable teaching-room in College as assigned under Bylaw VII.13(e) whether or not that Tutor also lives in College.

(ii) A Tutor who is on leave shall retain the right to the use of this teaching-room for research purposes during such time as that Tutor shall continue to be working predominantly in Oxford.

(iii) A Tutor on leave who will not be working in Oxford for two or more terms but wishes to retain the use of the teaching-room assigned for that Tutor’s use shall submit a case to the Domestic Committee on being granted leave. The Domestic Committee shall consider both the Tutor’s needs and the needs of the College and shall make a recommendation accordingly to the Governing Body.
(b) Fitzjames Research Fellows and Stipendiary Lecturers (including Junior Research Fellows who are Stipendiary Lecturers) shall have the right to a shared teaching room in College as assigned under Bylaw VII.13(e).

(c) Fellows who are not Tutors, Fitzjames Research Fellows or Stipendiary Lecturers shall not normally have the right to a teaching room.

**EMERITUS FELLOWS’ ROOM**

12. (a) The College shall maintain a room for the use of Emeritus Fellows active in research and scholarly publication who have no office space elsewhere in the University.

(b) Any Emeritus Fellow wishing to use the room shall apply in writing to the Research Committee with a research proposal and list of recent publications.

(c) Use of the room shall be granted for three years in the first instance, renewable for successive periods of two years on application in writing to the Research Committee at the expiry of each period with a research proposal and a list of recent publications.

**VISITING SCHOLARS**

13. (a) The Governing Body may appoint Visiting Scholars, on the recommendation of the Research Committee, to work in Oxford with a member of the Governing Body for a specified period of up to 6 months on a specified research project. Such persons shall not be resident Members of the University.

(b) In any academic year, accommodation shall be provided for Visiting Scholars for up to four consecutive or non-consecutive weeks at no charge, and may be available at a market rent for periods in excess of four weeks.

(c) Visiting Scholars shall be made Full Members of Common Room for the duration of their appointment.
VI PART IV: RELATING TO ACCOMMODATION

COLLEGE OFFICERS

14. (a) (i) Pursuant to Statute 5.3(c) an Official Fellow who is a Tutor, the Senior Tutor, a College Lecturer, a Librarian, the Chaplain, or a Bursar shall be entitled to live in College free of charge in such rooms as may be assigned for the purpose.

(ii) An Official Fellow entitled under Statute 5.3(c) who lives in College shall receive a Residence Allowance determined by the Governing Body from time to time except that an Official Fellow holding a fixed-term Tutorship of five years’ duration or less shall receive no Residence Allowance.

(b) (i) A Bursar shall be entitled to live in College and shall occupy such rooms as may be assigned for the purpose free of rent. A Bursar who lives in College shall receive a Residence Allowance determined from time to time by the Governing Body.

(ii) A Domestic Bursar shall occupy a Tutor’s House (as defined by Bylaw VI.16) if instructed by the College to do so. A Domestic Bursar’s occupancy in such a case shall be governed by Bylaw VI.16.

(iii) A Bursar who lives out of College but not in a College house shall receive an External Household Allowance determined from time to time by the Governing Body.

(c) (i) Pursuant to Bylaw IV.5(f) the Chaplain shall live in accommodation assigned for the purpose by the College.

(ii) A Chaplain who is assigned accommodation in College shall occupy that accommodation free of rent and shall receive a Residence Allowance determined from time to time by the Governing Body.

(iii) A Chaplain who is assigned a College house shall occupy it free of rent and shall receive an Internal Household Allowance determined from time to time by the Governing Body but shall be personally responsible for the cost of internal decorations.

(d) (i) The Librarian shall be entitled to live in College and shall occupy such rooms as may be assigned for the purpose free of rent. A Librarian who lives in College shall receive a Residence Allowance determined from time to time by the Governing Body.

(ii) A Librarian who lives in a College house shall do so free of rent and shall receive an Internal Household Allowance determined from time to time by the Governing Body but shall be personally responsible for the cost of internal decorations.

(iii) A Librarian who lives out of College but not in a College house shall receive an External Household Allowance determined from time to time by the Governing Body.
(e) (i) The Senior Tutor shall be entitled to live in College and shall occupy such rooms as may be assigned for the purpose free of rent. A Senior Tutor who lives in College shall receive a Residence Allowance determined from time to time by the Governing Body.

(ii) A Senior Tutor who lives in a College house shall do so free of rent and shall receive an Internal Household Allowance determined from time to time by the Governing Body but shall be personally responsible for the cost of internal decorations.

(iii) A Senior Tutor who lives out of College but not in a College house shall receive an External Household Allowance determined from time to time by the Governing Body.

(f) (i) A Tutor entitled under Bylaw VI.16 who lives in a College house shall do so free of rent and shall receive an Internal Household Allowance determined by the Governing Body from time to time but shall be responsible for the cost of internal decorations.

(ii) A Tutor who lives out of College but not in a College house shall receive an External Household Allowance determined by the Governing Body from time to time.

FITZJAMES AND JUNIOR RESEARCH FELLOWS

15. (a) A Fitzjames or Junior Research Fellow who wishes to live in College shall occupy such rooms as may be assigned for the purpose free of rent.

(b) A Fitzjames or Junior Research Fellow who lives out of College but not in a College house or flat shall receive an External Household Allowance determined by the Governing Body from time to time.

TUTORS’ HOUSES

[Statute 5.3(a), (b), 5.4]

16. (a) Certain houses in Oxford shall be deemed Tutors' Houses.

(b) A list of Tutors’ Houses shall be maintained by the Estates Bursar and kept under review by the Finance Committee, which shall propose to the Governing Body any changes to the composition of the list. Houses may be added to the list only in substitution for other houses that are withdrawn from the list.

(c) The occupancy of a Tutor’s House which becomes vacant shall normally be offered by the Domestic Committee to Fellows of the College who are Tutors (including the Senior Tutor but excluding Tutors who hold a fixed-term Tutorship of five years’ duration or less) or (subject to paragraph below) Domestic Bursars in order of their seniority as Fellows; provided that the Governing Body may assign the occupancy of a Tutor’s House otherwise if the interests of the College so require.
(d) A Domestic Bursar should not normally be allocated one of the Tutors’ Houses although it may be in the College's interest to allocate a Tutor's House to a Domestic Bursar and to direct the Domestic Bursar to live in it.

(e) If on the first allocation of a house to a Tutor or Domestic Bursar it is clear that it is not really suitable for that person’s needs, but is all that is available, it shall be stated at the time that when the Tutor or Domestic Bursar is allocated a more suitable house, be it smaller or larger, the College shall bear some of the cost of moving, including a grant towards decorating, carpets and curtains.

(f) A Tutor or Domestic Bursar who has been allocated a Tutor's House and has been directed to live in it shall not:
   (i) sublet it in whole or in part;
   (ii) take in lodgers or paying guests; or
   (iii) engage in holiday swaps and the like without the complete knowledge and permission of the College.

(g) Any Tutor or Domestic Bursar occupying a Tutor's House shall be required to relinquish occupancy thereof upon ceasing to be a Tutor or Domestic Bursar; and any permitted cohabitants of a Tutor or Domestic Bursar who dies in occupation of a Tutor’s House shall be required to relinquish their occupancy upon that Tutor’s or Domestic Bursar’s death.

(h) If a Tutor's House becomes vacant and no Tutor or Domestic Bursar wishes to occupy it that Tutor’s House shall where practical be used for College purposes; if such use is not practical that Tutor’s House shall be offered to let to Fellows of the College on a tenancy of not more than five years at a fair market rent, the tenant to pay the cost of normal tenant's repairs, with a 50% abatement of rent in the first two years to compensate for the cost of moving and for the agreement limiting the tenancy to five years.

(i) Tutors or Domestic Bursars who are occupants of any of the Tutors’ Houses shall be responsible at their own expense for:
   (i) council tax;
   (ii) metered supplies of gas, electricity and water;
   (iii) television, telephone and data communication systems;
   (iv) burglar alarms, entry phones, doorbells, door furniture and ironmongery, door and window locks and security systems;
   (v) cleaning and repair of window panes and glazing;
   (vi) clearing gutters, downpipes and drains and chimney sweeping;
   (vii) maintenance of gardens (other than tree felling and surgery);
   (viii) painting and decorating interior walls and woodwork;
   (ix) maintenance of and minor repairs to central heating boilers, pumps, valves and other components;
   (x) loose furniture, furnishings and floor coverings, and fixtures including kitchen and sanitary fixtures and components (including stop cocks, ball valves
and tap washers), fires, fireplaces, curtain rails, bookshelves, light fittings, window boxes, window sash cords and tile, wood, linoleum or other fixed floor coverings; and

(x) any repairs arising from the occupant's negligence, or not otherwise specified as the College's responsibility.

(j) The College, at its own discretion and expense, shall maintain and repair the structure and fabric of Tutors' Houses, including: roof timbers, felting and tiles; chimney pots, linings and stacks; gutters, downpipes, and drains; door frames and window frames; brick and stonework (including boundary walls) and major repairs to plasterwork and partitions; structural timberwork, including floors, ceilings and staircases; foundations and solid floors; installation of and major repairs to gas, electricity and water supplies and boilers and central heating systems; painting and decorating external walls, window and door frames, and ironmongery.

(k) Unless agreed otherwise with the Estates Bursar and Land Agent, no compensation shall be paid by the College to a Tutor or Domestic Bursar for fixtures, fittings and improvements carried out to the property at the Tutor’s or Domestic Bursar’s expense. When vacating the property, the Tutor or Domestic Bursar must either leave all such fixtures, fittings and improvements in good working order or remove them and make good, so as to leave the property in a good clean and tenantable condition. The Estates Bursar and Land Agent shall refer any matter of dispute to the Finance Committee.

STRUCTURAL ALTERATIONS TO COLLEGE PROPERTY

17. No structural alteration may be made to any College property without the College's prior consent.

SHORT-TERM AND OTHER INITIAL ACCOMMODATION

18. (a) Certain accommodation in Oxford shall be deemed Short-Term Accommodation.

(b) A list of Short-Term Accommodation shall be maintained by the Estates Bursar and kept under review by the Finance Committee, which shall propose to the Governing Body any changes to the composition of the list.

(c) The occupancy for up to five years of any vacant Short-term Accommodation shall normally be offered by the Domestic Committee to the following coming from outside Oxford to take up a post at the College in virtue of which they are elected to Fellowship: (i) Tutors (including the Senior Tutor, but excluding fixed-term Tutors whose Tutorship is of five years' duration or less); (ii) Bursars; (iii) Librarian(s).
(d) The Finance Committee may offer accommodation that is not on the list of Tutors’ Houses nor Short-Term Accommodation (and that might otherwise be offered as couples’ accommodation to a Junior Research Fellow, Visiting Scholar or Junior Member) to a Tutor or Domestic Bursar within twelve months of admission as a Fellow of the College, on condition that the accommodation must be vacated within five years of the date it is first occupied by the Tutor or Domestic Bursar. Not more than five houses or flats shall be occupied at any one time for this purpose.

(e) Occupancy of accommodation provided under this Bylaw shall be governed by terms applicable to occupancy of Tutors’ Houses as set out in paragraphs (f), (g), (i), (j) and (k) of Bylaw VI.16 above.

**VACATING COLLEGE ACCOMMODATION**

19. (a) A Warden or Fellow who resides in College accommodation shall normally be required to vacate that accommodation by 1 August of the last academic year of the relevant appointment. The same date applies to vacating a College room used for teaching, or for any other purpose.

(b) A Lecturer or other College Officer not being a Fellow who has the use of a College room, or set, either for teaching purposes or for residence, shall normally be required to vacate the room or set by the end of the last Term of the relevant appointment. In this paragraph “term” refers to University Terms and not Full Terms.

**RETIREMENT ACCOMMODATION**

20. (a) If a Warden, Tutor or Bursar appointed before 1st January 1990 (hereinafter called "the Qualifying Tutor") (1) retires from the College at an age of not less than 65 years (or earlier by agreement with the College) with in any event over 20 years of service, (2) has lived in College or in a College house for at least 20 of those years, and (3) has not borrowed money from the College under the terms of the former Bylaw 14 (which applied to 10 February 1988), then the College shall provide him with a tenancy of a house or flat for his retirement upon the College's then standard terms (hereinafter called “the Tenancy Agreement”). As a concession the College will not charge the full open market rent for a freehold tenancy but a reasonable rent taking into account length of service and any other factors the College considers relevant. The Qualifying Tutor shall pay all outgoings and be responsible for repairs under the Tenancy Agreement. The rent shall be reviewable at the discretion of the Finance Committee who shall have regard to all the relevant circumstances. The term "Qualifying Tutor" shall also include a Qualifying Tutor’s widow (where married before retirement) until her remarriage, and his children who have not reached majority. If a Qualifying Tutor shall marry after retirement then his widow may take over the tenancy for her lifetime or until earlier remarriage but at the full open market rent for a freehold tenancy to be determined
by the College. The College reserves the right to review all these arrangements should there be a material change in the status or circumstances of any widow or dependant of a Qualifying Tutor.

(b) A Qualifying Tutor wishing to take advantage of this Bylaw is required to apply to the Finance Committee not earlier than 10 years nor later than 5 years before the legal date of his retirement, so that the Finance Committee can allocate a suitable property. Any such allocation by the Finance Committee is subject to final confirmation by the Governing Body. No College house or flat in central Oxford (in Holywell Street, Kybald Street, Manor Place, Manor Road, Mansfield Road, Merton Street, Rose Lane or St Cross Road, including any Tutor’s House under Bylaw VI.16) may be allocated as retirement home except in exceptional circumstances in the sole discretion of the College. If a Qualifying Tutor moves into a retirement home before retirement, he shall occupy it under the terms of Bylaw VI.20(a), but the house or flat shall not be designated a Tutor’s house under Bylaw VI.16.

(c) Unless the Governing Body shall have agreed otherwise prior to a Qualifying Tutor’s retirement, a Qualifying Tutor must on retirement take occupation of accommodation provided under this Bylaw.
VI PART V: FINANCIAL PROVISIONS (INCLUDING ACCOUNTS, EXPENDITURE, EXPENSES, ALLOWANCES, &c.)

ACCOUNTS AND RECORDS TO BE KEPT

[Statute 8.5]

21. (a) Pursuant to Statute 8.5, the Governing Body shall cause appropriate accounting records to be kept, in which shall be shown:
   (i) all receipts and payments;
   (ii) all debts and liabilities; and
   (iii) a detailed statement of all property of every kind held by or in trust for the College.

(b) The records shall include:
   (i) A Register of all the property of the College, showing the description, situation, amount, rental or other annual value of every property; the fixed charges on it (if any); and the case of stocks or other securities the names in which and the accounts to which the same are standing;
   (ii) a Roll of rents, rent-charges, dividends, and other annual income, showing the amounts receivable and those actually received during the year, and the arrears (if any) at the beginning and the close of the accounts; and
   (iii) such other books as may be necessary or convenient for regularly recording all such receipts and payments and other things as aforesaid, and for enabling the several accounts to be checked and balanced, and the correctness of the published accounts to be ascertained and verified.

(c) Separate accounts shall be kept of all property held in trust for any purpose other than the general purposes of the College, and of receipts and payments in respect of such property.

(d) It shall be the duty of the Bursars to present annually to the College, and of the Auditors to certify, a clear statement of the income and expenditure of the College, of the disposable surplus (if any), and of the proposed appropriation of it, together with a statement of the outstanding liabilities, specifying the terms within which loans raised under the borrowing powers of the College are to be paid off. This statement shall include trust accounts, as well as the general accounts of the College.

BUDGETED AND UNBUDGETED EXPENDITURE

22. (a) Subject to Bylaw VI.22(b) below where the Budget approved by the Governing Body for the current financial year contains (i) specific provision for an individual item or (ii) specific provision for a class of expenditure the responsible College Officer or Board has authority to incur expenditure up to the limit of the budgeted provision.
(b) Where any item of proposed expenditure is within a class of expenditure specifically provided for in the Budget:
   (i) if the cost of that item is £25,000 or more but less than £100,000 it shall require the approval of the Finance Bursar;
   (ii) if the cost of that item is £100,000 or more but less than £500,000 it shall require the approval of the Finance Committee;
   (iii) if the cost of that item is £500,000 or more it shall require the approval of the Governing Body.

(c) Where proposed expenditure is not provided for in the approved Budget the provisions of Bylaw VII.21(f) apply.

ENTERTAINMENT ALLOWANCES

23. (a) The following shall receive entertainment allowances to be determined by the Governing Body from time to time:
   (i) the Chaplain;
   (ii) the Dean of Graduates;
   (iii) the Fitzjames Research Fellows;
   (iv) the Librarian;
   (v) the Tutors.

   (b) An entertainment allowance to which a person may be entitled in one capacity shall be paid in addition to any entertainment allowance to which that person may be entitled in any other capacity.

   (c) The cost of entertainment organised by the Chaplain in connection with his or her duties shall, subject to consultation with the Finance Bursar, be charged to Domus.

MEDICAL INSURANCE

24. (a) The Finance Bursar shall arrange for the College to take out appropriate medical insurance on behalf of all members of the Governing Body, together with their spouses, civil partners, cohabiting partners, and such of their dependants as may be under the age of 21 years.

   (b) (i) In the case of members of the Governing Body who retire at an age of not less than 60 years, and who were elected with effect from a date not later than 31st October 2007, the subscription shall be continued for their lives and the lives of their spouses, civil partners, or cohabiting partners.
   (ii) In the case of members of the Governing Body who retire at an age of not less than 60 years, and who were elected with effect from a date after October 31st 2007 the subscription shall be continued for their own lives only.
(c) In the case of the death in service of a member of the Governing Body whose appointment would normally have been continued to an age of not less than 60 years, and who was elected as Warden or to a Fellowship with effect from October 31st 2007 or earlier, the subscription shall be continued for the life of that member’s spouse, civil partner, or cohabiting partner.

**MORTGAGE LOANS**

25. (a) (i) The College at its absolute discretion may make a loan on mortgage available to any Tutor, Bursar, Librarian or other permanent, full-time College Officer who is a member of the Governing Body, to enable such person to buy a property in Oxford or within 25 miles distance of Oxford in which to reside.

(ii) The College may refuse to make a loan or restrict the loan it makes to a Tutor (or other College Officer) who has been made a loan on mortgage on other terms under any College Bylaw which has been suspended or repealed.

(b) The borrower(s) must take all reasonable steps to obtain the maximum loan reasonably obtainable from a commercial lender before applying to the College for a loan under this Bylaw.

(c) If the property is purchased in the joint names of the Tutor (or other College Officer) and that Tutor’s (or other College Officer’s) partner the loan may be made to and the mortgage may be granted by the Tutor (or other College Officer) and that Tutor’s (or other College Officer’s) partner jointly.

(d) (i) The initial loan shall be limited to 50% of the value of the property or £300,000, whichever is the smaller.

(ii) The initial valuation and any subsequent valuation will be made by an agent appointed by the College but acting independently of the College and the borrower(s), and all legal and professional costs incurred on acquisition and sale and in respect any subsequent valuation will be met by the borrower(s).

(e) The loan shall be repayable in full on the sale of the property,

(i) on the death of the Tutor (or other College Officer),

(ii) on the Tutor (or other College Officer) ceasing to be a member of the Governing Body whether through resignation, retirement, dismissal or for any other reason,

(iii) on demitting the Tutorship (or other College Office) while continuing to be a member of the Governing Body,

(iv) on ceasing to reside in the property whether or not the Tutor’s (or other College Officer’s) partner continues to reside there,

(v) or otherwise in the event that the terms of the mortgage deed are breached.
(f) The borrower(s) must repay the College loan in full before redeeming any commercial loan other than by scheduled payments under a repayment mortgage.

(g) The borrower(s) may make a single part loan repayment of at least £10,000 in any calendar year.

(h) The terms of loans made under the former Bylaw 13 were as follows and continue to apply to those loans:
   (i) No interest shall be charged on the loan, but when the loan is repaid in full, the borrower(s) shall pay a redemption sum equivalent to the outstanding balance of loan multiplied by any percentage increase in the market value of the property at the date of redemption compared to the purchase price or the most recent valuation if part of the loan has been repaid.
   (ii) When part of the loan is repaid, the outstanding balance of loan immediately prior to the part repayment shall be multiplied by any increase in market value of the property at the date on which the part repayment is made compared to the purchase price or the most recent valuation if part of the loan has previously been repaid. The part-repayment shall then be deducted from the resulting figure to give the new outstanding balance.
   (iii) In no circumstances shall the amount repayable to the College reduce as a result of a decrease in the value of the property.

(i) For loans made under this present Bylaw:
   (i) Interest shall be charged at not more than one per cent over the base rate;
   (ii) interest shall at the discretion of the Finance Bursar be paid annually or compounded until the loan is repaid; and
   (iii) the charge taken by the College on the property must be a second charge.

(j) The borrower(s) shall be responsible for all costs of taxation, insurance, repairs and maintenance of the property. The property must be insured for its full value and the College’s interest noted on the policy.

(k) The borrower(s) shall not make any improvement to the property without the prior written consent of the College. The College shall have an absolute discretion to make a contribution in proportion to its share of the equity, and this contribution will be added to the loan.

(l) The borrower(s) shall not permit any third party to reside in the property or create any tenancy or lease in the property without the prior written consent of the College which the College shall have an absolute discretion to refuse or to grant on such terms as it considers appropriate in the circumstances.

(m) Any Tutor (or other College Officer) who is made a loan under the terms of this bylaw shall thereby be disqualified from application for occupation of a Tutor’s House under the terms of Bylaw VI.16.
POSTAL AND TELEPHONE EXPENSES

26. The cost of postage of letters sent upon the business of the College or the University by the Warden or any Fellow or College Officer shall be charged to the College.

(b) Telephone calls, other than private long-distance calls, shall also be charged to the College.

RELOCATION ALLOWANCES

27. Subject to the provisions of Bylaw VI.27(c) below, the College shall pay to those newly appointed to joint University and College posts that proportion of the Relocation Allowance payable under the terms of the University relocation scheme which the College share of the stipend bears to the total joint stipend.

(b) Subject to the provisions of Bylaw VI.27(c) below, the College may pay, at its discretion, to newly appointed Fellows employed only by the College a Relocation Allowance, such allowance to be determined in each case by the Finance Committee in accord with the principles and practice of the University relocation scheme.

(c) (i) The College shall pay no Relocation Allowance to those whose appointments are not expected to exceed three years in duration.

(ii) The College shall not reimburse professional fees to those purchasing their own property who have occupied a College house or have been otherwise accommodated by the College for a period exceeding 12 months from the date of appointment.

RESEARCH EXPENSES

28. (a) The College shall meet the cost of qualifying research expenses incurred by any individual member of the Governing Body up to a limit of £3,000 in any academic year. To the extent that expenses met by the College in any academic year fall short of £3,000 in any individual case the balance may be rolled over to the immediately ensuing academic year only.

(b) Qualifying research expenses are costs incurred by any individual member of the Governing Body wholly, exclusively and necessarily in the furtherment of the College’s objects by research in respect of:

(i) Travel, accommodation and subsistence, and accompanying childcare provision;

(ii) research collaboration;

(iii) computers;

(iv) research assistance;

(v) publication costs;
(vi) books and other publications; and
(vii) subscriptions to learned societies.

(c) Travel, Accommodation and Subsistence.

(i) Applications for reimbursement of travel, accommodation and subsistence expenses should be submitted in writing to the Finance Bursar using the standard application form, including the following information:
   (a) a brief outline of the academic reasons for the request;
   (b) the title of the conference and conference paper, where applicable;
   (c) a budget for the conference attendance or project concerned; and
   (d) a note of any other sources to which application for funds has been made.

(ii) Applications for sums over £1,000, or where eligibility may be in doubt, should be submitted in advance.

(iii) Expenses will be met for the following purposes: (a) Attendance at conferences; (b) visits to libraries, archives, university faculties, laboratories or other sites for purposes directly connected with research; (c) meetings with research collaborators, including costs of bringing academic visitors to Oxford.

(iv) Expenses will be reimbursed only on provision of receipts, other than for per diem subsistence allowances. Air travel and hotel receipts for travel by Fellows must be in the name of the Fellow.

(v) Expenses must be reasonable and proportionate. In particular, costs of premium rate air and rail travel and hotel accommodation will not be met except in the case of a journey by air taking more than five hours (for which the cost of a premium economy ticket will be regarded as legitimate). Car mileage will be reimbursed at prevailing HM Revenue & Customs tax free limits.

(d) Computer Equipment.

(i) Written application should be made to the Finance Bursar for provision of computer equipment.

(ii) No more than one personal computer with a life of three years, with associated printers and other peripherals (including tablets) and software will be bought for a Fellow by the College.

(iii) Any computer may be replaced after three years have elapsed since the date of its purchase, or earlier if it has failed and cannot be repaired. The College shall be responsible at its own expense for repairing and maintaining computers supplied to Fellows until they are replaced.

(iv) Any computer purchased under this Bylaw must be returned to the College if it was provided to a Fellow two years or fewer before demitting from Fellowship, or the Fellow may agree to purchase it at two-thirds of the cost if acquired in the Fellow’s final year and one-third of the cost if acquired in the penultimate year of Fellowship.
(e) **Research assistance.**
   (i) Applications for reimbursement of the costs of research assistance, including proofreading and indexing, should be submitted in writing to the Finance Bursar.
   (ii) Applications for sums over £500, or where eligibility may be in doubt, or where the College would act as the employer of a research assistant, should be submitted in advance.

(f) **Publication Costs.**
   (i) Applications for reimbursement of publication costs should be submitted in writing to the Finance Bursar.
   (ii) Applications for sums over £500, or where eligibility may be in doubt, should be submitted in advance.
   (iii) Expenses will be met for the following purposes:
      (a) preparation of drawings or other graphic and photographic work required for research and publication, including permission fees for reproductions;
      (b) charges for the creation and maintenance of research websites;
      (c) page charges and other payments to publishers.

(g) **Books and other publications, Subscriptions.**
   (i) Written application should be made to the Finance Bursar on an annual basis for reimbursement of expenses incurred on the purchase of books and other publications and on subscriptions to learned societies during the academic year.
   (ii) All expenses claimed must be itemised and receipts provided.
   (iii) Expenses will be met for the following purposes:
      (a) Subscriptions to academic journals;
      (b) Subscriptions to learned societies;
      (c) Purchase of other publications, in any media, directly related to research or teaching or to the professional activities of Fellows related to their role in the College (rather than items of general academic interest).
   (iv) Applications may not be made for reimbursement of expenses relating to newspapers and magazines.
   (v) Applications for rare or valuable books will not be entertained, but may be referred to the Library and Archives Committee to consider whether the College should acquire them.

(h) The College shall not meet the cost of social events arranged by individual Fellows except by way of the allowances or charges for entertainment provided under Bylaw VI.23, but shall provide tea and coffee and (with the prior written authorisation of the Research Committee) other entertainment expenses at academic events.

(i) Inter-disciplinary research groups of the College for Fellows and Junior Members, as recognised by the Governing Body, shall be entitled to claim expenses within the limit of the budget agreed for this purpose by the Governing Body from time to time.
(j) The Finance Bursar shall be authorised to approve payment of all qualifying expenses under Bylaw VI.28(c) to (g) above. If, unusually and exceptionally, any Fellow applies for any other support for research activities, such application may be referred to the Research Committee to consider and to make recommendations to the Governing Body accordingly.

(k) Any question concerning the application of this Bylaw shall be referred to the Research Committee in the first instance.

RESEARCH GRANTS

29. Fellows employed solely by the College shall make any applications for research grants from external bodies through the Research Services Department of the University whenever the total sum granted, whether to the College or other parts of the University, exceeds the level at which employees of the University must apply through the Research Services Department. This shall apply whether the Fellow is principal investigator and Oxford is the lead institution, or the Fellow is a co-investigator and the lead institution is another University.

TRAVELLING EXPENSES

30. The Finance Bursar shall be authorized to reimburse reasonable travelling expenses to any College Officer travelling on College business, including any Tutor or College Lecturer travelling to a school in furtherance of the College's interests.

WARDEN'S EXPENSES

31. The Warden shall receive as an annual allowance such sum as the College shall from time to time determine to meet the expenses of entertainment and all other expenses of whatsoever nature incurred by him or her by reason of tenure of the Wardenship.
VI PART VI: MISCELLANEOUS ADMINISTRATIVE PROVISIONS

BRIBERY

[Statute 2.10]

31. A financial or other personal benefit provided by, or offered to, a third party in connection with the business of the College may be construed under the Bribery Act as an inducement or bribe and the provision, offering or receiving of an inducement or bribe is forbidden. The giving or receiving of such an inducement or bribe would be a criminal act which might result in dismissal from College employment and deprivation of Fellowship.

DEGREES

32. (a) Any member of the College desiring to take any degree shall give notice in such form as may from time to time be required by the University and the College and shall follow such directions in relation to the ceremony as may be given by the Dean.

(b) No Grace shall be granted by the College unless all accounts due to the College on account of tuition have been settled.

POLICIES

33. (a) The Governing Body shall at the recommendation of the appropriate Boards adopt from time to time such written policies as it may be necessary or expedient for the College to have which shall include (but not be limited to) a Code of Practice on Free Speech, a Health and Safety Policy, an Information Technology Security Policy, an Investment Policy, a Junior Members’ Complaints and Appeals Procedure, and a Single Equality Scheme.

(b) Policies adopted by the Governing Body which are not intended to be Bylaws shall be made appendices to the Bylaws and published with them.
VI PART VII: FIXED-TERM EMPLOYEES (MEMBERS OF THE GOVERNING BODY)

PROVISIONS FOR EXTENSION OF FIXED-TERM EMPLOYMENT

34. (a) This Bylaw applies to those:
   (i) who are employed by the College to undertake teaching and/or research under a fixed-term contract; and
   (ii) who have also been elected on the basis of that employment to Fellowships carrying membership of the Governing Body.

(b) A person to whom this Bylaw applies shall be permitted to request that the duration of his or her fixed-term employment be extended on the following grounds:
   (i) the birth or adoption of a child for whom the person or his or her partner has parental responsibility; or
   (ii) an event causing serious disruption to the person’s life such as (but not only) bereavement or the need to care for a partner or close family member; or
   (iii) sickness.

(c) A person to whom this Bylaw applies who is employed to do research and whose contract does not also include any requirement to teach shall additionally be permitted to request that the duration of his or her fixed-term employment be extended on academic grounds, such as (but not only) to hold a short-term appointment elsewhere.

(d) Requests for an extension under this Bylaw of the duration of a fixed term of employment shall be made:
   (i) by Junior Research Fellows to the Research Committee after the Fellow has consulted the Secretary to the Harmsworth Trust;
   (ii) by other Fellows to the Fellowship and Appointments Committee after the Fellow has consulted the Senior Tutor.

(e) Where a request for an extension is made under Bylaw VI.34(b)(iii) above on the ground of sickness:
   (i) it must be supported by the opinion of a qualified medical practitioner; and
   (ii) the Secretary to the Harmsworth Trust or the Senior Tutor may require the person making the request to consent to a medical examination (at the College’s expense) by a doctor nominated by the College and to agree that any report produced in connection with any such examination may be disclosed to the relevant Committee, and that a College Officer may discuss the contents of the report with the nominated doctor to enable the request to be properly considered.
(f) (i) After considering a request the Research Committee or the Fellowship and Appointments Committee shall transmit it to the Governing Body together with the Committee’s recommendation for acceptance or refusal.

(ii) Subject to Bylaw VI.34(g) below, the Committees shall normally recommend acceptance of a request for an extension on the ground of parental leave under Bylaw VI.34(b)(i) above.

(iii) The Committees shall not normally recommend acceptance of a request for an extension on any grounds under this Bylaw of less than three months’ duration.

(iv) The Committees shall not normally recommend acceptance of a request for an extension on any grounds under this Bylaw which would begin during the final four months of the fixed term of employment.

(g) The cumulative total of all extensions granted to a Fellow under this Bylaw shall not be permitted to exceed twelve months.

(h) (i) A Fellow whose fixed-term employment has been extended under Bylaw VI.34(b) above shall continue (if entitled) to receive his or her stipend for the duration of that extension on the same basis as provided by the University for its academic employees, subject to entitlement to statutory or enhanced pay.

(ii) A Junior Research Fellow whose fixed-term employment has been extended under Bylaw VI.34(c) above shall normally cease to receive his or her stipend and any allowances for the duration of that leave but may continue to apply for the reimbursement of research expenses under Bylaw VI.14.

(iii) A Fellow whose fixed-term employment has been extended under this Bylaw for a period of three months or longer and who lives in College accommodation shall normally be required to vacate that accommodation on or before a date decided in each case by the Domestic Committee.

(iv) After the end of any extension granted under this Bylaw a Fellow who has vacated College accommodation under Bylaw VI.34(h)(iii) above and who is not entitled under Statute 5.3 shall be assigned rooms under Bylaw VI.15 only if there are rooms which can, in the opinion of the Domestic Committee, conveniently be made available for that purpose.

(i) (i) In exceptional circumstances a person to whom this Bylaw applies may apply retrospectively on the ground of sickness for a period during which he or she was sick to be counted as a period during which his or her fixed-term employment was extended.

(ii) A retrospective application under Bylaw VI.34(i)(i) must be accompanied by a full explanation for any failure to apply before or during the period in respect of which the application is made and shall otherwise be made and dealt with in accordance with Bylaws VI.34(d) to (g) above.
VII. COMMITTEES, SUB-COMMITTEES, FORUMS, AND PANELS

[Statute 2.7(e), 2.7(f), 2.8]

1. (a) The Governing Body may establish Committees, Sub-Committees and Forums (collectively “Boards”) and Panels. The Governing Body shall assign members and responsibilities to the Boards and Panels it establishes.

   (b) (i) The Fellowship and Appointments Committee shall make recommendations to the Governing Body for the appointment of the members of all other Boards and Panels except where expressly provided otherwise and the Governing Body shall make appointments to those Boards and Panels having regard to the recommendations of the Fellowship and Appointments Committee.

   (ii) The Fellowship and Appointments Committee shall not make a recommendation for appointment to fill places reserved for members of the Governing Body on any Board or Panel without the vacancies having first been advertised to the Governing Body and a suitable opportunity given for members of the Governing Body to nominate themselves or others to fill the vacancies.

2. (a) There shall be the following permanent Committees of the Governing Body:

   (i) The Buildings Committee;

   (ii) The Chapel and Patronage Committee;

   (iii) The Development and Alumni Relations Committee;

   (iv) The Domestic Committee;

   (v) The Fellowship and Appointments Committee;

   (vi) The Finance Committee;

   (vii) The Graduate Committee;

   (viii) The Information Technology Committee;

   (ix) The Library and Archives Committee;

   (x) The Research Committee;

   (xi) The Statutes and Bylaws Review Committee;

   (xii) The Committee on Stipends and Allowances;

   (xiii) The Warden and Tutors’ Committee.
3. (a) There shall be the following permanent Sub-Committees:

   (i) Of the Domestic Committee:
       (a) The Gardens Sub-Committee;
       (b) The Health and Safety Sub-Committee;
       (c) The Human Resources Sub-Committee;
       (d) The Sub-Committee on Pictures, Historic Chattels and Works of Art;
       (e) The Sports and Grounds Sub-Committee;
       (f) The Wine Sub-Committee;

   (ii) Of the Finance Committee:
       (a) The Benefactions Sub-Committee;
       (b) The Investment Sub-Committee;

   (iii) Of the Graduate Committee
       (a) The Student Support Sub-Committee (which shall be a joint sub-committee of the Graduate Committee and of the Warden and Tutors’ Committee);

   (iv) Of the Warden and Tutors’ Committee:
       (a) The Student Support Sub-Committee (which shall be a joint sub-committee of the Warden and Tutors’ Committee and of the Graduate Committee);
       (b) The Academic Needs and Leave Sub-Committee;

4. (a) There shall be the following permanent College Forums:

   (i) The Equality Forum;

5. (a) There shall be the following permanent Panels (“permanent Panels”):

   (i) The Disciplinary Panel;
(ii) The Academic Review Panel;

(iii) The Fitness to Study Panel;

(iv) The Appeals Panel;

(v) The Initial Period Review Panel;

(vi) The EJRA Panel.

6. The following shall apply to permanent Boards or permanent Panels as the case may be:

(a) A person who serves on a Board or Panel by virtue of holding any office shall cease to serve on it only on ceasing to hold that office.

(b) (i) Any person who (not being a member ex officio) is appointed by the Governing Body to serve on any Board shall be appointed in the first instance for a term of 3 years which may (except in the case of appointments to the Fellowship and Appointments Committee) be extended by the Governing Body for a further 2 years.

(ii) The term of service of any member of a Board who goes on leave for a period of a year or less shall be suspended during that leave and shall start to run again at the end of it.

(c) No person who has completed a term of service on any Board may be re-appointed to it earlier than 12 months after the completion of the most recent term of service.

(d) (i) Where an appointment is made to any Board by the President of the Junior Common Room or the President of the Middle Common Room the person appointed shall serve for one year only and shall not be reappointed.

(ii) For the avoidance of doubt where the President of the Junior Common Room or the President of the Middle Common Room have the right of appointment to a Board they may appoint themselves.

(e) Where provision is made for Life Members to be appointed to any Board or Panel Life Members who are also members of the Governing Body shall not be eligible for appointment; and a Life Member who has been appointed to any Board or Panel in virtue of being a Life Member shall cease to be a member of that Board or Panel upon election to the Governing Body.

(f) Where provision is made for External Members to be appointed to any Board or Panel only those persons shall be qualified who are neither members of the Governing
Body nor employees of the College, and any person appointed as an External Member to any Board or Panel who ceases to be so qualified shall thereupon cease to be a member of that Board or Panel and the Governing Body shall appoint a replacement. External Members shall be nominated by the Fellowship and Appointments Committee and approved by the Governing Body.

7. In establishing the composition of permanent Committees and permanent Sub-Committees the Governing Body shall observe the following:

   (a) Members of the Governing Body who have membership ex officio of any Committee save for the Warden and Tutors’ Committee and the Graduate Committee shall be a minority of the members of the Governing Body appointed to serve on it.

   (b) No member of the Governing Body shall be appointed to serve simultaneously on more than three Committees or Sub-Committees, but in reckoning that number there shall be excluded: (i) the Warden and Tutors’ Committee, (ii) the Graduate Committee and (iii) any Committee or Sub-Committee to which a Fellow is appointed ex officio.

   (c) Every reasonable effort shall be made:

      (i) that there shall be diversity among the members; and

      (ii) that in appointing members of the Governing Body regard shall be had to achieving a mix of those holding fellowships of different classes.

   (d) (i) A Fellow who is not a member of the Governing Body may for exceptional reasons be nominated for a place reserved under these Bylaws for a member of the Governing Body on any Board and may be appointed by the Governing Body provided that (a) a separate vote is held on the proposal to make the appointment; and (b) two-thirds or more of those present and voting vote in favour.

      (ii) A Fellow not a member of the Governing Body who is appointed under Bylaw VII.7(d)(i) above shall be counted as if a member of the Governing Body for the purpose of reckoning numbers under Bylaw VII.7(a) above and for quorum.

8. (a) The following rules shall apply to every Board unless otherwise expressly provided:

   (i) (a) The quorum for open business shall be one-half of its members provided that at least one-half of the members of the Board who are also members of the Governing Body are present.

   (b) The quorum for reserved business under Bylaw VII.8(a)(iv)(b) below shall be one-half of those entitled to be present for reserved business.
(ii) Subject to the provisions of this Bylaw a Board may make rules to govern its own procedures.

(iii) There shall be a Convenor and a Chair (who may be the same person).

(iv) (a) The Convenor of a Board shall be responsible in consultation with the Chair for convening its meetings and establishing its agenda.

(b) The Convenor of a Board shall decide whether any business is to be reserved. Reserved business shall be considered only by those members of the Board who are members of the Governing Body (or who have been appointed to take the place of members of the Governing Body under Bylaw VII.7(d)).

(c) As a general rule reserved business will include (i) matters pertaining to individual Fellows, Junior Members, or members of staff; (ii) sensitive matters of a financial nature; and (iii) issues concerning the entitlement of Fellows to sabbatical leave, accommodation, teaching-rooms etc.

(d) The Convenor of a Board shall (unless otherwise provided in these Bylaws) be responsible for keeping an accurate record of the business transacted at its meetings and may to that end request administrative assistance in taking minutes.

(v) The agenda shall be published to the Governing Body not less than 48 hours in advance of any Board meeting.

(vi) (a) Members of the Governing Body may attend a meeting of any Board to which they have not been appointed (except the Stipends and Allowances Committee) on giving the Convenor not less than 24 hours’ advance notice in writing. Members of the Governing Body who exercise this right to attend may neither speak nor vote at that meeting.

(b) Members of the Governing Body who wish to speak at a meeting of any Board to which they have not been appointed shall apply to the Chair of that Board in writing not less than 24 hours before the meeting in question and the Chair having first consulted the Convenor may invite that member to speak. For the avoidance of doubt a person who is invited under this provision to speak at a meeting of a Board is not thereby given any right to vote at that meeting.

(vii) The Convenor of a Board shall consider whether it would be advantageous to invite the presence of any person during the consideration of any item of the agenda. Any such person who is invited to attend a meeting of any Board may be invited to speak but may not vote.

(viii) Where a decision is urgently required on a specific matter and it is not possible within the time available to convene a meeting of a Board the Convenor may by email request the members to vote for or against a specific proposition and the result of the vote shall be considered binding if a number at least equivalent to
the quorum shall have voted with the majority. Where any such vote is taken it and
the reasons for taking it must be recorded in the minutes of the meeting immediately
next convened.

(ix) Any recommendation by a Board which would, if adopted, involve
expenditure of money other than normal or recurrent expenditures that are
delegated to any College Officer or Board and sanctioned by a mandate or standing
order approved by the Governing Body shall, when submitted to the Governing
Body, be accompanied by an opinion (which need not be positive) from the Finance
Committee or by an explanation why such an opinion could not be sought. Wherever possible, spending items shall be directly incorporated within
recommendations of the Finance Committee.

(x) When a Board has submitted a recommendation to another Board or to the
Governing Body the Convenor (or some other member of the submitting Board
nominated by that Board for the purpose) shall attend to represent and defend the
recommendation by expressing the Board’s collective view and by answering
questions as to the justification for or necessity of implementing the
recommendation. If a Board is divided on the making of a recommendation and the
minority is not willing to accept the view of the majority that the recommendation
ought to be made the Convenor shall ensure that the minority view and the reasons
for it are recorded in the minutes or other papers which accompany the
recommendation.

(xi) Except where expressly provided to the contrary in these Bylaws every
recommendation made by a sub-committee shall be made to the Board of which it
is a sub-committee and no recommendation of a sub-committee shall be made to the
Governing Body without first having been adopted by that Board. This rule shall
apply even in cases where a Board has exercised a power of delegation in a sub-
committee’s favour.

(xii) The business of every Board shall except where disclosure is required to any
person by law be confidential to the members of that Board and of the Governing
Body and subject to that rule members of Boards shall use their discretion in
discussing their business with other persons. The contents of any papers marked
"Strictly Confidential" shall not be divulged to any person not a member of the
Governing Body.

(xiii) Opinions expressed and votes cast shall not, in the absence of an express
direction by the Governing Body or the relevant Board, be ascribed to any individual
member and the tally of votes cast for and against any motion shall not be disclosed.

(xiv) The Chair of every Board shall be responsible for ensuring that the impact
and requirements of the Equality Act 2010 have been considered in relation to any
decision taken or recommendation made.
(xv) Every Board shall review the Bylaws applicable to it year and shall consider whether it is expedient to recommend to the Governing Body that they be amended in any respect.

(b) The following rules shall apply to every permanent Panel unless otherwise expressly provided:

(i) The purpose of a permanent Panel is to provide a permanent body to deal confidentially with the discipline (including the academic discipline) of individual Junior Members or with matters relating to the employment of individual members of the College as the case may be.

(ii) A permanent Panel shall not be required to publish minutes of its proceedings but every permanent Panel shall keep such record of its proceedings as may be necessary for the proper carrying out of its business and shall report its decisions or recommendations as shall be provided.

(iii) No person who is not a member of a permanent Panel shall be entitled to attend its meetings.

(iv) Any member of a permanent Panel selected to deal with a particular case must attend all the meetings at which that case is considered.

(v) Bylaws VII.8(a)(ii), (iii) and (x) to (xv) above shall apply to permanent Panels as they do to Boards.

9.  (a) The draft minutes of every Sub-Committee shall be sent as soon as practicable to the members of that Sub-Committee. The confirmed minutes shall be sent as soon as practicable to the Convenor of the Committee of which it is a sub-committee for consideration at that Committee’s next meeting, and shall also be available to any member of the Governing Body on request.

(b) The draft minutes of every Committee and Forum shall be sent as soon as practicable to the members of that Committee or Forum. The confirmed minutes shall be sent as soon as practicable to the Sub-Warden for inclusion among the papers for the next meeting of the Governing Body.

(c) If no meeting of a Board is scheduled before the next meeting of the Committee to which it reports or of the Governing Body (as the case may be) its Convenor shall circulate the draft minutes for confirmation by email. If no objection to their accuracy shall have been received within 72 hours of such circulation they shall be taken as having been confirmed.

THE BUILDINGS COMMITTEE
10. (a) The members of the Buildings Committee shall be the Warden, the Estates Bursar and Land Agent, the Domestic Bursar, four members of the Governing Body, two Junior Members of whom one shall be nominated by the President of the Middle Common Room and one by the President of the Junior Common Room, and the College Surveyor.

(b) The Warden shall chair the Buildings Committee and the Estates Bursar and Land Agent shall be its Convenor.

(c) The Estates Bursar and Land Agent shall convene a meeting of the Buildings Committee not less often than once a Term and shall consider before each meeting whether it is desirable to invite the attendance for the whole or any part of the meeting of the Finance Bursar, the Chaplain, the Librarian, the Garden Master, and the Development Director.

(d) It shall be the duty of the Buildings Committee to have responsibility for all matters other than those concerned with routine maintenance and use (which are the responsibility of the Domestic Committee) relating to the College buildings and any properties in Oxford normally reserved for the College’s own use, including any major projects for building and refurbishment.

(e) (i) If the Buildings Committee considers that it may make a recommendation which would significantly affect the established rights, conventions, customs, or physical environment of the Common Room or of the Junior or Middle Common Rooms it shall establish a process for consulting any affected Common Room.

(ii) If on being consulted an affected Common Room responds negatively to the proposed recommendation, the Buildings Committee shall reconsider the proposed recommendation and shall decide whether to reaffirm it, withdraw it or redraft it (and if it chooses to modify it substantially, the consultation process shall be repeated).

(iii) When submitted to the Governing Body, a recommendation falling within this Bylaw must be accompanied by the opinion of every affected Common Room.

THE CHAPEL AND PATRONAGE COMMITTEE

11. (a) The members of the Chapel and Patronage Committee shall be the Warden, the Chaplain, three members of the Governing Body, the Director of Music, two Junior Members who shall be nominated from among the serving Chapel Officers by the President of the Middle Common Room and the President of the Junior Common Room respectively, the Verger, and the Chapel Administrator.

(b) The Warden shall chair the Chapel and Patronage Committee and the Chaplain shall be its Convenor.
(c) The Chaplain shall convene the Chapel and Patronage Committee not less often than once in every term. Without prejudice to the overall responsibility of the Chaplain as Convenor minutes of the Committee’s meetings shall be taken by the Chapel Administrator.

(d) It shall be the duty of the Chapel and Patronage Committee:

(i) to have responsibility with the Chaplain for and to advise the Chaplain on all matters relating to the running of the College Chapel, the maintenance of worship therein in accordance with the Bylaws and the applicable law, activities centred upon the Chapel and its worship, the furtherance of the musical tradition of the Chapel, the appointment of relevant employees, and the use of the Chapel for concerts, recordings, broadcasts and filming;

(ii) to recommend annually a budget for the Chapel and to have oversight of all expenditure;

(iii) to have responsibility for all matters connected with the Choral Foundation;

(iv) to recommend annually a budget for the Choral Foundation and to have oversight of all expenditure;

(v) to have responsibility for all matters connected with benefices to which the College has any right of presentation including appointments and pastoral reorganisations.

(e) In cases where the Chapel and Patronage Committee is to consider the exercise of a right of presentation to a living or any other matter relating to a College living it shall be permissible, if the Warden thinks fit, for the matter to be delegated to a sub-committee appointed for the purpose consisting of the Chaplain and two other members of the Committee who are also members of the Governing Body.

DEVELOPMENT AND ALUMNI RELATIONS COMMITTEE

12. (a) The members of the Development and Alumni Relations Committee shall be the Warden, the Development Director, the Finance Bursar, the Chaplain, three Life Members, five members of the Governing Body, and two Junior Members of whom one shall be nominated by the President of the Middle Common Room and the other by the President of the Junior Common Room.

(b) Life Members (as defined in Bylaw V.12) shall be appointed to the Development and Alumni Relations Committee by the Governing Body on the recommendation of the Development Director after consultation with the Warden.

(c) The Warden shall chair the Development and Alumni Relations Committee and the Development Director shall be its Convenor.
(d) Subject to Bylaw VII.8 the Development and Alumni Relations Committee shall have the power to appoint such ad hoc sub-committees as it may see fit, and to delegate to any such sub-committee any of its functions, provided that the appointment of such sub-committees and any such delegation shall be reported to the Governing Body at its next meeting.

(e) The Development Director shall convene the Development and Alumni Relations Committee not less often than once in every term and shall consider before each meeting whether it is desirable to invite the attendance for the whole or any part of the meeting of the Senior Tutor, the Estates Bursar and Land Agent, and any member of the staff of the Development Office. Without prejudice to the overall responsibility of the Development Director as Convenor, minutes of the Committee’s meetings shall be taken by a member of the Development Office’s staff who shall attend for that purpose.

(f) It shall be the duty of the Development and Alumni Relations Committee:

(i) to oversee fund-raising activities undertaken by the College and to recommend policy on fund-raising to the Governing Body;

(ii) to oversee alumni relations activities undertaken by the College and to recommend policy on alumni relations to the Governing Body;

(iii) to consider specific innovations relating to fundraising and alumni relations innovations and to recommend policy on the same to the Governing Body;

(iv) to advise other Boards on the suitability for fundraising of their projects;

(v) to consider University-wide fundraising protocols, procedures and innovations in the light of the College’s interests and to recommend responses to such protocols to the Governing Body;

(vi) to receive and to consider the reports and recommendations of all of its sub-committees and to transmit them as appropriate to the Governing Body;

(vii) to consider any matters concerning the external relations of the College and advise the Governing Body on such matters;

(viii) to report annually in writing to the Governing Body on its activities.

THE DOMESTIC COMMITTEE

13. (a) (i) The members of the Domestic Committee shall be the Warden, the Domestic Bursar, the Steward of Common Room, 4 members of the Governing Body (including at least one resident Fellow, at least one Junior Research Fellow, and at least one Official Fellow who is a Tutor), the Accommodation Manager, and two Junior Members of whom
one shall be nominated by the President of the Middle Common Room and the other by
the President of the Junior Common Room.

(ii) Notwithstanding Bylaw VII.13(a) above the Convenor may declare certain
items of business to be reserved and the Domestic Committee shall for those matters
consist only of the Fellows who are its members. Matters affecting only the Senior
Common Room and the accommodation of Fellows and College Officers shall ordinarily
be considered reserved.

(b) The Warden shall chair the Domestic Committee and the Domestic Bursar shall be
its Convenor.

(c) The Domestic Bursar shall convene a meeting of the Domestic Committee not less
often than once a Term and shall consider before each meeting whether it is desirable to
invite the attendance for the whole or any part of the meeting of the Finance Bursar, the
Estates Bursar and Land Agent, the Director of Music, the Wine Steward, the Garden
Master, the Secretary of the Amalgamated Clubs, the Librarian, and the Principal of the
Postmasters.

(d) It shall be the duty of the Domestic Committee:

(i) to oversee all matters pertaining to the domestic management of the College,
all matters pertaining to the use and routine maintenance of the College buildings and
any properties in Oxford normally reserved for the College’s own use, all matters
pertaining to the College’s support for music (in consultation with the Director of Music
and the Music Society), sports (in consultation with the Amalgamated Clubs represented
by their Secretary), drama (in consultation with the Merton Floats represented by their
Secretary), and other events.

(ii) to consider, formulate and keep under review policies relating to the matters
set out in clause (a) above;

(iii) to receive and consider the minutes, reports and recommendations of its Sub-
Committees and to transmit to the Governing Body as appropriate;

(iv) to consider suggestions, requests and, subject to Bylaw VII.30(a)(iii) and any
complaints procedure for Junior Members adopted by the Governing Body, complaints
by Junior Members concerning accommodation or any domestic or housekeeping matter;

(v) to consider suggestions and requests by members of the College staff;

(vi) as regards the College’s non-academic employees, and subject to Bylaw
VII.28(d)(iii), to make regulations, approve handbooks, and formulate policies and
procedures, including those for the hearing and determination of grievances and
grievance-appeals;
(vii) to consider any suggestions, requests, and complaints by Fellows concerning any domestic matters except in relation to individual members of staff;

(viii) to review annually the list of Members of the Senior Common Room;

(ix) to assign rooms to Fellows, Lecturers and other Officers of the College and, when appropriate, to categories of Junior Members of the College, such assignments to be subject to confirmation by the Governing Body;

(x) to submit to the Governing Body recommendations and reports concerning the matters within Bylaw VII.13(d)(i)-(ix) above.

(e) The allocation of accommodation to Fellows and Lecturers of the College shall follow the procedure set out below:

(i) During the Trinity Term of each year the Domestic Bursar shall draw up a list of teaching rooms which will become vacant before the start of the following academic year. The list shall be circulated to all Tutors (including fixed-term Tutors), who shall notify the Domestic Committee before its Trinity Term meeting of any bid they may wish to make for a room on the list. Where two or more Tutors bid for the same room, the Domestic Committee shall allocate it to the Tutor who has most seniority as a Fellow; provided that the Governing Body may (having first consulted the Domestic Committee) withdraw a teaching room from the process of bidding and decide its allocation otherwise if the interests of the College so require. Teaching rooms which become vacant at other times shall be allocated by the Domestic Committee on the same basis.

(ii) The Domestic Committee shall allocate space in shared teaching rooms to Fitzjames Research Fellows and Stipendiary Lecturers (including Junior Research Fellows who are Stipendiary Lecturers) on the basis of teaching need and without a process of bidding.

(iii) When a residential set in College is about to become vacant, the Domestic Bursar shall circulate details of it to all Tutors (including the Senior Tutor and fixed-term Tutors), Bursars, Librarian, Junior Research Fellows, and Fitzjames Research Fellows, who shall notify the Domestic Committee before its next meeting if they wish to make a bid for it. Where two or more such Fellows bid for a set, the Committee shall allocate it to the most senior Fellow; provided that the Governing Body may (having first consulted the Domestic Committee) withdraw a residential set from the process of bidding and decide its allocation otherwise if the interests of the College so require.

(iv) At its Trinity Term meeting (and at other times where necessary) the Domestic Committee shall allocate Short-term Accommodation to new Fellows coming from outside Oxford to take up a post at the College, as specified under Bylaw VI.18(a)-(c).
(f) The Domestic Committee shall consult the Finance Committee on any matter involving substantial expenditure and the Warden and Tutors' Committee and/or the Graduate Committee as may be relevant on any matter concerning domestic facilities of Junior Members including (but without limitation to) accommodation and use of common facilities and rooms for entertainment or recreation.

(g) (i) If the Domestic Committee considers that it may make a recommendation which would significantly affect the established rights, conventions, customs, or physical environment of the Common Room or of the Junior or Middle Common Rooms it shall establish a process for consulting any affected Common Room.

(ii) If on being consulted an affected Common Room responds negatively to the proposed recommendation, the Domestic Committee shall reconsider the proposed recommendation and shall decide whether to reaffirm it, withdraw it or redraft it (and if it chooses to modify it substantially, the consultation process shall be repeated).

(iii) When submitted to the Governing Body, a recommendation falling within this Bylaw must be accompanied by the opinion of every affected Common Room.

(h) The Domestic Committee shall appoint ad hoc four members of the Governing Body (excluding any interested party) to hear any grievance or grievance-appeal under Bylaw VII.13(d)(vi) above and any appeal against an adverse disciplinary decision under Bylaw IX.5(b). If the circumstances warrant it or at the request of the members so appointed the Domestic Committee may also appoint from outside the College a consultor to assist at the hearing as required.

(i) Subject to Bylaw VII.8, the Domestic Committee shall have power to appoint ad hoc sub-committees and, subject to Bylaw VII.13 (f) and (g) above, to delegate to any sub-committee such of its functions as it may think fit.

**THE GARDENS SUB-COMMITTEE**

14. (a) The members of the Gardens Sub-Committee shall be the Garden Master, the Domestic Bursar, three members of the Governing Body, the Head Gardener and two Junior Members of whom one shall be nominated by the President of the Middle Common Room and the other by the President of the Junior Common Room.

(b) The Garden Master shall chair the Gardens Sub-Committee and be its Convenor.

(c) The Garden Master shall convene the Gardens Sub-Committee not less often than once in each Term.

(d) It shall be duty of the Gardens Sub-Committee to assist the Garden Master in discharging his or her responsibility for the maintenance and amenity of the College
gardens and quadrangles and, as required, the appointment and supervision of the Garden staff.

THE HEALTH AND SAFETY SUB-COMMITTEE

15. (a) The members of the Health and Safety Sub-Committee shall be the Domestic Bursar, the Librarian, the Estates Bursar and Land Agent, a member of the Governing Body who is resident in the College, the Head Porter, the Head Gardener, the Accommodation Manager, the Chef, the College Surveyor, the College Accountant, the Housekeeper, the Bar Manager, the Groundsman, the Assistant Health and Safety Officer, the Human Resources Manager, and two Junior Members of whom one shall be nominated by the President of the Middle Common Room and the other by the President of the Junior Common Room.

(b) The Domestic Bursar shall chair the Health and Safety Sub-Committee and be its Convenor.

(c) The Domestic Bursar shall convene the Health and Safety Sub-Committee not less often than once in each Term.

(d) It shall be the duty of the Health and Safety Sub-Committee:

(i) to oversee the fulfilment by the College of its legal obligations (both statutory and non-statutory) in relation to matters affecting the health or safety of members and employees of the College and visitors;

(ii) to consider, formulate and recommend policies to protect the health and maintain the safety of members and employees of the College and visitors;

(iii) to consider and make recommendations in relation to any specific matter or incident brought to its attention which has affected or might affect the health or safety of members and employees of the College and visitors.

(e) In addition to providing its minutes to the Domestic Committee the Health and Safety Sub-Committee shall compile a written report for the Governing Body once in every year setting out the state of the College’s compliance with those of its legal obligations which are within the Sub-Committee’s remit and the steps taken by the Sub-Committee to fulfil its duties.

THE HUMAN RESOURCES SUB-COMMITTEE

16. (a) The members of the Human Resources Sub-Committee shall be the Warden, the Finance Bursar, the Domestic Bursar, the Senior Tutor, two members of the Governing Body, the Human Resources Manager, the Steward, the Accommodation Manager, and the Payroll/Personnel Administrator.
(b) The Warden shall chair the Human Resources Sub-Committee and the Domestic Bursar shall be its Convenor.

(c) The Domestic Bursar shall convene the Human Resources Sub-Committee not less often than once in every term. Without prejudice to the overall responsibility of the Domestic Bursar as Convenor minutes of the Sub-Committee’s meetings shall be taken by the Human Resources Manager.

(d) It shall be the duty of the Human Resources Sub-Committee:

(i) to review and approve programmes for inductions of new non-academic employees;

(ii) to oversee the fulfilment by the College of its legal obligations (both statutory and non-statutory) in matters of employment including work-permits and visas;

(iii) to keep under review changes in regulatory frameworks and to consider any actual or potential impact on the College’s own procedures;

(iv) to oversee contracts, continuing professional development and training, and appraisals for employees of the College who are neither holders of academic posts nor officers of the College.

THE SUB-COMMITTEE ON PICTURES, HISTORIC CHATTELS AND WORKS OF ART

17. (a) The members of the Sub-Committee on Pictures, Historic Chattels and Works of Art (“the P&C Sub-Committee”) shall be the Warden, the Librarian, the Domestic Bursar, the Steward of the Common Room, the Archivist, three members of the Governing Body, and two Junior Members of whom one shall be nominated by the President of the Middle Common Room and the other by the President of the Junior Common Room.

(b) The Librarian shall chair the P&C Sub-Committee and be its Convenor.

(c) The Librarian shall convene the P&C Sub-Committee once in Michaelmas Term and once in Trinity Term of every year.

(d) It shall be the duty of the P&C Sub-Committee:

(i) to take general responsibility for all the College’s historic and heritage chattels including its silver, pictures, works of art, and other artefacts (together “the collections”);

(ii) to compile, maintain, and review regularly an inventory of the collections;
(iii) to make proper and effective arrangements for the administration (including valuation) and care of the collections;

(iv) to make recommendations on the development, management, and display of the collections;

(v) to make recommendations on the display of pictures and objects in the public and common areas of the College;

(vi) to approve and review annually expenditure relating to the collections;

(vii) to formulate and recommend to the Governing Body any policies relating to matters falling within the remit of the P&C Sub-Committee that it may be expedient for the College to adopt, including a policy on College portraits, to oversee the implementation of such policies, and to review them periodically;

(viii) to liaise with the Junior Common Room and the Middle Common Room in relation to collections of chattels which may be acquired or maintained by them or for their benefit;

(ix) to provide for the Warden or any Fellow to make use of the College silver for parties given in the College or in the Warden’s Lodgings subject to arrangements agreed from time to time by the Domestic Bursar in consultation with the P&C Sub-Committee.

(e) If it believes there are good reasons for doing so, the P&C Sub-Committee may in any particular case make a recommendation directly to the Governing Body without first submitting it to the Domestic Committee (stating in any such case the reasons on which it relies for making a direct recommendation).

THE SPORTS AND GROUNDS SUB-COMMITTEE

18. (a) The members of the Sports and Grounds Sub-Committee shall be the Senior Treasurer of the Amalgamated Clubs (in relation to this Sub-Committee: “the Senior Treasurer”), the Estates Bursar and Land Agent, the Domestic Bursar, the Garden Master, one member of the Governing Body, the Junior Treasurers of the Amalgamated Clubs, one of whom shall be elected by the Junior Common Room, the other of whom shall be elected by the Middle Common Room (in relation to this Sub-Committee: “the Junior Treasurers”), a representative nominated by the Junior Committee of the Boat Club, the Boatman, and the Groundsman.

(b) The Senior Treasurer shall chair the Sports and Grounds Sub-Committee and be its Convenor.

(c) The Senior Treasurer shall convene the Sports and Grounds Sub-Committee not less often than once in each Term.
(d) It shall be the duty of the Sports and Grounds Sub-Committee:

(i) to make rules for the use of the sports facilities of the College in accordance with current health and safety regulations in consultation with the Health and Safety Sub-Committee and to oversee their implementation;

(ii) to make recommendations on the management of the sports grounds, sports facilities, and the adjoining lands, taking into account their environmental value and their use for recreational, sporting and educational activities;

(iii) to set the criteria for the exercise of the Senior Treasurer’s discretion in reimbursing (within the limits of the funds made available for the purpose by the Governing Body) legitimate and reasonable expenses incurred by Junior Members in representing the college in sporting activities;

(iv) to set the criteria for the exercise by the Senior and Junior Treasurers of their joint discretion in making awards, which shall not exceed the sum of £1000 per annum in aggregate, which may be awarded to Junior Members who are awarded an Oxford Blue;

(v) to receive from the Senior Treasurer under (c) above and the Senior and Junior Treasurers under (d) above reports of the sums awarded or reimbursed and the names of the persons to whom the award or reimbursement was made.

THE WINE SUB-COMMITTEE

19. (a) The members of the Wine Sub-Committee shall be the Wine Steward, the Domestic Bursar, the Steward of Common Room, four members of the Governing Body, and the Butler.

(b) The Wine Steward shall chair the Wine Sub-Committee and be its Convenor.

(c) The Wine Steward shall convene the Wine Sub-Committee not less often than once in each Term.

(d) It shall be the duty of the Wine Sub-Committee:

(i) generally to oversee the Wine Cellar and in particular to formulate and, subject to the agreement of the Governing Body, implement long-term and short-term strategies for the purchase and sale of wines by the College, having regard to quality, quantities, and the sustainability of the College’s holdings;

(ii) to agree annually with the Finance Committee a budget for purchases;
(iii) to review regularly the provision of wine at dinners and other occasions in the College and in doing so to take the opinions of members of the Common Room on such provision;

(iv) to attend and organise tastings of wines;

(v) to compile and publish regularly a list of wines available for purchase;

(vi) to consult regularly both formally and informally with members of the Common Room about the matters which fall within its remit.

(e) The Wine Steward shall compile a written report for the Domestic Committee once in every year setting out the state of the Wine Cellar and the steps taken by the Wine Sub-Committee to fulfil its duties and after it has been considered by the Domestic Committee this report shall be included by the Domestic Committee among the papers it submits to the next meeting of the Governing Body.

(f) If it believes there are good reasons for doing so, the Wine Sub-Committee may in any particular case make a recommendation directly to the Governing Body without first submitting it to the Domestic Committee (stating in any such case the reasons on which it relies for making a direct recommendation).

FELLOWSHIP AND APPOINTMENTS COMMITTEE

20.(a) (i) The members of the Fellowship and Appointments Committee shall be the Warden, the Sub-Warden, the Senior Tutor and five members of the Governing Body.

(ii) The members of the Fellowship and Appointments Committee shall be elected by the Governing Body from among its own members. Every candidate for such election shall be nominated by a member of the Governing Body and self-nomination shall be permitted.

(b) The Warden shall chair the Fellowship and Appointments Committee and the Sub-Warden shall be its Convenor.

(c) The Sub-Warden shall convene the Fellowship and Appointments Committee not less often than once in every term.

(d) It shall be the duty of the Fellowship and Appointments Committee:

(i) to recommend to the Governing Body:

(a) persons to be appointed as members of Boards and permanent Panels;
(b) persons to be appointed as College Officers (other than as Tutors or Lecturers or those within the scope of Bylaw IX.1);

(c) members of appointment panels where it is intended to recruit a College Officer (other than those within the scope of Bylaw IX.1) by advertised open competition;

(d) persons to be proposed in accordance with the relevant Bylaws for election as Extraordinary, Honorary, Emeritus, Bodley, Supernumerary, and Wyliot Fellows;

(e) persons to be proposed for election to non-renewable Research Fellowships of up to five years under Bylaw III.6(a), for which purpose it shall place advertisements, review the resulting applications, consult external referees, and conduct interviews if it sees fit;

(f) persons to be proposed for election as Junior Research Fellows as the result of the selection process set out in Bylaw VII.27(d)(x) and 27(e) below;

(ii) to make recommendations to the Governing Body on:

(a) the re-election of Fellows;

(b) the future composition and size of the Governing Body;

(c) bids for association with University posts;

(iii) to agree a programme for the induction of new Fellows.

(e) In cases where candidates are to be selected for recommendation to the Governing Body for any research fellowship (except a Junior Research Fellowship) or other research post, the Fellowships and Appointments Committee shall either select the candidates itself (using such referees or readers or other assistance as may be necessary to aid that selection) or it shall appoint a selection panel from among the Fellows. In appropriate cases the Research Committee may invite a scholar of appropriate standing from outside the College to serve on the panel.

THE FINANCE COMMITTEE

21. (a) The members of the Finance Committee shall be the Warden, the Sub-Warden, the Finance Bursar, the Domestic Bursar, the Estates Bursar and Land Agent, six members of the Governing Body, and the College Accountant.

(b) The Warden shall chair the Finance Committee and the Finance Bursar shall be its Convenor.
(c) The Finance Bursar shall convene the Finance Committee not less often than twice in every Term.

(d) (i) The Finance Committee shall have power to make rules for its own procedure, and in particular to appoint sub-committees and to delegate to any sub-committee such of its functions as it may think fit provided that the appointment of such sub-committees and any such delegation shall be reported to the Governing Body at its next meeting.

(ii) The Finance Committee shall have power (which it shall usually exercise) to co-opt as members of the Finance Committee two persons who are not members of the Governing Body for the meeting at which the final draft of the Annual Report and Accounts is to be considered and such co-options shall be reported to the Governing Body at its next meeting. For the avoidance of doubt the persons thus co-opted shall have the power to speak and vote at the meeting.

(e) It shall be the duty of the Finance Committee:

(i) to deal with all matters affecting the finances of the College;

(ii) to oversee the management of the College’s investments and investment properties (in consultation with the Investment Sub-Committee);

(iii) to submit to the Governing Body in each year the Annual Report of the Governing Body and Accounts of the College for the previous financial year, the Bursars' Annual Report for the previous financial year, and the Budget for the current financial year;

(iv) to draw up and circulate to the Governing Body every year a report on the investment policy and the investments made in that period, showing the proportions maintained between each class of investment, and the investment returns obtained on each investment class and by each investment manager or fund;

(v) to submit to the Governing Body in each year a statement of the major risks to which the College is exposed and the systems that have been established to mitigate those risks;

(vi) to consider and make recommendations to the Governing Body in relation to long-term spending plans and strategy;

(vii) to consider and state an opinion on proposals for expenditure pursuant to Bylaws VII.8(a)(ix) and VII.21(f);

(viii) to consider and if thought fit to transmit to the Governing Body recommendations made by the Investment Sub-Committee;
(ix) whenever any Tutor’s house becomes vacant to arrange for it to be offered to Fellows of the College who are Tutors (including the Senior Tutor) or Bursars as specified under Bylaw VI.16.

(f) (i) All motions on the Agenda of a Meeting of the Governing Body involving expenditure of money (other than normal or recurrent expenditures that are delegated to any College Officer or College Committee and sanctioned by a mandate or standing order approved by the Governing Body) shall be considered by the Finance Committee before that Meeting, and the Finance Committee shall report to that Meeting on the financial aspects of each such proposal.

(ii) In exceptional circumstances where time is of the essence the Finance Committee may approve any necessary expenditure of money prior to a Meeting of the Governing Body, provided that the members of the Governing Body are informed immediately of the Finance Committee’s decision.

(g) (i) The Finance Bursar shall present the College Accounts to the Finance Committee, and subsequently at a Stated General Meeting held in each financial year, in accordance with the provisions of Bylaw VI.21(d).

(ii) The Domestic Bursar shall submit to the Finance Committee all proposed expenditure beyond the normal expenditure of his office.

(iii) The Estates Bursar and Land Agent or the Domestic Bursar (as the case may be) shall submit to the Finance Committee all such matters as it has hitherto been customary to submit, and in particular:

(a) All proposals for abnormal expenditure on repairs to College property;

(b) all proposals for alteration or extensive repairs to the structure of the College, or to ancient houses or buildings belonging to the College;

(c) all important questions affecting College property, such as town-planning schemes, etc.

(iv) The Estates Bursar and Land Agent shall keep a separate account of the expenses incurred by him when travelling on College business and the account shall be audited by the Finance Bursar.

(v) All alterations in rents agreed by the Estates Bursar and Land Agent shall be reported to the Finance Committee.

(h) The Finance Committee shall have the power, having regard to advice from the Investment Sub-Committee, to buy and sell investments within the framework set out in the investment policy approved by the Governing Body, and may delegate this power as appropriate to an investment manager pursuant to Statute 8.3.
THE BENEFACIONS SUB-COMMITTEE

22. (a) The members of the Benefactions Sub-Committee shall be five Life Members appointed by the Governing Body.

(b) The Benefactions Sub-Committee shall every three years elect one of its members to chair and convene its meetings who shall also keep such record of its meetings as the Sub-Committee deems necessary.

(c) The Benefactions Sub-Committee shall be convened at least once annually immediately before the financial statements for the year are to be presented for approval to the Governing Body so that the Governing Body may consider its report when considering the financial statements. The Benefactions Sub-Committee shall otherwise be convened at such other times as may seem necessary.

(d) It shall be the duty of the Benefactions Sub-Committee:

(i) to review control of and accounting for the receipt, investment and disbursement of benefactions (both unrestricted and restricted) and, where appropriate, to make recommendations to the Governing Body concerning the designation of any unrestricted funds or the disbursement of any restricted funds;

(ii) to report directly to the Governing Body any other matter arising from its review that it believes should be drawn to the Governing Body’s attention and to publish a report of its proceedings on the College website or other medium.

(e) The Benefactions Sub-Committee:

(i) shall determine its own procedures;

(ii) shall request of the Finance Bursar and be provided with such information as it may reasonably require to carry out its review;

(iii) may invite the Development Director, the College Accountant or any Officer of the College responsible for the disbursement of College funds to attend its meetings.

THE INVESTMENT SUB-COMMITTEE

23.(a) (i) The members of the Investment Sub-Committee shall be the Warden, the Finance Bursar, the Estates Bursar and Land Agent, two members of the Governing Body holding academic appointments, and no fewer than four External Members.
(ii) External Members of the Investment Sub-Committee shall be appointed for a non-renewable term of five years.

(b) The Warden shall chair the Investment Sub-Committee and the Finance Bursar shall be the Convenor.

(c) (i) The Finance Bursar shall convene the Investment Sub-Committee not less often than once in every year.

(ii) The quorum of the Investment Sub-Committee shall be four composed as follows: two of the ex officio members; one of the members appointed from the Governing Body; and one of the External Members.

(d) It shall be the duty of the Investment Sub-Committee:

(i) to advise on the framing of the College’s investment policy with the aim of securing the effective management of the College’s endowment funds in pursuit of the College’s objectives;

(ii) to review the implementation of the College’s investment policy;

(iii) to advise on any areas of the College’s strategy which may affect the overall performance of the College’s endowment funds;

(iv) to advise on the spending rate from the College’s endowment funds which allows the College to achieve both its short and long term objectives.

(v) to advise on the appointment of the Investment Fund Managers (including private equity, hedge fund and/or other alternative asset fund managers, if any), and then monitor and challenge the performance of such managers;

(vi) to receive at each meeting and consider a report from the Finance Bursar and, as appropriate, from the College’s Investment Fund Manager and/or Consultant;

(vii) to report in writing to the Finance Committee on such matters as it deems appropriate at least once in every year.

THE GRADUATE COMMITTEE

24.(a) (i) The members of the Graduate Committee shall be the Warden, the Senior Tutor, the Dean of Graduates, the Domestic Bursar, the Finance Bursar, the Librarian, the Chaplain, one member of the Governing Body holding an academic post in Social Sciences, one member of the Governing Body holding an academic post in Mathematics, Physical Sciences or Life Sciences; one member of the Governing Body holding an academic post in Humanities, one member of the Governing Body holding an academic post in Medical Sciences, four other
members of the Governing Body, the President of the Middle Common Room, one representative member of the Middle Common Room, the Academic Registrar, and the Graduate Officer.

(ii) The Committee may co-opt any other College Officers as members as it sees fit.

(b) The Warden shall chair the Graduate Committee and the Senior Tutor shall be the Convenor.

(c) The Senior Tutor shall convene the Graduate Committee not less often than twice in every Term. Without prejudice to the overall responsibility of the Senior Tutor as Convenor the minutes of the Committee’s meetings shall be taken by the Graduate Officer.

(d) It shall be the duty of the Graduate Committee:

(i) generally to regulate all matters relating to Junior Members reading for postgraduate degrees or diplomas (“graduate students”) including their discipline, academic progress, and welfare;

(ii) to oversee the recruitment of graduate students, the processes for their admission to the College, their induction, and their progress;

(iii) to oversee the academic provision and take responsibility for the welfare support made available to graduate students;

(iv) to advise the Governing Body on and oversee all matters relating to Graduate Scholarships;

(v) to keep under review and to make recommendations to the Governing Body in relation to the size and composition of the College’s community of graduate students;

(vi) to receive annually and review the Senior Tutor’s Report, the Graduate Admissions Report, the Welfare Report (from the Chaplain), a report from the Student Support Sub-Committee, the Discipline Report (from the Principal of the Postmasters), the Student Feedback Report (from the Senior Tutor) and such other reports as it may require;

(vii) to ensure the College’s compliance with section 22 of the Education Act 1994 as regards the Middle Common Room (“MCR”) on behalf of the Governing Body by:

(a) approving the budget of the MCR and monitoring its expenditure;

(b) reviewing and approving the constitution of the MCR at intervals of not more than five years;
(c) satisfying itself that elections in the MCR are fairly and properly conducted;

(d) issuing and when necessary revising the code of practice required under section 22(3) of the Education Act 1994;

(e) annually drawing the MCR’s attention to the limitations on the MCR’s activities imposed by the law of charities.

THE INFORMATION TECHNOLOGY COMMITTEE

25. (a) The members of the Information Technology Committee shall be the Warden, the Information Technology Officer, the Finance Bursar, the Domestic Bursar, the Librarian, five members of the Governing Body, two Junior Members of whom one shall be nominated by the President of the Middle Common Room and the other by the President of the Junior Common Room, the IT Director, the Web and Media Officer, the College Accountant, and the Academic Registrar.

(b) The Warden shall chair the Information Technology Committee and the Information Technology Officer shall be its Convenor.

(c) The Information Technology Officer shall convene the Information Technology Committee not less often than once in every Term.

(d) It shall be the duty of the Information Technology Committee:

   (i) to formulate the strategy for and manage the implementation of the College’s information and communication technology provision so as to enable proper support for the College’s academic and administrative activities;

   (ii) to formulate the policies needed to manage risks to the College arising from the use of information technology;

   (iii) to oversee the maintenance and development of the College’s website and intranet.

THE LIBRARY AND ARCHIVES COMMITTEE

26.(a) (i) The members of the Library and Archives Committee shall be the Warden, the Librarian, four members of the Governing Body (at least one of whom shall also be a member of the Warden & Tutors Committee), the Archivist, the Assistant Librarian, and two Junior Members of whom one shall be nominated by the President of the Middle Common Room and the other by the President of the Junior Common Room.
(ii) The four members of the Governing Body appointed to the Library and Archives Committee shall be selected so as to ensure the representation of different subject-areas in the College’s teaching and research.

(iii) The Library and Archives Committee shall have the power to invite the attendance of any other College Officer for any meeting at which the business is thought to require it.

(b) The Librarian shall chair the Library and Archives Committee and shall also be its Convenor.

(c) The Librarian shall convene the Library and Archives Committee not less often than once in every Term.

(d) It shall be the duty of the Library and Archives Committee:

(i) generally to oversee the management of the Library and Archives, to review and oversee the services, activities, collections and physical spaces used by the Library and the Archives, to make recommendations to the Governing Body in relation to all these matters, and to provide a forum for discussion and liaison with members of the College regarding services and collections;

(ii) to advise the Librarian and the Library and Archives staff;

(iii) to approve policies for the development and management of the collections and any other policies for the Library and the Archives that may be expedient;

(iv) subject to Bylaw VII.28(d)(iii), to review and approve Regulations for the Library and the Archives proposed by the Librarian (provided that the Librarian may when necessary make a new regulation or authorise derogation from an existing one and such regulation or derogation shall have force until the next meeting of the Library and Archives Committee);

(v) subject to Bylaw VII.28(d)(iii), to review and approve policies relating to publication rights, licensing and filming in relation to library & archive items and spaces (in consultation with the Domestic Bursar and the Media and Publications Officers);

(vi) to review and recommend to the Governing Body policies relating to loans for exhibitions and other applications for the temporary removal of any item in the collections from the College;

(vii) each year to approve a budget for the Library and the Archives and each term to review expenditure in relation to the budget;
(viii) to review the Dyson Library Fund allocation, which shall not normally exceed £5,000, and to recommend any appropriate revision to the Governing Body, and to review the collection-development policy relating to the Dyson Library Fund;

(ix) to receive a report once a term from the Librarian on Library and Archive developments and activities which shall include expenditure incurred on the development of the collection;

(x) to receive, review, and transmit to the Governing Body (normally for consideration at the Stated General Meeting in 4th week of Michaelmas Term) the Librarian's annual report on the Library and Archives, which shall include a list of items purchased in the previous year from the Dyson Fund.

THE RESEARCH COMMITTEE

27.(a) (i) The members of the Research Committee shall be the Warden, the Sub-Warden, the Finance Bursar, the Convenor of Research Activities, the Secretary to the Harmsworth Trust, and six members of the Governing Body (of whom at least two shall be Tutors).

(ii) The six members of the Governing Body appointed to the Research Committee shall so far as possible be selected so that there shall be representation from each of the four academic Divisions of the University.

(b) The Warden shall chair the Research Committee and the Sub-Warden shall be its Convenor.

(c) The Sub-Warden shall convene the Research Committee not less often than once in every Term.

(d) It shall be the duty of the Research Committee:

(i) generally to keep an overview of the research contribution of the College, to keep under review the size and composition of the College’s research community, to consider future developments of the College’s strategy for the support of research, to promote and facilitate research activities, and to make recommendations to the Governing Body in relation to all these matters;

(ii) to consider the College’s strategies for the recruitment and election of Research Fellows (except Fitzjames Research Fellows) and to oversee their progress and in particular:

(a) to recommend to the Governing Body what Research Fellowships should be advertised;
(b) to review each Trinity Term all proposals for Visiting Research Fellowships with a view to election in the next but one academic year, and make recommendations to the Governing Body accordingly;

(c) to receive annually and consider a report from each Research Fellow;

(iii) to review (taking into consideration the College’s research strategy and in consultation with the Fellowship and Appointments Committee, the Graduate Committee, the Warden and Tutors’ Committee and the Academic Needs and Leave Sub-Committee) every proposal for a Professorial Fellowship, for a Supernumerary Fellowship, or for an association with a University post, and to make recommendations to the Governing Body accordingly;

(iv) to review every proposal to appoint a Visiting Scholar in accordance with Bylaw VI.13 and to make recommendations to the Governing Body accordingly;

(v) to review every proposal to assign a study in College to a person carrying out research not otherwise entitled to accommodation in College and in consultation with the Domestic Committee to make recommendations to the Governing Body accordingly;

(vi) to review and if appropriate approve requests from members of Governing Body other than the Bursars, the Development Director and the Senior Tutor for research assistance, including research allowances under Bylaw VI.28 (in consultation with the Finance Committee and the Stipends and Allowances Committee) and *ad hoc* research grants;

(vii) to consider the use of College facilities for research purposes (in consultation with the Domestic Committee) and to consider questions raised by Fellows related to the carrying on of research and to make recommendations to the Governing Body;

(viii) (in consultation with the Junior Common Room, the Middle Common Room, the Warden and Tutors Committee and the Graduate Committee as may be relevant) to support the research activities of the Junior Members and to promote co-ordination of research activities among senior and Junior Members;

(ix) to consider the protection and promotion of the College’s public research identity (in consultation with the Information Technology Committee) and make recommendations to the Governing Body.

(x) to have overall responsibility for the annual competition to recruit persons to be elected as Junior Research Fellows and to that end:

(a) to advertise the intention to offer one or more Junior Research Fellowships and the conditions of election;
(b) to arrange for evidence of the candidates’ capacity for research to be obtained;

(c) to oversee the review of candidates’ applications, the selection of those to be interviewed, the making of arrangements for interviews and the recommendation of the candidates most fit for election.

(e) For the purposes of paragraph Bylaw VII.27(d)(x) above:

(i) the Governing Body shall elect annually on the nomination of the Fellowship and Appointments Committee an appropriate number of Fellows according to the subjects in which Junior Research Fellowships are to be offered in that year’s election who with the Warden and the Secretary to the Harmsworth Trust shall be constituted as two selection panels to which shall be delegated the responsibilities of the Research Committee under Bylaw VII.27(d)(x)(c) above;

(ii) if no suitable Fellow is available, the Governing Body may on the nomination of the Fellowships and Appointments Committee appoint a scholar of appropriate standing from outside the College.

(iii) The Warden shall chair the selection panels and the Secretary to the Harmsworth Trust shall be their Convenor and shall convene the selection panels as often as may be necessary to ensure the efficient management of the selection process;

(iv) the selection panels shall recommend to the Fellowship and Appointments Committee the names of the candidates whom they consider most fit to be elected as Junior Research Fellows.

THE STATUTES AND BYLAWS COMMITTEE

28.(a) (i) The members of the Statutes and Bylaws Committee shall be the Sub-Warden, the Keeper of the Statutes and Bylaws, the two members of the Governing Body who have most recently held the office of Sub-Warden before the incumbent, and another member of the Governing Body who has previously held the office of Sub-Warden.

(ii) If there shall not be among the Governing Body the number of former Sub-Wardens required to fill any place provided under paragraph (i) above the Governing Body shall on the nomination of the Fellowship and Appointments Committee appoint another member of the Governing Body to fill the vacancy for so long as that remains the case.

(b) The Sub-Warden shall chair the Statutes and Bylaws Committee and the Keeper of the Statutes and Bylaws shall be its Convenor. The Keeper of the Statutes and Bylaws may invite the attendance at the Committee's meetings of other College Officers, of other Fellows and employees of the College, and of Junior Members.
nominated by the Presidents of the Middle or Junior Common Rooms where such attendance would be desirable.

(c) The Keeper of the Statutes and Bylaws shall convene the Statutes and Bylaws Committee not less often than once in every Term. It shall not be necessary for the Statutes and Bylaws Committee to keep formal minutes of its meetings provided that it shall approve a reasoned explanation to support any recommendation that it makes to the Governing Body.

(d) It shall be the duty of the Statutes and Bylaws Committee:

(i) to review the Statutes and Bylaws of the College both independently and in the light of the periodical reviews of the Bylaws conducted by the Boards and permanent Panels under Bylaw VII.8(a)(xv) and VII.8(b)(v);

(ii) to review in the light of paragraph (iv) below any amendment to the Statutes and Bylaws proposed by a Board or permanent Panel or any College Officer or Fellow and to report thereon to the Governing Body;

(iii) to review regulations, handbooks, policies and similar materials published before the adoption of this Bylaw or thereafter intended to be published by the Governing Body or Boards or College Officers to ensure that they are consistent with the Statutes and Bylaws of the College and to make recommendations arising out of such review;

(iv) to consider as often as necessary but not less often than once each Term whether any decision made by the Governing Body in the course of that Term is of such general and permanent character that it ought to be enacted as a Bylaw;

(v) to recommend to the Governing Body such amendments as may be necessary or expedient to ensure that the Statutes and Bylaws and the documents referred to in paragraph (iii) above are internally consistent, clearly expressed, up to date, and lawful;

(vi) to make such changes as may be expedient in the exercise of the power conferred by Bylaw I.7.

(e) Subject to prior agreement with the Finance Bursar where costs are likely to be incurred the Statutes and Bylaws Committee may seek such external advice as it considers necessary for the proper discharge of its duties.

THE COMMITTEE ON STIPENDS AND ALLOWANCES

29.(a) (i) The members of the Committee on Stipends and Allowances shall be three Professorial Fellows and four External Members. Three other Professorial Fellows
shall also be appointed as alternates. If a Professorial Fellow who is a member of the Committee is unable to attend a meeting the Convenor shall arrange, if possible, for one of the alternates to attend instead.

(ii) The Warden, the Finance Bursar, the Senior Tutor, and two persons elected by the Governing Body from among its members who are Tutors, shall be entitled to attend the meetings of the Committee and may speak but shall have no vote, provided that the Convenor (a) may reserve any item of business for private discussion among its members and (b) may require any vote to be taken in the absence of non-members.

(iii) If the Committee proposes to discuss any stipend, allowance or benefit of a member of the Governing Body present at that meeting, the affected person shall leave the meeting during that discussion. If the affected persons include members of the Committee and their withdrawal would cause the meeting to become inquorate, the Convenor may co-opt alternate members from among those Fellows who are not employees of the College.

(iv) If an External Member is elected to a Fellowship carrying membership of the Governing Body or becomes an employee of the College or a Professorial Fellow who is a member is appointed to a College Office or otherwise becomes an employee of the College that person shall cease to be a member of the Committee on Stipends and Allowances and the Governing Body shall forthwith appoint a replacement.

(b) The Committee on Stipends and Allowances shall be chaired and convened by one of the External Members elected by its members whenever there is a vacancy in the Chair.

(c) The Committee on Stipends and Allowances shall determine the frequency of its meetings but shall also be convened at the request of the Governing Body or any Board.

(d) It shall be the duty of the Committee on Stipends and Allowances:

(i) to review from time to time, at its own instigation or at the request of the Governing Body or another Board, the stipends, allowances, benefits, and accommodation, if any, awarded or provided to any member of the Governing Body and other College Officers (whether members of the Governing Body or not, and including College Lecturers) and to recommend to the Governing Body any adjustments that may be deemed appropriate;

(ii) to consider any recommendation from another Board relating to the stipends, allowances and benefits awarded to any person falling within the remit of the Committee.
(e)(i) The Governing Body shall consider every recommendation made by the Committee on Stipends and Allowances.

(ii) Where under Bylaw VII.29(d) above the Committee on Stipends and Allowances recommends any adjustment the Governing Body shall either (a) accept the recommendation or (b) (where the Committee recommends any increase) decide to make no increase or to make an increase smaller in value than that recommended by the Committee or (c) reject the recommendation.

(iii) If the Governing Body rejects any recommendation made by the Committee on Stipends and Allowances it shall be referred back to the Committee for reconsideration.

(iv) After reconsidering any recommendation in accordance with Bylaw VII.29(e)(iii) above the Committee on Stipends and Allowances shall make a further recommendation on the matter to the Governing Body. On consideration by the Governing Body of the further recommendation, Bylaw VII.29(e)(ii) above shall apply except that the Governing Body shall not be entitled to reject the further recommendation.

(f) No papers of the Committee on Stipends and Allowances, other than its reports and recommendations, shall be made available to members of the Governing Body without the consent of all members of the Committee.

THE WARDEN AND TUTORS’ COMMITTEE

30. (a) (i) The members of the Warden and Tutors’ Committee shall be the Warden, the Sub-Warden, the Senior Tutor, the Tutors, the Finance Bursar, the Domestic Bursar, the Librarian, the Chaplain, and the Principal of the Postmasters.

(ii) The Committee may co-opt any other College Officers as members as it sees fit.

(iii) Once each Term the President and the Academic Affairs Representative of the Junior Common Room shall be invited to attend a meeting of the Committee at which no confidential business shall be discussed. The Committee may also invite Junior Members to attend and speak on matters of direct concern to them at other meetings.

(b) The Warden shall chair the Warden and Tutors’ Committee and the Senior Tutor shall be the Convenor. Without prejudice to the overall responsibility of the Senior Tutor as Convenor the minutes of the Committee’s meetings shall be taken by the Academic Registrar who shall attend for that purpose.
(c) The Senior Tutor shall convene the Warden and Tutors’ Committee not less often than four times in every Term.

(d) It shall be the duty of the Warden and Tutors’ Committee:

(i) generally to regulate all matters relating to the discipline, instruction and welfare of undergraduates;

(ii) to review the policy for and be responsible for the operation of undergraduate admissions;

(iii) to oversee the Schools Liaison and Access Programme;

(iv) to have responsibility for academic provision for undergraduates and for monitoring their progress and recognising their achievements by the award of Postmasterships, Exhibitions, and Prizes;

(v) to report to the Governing Body on the appointment of College Lecturers;

(vi) to receive annually and review the Senior Tutor’s Report, the Admissions Report, the Academic Discipline Report (from the Senior Tutor), the Discipline Report (from the Principal of the Postmasters), the Welfare Report (from the Chaplain), the Student Feedback Report (from the Senior Tutor), the Schools Liaison and Access Report (from the Schools Liaison and Access Officer) and such other reports as it may require;

(vii) to receive and consider and to transmit to the Governing Body as appropriate the minutes and reports of its Sub-Committees;

(viii) to ensure the College’s compliance with section 22 of the Education Act 1994 as regards the Junior Common Room on behalf of the Governing Body:

(a) by approving the budget of the JCR and monitoring its expenditure;

(b) by reviewing and approving the constitution of the JCR at intervals of not more than five years;

(c) by satisfying itself that elections in the JCR are fairly and properly conducted;

(d) by issuing and when necessary revising the code of practice required under section 22(3) of the Education Act 1994;

(e) by annually drawing the JCR’s attention to the limitations on the JCR’s activities imposed by the law of charities.

(e) In pursuit of its duties the Warden and Tutors’ Committee shall have authority to make regulations on all matters concerning undergraduates including their academic
work, their use of College facilities, and disciplinary matters, and to enforce these regulations as it sees fit.

**THE ACADEMIC NEEDS AND LEAVE SUB-COMMITTEE**

31. (a) The members of the Academic Needs and Leave Sub-Committee shall be the Warden, the Sub-Warden, the Senior Tutor, the Finance Bursar, and five members of the Governing Body (of whom at least one shall not be a Tutor).

(b) The Warden shall chair the Academic Needs and Leave Sub-Committee and the Senior Tutor shall be its Convenor.

(c) The Senior Tutor shall convene the Academic Needs and Leave Sub-Committee not less often than once in every Term.

(d) It shall be the duty of the Academic Needs and Leave Sub-Committee:

(i) to consider requests for sabbatical leave from those entitled;

(ii) to advise on requests from Tutors for non-sabbatical leave and buy-outs from teaching stint;

(iii) to advise on questions concerning the filling of tutorial posts, the size and composition of the undergraduate body including the mix of subjects, tutorial contracts and teaching practices, both in detail and in a broad academic and financial context.

**THE STUDENT SUPPORT SUB-COMMITTEE**

32. (a) The members of the Student Support Sub-Committee shall be the Chaplain, the Senior Tutor, the Dean of Graduates, four members of the Governing Body, the Academic Registrar, and one member of the Development Office staff.

(b) The Chaplain shall chair the Student Support Sub-Committee and be its Convenor.

(c) The Chaplain shall convene the Student Support Sub-Committee not less often than four times in each year.

(d) It shall be the duty of the Student Support Sub-Committee to distribute the income available to it to suitable Junior Members, in accordance with rules determined by, and from time to time adjusted by, the Sub-Committee itself, to include the following purposes and in the following circumstances:

(i) Financial hardship (including grants to alleviate hardship made from the Thomas Bowman Fund);
(ii) Counselling and welfare support;

(iii) Study skills including English language tuition for overseas students;

(iv) Grants to enable completion of theses to be submitted for the degree of Doctor of Philosophy;

(v) Travel grants;

(vi) Grants for other academic, cultural and sports activities.

(e) Except for grants made from the Thomas Bowman Fund the income available for distribution shall be drawn both from the Student Support Fund and from the general revenues of the College and shall be reviewed by the Student Support Sub-Committee and the Finance Bursar at the beginning of each academic year, and revised by the Warden and Tutors’ Committee on its recommendation.

THE EQUALITY FORUM

33.  (a) The members of the Equality Forum shall be the Warden, the Domestic Bursar, the Senior Tutor, the Chaplain, the Equality Adviser, a member of the Governing Body, one College Lecturer, four Junior Members of whom two shall be nominated by the President of the Middle Common Room and two by the President of the Junior Common Room; the Human Resources Manager, the Academic Registrar, the Schools Liaison and Access Officer, two non-academic employees of the College from different departments who are not also members of the Governing Body, and one External Member.

(b) The Warden shall chair the Equality Forum and the Senior Tutor shall be the Convenor. Without prejudice to the overall responsibility of the Senior Tutor as Convenor the minutes of the Forum’s meetings shall be taken by the Academic Registrar.

(c) The Senior Tutor shall convene the Equality Forum not less often than once in every Term.

(d) It shall be the duty of the Equality Forum:

(i) to make recommendations to the Governing Body or to any Board for the purpose of ensuring that the College fulfils its responsibilities under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity, and foster good relations between different people;

(ii) to provide to the Governing Body and publish annually relevant and proportionate information showing the College’s compliance with the Public Sector Equality Duty.

THE WELFARE FORUM
34. (a) The members of the Welfare Forum shall be the Warden, the Senior Tutor, the Chaplain, the Principal of the Postmasters, the Equality Adviser, the Adviser to Women Junior Members, the Harassment Advisers to Junior Members, the Junior Deans for Welfare, the Deputy Principal of the Postmasters, the Academic Registrar, the College Nurse, the College Doctors, a representative of the Counselling Service, a representative of the Disability Advisory Service, seven representatives of the Junior Common Room as follows: the President, two Welfare Representatives, the LGBTQ Representative, the Equal Opportunities Representative, the Academic Affairs Representative, and the International Representative; and three representatives of the Middle Common Room as follows: the President and two Welfare Representatives.

(b) The Chaplain shall chair the Welfare Forum and be its Convenor.

(c) The Chaplain shall convene the Welfare Forum not less often than once in every Term. Without prejudice to the overall responsibility of the Chaplain as Convenor the minutes of the Forum’s meetings shall be taken by one of the Junior Deans for Welfare.

(d) It shall be the duty of the Welfare Forum:

(i) generally to consider all issues pertaining to the welfare of Junior Members of the College and to make such recommendations in relation to those issues to any Board as it thinks appropriate;

(ii) to receive and consider reports on the matters within its remit from the Junior Common Room, the Middle Common Room, the University Counselling Service, and the Disability Advisory Service.

(iii) to monitor the training of College Peer Supporters;

(iv) to review and plan the College’s response to public health issues;

(v) to consider the report on the welfare of the Junior Members submitted annually by the Chaplain to the Warden and Tutors’ Committee and the Graduate Committee.

THE DISCIPLINARY PANEL

35. (a) (i) The members of the Disciplinary Panel shall be the Warden or the Warden’s nominee and four other members of the Governing Body at least two of whom shall hold the office of Tutor. The Principal of the Postmasters shall not be a member. The Panel may (but shall not be obliged to) ask an assessor, to be known as the Disciplinary Assessor, to be present at its deliberations and to advise it but such person shall have no vote.
(ii) Any tutor of the Junior Member charged and any other person with an interest in the subject-matter of the charge shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined (i) in the case of an undergraduate as any person who has acted as that undergraduate’s director of studies and (ii) in the case of a graduate student as any person who has acted as that graduate student’s college adviser and (iii) in either case as including any person who has filed or will file an academic report on that Junior Member’s work during the course of the current academic year.

(iii) The Warden or the Warden’s nominee shall ordinarily chair the Panel. If the Warden or the Warden’s nominee is replaced pursuant to Bylaw VII.35(a)(ii) above the most senior of the Tutors present shall chair the Panel.

(b) The Disciplinary Panel shall be convened in accordance with Bylaw XI B as often as required and all its members must be present at its meetings.

(c) It shall be the duty of the Disciplinary Panel to hear and determine cases brought before it concerning serious misconduct relating to Junior Members within the College’s jurisdiction in accordance with Bylaw XI B on Discipline.

THE ACADEMIC REVIEW PANEL

36.(a) (i) The members of the Academic Review Panel shall be six members of the Governing Body including at least three who hold the office of Tutor. The Senior Tutor shall not be a member.

(ii) Any tutor of the undergraduate whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined as any person who has acted as that undergraduate’s director of studies or has filed or will file an academic report on that undergraduate’s work during the course of the current academic year.

(iii) The members of the Academic Review Panel as constituted after any replacements have been co-opted shall elect one from among their number to take the chair.

(b) The Academic Review Panel shall be convened in accordance with Bylaw XI A as often as required and all its members must be present at its meetings.

(c) It shall be the duty of the Academic Review Panel to hear and determine cases referred to it concerning the imposition or extension of probation and cases concerning breaches of probation in accordance with Bylaw XI A on Academic Discipline.
(d) Any appeal against a decision of the Academic Review Panel shall be made to the Appeals Panel.

THE FITNESS TO STUDY PANEL

37(a) (i) The members of the Fitness to Study Panel shall be: the Fitness to Study Panel shall be chaired by the Warden (or the Sub-Warden if the Warden is unavailable or by another Governing Body Fellow nominated by the Warden if the Sub-Warden is also unavailable), with four other Governing Body Fellows of the College, at least two of whom should be Tutors or former Tutors.

(ii) These members shall be drawn by the Chair from a pool of eight Governing Body Fellows who have agreed to sit on the Panel. The Panel shall include both male and female members.

(iii) Should any member of the Panel be the tutor of the Junior Member or have an interest in the case, she or he shall be replaced by another member of the pool (or a member of the Governing Body co-opted by the other members of the Panel in the event that there is no member of the pool available).

(iv) For the purposes of Bylaw VII.37(a)(iii) only a “tutor” shall be defined
   (a) in the case of an undergraduate as any person who has acted as that undergraduate’s director of studies and
   (b) in the case of a graduate student as any person who has acted as that graduate student’s college adviser and
   (c) in either case as including any person who has filed or will file an academic report on that Junior Member’s work.

(b) The Fitness to Study Panel shall be convened in accordance with Bylaw XI D as often as required. The Panel shall normally require the participation of five members but outside Full Term in cases of urgency special arrangements may be made including reducing the number of members to not less than three.

(c) It shall be the duty of the Fitness to Study Panel to hear and determine cases referred to it in accordance with Bylaw XI D.

(d) Any application for review of a decision of the Fitness to Study Panel shall be made to the Appeals Panel in accordance with Bylaw XI D.

THE APPEALS PANEL

38.(a) (i) The members of the Appeals Panel shall in cases of academic discipline under Bylaw XI A be the Warden (or the Warden’s nominee) and four other members of the Governing Body of whom at least two shall hold the office of Tutor. Members of the Academic Review Panel shall not be members.
(ii) Any tutor of the undergraduate whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined as any person who has acted as that undergraduate’s director of studies or has filed or will file an academic report on that undergraduate’s work during the course of the current academic year.

(iii) The Warden or the Warden’s nominee shall ordinarily chair the Panel when it is convened for the purposes of Bylaw XI A. If the Warden or the Warden’s nominee is replaced pursuant to Bylaw VII.38(a)(ii) above the Panel as constituted after any replacements have been co-opted shall elect one from among their number to take the chair.

(b) (i) The members of the Appeals Panel shall in cases of discipline for serious misconduct under Bylaw XI B be the Sub-Warden (or the Sub-Warden’s nominee) and four other members of the Governing Body of whom at least two shall hold the office of Tutor. Neither the Principal of the Postmasters nor any member of the Disciplinary Panel shall be a member.

(ii) Any tutor of the Junior Member whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined (i) in the case of an undergraduate as any person who has acted as that undergraduate’s director of studies and (ii) in the case of a graduate student as any person who has acted as that graduate student’s college adviser and (iii) in either case as including any person who has filed or will file an academic report on that Junior Member’s work during the course of the current academic year.

(iii) The Sub-Warden or the Sub-Warden’s nominee shall ordinarily chair the Panel as constituted under Bylaw XI B. If the Sub-Warden or the Sub-Warden’s nominee is replaced pursuant to Bylaw VII.38(b)(ii) above the most senior of the Tutors present shall chair the Panel.

(c) (i) The members of the Appeals Panel shall in cases of failure in the First Public Examination under Bylaw XI C be no fewer than three members of the Governing Body of whom at least two shall hold the office of Tutor. The Senior Tutor shall not be a member.

(ii) Any tutor of the undergraduate whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined as any person who has acted as that undergraduate’s director of studies or has filed or will file an academic report on that undergraduate’s work during the course of the current academic year.
(iii) The members of the Appeals Panel as constituted under Bylaw XI C after any replacements have been co-opted shall elect one from among their number to take the chair.

(d)(i) The members of the Appeals Panel shall in cases relating to suspension of studies or fitness to study under Bylaw XI D shall be Warden or (where the Warden has chaired the Fitness to Study Panel) the Sub-Warden or the Sub-Warden’s nominee with four other members of the Governing Body, of whom at least two are Tutors.

(ii) The Appeals Panel shall include both male and female members. The members of the Fitness to Study Panel shall not be members of the Appeals Panel (although members of the pool from whom the Panel was drawn may be included on the Appeals Panel).

(iii) Any tutor of the Junior Member whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel.

(iv) For the purposes of Bylaw 38(d)(iii) above only a “tutor” shall be defined

(a) in the case of an undergraduate as any person who has acted as that undergraduate’s director of studies and

(b) in the case of a graduate student as any person who has acted as that graduate student’s college adviser and

(c) in either case as including any person who has filed or will file an academic report on that Junior Member’s work.

(iii) The Sub-Warden or the Sub-Warden’s nominee shall ordinarily chair the Panel as constituted under Bylaw XI B. If the Sub-Warden or the Sub-Warden’s nominee is replaced pursuant to Bylaw VII.38(d)(ii) above the most senior of the Tutors present shall chair the Panel.

(e) The Appeals Panel shall be convened in accordance with Bylaw XI A or Bylaw XI B or Bylaw XI C or Bylaw XI D as the case may be as often as required and all relevant members must be present at its meetings. The Warden or (in the Warden’s absence) the Sub-Warden shall convene the Appeals Panel under Bylaw XI C.

(f) It shall be the duty of the Appeals Panel to hear and determine appeals made to it in accordance with Bylaw XI A or XI B or XI C or applications for review under Bylaw XI D as the case may be.

THE INITIAL PERIOD REVIEW PANEL
39.(a) (i) The members of the Initial Period Review Panel when it is to consider any re-appointment of a Tutor other than the Senior Tutor in accordance with By-law IV.30(c) shall be the Senior Tutor and four other members of the Governing Body of whom at least one shall have served as a Tutor (other than as Senior Tutor).

(ii) The members of the Initial Period Review Panel when it is to consider the re-appointment of any permanent College Officer other than a Tutor or Lecturer (but including the Senior Tutor) shall be the Sub-Warden and the members of the Governing Body who were members of the panel which made the original appointment. In the event that no or only one person who was a member of the original appointment panel remains a member of the Governing Body at the time when re-appointment falls to be considered the Governing Body shall appoint the members of the Initial Period Review Panel on the nomination of the Fellowship and Appointments Committee.

(iii) The Initial Period Review Panel shall have power:

(a) to co-opt additional members from among the members of the Governing Body;

(b) to consult such persons as it thinks fit.

(b) The Senior Tutor shall chair the Initial Period Review Panel when it meets to consider the re-appointment of a Tutor and shall also be its Convenor. In all other cases the person who chaired the original appointment panel shall chair the Initial Period Review Panel and shall also be its Convenor but if that person has ceased to be a member of the Governing Body or is otherwise unable to act the Governing Body shall appoint in substitution one of the members of the Panel.

(c) It shall be the duty of the Initial Period Review Panel to consider re-appointments in accordance with the procedure provided in Bylaw IV.30(c) and to make recommendations to the Warden or to the Governing Body as the case may be.

THE EJRA PANEL

40. (a)(i) The members of the EJRA Panel shall be the Warden (except where paragraph (b) below applies), a Professorial Fellow, and one of the Tutors elected by the Governing Body to attend the Committee on Stipends and Allowances.

(ii) Where the EJRA Panel is to consider a request by the Warden to continue in office beyond the retiring age the Governing Body shall elect an Honorary or Emeritus Fellow to take the Warden’s place on the Panel.

(b) The Warden (or where Bylaw VII.40(a)(ii) above applies, the Honorary or Emeritus Fellow elected to take the Warden’s place) shall chair the EJRA Panel and be its Convenor.
(c) It shall be the duty of the EJRA Panel to consider in accordance with the College’s Employer Justified Retirement Age Policy any request made by the Warden or College Officers or academic employees to work or to continue in office beyond the retiring age and to recommend to the Governing Body how that request should be dealt with.

(d) In relation to the EJRA Panel “the retiring age” shall mean the employer-justified retiring age adopted by the College for the office or employment in question.
VIII. ACADEMIC EMPLOYEES

1. This bylaw relates to Statute 9.

Part I: - Application

This Bylaw shall apply to all members of the Governing Body of Merton College employed by the College to carry out teaching or research, to all Stipendiary Lecturers who are teaching four or more hours per week for the College, and to the Warden as indicated in clause 3(1(c).

Part II: Redundancy Procedure

Stage 1 - Governing Body Meeting (Clause 10(2))

1.1 In the event that a reduction in academic staff or activity is contemplated for any reason whatsoever, the Warden shall call a special meeting of the Governing Body to consider and determine upon the matters set out in Clause 10(2) of the Statute.

1.2 If any member is unavoidably unable to attend and reasonably considers that he or she may be personally affected by a decision under Clause 10(2), for example because the Governing Body may be considering deleting a subject altogether, he or she shall be entitled to seek a postponement of the meeting by written notice to the Warden to be delivered to him or her at least three days prior to the date set for the meeting.

1.3 Prior to the special meeting, the Warden shall cause a detailed memorandum of information to be prepared on a confidential basis for the Governing Body. The memorandum shall contain all relevant available information including financial and academic matters, setting out in detail the position of the College and the matters to be considered both in favour of and against making any reductions in general terms and in so far as possible without reference at this stage to the position of any individual members of academic staff who may be affected.

1.4 The memorandum shall put all considerations forward fairly and in an even-handed manner and shall not make recommendations for any specific course of action. The memorandum shall evaluate as far as possible the impact of any reduction on the principles established by Clause 1 of the Statute.

1.5 To provide members with an opportunity to consider, and respond to, the memorandum of information, it shall be circulated at least seven days before the relevant meeting of the Governing Body and representations shall be invited. Any representations which are received in the Warden’s Office by 12 noon on the second day before the day of the meeting shall be circulated to all members of the Governing Body.
1.6 Prior to making any decision under Clause 10(2) the Governing Body shall consider the impact of such a decision on relevant Faculty and subject boards and shall consult with the relevant University bodies. Such consultation may be commenced at any stage by the Warden (or the Warden’s delegate).

**Stage 2 - Redundancy Procedure - Initial Stage**

2.1 Once a decision has been reached in principle under Clause 10(2) of the Statute, the Governing Body shall appoint a Redundancy Committee (‘the Committee’) unless it determines that it will carry out the task of handling any redundancies itself.

2.2 Members of the Committee shall be selected in accordance with the provisions of Clause 11 of the Statute. However no members who appear to be personally affected or likely to be so affected shall be chosen. No-one on a fixed-term appointment shall be eligible for selection and no-one to whom the Statute applies shall be eligible for selection unless he or she has been employed by the College for at least two years. The Chair of the Committee shall be expressly so appointed by the Governing Body.

2.3 In the case of potential collective redundancies the Governing Body shall, and in all other cases may, consider and establish appropriate procedures for consultation with representatives of the members of staff potentially affected. Such consultation shall generally be carried out by the Redundancy Committee or, if none is appointed, the Governing Body itself. Such consultation shall be either with a recognised trade union or specially elected "workplace" representatives as defined by any relevant legislation currently in force, and shall commence in good time with a view to reaching agreement in relation to the matters set out in any legislation in force for the time being.

2.4 The Redundancy Committee (or if none is appointed, the Governing Body) shall meet as soon as is reasonably practicable to establish a timetable for consideration of the issues. The Committee shall consider the identification of those who are potentially at risk of redundancy and shall seek to identify any alternatives to redundancy to avoid redundancy and/or to mitigate the effects. It shall also consider, where applicable, selection criteria for the determination of who is to be chosen from among those who are at risk of redundancy.

2.5 No decision shall be taken upon any of the relevant matters without the Committee's ensuring that there has been full and proper consultation with the affected persons and their representatives. For this purpose, and prior to any decision being made, the Committee shall ensure that each person is afforded an opportunity to meet with members of the Committee (accompanied by a representative if they wish), to be provided with relevant information and to make representations on any aspect of the case.
2.6 After having considered all relevant matters the Redundancy Committee shall meet to formulate its recommendations together with the reasons for them. A written report of the recommendations and reasons for them shall be provided to the Governing Body and to the affected person or persons as well as their representative(s).

**Stage 3 - Decision on Redundancy**

3.1 Upon receipt of the report and recommendations of the Redundancy Committee a special meeting of the Governing Body shall be convened to consider the matter further.

3.2 Any member whose dismissal on grounds of redundancy is recommended by the Redundancy Committee, shall be permitted at least two weeks between the date of the Committee’s report and the special meeting of the Governing Body to prepare and submit any representations he or she considers appropriate to the Governing Body. Any representations which are received in the Warden’s Office by 12 noon on the second day before the day of the meeting shall be circulated to all members of the Governing Body.

3.3 In addition to submission of written representations, the person concerned shall have the opportunity to make oral representations to the Governing Body at the special meeting prior to any decision being made and shall be entitled to be accompanied and/or represented by a person (who may be a professional and/or trade union representative) of his or her choice.

3.4 The Governing Body may request a member of the Redundancy Committee (where appointed), being the Chair or his delegate, to attend the Governing Body formally in that capacity to present the Committee’s recommendations and to answer questions from the Governing Body and/or the person or persons concerned. If the Governing Body so determines, the Redundancy Committee may be asked to carry out further consultation with affected members or any other appropriate person.

3.5 No meeting of the Governing Body at which a decision to dismiss under Part II is taken shall be quorate unless at least 50% of those members of the College entitled to attend are present and no vote shall be effective unless at least two thirds of those attending vote in favour.

3.6 Prior to making any decision to dismiss in accordance with recommendations of the Redundancy Committee, the Governing Body shall specifically canvass any alternative employment opportunities or any other means of avoiding a dismissal for redundancy. In addition the Governing Body shall ensure that it has been fully appraised of any USS options which the person affected may be able to exercise in the event of redundancy.
3.7 In the event that the Governing Body accepts the recommendations of the Redundancy Committee and votes to dismiss any member on grounds of redundancy, a written note of the decision of the Governing Body together with a copy of the procedures establishing a right of appeal shall be provided to the person affected and his or her representative. In the event of an appeal, no decision shall be implemented until after this has been determined under Part V.

3.8 If the Governing Body decides upon the dismissal of any member on grounds of redundancy, it shall ensure that provision is made to assist the person concerned with financial and career planning, with reasonable expenses to be met by the College.

Part III: Disciplinary Procedure

1 Informal Stage

1.1 Where it appears to the Warden that the conduct or performance of a member of academic staff is falling below an acceptable standard, the Warden may arrange to meet with that person on an informal basis to explore the situation and to consider what action can be taken to improve his conduct or performance. The Warden may appoint a colleague (being a Fellow or Emeritus or Honorary Fellow of the College) to conduct the informal discussions with the person concerned either with the Warden or alone. The informal discussion shall not be viewed as a disciplinary act but as an opportunity to explore together any problems that appear to have arisen and consider solutions that may be available. A record of this initial meeting may be kept, provided the member of staff agrees and a copy of any record is made available to him or her. If the person concerned prefers, the discussion may be kept confidential at this stage.

2 Disciplinary Warnings

2.1 In any case where it seems to the Warden that the performance and/or conduct of a member of academic staff appears not to meet acceptable standards but where the circumstances do not appear to raise prima facie grounds for dismissal (for example, after investigation of a complaint submitted to the Warden under Clause 14(1) which is not to be referred to an Academic Disciplinary Panel), the Warden may convene a meeting with the individual for the purpose of considering the matter and any appropriate sanction. No disciplinary sanction shall be imposed unless the person concerned has had reasonable notification of the allegations made against him or her and an opportunity to respond and until the matter has been properly investigated by or at the behest of the Warden.

2.2 Prior to the disciplinary meeting, the person concerned shall be provided with written notification of the date and nature of the meeting and the matters to be considered, together with copies of any relevant statements. The person concerned shall have the opportunity to be accompanied or represented by a colleague or representative from any professional body or trade union of which he or she is a
member such as the UCU. The individual shall not normally be permitted legal representation at this stage.

2.3 In the event that it appears to the Warden that the individual’s conduct and/or performance has fallen below acceptable standards, and depending on the gravity of the situation and all the circumstances of the case, the Warden may issue an oral or written warning.

2.3 (a) Oral Warning
The oral warning is the first stage of the disciplinary procedure. It shall normally be issued in front of a witness and shall state clearly that it comprises the first stage of the disciplinary process. The reasons for the warning shall be specified, together with any agreed plan of action for improvement, where applicable. The oral warning shall be recorded in a dated written note, a copy of which shall be provided to the individual. The note shall be kept in the file of the person concerned and shall be regarded and marked as spent after one year.

2.3 (b) Written Warning
In the event that the person’s conduct and/or performance does not improve or gives further cause for concern whether of a similar nature or not, within the twelve month period during which the oral warning remains live, and in any case where the seriousness of the matter so merits, the disciplinary action which the Warden may take short of dismissal is a written warning. The written warning shall specify the reason and set out the improvement required and the time for achieving it. It shall be dated and a copy shall be provided to the individual as well as being kept in the file of the person concerned. A written warning remains “live” for a period of two years after which it shall be regarded and marked as spent.

2.4 In the event that either an oral or a written warning is issued, the person concerned shall be notified of his or her right of appeal under Clause 13(3) of the Statute.

3 Dismissal

In any case before the Warden, whether on a complaint under Clause 14(1) or otherwise, the Warden shall consider all the circumstances of the case including the outcome of any enquiries instituted under Clause 14(2) and any comments from the person concerned invited under Clause 14(3). If, after such consideration, it appears to the Warden that there are prima facie grounds for dismissal for good cause as defined in Clause 5 of the Statute, the Warden may call on the Governing Body to appoint a Tribunal to consider and report on the case in accordance with Clauses 16-19 of the Statute. The Warden may suspend the person concerned at this stage in accordance with Clause 14(3).

3.1 Upon receipt of a request under Clause 15 of the Statute from the Warden, the Governing Body shall appoint the Tribunal as soon as reasonably
practicable and shall inform the person to be charged by written notice that the Tribunal has been appointed to consider any charge or charges to be brought. The written notice shall include the names of the three members of the Tribunal and shall enclose a copy of this Bylaw. At the same time the Governing Body shall appoint a solicitor or other suitable person to formulate charge(s) and to conduct or arrange for the conduct of the hearing. The Governing Body shall appoint one of the three members to chair the Tribunal.

3.2 Subject to the provisions of the Statute and any provision to the contrary in this Bylaw, the Tribunal shall have power to regulate its own proceedings. In the event that any member of the Tribunal is unable to attend for any period of time, the Tribunal shall be discharged and a new Tribunal shall be appointed in accordance with the provisions of the Statute. The Tribunal shall be entitled to appoint a secretary to support it in discharging its function at any time and to take notes of evidence at any hearing.

3.3 The person appointed to formulate the charge or charges (“the prosecutor” - which expression may include a firm of solicitors or any person instructed to act on that person’s behalf) shall notify the person charged of the date and time set for the hearing of the charge or charges.

3.4 The person charged shall notify the prosecutor of any representative he or she has appointed to act for him or her and any further communications shall be addressed to the person charged and to any representative appointed by the person charged. Any fees or expenses payable to the representative (other than reasonable travel costs and out of pocket disbursements) shall be at the charge of the person charged.

3.5 The Chair of the Tribunal may make any interlocutory directions he or she considers necessary for the fair conduct of the hearing, including but not limited to any directions as to the hearing date(s), whether at the request of either party or otherwise of his or her own motion. The Chair may also remit any matters to the Warden for further consideration and has power to join further parties to the case if he or she considers it appropriate to do so upon notice to the parties of such joinder. The Chair of the Tribunal shall set the date, time and place for the hearing and may also set appropriate time limits for each stage (including the hearing), to the intent that any matters be heard and determined expeditiously. If the Chair considers it appropriate in all the circumstances of the case he or she may request the Warden to consider the suspension of the person charged under Clause 14(3).

3.6 At least 21 days before the date set for the hearing, the prosecutor shall forward the following to the Tribunal and person charged and any other parties to the hearing:

(a) the charge or charges;
(b) copies of any documents specified or referred to in the charge or charges;
(c) a list of witnesses to be called by the prosecutor;
(d) copies of statements containing the witnesses’ evidence.

3.7 At least seven days before the date set for the hearing, the person charged shall forward to the prosecutor copies of any documents on which he or she wishes to rely, a list of witnesses and copies of their statements of evidence. The prosecutor shall ensure that copies of all these are prepared and forwarded to the Tribunal as soon as practicable.

3.8 The jurisdiction and power of the Tribunal shall not be restricted by the fact that the person charged has been, or is liable to be, prosecuted in a court of law in respect of any act or conduct which is the subject of proceedings before the Tribunal. The Tribunal may postpone or adjourn a hearing, if it considers it appropriate, to enable a prosecution to be undertaken.

3.9 Subject to the consent of the Tribunal, both the prosecutor and the person charged may introduce new evidence at the hearing save that in the case of the prosecutor such new evidence shall not be admitted except for good reason. In the event that new evidence is admitted, the other party shall have the right to an adjournment to allow time to consider the evidence and its effect on the case and may then submit further evidence in response, provided that the Tribunal consents, such consent not to be unreasonably withheld.

3.10 The Tribunal may proceed with the hearing in the absence of any party but shall not do so in the absence of the person charged or that person’s representative unless it is satisfied that it is reasonable to do so in all the circumstances of the case or unless the person charged agrees or so requests.

3.11 Subject to the right of the person charged, his or her representative and the prosecutor to be present throughout the hearing, the Tribunal may decide whether to admit any persons to, or exclude them from, the hearing or any part of it.

3.12 Each party to the proceedings shall be entitled to give evidence at the hearing, to make an opening statement, to call witnesses, and to question any witness. Closing statements may be made by the prosecutor first and then any other parties, with the person accused being given the opportunity to speak last.

3.13 Without prejudice to the Tribunal’s general power to regulate its own conduct, it shall specifically have the power to set time and other limits on the evidence to be called for each side consistent with providing a fair opportunity for each party to present its relevant evidence whilst ensuring that the charge is heard and determined as expeditiously as is reasonably practicable. The Tribunal shall have power to adjourn the proceedings from time to time as it sees fit.
3.14 The Tribunal shall ensure that its secretary or some other appropriate person is present throughout the hearing so that a full and accurate record of the evidence may be taken.

3.15 It is for the prosecutor to prove the charge or charges. In determining whether the charges or any of them are proved the Tribunal shall consider the evidence and decide whether on balance it considers that good cause for dismissal within the meaning of Clause 5 of the Statute has been proved in respect of each charge before it.

3.16 If the Tribunal decides that a charge has been proved, it shall give each party an opportunity either orally or in writing at the option of the Committee to address it on the question of penalty and/or mitigation prior to determining any recommendations that it may make to the Warden.

3.17 The decision of the Tribunal shall be recorded in a document in which the Tribunal’s findings of fact, its reasons for the decision and any recommendations as to penalty are contained. The document shall be signed by the Chair of the Tribunal and at least one other member. The document shall be sent directly by the secretary of the Tribunal to the person charged and to that person’s representative in addition to the other parties specified in Clause 19 of the Statute.

3.18 Where any charge has been upheld and the Tribunal has recommended dismissal, the Warden or the Warden’s delegate shall inform and consult the Governing Body prior to making any decision as to penalty. The Warden shall arrange for a special meeting of the Governing Body for this purpose and shall keep the person charged informed as to the process. The person charged shall have the right to make further representations to the Warden at this stage.

3.19 If the Warden decides to dismiss the person charged he or she may do so forthwith or upon such terms as he considers fit. If the Warden decides not to dismiss, the actions the Warden may take are as set out in Clause 20(2) of the Statute. Any warning given under Clause 20(2)(c) shall be recorded in writing and shall remain live for two years. In all cases the Warden’s decision shall be communicated to the person charged in writing as well as to the Governing Body.

**Part IV: Procedure for Removal on Medical Grounds**

**1 Preliminary Stage**

1.1 Where from the conduct or performance of a member of academic staff it appears to the Warden that there may be cause for concern about that person on medical grounds, and any case where the member of staff has been absent on medical grounds for an aggregate period of six months in any twelve month period, the Warden shall meet with the individual concerned and consider the circumstances of the case. The consultation shall be on a confidential basis if the member of staff so wishes, but the Warden may appoint an informal panel of two or three individuals,
including one who is medically qualified, to advise and assist the Warden, provided that the member of staff concerned is informed of this.

1.2 At this stage the purpose of the meeting and any subsequent investigations is to elucidate the nature of the problem and to consider ways of assisting the member of staff to resume his or her full contractual duties. If the Warden considers it advisable, the Warden shall seek the member of staff’s consent to disclosure of the latter’s medical record in accordance with the Access to Medical Reports Act 1988. The Warden may also, with the consent of the member of staff, arrange for him or her to be examined by an occupational health physician or other medical practitioner to assess inter alia the prognosis for a return to work and any available treatment. Any fees payable in relation to such examination shall be borne by the College.

1.3 The Warden shall consider with the member of staff, and other concerned people as required, ways of ensuring that students and others for whom the individual has contractual responsibilities have their teaching, pastoral and other needs, as may be, met by a rearrangement of resources or other arrangements. In all cases, and especially where third parties are consulted, the Warden shall do all that is reasonably practicable to respect the confidentiality of the member of staff if the member so wishes. The Warden shall also consider whether counselling or other assistance shall be offered to the member of staff at the expense of the College.

2 Medical Incapacity

2.1 If it appears to the Warden that the situation is unlikely substantially to improve within a reasonable period of time, or in any case where the condition of the member of staff or any mental or physical quality affecting the member of staff is such as substantially to interfere with the performance of his or her duties, the Warden shall consider the removal of the member of staff in accordance with the provisions of Clauses 23 and 24 of the Statute. Prior to taking any action under this section, the Warden shall consult with the individual and/or any representative(s) nominated by the individual as to the steps to be taken and their likely outcome. The consultation shall specifically include consideration of the person’s condition and likely future state of mental or physical capacity, and whether the person wishes to seek early retirement or a reduction of duties and hours (with a commensurate reduction in stipend). The wishes and needs of the person concerned shall be balanced against the tutorial or other relevant requirements of the College. If the Warden suspends the member of staff under the provisions of Clause 23(1)(b) the Warden shall ensure that the member of staff has adequate access to materials and/or colleagues to enable him or her to participate effectively in the consultation process.

2.2 The consultation process shall also include consideration of any adjustments which could reasonably be made to the duties of the employment and/or the physical features of the premises and/or any arrangements made by or on behalf of the College so as to facilitate the continued employment of the person concerned. The Warden shall not consider the removal of the person concerned from his or her
office or employment without first obtaining advice and assistance as to any facilities that may be available to assist the person. In general the Warden shall have regard to the provisions of the Equality Act 2010 and associated Codes of Practice, as appropriate.

2.3 The Warden shall seek to obtain a medical report concerning the member of staff from the medical practitioner who has had clinical care of him or her and shall notify the person concerned to that effect in writing, seeking the member’s consent in writing in accordance with the provisions of the Access to Medical Reports Act 1988.

2.4 At all stages the person concerned shall be able to nominate a friend, professional colleague or other representative to assist and advise him or her. Provided that clear notification is given to the Warden, such a representative may be given authority to act instead of the person concerned if the latter so wishes and may give such consents, agreements etc as the person concerned would be able to give. Such authority shall include, but not be limited to, a power of attorney, including an enduring or lasting power which has been duly registered with the Court of Protection or the Office of the Public Guardian.

2.5 In the event that the member of staff does not apply for medical retirement, or does and is rejected, the Warden shall consider all the circumstances of the case, including any available medical information, and shall determine in particular whether the case should be forwarded to a Medical Board or a Tribunal.

2.6 Any powers of the Warden may be exercised instead by a duly appointed alternate or other appropriate officer and references to the Warden shall, throughout Part IV of this Bylaw, be construed as including references to the alternate.

3 Medical Board

3.1 If after considering all the circumstances of the case the Warden concludes that the removal on medical grounds of the member of staff (hereafter “the person concerned”) should be considered, the Warden shall so inform the person concerned. The notification shall be provided in writing and shall be presumed to have reached the person concerned two days after being sent. The Warden shall notify the person concerned that a Medical Board (the Board) is to be appointed to consider whether he or she shall be removed from office on medical grounds, and shall request the person concerned to nominate someone to sit on the Board. If, within a reasonable period of time (one month), the person concerned fails to nominate a person who is willing and able to sit on the Board reasonably expeditiously, the Warden shall presume a default and shall nominate someone.

3.2 At the same time as notifying the individual, the Warden shall also convene a special meeting of the Governing Body to consider the matter confidentially and shall request the Governing Body to nominate a member to sit on the Board. The Governing Body shall canvass and propose the names of two medically qualified
people to the person concerned to chair the Board. For this purpose the Governing Body may seek the advice of the College Doctor or any other suitable person on a confidential basis. In the event that agreement cannot be reached between the Governing Body and the person concerned as to the appropriate person to chair the Board, the Governing Body shall request the President for the time being of the Royal College of Physicians to nominate a Chair. The Governing Body shall nominate an appropriate person who is unconnected with the case to act as secretary to the Board.

4 Procedures for a Medical Board Hearing

4.1 Where a Medical Board has been appointed to determine a case referred to it under Clause 23(3) of the Statute, the Chair shall appoint the time, date and place for the hearing and the secretary shall notify all parties in writing. The Board shall have power to adjourn the hearing from time to time as it sees fit.

4.2 At least 21 days before the hearing, the Warden shall refer whatever relevant evidence he or she has in confidence to the Board and shall make the evidence available to the person concerned and/or any representative the person concerned has nominated to act for him or her, except for information for which a medical practitioner has claimed exemption from disclosure under the provisions of section 7 of the Access to Medical Reports Act 1988.

4.3 The Warden shall consider the case and, if the Warden thinks it necessary, may appoint someone to present the case for removal as well as the relevant oral and documentary evidence to the Board. Witnesses may be called by the person presenting the case, in which case copies of their statements shall be made available to the Board and the person concerned at least 14 days prior to the date set for hearing.

4.4 The person concerned shall be entitled to an oral hearing before the matter is determined by the Board. The parties to the hearing shall be the person concerned (including any person appointed to act for or instead of him or her), any one appointed to present the case for removal and any other party which the Board may join at its own discretion. The secretary to the Board, the person concerned and/or his or her representative and the person presenting the case shall be entitled to remain throughout the hearing; otherwise it shall be for the Board to determine who may be present at any time.

4.5 The person concerned shall be entitled to present whatever evidence he or she considers relevant, subject to the overall right of the Board to regulate its own conduct of the hearing. At least 7 days before the hearing, the person concerned shall provide the secretary to the Board with copies of any evidence, including medical evidence, on which he or she wishes to rely. The secretary to the Board shall be responsible for ensuring that copies are made available to Board members and other parties as soon as possible. The person concerned and the person presenting the case for removal may each call one expert witness whose statement(s) shall first be presented in writing to the other parties.
4.6 Any party may produce additional evidence during the hearing subject to the Board’s consent and subject to any adjournment that may be required to give the parties time to consider and respond.

4.7 Each party to a hearing shall be entitled to give evidence at the hearing, to make opening and closing statements (either personally or through a representative) and to call witnesses and to question any witness concerning any relevant evidence. Subject to the provisions of this Bylaw and of the Statute, the Board may regulate its own procedure and shall ensure that the case is heard and determined as expeditiously as is reasonably practicable.

4.8 The Board may proceed with the hearing in the absence of any party but shall not do so in the case of the person concerned and/or his or her representative unless it is satisfied that it is reasonable to do so in all the circumstances of the case or the person concerned agrees or so requests. If at any time a member of the Board is unable to continue, the Board shall be discharged and a new one appointed in accordance with the procedure set out under Clause 3 above.

4.9 The person presenting the case for removal shall specifically draw the attention of the Board to the provisions of the Equality Act 2010 and provide the Board with information as to what adjustments have been considered to avoid the removal of the person concerned from employment, together with information as to cost and effectiveness of the adjustment(s).

4.10 At any stage before making its decision the Board may call for additional information including requiring the person concerned to undergo medical examination by a medical practitioner chosen or agreed by the Board, at the College’s expense. In the event that the person concerned fails to undergo any medical examination required by the Board, or if the medical evidence is inconclusive, the Board shall exercise its judgement on the basis of the evidence available to it.

4.11 The Board’s decision shall be recorded in writing and shall contain its findings on the main facts and on the medical evidence available to it, as well as its conclusion as to whether the person concerned should be required to resign on medical grounds. The Board shall specifically record the matters it has taken into consideration in determining whether any reasonable adjustments can be made to enable the person concerned to remain in employment. If the Board concludes that the person concerned should be required to retire on medical grounds it shall clearly so state and, in the case where the person concerned is a member of the USS, confirm that in its opinion he is suffering from permanent ill-health or infirmity.

4.12 It is the responsibility of the Board secretary to ensure that the Warden and all the parties to the hearing receive a copy of the decision. The decision document shall be sent to the person concerned as well as his representative, except in the case where it is clear that the representative has authority to act in place of the person concerned, or in any other case with the consent of the person concerned.
4.13 The person concerned shall have the right to make further representations to the Warden provided that this is done within 14 days of receipt of the decision document by the person concerned. Upon receipt of the Board’s decision and any further representations from the person concerned, the Warden shall decide whether to terminate the employment of the person concerned on medical grounds. But prior to any decision to so terminate, the Warden shall first consult the Governing Body, respecting medical confidentiality in so far as this is possible. The Warden shall arrange for a special meeting of the Governing Body for this purpose and shall keep the person concerned and/or his or her representative informed as to the process. Secondly, depending on the circumstances of the case, including the length of time taken, the Warden shall afford the person concerned an opportunity to retire on medical grounds in accordance with the rules of the USS where applicable.

4.14 In the event that the Board does not determine that the person concerned should be required to retire on medical grounds, for example because it is not satisfied that the person concerned is incapacitated on medical grounds, the Warden shall consider the position and, if he or she so determines, may invoke the Disciplinary Procedure at any stage including requesting the Governing Body to appoint a Tribunal.

Part V: Appeals Procedure

1. A Notice of Appeal against any decision under Parts II, III or IV of the Statute must be served on the Warden within 28 days of the decision. The Warden shall bring the fact that an appeal has been made to the attention of the Governing Body and inform the appellant that this has been done. The Warden shall consider any appropriate action, including suspension that may be required in relation to the appellant and/or the appellant’s position in the College pending the outcome of the appeal.

2. The Governing Body shall appoint a person to hear the appeal in accordance with Clause 29 of the Statute who shall be called the Chair, and the two further persons in accordance with Clause 29(4) of the Statute who shall sit with the Chair if the Chair so decides under Clause 4 below.

3. In the event that the notice of appeal is not served in time in accordance with Clause 28 of the Statute, the Chair shall consider the circumstances of the case including the length and the reason for the delay and the grounds of appeal and shall determine whether justice and fairness require that the appeal shall be permitted to proceed.

4. The Chair shall consider whether to sit alone or with two other persons. In the event that the Chair decides to sit with two other persons, they shall be the persons appointed by the Governing Body in accordance with Clause 2 above and the body so constituted shall be referred to as the Appeal Body, which term shall also refer to the Chair in the event that the Chair sits alone.
5. The Chair shall appoint a date, time and place for the hearing and shall make such other directions for the disposal of the case as appear to him or her appropriate including the joinder of other parties, and any directions that may be required to clarify the grounds of appeal. The Appeal Body shall have power to adjourn the hearing from time to time as it sees fit.

6. Notice of the date, time and place and any directions made by the Chair shall be served on all parties to the appeal at least 14 days before the date appointed and the appellant shall be notified that the appellant has the right at his or her own expense to be represented by another person who may, but need not, be legally qualified. The appellant and any other party shall also be notified of their right to call witnesses with the consent of the Appeal Body.

7. Any committee, board or other body shall, if joined as a party to the appeal by the Chair, appoint one or more persons either from among their number or otherwise, who may, but need not, be legally qualified, to prepare and present the response to the appeal, such response to be served on the Appeal Body, the appellant and any other parties at least seven days before the day appointed for the hearing of the appeal.

8. Any hearing of the appeal may be adjourned or postponed at the discretion of the Chair. The Appeal Body may dismiss the appeal for want of prosecution. However no decision to dismiss in such circumstances shall be made without first having provided the appellant with an opportunity to make representations whether orally or in writing.

9. Except as provided in Clause 8 above no appeal may be determined without an oral hearing, due notice of which has been served on the appellant and any persons appointed by the appellant to represent him or her.

10. Each party to the hearing shall be entitled to make a statement and to address the Appeal Body. Witnesses may be called with the consent of the Appeal Body. Leave to adduce fresh evidence and/or the calling of witnesses examined at first instance shall only be given if the Appeal Body is satisfied that it is necessary or expedient in the interests of justice.

11. Subject to the provisions of the Statute and of Part V of this Bylaw, the Appeal Body shall determine its own procedure. The Chair may at his or her discretion set time limits at each stage of the proceedings to the intent that any appeal shall be heard and determined as expeditiously as is reasonably practicable having regard to the principles of justice and equity.

12. In accordance with the provisions of Clause 30(3) of the Statute the Appeal Body may allow or dismiss an appeal in whole or in part or remit the appeal in such manner and for such purpose as it sees fit within the provisions of Clause 30(3).
of the Statute. In the event that the Appeal Body remits the appeal in accordance with Clause 30(3)(a)-(d) the Chair may set such time limits for further consideration as he or she considers appropriate.

13. The reasoned decision of the Appeal Body, including any decision under Clause 30(3)(a)-(d), shall be recorded in writing and shall be sent to the Warden and to the parties to the appeal.

14. The Chair may, by an appropriate certificate in writing, correct any accidental errors and/or any omissions in documents recording the decisions of the Appeal Body.

Part VI: Grievance Procedures#

1 Bringing a Complaint

1.1 A member of academic staff to whom this Statute applies may bring a complaint under Clause 34(1) of the Statute about the matters specified in Clause 33 provided that he or she has exhausted any other relevant avenues of complaint.

1.2 Any complaint should be addressed in the first instance to the Warden and should be made in writing. (Any complaints against disciplinary warnings under Clause 13 should be in writing and should specify with sufficient detail the grounds of complaint and any supporting information.) The complainant should specify whether he or she wishes any aspect of the matter to be kept confidential at this stage.

2 Investigating a Complaint

2.1 The Warden (which expression includes anyone appointed to act instead of the Warden) shall consider any complaint made under Part VI paragraph 1 of this Bylaw as quickly as he or she reasonably can and shall take steps to investigate the matter. At this stage the Warden may appoint one or more people to investigate the issues on his or her behalf but shall whenever possible meet with the complainant for the purpose of considering the complaint generally and agreeing or establishing the further steps which may be taken. In any case where the complaint relates directly to the conduct of the Warden, the latter shall appoint one or more alternates to act in his stead, such alternate to be the Sub-Warden and/or a senior Emeritus Fellow.

2.2 The Warden shall consider in the first instance whether other remedies available to the complainant have been exhausted and may, if in all the circumstances of the case it seems right, discuss with the complainant other appropriate channels for resolution of the complaint prior to taking any further action.

#Please note that the grievance procedure is also applicable to appeals under Clause 13(3) of the Statute. In such cases only the mandatory procedure set out in Part VI, Section 4 of this bylaw will apply, the Warden having no power to dismiss, defer or dispose informally of such an appeal.
2.3 If in any other case other than an appeal against a disciplinary warning the Warden forms the *prima facie* view that the complaint should be dismissed or that no further action should be taken for the reasons set out in Clause 34(2) of the Statute, the Warden shall so inform the complainant and invite the complainant’s views before taking further action. Upon receipt of the complainant’s response, or in the event that no response is received within 21 days, the Warden shall consider the matter further and shall take such action as seems to him or her right including dismissing the complaint. The Warden shall notify the complainant and the Governing Body of the decision at the earliest opportunity.

2.4 Provided that he or she acts within 7 days of receiving the decision of the Warden under Clause 2.3 above, the complainant may refer the matter to the Governing Body. If a majority of the Governing Body so determines, it may appoint a Grievance Committee to hear the complaint notwithstanding it has been dismissed by the Warden.

2.5 In any case where, upon due consideration, the Warden is satisfied that the subject matter of the complaint may properly be considered with, or forms part of, a complaint under Part III, or a determination under Part IV or an appeal under Part V of the Statute, he shall so inform the complainant and defer any further action on it until such time as the complaint, determination or appeal has been heard or the time for instituting has passed.

3 Informal Resolution

3.1 In any case where the Warden does not dispose of the appeal or defer it under Clause 34(3) of the Statute or under the provisions of this procedure, he or she shall consider whether it may be capable of informal resolution. The Warden shall take into consideration the nature and ambit of the complaint and the wishes of the complainant and have particular regard to the interests of justice and fairness. Before attempting informal resolution the Warden shall consider whether the complainant or any other person may benefit from the assistance of a third party in connection with the complaint.

3.2 If the complainant objects to informal resolution the Warden shall consider whether to refer the matter to a Grievance Committee or take any other action as he or she sees fit.

3.3 In any attempt at informal resolution the Warden shall have regard to confidentiality as far as possible and shall ensure that the interests of the parties to the matter are considered at all stages.

4 Grievance Committee

4.1 In any case where the complaint has not been disposed of by the Warden, or where an appeal is made under Clause 13(3) of the Statute, the Warden shall refer the matter to a Grievance Committee (“the Committee”) established in accordance with the provisions of Clause 36 of the Statute. The Governing Body shall appoint one
of its members to act as Chair. The Warden shall notify the Committee of the nature of the complaint or appeal and shall provide the Committee with copies of any statements or other relevant documents which he considers will assist in the fair disposal of the matter. Any appeal under Clause 13(3) of the Statute shall be in writing and shall specify with sufficient detail the grounds of appeal and any supporting information.

4.2 The Warden shall notify the individual concerned that the matter has been referred to the Committee and shall provide the individual concerned with copies of the documents which he or she has provided to the Committee.

4.3 The Committee shall meet as soon as is reasonably practical to consider the matter on a preliminary basis. At this stage, the Committee may appoint someone to act as secretary or clerk to assist in all aspects of the grievance hearing or appeal and the preparatory steps. The Committee may call for written statements from the individual concerned or any other person and may cause such investigations to be conducted as appear appropriate, if necessary by an independent person specifically appointed for the purpose. The Committee shall appoint a time for the matter to be heard and may make such arrangements as it considers fit for the fair and just hearing of the matter. The Committee may appoint its Chair to act in its stead in all preliminary matters. The Committee shall have power to adjourn the proceedings from time to time as it sees fit.

4.4 The matter shall not be disposed of without an oral hearing at which the individual concerned, and any person against whom the grievance or appeal lies, shall be entitled to be heard and to be accompanied by a friend or representative. Save that the hearing may proceed in the absence of the individual concerned or any other party who fails to attend without reasonable cause.

4.5 Provided that due regard is had to the interests of justice and fairness, the conduct of the hearing and any associated matters may be determined by the Committee. In particular, the Committee may determine whether and to what extent oral examination of witnesses shall be permitted, whether any evidence may be taken in the absence of the individual concerned (or the person against whom any complaint is made) and whether and what time limits shall be set for the proceedings.

4.6 The reasoned decision of the Committee as to whether the complaint or appeal is well-founded shall be notified in writing to the individual concerned and any person against whom any complaint is made, as well as to the Governing Body. In the event that any part of the grievance or appeal is upheld, the Committee shall also notify the Governing Body of its recommendations as to the proper redress for the individual concerned and any other recommendations as it sees fit.

4.7 No appeal lies from the decision and/or recommendations of the Committee.
IX. NON-ACADEMIC STAFF
[Statute 2.7(d)]

APPOINTMENT

1. (a) The appointment of College employees, other than appointments to academic posts or to posts which are determined to be academic-related, shall be supervised by the following College Officers, in collaboration with the Human Resources Manager and (where the Human Resources Manager so advises) an ad hoc committee:
   (i) The Warden: the Warden’s Secretary and secretarial staff.
   (ii) The Sub-Warden: the Sub-Warden’s Secretary.
   (iii) The Chaplain: the Junior Deans for Welfare; the Reed Rubin Organist and Director of Music and Director of College Music; the Chapel Administrator; the Verger.
   (iv) The Development Director: the Development Office Staff.
   (v) The Domestic Bursar: the Bursars’ secretarial staff; the Accommodation Manager; the Conference Manager; the Steward; the Human Resources Manager; the Personnel and Payroll Administrator; the Housekeeping staff; the Lodge Porters; the Common Room staff (apart from the Butler); the Hall staff; the Chef and the Kitchen staff; and the Maintenance staff.
   (vi) The Domestic Bursar and the Steward of Common Room: the Butler.
   (viii) The Estates Bursar and Land Agent: the Estates secretarial staff.
   (ix) The Finance Bursar: the College Accountant, the Finance staff.
   (x) The Garden Master and the Domestic Bursar: the Garden staff.
   (xi) The Information Technology Officer: the IT Director; the Web and Media Officer.
   (xii) The Librarian: the Archivist, the Library Staff.
   (xiii) The Principal of Postmasters: the Deputy Principal of Postmasters.
   (xiv) The Senior Treasurer of the Amalgamated Clubs and the Domestic Bursar: the Groundsman and Boatman.
   (xv) The Senior Tutor: the staff of the Academic Office.
   (xvi) The Senior Tutor and the Chaplain: the College Nurse.

2. (a) The College Officers responsible for appointments are empowered to fill any staff vacancy on terms and conditions applying to those members of staff who are on leave or whose employment has terminated, and to recruit additional staff for periods not exceeding four weeks to fill some temporary needs.

(b) Any proposal to increase the complement of permanent staff, or to recruit additional staff for periods exceeding four weeks, or to vary the employment terms and conditions applying to any member of staff must be referred to the Finance Committee or any sub-committee of the Finance Committee appointed for this purpose in the first instance.
SUPERINTENDENCE

3. (a) The duty of superintending the College staff, other than academic and academic-related staff, shall lie with the College Officers responsible for their appointment, acting for administrative purposes in collaboration with the Domestic Bursar.

(b) Subject to Bylaw VII.28(d)(iii), the Domestic Committee shall make arrangements for the production of a Staff Handbook which shall contain such policies, regulations and information as may be expedient for the non-academic staff.

(c) The College shall maintain for reference an Organisation Chart which shall show the organisation and management of the College staff. The Organisation Chart shall be updated as necessary by the Domestic Bursar subject to the approval of the Finance Committee and shall be published for the internal use of the College.

GRIEVANCES

4. (a) Members of the non-academic staff of the College who have a grievance in connection with their employment by the College shall inform the Domestic Bursar in writing. Aggrieved members of staff who are unable to obtain satisfaction may ask for their cases to be considered by a panel appointed by the Domestic Committee under Bylaw VII.13(h).

(b) There shall be a grievance procedure for non-academic staff the full text of which shall be published in the Staff Handbook.

DISCIPLINE

5. (a) The College Officer responsible for superintending a member of staff may initiate disciplinary proceedings against a member of staff in any case of alleged misconduct, incompetence, poor performance or unsuitability, or, in consultation with the Finance Committee or any sub-committee of the Finance Committee instigated for this purpose, may suspend a member of staff on full pay pending investigation of any allegation of gross misconduct.

(b) A member of staff who is subject to an adverse disciplinary decision may appeal to a panel appointed by the Domestic Committee within seven days of notification.

(c) There shall be a disciplinary procedure for non-academic staff the full text of which shall be published in the Staff Handbook.

RELOCATION ALLOWANCES

6. (a) Subject to (b) below, the College may pay, at its discretion, to newly appointed
members of the College’s non-academic staff a Relocation Allowance, such allowance to be determined in each case by the Finance Committee in accord with the principles and practice of the University relocation allowance scheme.

(b) The College shall not reimburse professional fees to those purchasing their own property who have been accommodated by the College for a period exceeding 12 months from the date of appointment.
X. THE COMMON ROOM AND THE COMMON TABLE, COLLEGE DINNERS AND ENTERTAINMENT

X PART I: THE COMMON ROOM
[Statute 2.7(e)]

MEMBERSHIP OF COMMON ROOM

1. (a) The members of Common Room shall be:
   (i) The Warden and Fellows including (for the avoidance of doubt) Emeritus Fellows, Honorary Fellows, Bodley Fellows, Supernumerary Fellows, Visiting Research Fellows, and Wyliot Fellows;
   (ii) College Lecturers, Junior Chaplains, College Doctors, the Archivist, the Reed Rubin Organist and Director of Music, the Deputy Principal of the Postmasters, and the Academic Registrar;
   (iii) Ex-Wardens and ex-Fellows, with the exception of those who shall have vacated Visiting Research Fellowships to which they were elected after 1 January 1968;
   (iv) The Master and Fellows of Peterhouse, Cambridge;
   (v) Elected Full Members of Common Room;
   (vi) Elected Associate Members of Common Room and Elected Affiliated Members of Common Room, who shall enjoy the privileges of Common Room only on the occasions when they dine at the Common Table;
   (vii) Special Members of Common Room, who shall be such research academics at the University, having no affiliation to another College, as may be proposed by the Warden or Fellows, up to a maximum of five at any one time.
   (viii) The President of the Merton Society for the time being;
   (ix) Visiting Scholars appointed under Bylaw VI.13.

(b) (i) The election of Full Members or Associate Members or Affiliated Members or Special Members under paragraphs 1 (a)(v), (vi), and (vii) above shall be made only at a Stated General Meeting. Their election shall be notified to them by the Domestic Bursar.
   (ii) Election to Associate or Affiliated or Special Membership shall be for a period not exceeding 5 years in the first instance.
   (iii) The list of Members of Common Room shall be reviewed annually by the Domestic Committee.

(c) The Domestic Bursar shall send to every new member of Common Room (except Fellows of Peterhouse) a notice, drawn up by the Domestic Bursar and the Steward of Common Room and revised by them from time to time, explaining the privileges and liabilities of members of Common Room and giving such information as they deem appropriate concerning the usages of the Common Room.

(d) Members of Common Room other than the Warden and Fellows may not make use of the Common Rooms for the private entertainment of friends without the
permission of the Steward of Common Room and the Domestic Bursar, which permission shall not normally be granted more than once in each academic year.

COMMON ROOM EXPENSES

2. (a) The College shall be responsible for the heating, furnishing and decoration of the Common Rooms and for the provision of service and necessary equipment.

(b) The Common Room shall meet out of its own funds the cost of stationery, newspapers and magazines, television and other such amenities.

(c) The Domestic Bursar in consultation with the Steward of Common Room, shall settle a scale of rates at which Members of Common Room shall contribute to the expenses of Common Room. The Warden, Members of the Governing Body, Fellows resident in College who are not members of the Governing Body, and any Stipendiary Lecturers resident in College shall contribute at the highest rate. Other members of the Common Room shall pay at such rate as the Domestic Bursar in consultation with the Steward of Common Room shall determine having regard to the use of Common Room made by each Member and whether or not they are resident.

MEETINGS OF COMMON ROOM

3. (a) Meetings of Common Room shall be convened by the Steward of Common Room at least once a year.

(b) Meetings of Common Room shall have the power to make decisions on all matters for which the Common Room has financial responsibility; and any such decision shall be reported, but without discussion, by the Steward of Common Room to the next subsequent Stated General Meeting.

(c) In addition the Common Room shall have the power to make recommendations to the Governing Body on matters which concern the Common Room but for which the College has financial responsibility; and any such recommendation shall be placed on the Agenda for the next subsequent Stated General Meeting.

USE OF THE COLLEGE SILVER

4. The College silver may be used by the Warden or any Fellow for parties given in College or in the Warden’s Lodgings subject to arrangements agreed from time to time by the Domestic Bursar in consultation with the Pictures and Chattels Sub-Committee.
X PART II: THE COMMON TABLE
[Statute 4.9]

5. Pursuant to Statute 4.9 the Warden and Fellows have the right of taking breakfast, lunching and dining at the Common Table free of charge.

6. (a) Members of Common Room other than the Warden and Fellows shall have the right of lunching or dining at the Common Table paying the usual charge unless otherwise determined, provided that:
   (i) The rights of those who are Members under Bylaw X.1(a)(ii) above (College Lecturers, Junior Chaplains, College Doctors, the Archivist, the Reed Rubin Organist and Director of Music, the Deputy Principal of the Postmasters, and the Academic Registrar) shall be restricted to the occasions when they lunch or dine at the cost of Domus in accordance with the terms of their appointment;
   (ii) A Stipendiary Lecturer shall have the right to free lunches and dinners at the Common Table, according to this scale: up to six hours – four meals, either lunch or dinner; six hours and above – full dining rights. In the case of Stipendiary Lecturers appointed for all three terms of an academic year, this right continues throughout the following long vacation. In other cases the right is limited as provided in paragraph (iii) below for non-Stipendiary Lecturers.
   (iii) A non-Stipendiary Lecturer shall have the right to two free meals each week at the Common Table. In the case of non-Stipendiary Lecturers appointed for one term only, the right shall extend for the whole term. In the case of non-Stipendiary Lecturers appointed for two or three terms in the same academic year, the right shall extend from the beginning of the term for which they are first appointed to the end of the term in which the appointment terminates; the limits to be those of University Terms and not Full Terms.
   (iv) Associate Members shall be restricted to two meals a week not including dinner on Tuesdays or Thursdays during Full Term;
   (v) Affiliated Members shall be restricted to that of lunching twice a week and dining twice a week;
   (vi) Special Members of Common Room shall be entitled to two lunches and two dinners free of charge each week.
   (vii) Members of the Common Room who are not members of the Governing Body shall not be entitled to attend College Dinners, Capon Days, Gaudies or other occasions specially designated except to the extent that Bylaws provide otherwise.

(b) Members of Common Room may bring guests to the Common Table paying such charge for them as may be determined from time to time by the Governing Body.

(c) (i) This Bylaw does not apply to Life Members of the College who are also Junior Members.
   (ii) Life Members of the College shall be at liberty to dine six times a year at the Common Table, paying the dinner charge, but without the power of introducing guests.
(iii) Life Members who exercise the right conferred in paragraph (i) above shall enjoy the privileges of Common Room on those occasions and shall be entitled to Dessert at the cost of Domus.

(d) (i) Prize Scholars shall be at liberty to dine once a week at the Common Table without charge during the academic year in which their scholarships were awarded.

(ii) Prize Scholars shall not be entitled to bring guests to the Common Table.

7. (a) The following Grace is to be said by the senior Postmaster or Exhibitioner present or (if there is no Postmaster or Exhibitioner present) one of the Fellows before dinners taken in the Hall during Full Term and by the Chaplain or (if the Chaplain is absent) some other Fellow at College Dinners and Gaudy Dinners taken in the Hall out of Term:


(b) Notwithstanding paragraph 7(a) above Grace may on suitable occasions be sung by the College Choir at the request of the Warden or with the Warden’s permission.

(c) Gowns are to be worn by all members of the College at Dinner in the Hall during Full Term.
X PART III: COLLEGE DINNERS AND ENTERTAINMENT
[Statute 2.7(e), 4.9]

COLLEGE DINNERS

8. In each year there shall be:

(a) Two **Governing Body Dinners**, held in June and October on the days of the two Stated General Meetings of the Governing Body. Only Fellows who are members of the Governing Body shall be entitled to attend these dinners. Emeritus Fellows, but no other guests, shall be invited to these dinners.

(b) A **Christmas Dinner**, held after the end of Michaelmas Full Term, on a date to be determined by the Governing Body. Every Fellow shall be entitled to attend and may invite to this dinner a spouse or partner or some other guest, at the expense of Domus.

(c) A **Bodley Dinner** held at or after the end of Hilary Full Term on a date determined by the Governing Body. Every Fellow shall be entitled to attend and may invite a guest, paying for such guest the normal charge for a guest at the Common Table on a guest night. Further a small number of Domus guests shall be invited to the Dinner who shall be selected by the Warden after suggestions put by individual Fellows.

(d) A **Postmasters’ Dinner**, held on the third Sunday of Michaelmas Full Term. The members of the Governing Body shall be entitled to attend together with Emeritus and Honorary Fellows. To this dinner shall be invited all Postmasters and Exhibitioners in the final year of their degree course and no other guests.

CAPON DAYS

9. In each year four Capon Days shall be held, namely

(a) An **Undergraduate Matriculation Dinner**, on the Tuesday before the start of Michaelmas Full Term or such other day before the start of Michaelmas Full Term as may be fixed by the Governing Body. The members of the Governing Body shall be entitled to attend together with Emeritus and Honorary Fellows and Stipendiary Lecturers appointed to teach for six hours or more. To this dinner shall be invited all undergraduate students newly admitted to the College, and appropriate College Officers and members of College staff as agreed by the Domestic Committee.

(b) A **Graduate Matriculation Dinner**, on the first Monday of Michaelmas Full Term or such other day in Michaelmas Full Term as may be fixed by the Governing Body. The members of the Governing Body shall be entitled to attend together with Emeritus and Honorary Fellows and Stipendiary Lecturers appointed to teach for six hours or more. To this dinner shall be invited all graduate students newly admitted to the College, and appropriate College Officers and members of College staff as agreed by the Domestic Committee.
(c) The **Shrove Tuesday Dinner**, on Shrove Tuesday. The members of the Governing Body shall be entitled to attend together with Emeritus and Honorary Fellows and Stipendiary Lecturers appointed for six hours or more. To this dinner shall be invited all Junior Members of the College who are undergraduates in their final year, and appropriate College Officers and members of College staff as agreed by the Domestic Committee.

(d) The **Supervisors’ Dinner**, in Hilary Term. Only the Warden and the Dean of Graduates shall be entitled to attend this Dinner. To this dinner shall be invited all Junior Members of the College who are graduate research students who may invite their supervisor or in-college adviser free of charge.

**COLLEGE GAUDY**

10. There shall be two College Gaudy Days in each year, on dates to be fixed from time to time by the Governing Body. The members of the Governing Body shall be entitled to attend together with Emeritus and Honorary Fellows. To the dinners on these occasions shall be invited such Life Members of the College as shall be determined in respect of each occasion.

**MERTON SOCIETY WEEKEND**

11. During one weekend annually in vacation, the date to be fixed by the Warden and the Domestic Bursar, members of the Merton Society shall be allowed to stay in College on payment of a sum to be fixed by the Domestic Bursar.

**SCHOOLS DINNERS**

12. On the occasion of a Schools Dinner or Luncheon Party held in College for undergraduates taking Final Honour Schools or Classical Honour Moderations Examinations the College shall meet the cost, up to a limit to be determined from time to time by the Governing Body, in respect of Merton students, Fellows and College Lecturers, the Tutors being responsible for the payment of any additional costs.
XI. DISCIPLINE AND FITNESS TO STUDY

XI A: ACADEMIC DISCIPLINE

Introduction

1. (a) (i) Merton College promotes academic excellence and seeks to support all its undergraduates in fulfilling their academic potential. When joining the College, undergraduates contract to pursue satisfactorily the studies which are required of them. Academic obligations are set out in detail in Section 31 of the College Handbook.

(ii) The primary sources of academic advice and support for undergraduates are the Directors of Studies assigned to them each year and their Tutors. Information on their role is set out in Section 5 of the College Handbook.

(b) (i) The Academic Disciplinary process outlined below is intended to be followed in cases where an undergraduate is deemed to be in breach of academic obligations.

(ii) Undergraduates should be aware that they are also subject to the University’s regulations concerning student conduct and that they are therefore expected to observe two sets of (complementary) disciplinary regulations. The University’s Student Handbook (Proctors’ and Assessor’s Memorandum) provides more information on the University’s remit, see http://www.admin.ox.ac.uk/proctors/info/pam/.

(c) The College’s process is presented in a flowchart at the end of the Bylaw.

Disciplinary Offences

2. The use of dishonest means in any examination or in fulfilling any academic obligation is a serious disciplinary offence. If an undergraduate is alleged or is suspected to have committed such an offence, the procedures set out at Bylaw XI B shall apply.

Informal Warning

3. Academic obligations include and are not confined to attending all tutorials and classes punctually; completing the work set to a standard that is commensurate with their ability and by the deadlines that their tutors prescribe; and sitting such collections as their tutors prescribe, and achieving in them a standard that is commensurate with their ability.

4. If in the opinion of any of his or her tutors an undergraduate is in breach of any of the academic obligations, his or her director of studies shall normally in the first instance remind him or her informally of these obligations.
5. (a) This reminder shall normally take place at an individual, face to face meeting at which the director of studies shall clarify that an informal warning is being given, specify the breaches of academic obligations which have prompted it, give the undergraduate an opportunity to comment, and agree with the undergraduate actions needed to improve performance.

(b) The director of studies shall make a note of the date of the informal warning and it shall usually be considered spent within one year after it has been issued, provided there has been no further breach of academic obligations, unless the director of studies specifies otherwise.

**Formal Warning**

6. (a) Should the breach be serious or persistent, the director of studies shall specify the shortcomings in writing and issue a formal written warning that failure to rectify them will result in the invoking of probation, the breach of whose terms could, after subsequent reference to the Academic Review Panel, lead to severe penalties including expulsion from the College.

(b) The undergraduate shall be given the opportunity to put his or her case and to draw attention to any mitigating circumstances that may apply.

7. (a) Mitigating circumstances are to be understood as significantly disruptive and/or unexpected events which are beyond the undergraduate’s control (e.g., illness or bereavement) but which might affect academic performance when submitting assessed work or sitting examinations.

(b) Circumstances or events that would not normally merit consideration include consequences of paid employment and sporting commitments.

(c) The College may require independent confirmation of mitigating circumstances, for example a medical certificate from the College Doctor in cases of illness or equivalent proof in other circumstances.

8. (a) The director of studies’ specification of shortcomings and written warning and any representations made by the undergraduate will be placed on file and reported in writing to the Senior Tutor, who shall ensure that the undergraduate understands what is required of him or her and the implications of failure to comply.

(b) The Formal Warning shall be considered spent one year after it has been issued, provided there has been no further breach of academic obligations.

9. If the Senior Tutor is interested in the matters relating to the undergraduate or is otherwise unable to act, the Warden and the Tutors’ Committee shall nominate another member of the Governing Body to act in the Senior Tutor’s place.
Throughout this Bylaw, references to the Senior Tutor shall include any such nominee.

Probation

10. (a) If within reasonable time of the written warning the undergraduate fails to respond by meeting in full his or her academic obligations, the undergraduate’s director of studies shall recommend a period of probation normally of not less than eight weeks, at least five of the weeks being in Full Term.

(b) (i) The director of studies shall propose the duration and conditions of probation in writing to the Senior Tutor, who shall seek the undergraduate’s agreement to them.

(ii) If agreement is reached, the Senior Tutor shall confirm the duration and conditions in writing to both the director of studies and the undergraduate and shall report the probation to the Warden and Tutors’ Committee.

(iii) The Senior Tutor shall send a copy of this Bylaw to the undergraduate and shall draw attention to the possible consequences of failure to satisfy the terms of probation.

11. (a) In the event of failure to agree, the undergraduate shall have the right to ask for the imposition of probation or its conditions to be referred for decision by the Academic Review Panel under the provisions of (17) below.

(b) The Academic Review Panel’s decision shall be reported to the Warden and Tutors’ Committee.

12. If the probationary terms include a requirement to achieve a specified standard in a collection, the latter shall be externally marked. The marker shall be told that the collection is a penal one but not the standard required.

Review of probation

13. At the end of the stated period of probation or sooner at the request of the director of studies, the director of studies shall report in writing to the Senior Tutor, with a copy to the undergraduate, stating whether the terms of probation have been satisfied.

14. If all the terms of probation have been satisfied, the Senior Tutor shall inform the undergraduate in writing that probation has been purged and report accordingly to the Warden and Tutors’ Committee.

15. (a) (i) If the director of studies reports that any probationary terms have been breached, one (but not normally more than one) extension of probation may be proposed, under the same terms as before or subject to different conditions.
(ii) The director of studies shall not be obliged in any case to seek an extension of probation and a breach of the probationary terms may lead directly to a reference to the Academic Review Panel under paragraph 18 below.

(b) The Senior Tutor shall seek the undergraduate’s agreement to any extension of probation and its conditions, observing in every respect the provisions of paragraphs 10-12 above.

Referral to the Academic Review Panel

16. (a) The Academic Review Panel reports to the Warden and Tutors’ Committee and consists of six members of the Governing Body including at least three persons holding the office of Tutor. The Senior Tutor shall not be a member.

(b) Any tutor of the undergraduate whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined as any person who has acted as that undergraduate’s director of studies or has filed or will file an academic report on that undergraduate’s work during the course of the current academic year.

(c) The members of the Academic Review Panel as constituted after any replacements have been co-opted shall elect one from among their number to take the chair.

(d) The Academic Review Panel may regulate its proceedings as it sees fit including (without limitation) setting time limits on the evidence to be called and the representations to be made by either the undergraduate or the director of studies consistent with providing a fair opportunity for each of them to present relevant evidence whilst ensuring that the matter is heard and determined expeditiously.

(e) At any hearing concerning a breach of probation the burden of proving the charges shall be on the director of studies and the standard of proof shall be the balance of probabilities.

Hearings concerning the imposition or extension of probation

17. (a) If the undergraduate requests referral of the imposition or extension of probation or its conditions to the Academic Review Panel, the Senior Tutor shall send its Chair:

(i) copies of the director of studies’ specification of shortcomings and written warning (and, in the case of a proposed extension to probation, the director of studies’ report on probation and recommendations as to its extension); and

(ii) the director of studies’ proposals for the duration and conditions of probation or its extension; and

(iii) any representations previously made by the undergraduate.
(b) The undergraduate shall state in writing his or her objections to the proposals, and the director of studies shall be invited to respond, a copy of any such response being sent to the undergraduate.

(c) (i) The Academic Review Panel shall meet to consider the case and may ask the undergraduate and the director of studies to attend the meeting and interview them.
   (ii) The undergraduate may attend at his or her own request.
   (iii) The Academic Review Panel may proceed in the undergraduate’s absence.

(d) (i) The Academic Review Panel shall have the power to accept or reject or to amend as it sees fit the proposals relating to probation or its extension.
   (ii) The adjudication of the Academic Review Panel shall be communicated in writing to the Senior Tutor, the director of studies and to the undergraduate and shall be final.

Hearings concerning a breach of probation

18. Except as provided for by extension of probation the Senior Tutor shall send to the Chair of the Academic Review Panel a written statement ("the Charge Sheet") setting out (a) the conditions of probation, (b) the report of the director of studies, (c) any correspondence with the undergraduate in relation to the probation and any warning leading to the probation, and (d) any other information which the Senior Tutor deems relevant, including recommendations as to penalty.

19. The Charge Sheet and this by-law shall be copied to the undergraduate.

20. (a) The Chair of the Academic Review Panel shall call a meeting of the Academic Review Panel, giving the undergraduate at least five days’ notice (not including Saturday and Sunday) unless the undergraduate agrees to shorter notice being given.

   (b) The undergraduate shall be told in writing the time of the meeting and that written material may be submitted up to 48 hours before the Academic Review Panel meets.

21. (a) Without prejudice to the Academic Review Panel’s right to regulate its own proceedings, the following procedure shall normally be adopted.

   (b) (i) The undergraduate and the director of studies shall attend the meeting and may be interviewed by the Academic Review Panel provided that if the undergraduate fails or refuses to attend the Academic Review Panel may proceed in his or her absence.
   (ii) The undergraduate may be accompanied by a current member of the University or an OUSU sabbatical officer as an advisor.
22. (a) The director of studies shall explain the undergraduate’s breach of the conditions of probation.
   (b) The undergraduate shall be given an opportunity to respond, or to say anything that he or she considers relevant.

23. (a) The Academic Review Panel shall then decide whether the undergraduate has breached the terms of probation.
   
   (b) If the Academic Review Panel finds that a breach has occurred, the Chair shall inform the undergraduate of this fact and of the Senior Tutor’s recommendation as to penalty and invite the undergraduate to make a plea in mitigation.
   
   (c) (i) The Academic Review Panel shall then consider the appropriate penalty.
   
   (ii) The penalty may include: banning, rustication or expulsion from the College. The Academic Review Panel may attach such conditions as it sees fit to any penalty.
   
   (d) The undergraduate shall be told in writing of the Academic Review Panel’s decision and its reasons and shall also be advised of the right of appeal to the Appeals Panel.

24. (a) The Chair of the Academic Review Panel shall at once report the Academic Review Panel’s decision to the Principal of the Postmasters, and to the Senior Tutor who shall report it to the Warden and Tutors’ Committee, and shall inform the Proctors if appropriate and any College staff affected by the decision.
   
   (b) (i) The full communication to the undergraduate shall not normally be circulated, but shall be held in the Warden’s office.
   
   (ii) In the event of any appeal, it shall be available to members of the Appeals Panel.

25. The words “banning”, “rustication” and “expulsion” shall bear the meanings given to them in Part A of Statute XI of the University’s Statutes and Regulations (substituting “the College” for “the University” in such definitions).

26. **Banning** means that for a specific period of time the undergraduate ceases to be provided with tuition by the College or to have the use of College facilities. The undergraduate remains a member of the University of Oxford and may still enter his or her name for its examinations as an individual, and may appear in the Class List, provided that statutable residence has been kept.

27. **Rustication** means that the undergraduate’s right of access to the facilities of the College and/or the University are withdrawn, usually for a specified period or until certain conditions have been fulfilled. The undergraduate remains a member of the University but ceases to be formally in residence and so cannot complete the
required number of statutable terms. The Vice-Chancellor and Proctors have the power to excuse from part of statutable residence any member of the University who has been prevented by illness or other reasonable cause from keeping such residence, every application for such dispensation being made through the College. ‘Reasonable cause’ will be considered to include having been rusticated.

28. **Expulsion** means that an undergraduate is deprived of membership both of the College and of the University and therefore loses the right to enter for University examination or take its degrees.

29. (a) If the undergraduate is alleged to have committed any disciplinary offences as well as breaches of probationary conditions, the Senior Tutor may propose, in the interests of dealing fairly and expeditiously with the matters concerning the undergraduate, that the matters should be referred solely to the Disciplinary Panel.

(b) The Disciplinary Panel in such a case shall include at least three Tutors and shall, with regard to the alleged breaches of probationary conditions, comply with the procedures set out in this Bylaw and be treated as the Academic Review Panel for the purposes of this Bylaw.

**Appeal**

30. (a) The Appeals Panel reports to the Warden and Tutors’ Committee.

(b) (i) The members of the Appeals Panel shall in cases of academic discipline under Bylaw XI A be the Warden (or the Warden’s nominee) and four other members of the Governing Body of whom at least two shall hold the office of Tutor. Members of the Academic Review Panel shall not be members.

(ii) Any tutor of the undergraduate whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined as any person who has acted as that undergraduate’s director of studies or has filed or will file an academic report on that undergraduate’s work during the course of the current academic year.

(c) The Warden or the Warden’s nominee shall ordinarily chair the Panel when it is convened for the purposes of Bylaw XIA. If the Warden or the Warden’s nominee is replaced the Panel as constituted after any replacements have been co-opted shall elect one from among their number to take the chair.

(d) The Appeals Panel may regulate its proceedings as it sees fit.

31. Any appeal must be made in writing to the Chair of the Appeals Panel within five days (not including Saturday and Sunday) of the communication of the Academic Review Panel’s decision to the undergraduate, stating the basis of the appeal.
32. (a) The undergraduate may appeal on the following basis:
(i) errors in the Academic Review Panel’s findings (which must be specified by the undergraduate); and/or
(ii) the disproportionality of the penalty to the gravity of the breach of academic obligations.
(b) The undergraduate shall not be entitled to bring an appeal which challenges the academic judgment of the Academic Review Panel.

33. The Chair of the Appeals Panel shall copy the undergraduate’s appeal to the Chair of the Academic Review Panel who shall respond in writing to the Chair of the Appeals Panel within five days (not including Saturday or Sunday). The Chair of the Appeals Panel shall then copy that response to the undergraduate.

34. (a) The Chair of the Appeals Panel shall call a meeting of the Appeals Panel giving the undergraduate at least five days’ notice (not including Saturday or Sunday) of such meeting, unless the undergraduate agrees to shorter notice being given.
(b) The undergraduate shall be told in writing of the time of the meeting.

35. (a) Without prejudice to the Appeals Panel’s right to regulate its proceedings, the following procedure shall normally be adopted. The Appeals Panel shall consider the undergraduate’s basis of appeal and the response of the Chair of the Academic Review Panel.
(b) The undergraduate may attend the meeting with a current member of the University or an OUSU sabbatical officer as an advisor and make oral representations. If the undergraduate elects to attend, the Chair of the Academic Review Panel may also attend (and may bring a current member of the University as an advisor).
(c) The Appeals Panel may in any case request the presence of the undergraduate, the Chair of the Academic Review Panel, and the director of studies and may interview them; in the event that the undergraduate fails or refuses to attend the Appeals Panel may proceed in his or her absence.

36. The Appeals Panel can confirm or amend the decision of the Academic Review Panel. The Appeals Panel may attach such conditions as it sees fit to any penalty. The undergraduate shall be told of the Panel’s decision and its reasons in writing.

37. (a) The decision of the Appeals Panel shall be final in the College although the undergraduate shall have the right to appeal the decision of the Appeals Panel to the Conference of Colleges’ Appeals Tribunal (see https://weblearn.ox.ac.uk/portal/hierarchy/colleges/confcoll/ for further information).
(b) If an undergraduate wishes to bring such an appeal, he or she shall file a written application with the secretariat of the Conference of Colleges within five days of the date of the decision appealed against. The application shall include:
   (i) a copy of the decision being challenged;
   (ii) a brief statement of the facts and arguments of law on which the application is based;
   (iii) the undergraduate’s request for relief;
   (iv) where applicable, an application for a stay of the effects of the decision being challenged or for any other preliminary relief of an urgent nature; and
   (v) the undergraduate’s address and, where applicable, the electronic mail address at which he or she can be reached for the purpose of the proceedings.

(c) If the Conference of Colleges Appeals Tribunal upholds the College’s decision, the undergraduate may appeal to the Office of the Independent Adjudicator for Higher Education (see www.oiahe.org.uk for further information). Application forms and guidance notes are available from the Academic Office.

38. Where the provisions of paragraph 2 above have had effect, if any appeal made by the undergraduate relates both to disciplinary matters and any alleged breach of probationary matters then the appeals shall be referred solely to an Appeals Panel constituted in accordance with paragraph 19 of Bylaw XI B. That Appeals Panel shall, with regard to any matter of academic discipline, be treated as the Appeals Panel for the purposes of this Bylaw.

39. (a) The Chair of the Appeals Panel shall at once report the Appeals Panel’s decision to the Principal of the Postmasters, and to the Senior Tutor who shall report it to the Warden and Tutors’ Committee, and shall inform the Proctors and any College staff affected by the decision.

   (b) The full communication to the undergraduate shall not normally be circulated, but shall be held in the Warden’s office.

Notice

40. In Full Term any document that this Bylaw requires to be sent to an undergraduate shall be deemed to be duly given 24 hours after it has been left for him or her at the College lodge. Out of Full Term an additional copy will be posted to the home address he or she has given the Tutorial Office, and the document will be deemed to be duly given three days after the date of posting. A copy of all documents served shall also (unless the volume of them is such as to make it unreasonable) be sent by email to the undergraduate’s University email address unless it has been suspended.
Bylaw XI A flowchart

Informal Warning → Improvement
Formal Warning → Improvement
Academic Probation → Review
Terms fulfilled → Extension of probation
Academic Review Panel → Decision Accepted
Appeals Panel → Decision Accepted
CCAT → Decision Accepted
OIAHE
XI B: CONCERNING DISCIPLINE FOR SERIOUS MISCONDUCT

Introduction

1. (a) Junior Members admitted to Merton College undertake to abide by the regulations of the College as set out in the College Handbook. These include the specific rules set out in Part 3 of the College Handbook and for those who reside in College accommodation, the accommodation agreement set out in Part 4.

(b) Responsibility for general discipline is vested in the Principal of the Postmasters, assisted by the Deputy Principal of the Postmasters. Their powers are described in Section 27 of the College Handbook.

2. The Disciplinary process outlined below is intended to be followed in cases of serious misconduct, defined in Section 33 of the College Handbook. A flowchart presents the processes for the handling of serious cases, as well lesser offences.

3. Junior Members should be aware that they are also subject to the University’s regulations concerning student conduct and that they are therefore expected to observe two sets of (complementary) disciplinary regulations. The University Students’ Handbook (Proctors’ and Assessor’s Memorandum) provides more information on the University’s remit, see http://www.admin.ox.ac.uk/proctors/info/pam/.

Charges

4. If the Principal of the Postmasters believes that a Junior Member has committed an offence which, if proved, would require a more severe penalty than the Principal of the Postmasters can impose, he or she shall refer the case to the Disciplinary Panel.

5. (a) The Disciplinary Panel reports to the Warden and Tutors’ Committee or the Graduate Committee and normally consists of the Warden or the Warden’s nominee and four other members of the Governing Body at least two of whom shall hold the office of Tutor. The Principal of the Postmasters shall not be a member.

(b) The Panel may (but shall not be obliged to) ask an assessor, to be known as the Disciplinary Assessor, to be present at its deliberations and to advise it but such person shall have no vote.

(c) Any tutor of the Junior Member charged and any other person with an interest in the subject-matter of the charge shall be replaced by other members of the Governing Body co-opted by the other members of the Panel.

(d) For the purposes of Bylaw XIB.5(c) above only a “tutor” shall be defined (i) in the case of an undergraduate as any person who has acted as that undergraduate’s director of studies and (ii) in the case of a graduate student as any person who has acted as that graduate student’s college advisor and (iii) in either case as including
any person who has filed or will file an academic report on that Junior Member’s work during the course of the current academic year.

(e) The Warden or the Warden’s nominee shall ordinarily chair the Panel. If the Warden or the Warden’s nominee is replaced pursuant to this paragraph the most senior of the Tutors present shall chair the Panel.

(f) The Disciplinary Panel may regulate its proceedings as it sees fit including (without limitation) setting time-limits on the evidence to be called by either the Junior Member or the Principal of the Postmasters consistent with providing a fair opportunity for each of them to present relevant evidence whilst ensuring that the matter is heard and determined expeditiously.

(g) In any proceedings before the Disciplinary Panel the burden of proving the charges shall be on the Principal of the Postmasters and the standard of proof shall be the balance of probabilities.

6. If the Principal of the Postmasters is interested in the matters relating to the Junior Member or if the Principal of the Postmasters is otherwise unable to act, the Warden and Tutors’ Committee shall nominate another member of the Governing Body to act in his or her place. Throughout this Bylaw, references to the Principal of the Postmasters shall include any such nominee.

Referral to the Disciplinary Panel

7. (a) The procedures set out in paragraphs 7(b)-13 below shall not apply in the circumstances described at paragraph 14(a) below.

(b) Subject to (a) above, when referring a case to the Disciplinary Panel, the Principal of the Postmasters shall send to the Chair a written statement (the “Charge Sheet”) setting out
   (i) the provision(s) of the College regulations which have allegedly been broken;
   (ii) the facts which form the basis of the charge;
   (iii) the evidence on which the charge is based including the signed statement of any person the Principal of the Postmasters is proposing to call as a witness; and
   (iv) any other information which the Principal of the Postmasters deems relevant, including recommendations as to penalty.

8. (a) The Charge Sheet and this bylaw shall be copied to the Junior Member.

(b) Copies shall also be sent to the Junior Member’s director of studies or in-College advisor, as appropriate, who shall be asked to comment in writing on the character of the Junior Member and any other matter that the director of studies or in-College advisor thinks should properly be taken into account. These comments shall be copied to the Junior Member.
9. (a) The Chair of the Disciplinary Panel shall call a meeting of the Disciplinary Panel giving the Junior Member at least five days’ notice (not including Saturday or Sunday), unless the Junior Member agrees to shorter notice being given.

(b) The Junior Member shall be told in writing of the time of the meeting and that written material may be submitted up to 48 hours before the Disciplinary Panel meets.

(c) If the Junior Member intends to call any person as a witness at the meeting, the Junior Member shall include a written statement signed by such person with the written material submitted to the Disciplinary Panel.

10. (a) Without prejudice to the Disciplinary Panel’s right to regulate its proceedings, the following procedure shall normally be adopted.

(b) (i) The Principal of the Postmasters and the Junior Member charged shall attend the notified meeting of the Disciplinary Panel, provided that if the Junior Member fails or refuses to attend the Disciplinary Panel may proceed in his or her absence.

(ii) The Principal of the Postmasters and the Junior Member may each be accompanied by a current member of the University as an advisor or, alternatively, an OUSU sabbatical officer in the case of the Junior Member.

(c) (i) The Principal of the Postmasters shall present the case against the Junior Member in his or her presence (save where the Disciplinary Panel has decided to proceed in the Junior Member's absence) and may call any witness whose statement the Principal of the Postmasters has previously submitted to the Disciplinary Panel.

(ii) The Junior Member may question any witness called by the Principal of the Postmasters.

(d) (i) After the conclusion of the Principal of the Postmasters’ evidence the Junior Member shall present his or her defence and may call any witness whose statement he or she has previously submitted to the Disciplinary Panel.

(ii) The Principal of the Postmasters may question any witness called by the Junior Member.

(e) For the avoidance of doubt the Disciplinary Panel may also question any person called as a witness.

(f) After the conclusion of the Junior Member’s evidence first the Principal of the Postmasters and next the Junior Member shall each address a concluding statement to the Disciplinary Panel which shall then consider its verdict in the absence of all other persons.
11. (a) Where the case is found proved, the Disciplinary Panel shall announce its decision and invite the Principal of the Postmasters to make a submission as to the appropriate level of penalty.

(b) The Junior Member shall then be entitled to make a plea in mitigation of the offence.

(c) (i) The Disciplinary Panel shall then consider the appropriate sentence in the absence of all other persons.

(ii) The penalty may include: requiring the Junior Member to reside out of College premises; a fine of any magnitude; banning, rustication or expulsion from the College. The Disciplinary Panel may attach such conditions as it sees fit to any penalty.

(d) The Junior Member shall be told in writing of the Disciplinary Panel’s decision and its reasons which shall include all findings of fact made by the Disciplinary Panel and shall also be advised of the right of appeal to the Appeals Panel.

12. (a) The Chair of the Disciplinary Panel shall at once report the Disciplinary Panel’s decision to the Principal of the Postmasters and to the Senior Tutor, who shall report it to the Warden and Tutors’ Committee or Graduate Committee as the case may require, and shall inform the Proctors if appropriate and any College staff affected by the decision.

(b) The full communication to the Junior Member shall not normally be circulated, but shall be held in the Warden’s office. In the event of any appeal, it shall be available to members of the Appeals Panel.

13. The words “banning”, “rustication” and “expulsion” shall bear the meanings given to them in Part A of Statute XI of the University’s Statutes and Regulations (substituting “the College” for “the University” in such definitions and see Bylaw XI A, paragraphs 25-28).

**Referral to the Disciplinary Panel: Special provisions for criminal convictions and University penalties**

14. (a) The procedures set out in paragraphs 14(b)-19 below shall apply if a Junior Member has been convicted of a criminal offence capable of attracting an immediate sentence of imprisonment (whether or not such a sentence is imposed).

(b) When referring such a case to the Disciplinary Panel, the Principal of the Postmasters shall send to the Chair a written statement (the “Charge Sheet”) setting out:

(i) the fact of the Junior Member’s criminal conviction and
(ii) any other information which the Principal of the Postmasters deems relevant including his recommendations as to penalty.
15. (a) The Charge Sheet and this bylaw shall be copied to the Junior Member.

(b) (i) Copies shall also be sent to the Junior Member’s director of studies or in-College advisor, as appropriate, who shall be asked to comment in writing on the character of the Junior Member and any other matter that the director of studies or in-College advisor thinks should properly be taken into account.

(ii) These comments shall be copied to the Junior Member.

16. (a) The Chair of the Disciplinary Panel shall call a meeting of the Disciplinary Panel giving the Junior Member at least five days’ notice (not including Saturday or Sunday), unless the Junior Member agrees to shorter notice.

(b) The Junior Member shall be told in writing of the time of the meeting and that written material may be submitted on the question of penalty up to 48 hours before the Disciplinary Panel meets.

17. (a) Without prejudice to the Disciplinary Panel’s right to regulate its proceedings, the following procedure shall normally be adopted.

(b) (i) The Principal of the Postmasters and the Junior Member shall attend the notified meeting of the Disciplinary Panel, provided that if the Junior Member fails or refuses to attend the Disciplinary Panel may proceed in his or her absence.

(ii) The Principal of the Postmasters and the Junior Member may each be accompanied by an advisor of their choice.

(c) The Disciplinary Panel shall accept as fact all findings of fact made by the criminal court and the hearing shall proceed on that basis.

(d) (i) The Principal of the Postmasters shall present the case to the Disciplinary Panel and shall make representations concerning the appropriate penalty.

(ii) The Disciplinary Panel may request the attendance of any other person and may question such person in relation to the issue of penalty.

(e) The Junior Member shall then be entitled to make a plea in mitigation of the offence.

18. (a) (i) The Disciplinary Panel shall then decide upon the penalty to be imposed.

(ii) The penalty may include: requiring the Junior Member to reside out of the College premises; a fine of any magnitude; or banning, rustication or expulsion from the College.

(iii) The Disciplinary Panel may attach such conditions as it sees fit to any penalty.

(b) The Junior Member shall be told in writing of the Disciplinary Panel’s decision and its reasons and shall also be advised of the right of appeal to the Appeals Panel.
19. (a) The Chair of the Disciplinary Panel shall at once report the Disciplinary Panel’s decision to the Principal of the Postmasters and to the Senior Tutor, who shall report it to the Warden and Tutors’ Committee or the Graduate Committee as the case may be, and shall inform the Proctors and any College staff affected by the decision.

(b) The full communication to the Junior Member shall not normally be circulated but shall be held in the Warden’s office. In the event of any appeal, it shall be available to the members of the Appeals Panel.

20. The procedures set out at paragraphs 21-24 below shall apply if a Junior Member has been expelled, banned or rusticated by the University pursuant to Statute XI of the University Statutes.

21. (i) If the Principal of the Postmasters considers that a more serious penalty than that imposed by the University should be imposed by the College, the Principal of the Postmasters shall refer the case to the Disciplinary Panel.

(ii) In such a case, the procedures set out in paragraphs 14-19 of this bylaw shall apply, mutatis mutandis.

22. (a) In any other case a penalty of suspension, banning or rustication imposed by the University upon a Junior Member shall also apply to College premises and facilities, subject to the right of appeal referred to in paragraph 23 below.

(b) The imposition of the College penalty shall be confirmed in writing to the Junior Member by the Principal of the Postmasters, copied to the Senior Tutor who shall report it to the Warden and Tutors’ Committee or the Graduate Committee as the case may be, and any College staff affected by the decision.

23. (a) A Junior Member penalised under paragraph 22 above may appeal to the Disciplinary Panel against the application of that penalty to that Junior Member’s use of College premises and facilities.

(b) The Principal of the Postmasters shall advise the Junior Member in writing of the right of appeal to the Disciplinary Panel.

24. If the Disciplinary Panel is satisfied that there are special circumstances, it may permit the Junior Member concerned to continue to have access to College premises and facilities with or without conditions as to such access.

Appeal

25. The Junior Member must lodge any appeal against the findings or penalty of the Disciplinary Panel by writing to the Warden (or the Warden’s nominee) within five days (not including Saturday or Sunday) of the communication of the Disciplinary Panel’s decision to the Junior Member, stating the basis of his or her appeal.
26. (a) The Junior Member may appeal on either or both of the following grounds:
   (i) errors in the Disciplinary Panel’s findings (which must be specified by
       the Junior Member); and/or
   (ii) the disproportionality of the penalty to the gravity of the offence.

   (b) The Junior Member shall not normally be permitted to introduce new evidence
       to the Appeals Panel where that evidence could reasonably have been presented to the
       Disciplinary Panel.

27. (a) The Appeals Panel reports to the Warden and Tutors’ Committee or the
       Graduate Committee and shall normally consist in cases of discipline for serious
       misconduct under Bylaw XIB of the Sub-Warden (or the Sub-Warden’s nominee)
       and four other members of the Governing Body of whom at least two shall hold
       the office of Tutor. Neither the Principal of the Postmasters nor any member of the
       Disciplinary Panel shall be a member.

   (b) Any tutor of the Junior Member whose case has been referred and any other
       interested person shall be replaced by other members of the Governing Body co-
       opted by the other members of the Panel. For the purposes of this sub-paragraph
       only a “tutor” shall be defined:
       (i) in the case of an undergraduate as any person who has acted as that
           undergraduate’s director of studies and
       (ii) in the case of a graduate student as any person who has acted as that
           graduate student’s college advisor and
       (iii) in either case as including any person who has filed or will file an
           academic report on that Junior Member’s work during the course of the current
           academic year.

   (c) The Sub-Warden or the Sub-Warden’s nominee shall ordinarily chair the Panel
       as constituted under Bylaw XIB. If the Sub-Warden or the Sub-Warden’s nominee
       is replaced pursuant to paragraph (b) above the most senior of the Tutors present
       shall chair the Panel.

   (d) The Appeals Panel shall regulate its proceedings as it sees fit.

28. (a) The Chair of the Appeals Panel shall copy the Junior Member’s appeal to the
       Chair of the Disciplinary Panel, who shall respond in writing to the Chair of the
       Appeals Panel within five days (not including Saturday or Sunday).

   (b) The Chair of the Appeals Panel shall then copy that response to the Junior
       Member.

29. (a) The Chair of the Appeals Panel shall call a meeting of the Appeals Panel giving
       the Junior Member at least five days’ notice (not including Saturday and Sunday)
       of such meeting, unless the Junior Member agrees to shorter notice being given.
(b) The Junior Member shall be told in writing of the time of the meeting.

30. (a) Without prejudice to the Appeals Panel’s right to regulate its proceedings as it thinks fit, the following procedure shall normally be adopted.

(b) The Appeals Panel shall consider the Junior Member’s Grounds of Appeal and the response of the Chair of the Disciplinary Panel.

(c) (i) The Junior Member may attend with a current member of the University or an OUSU sabbatical officer as an advisor and make oral representations on his Grounds of Appeal.
   (ii) If the Junior Member elects to attend, the Chair of the Disciplinary Panel may also attend (and may be accompanied by a current member of the University as an advisor).
   (iii) The Appeals Panel may in any event request the attendance of the Junior Member and the Chair of the Disciplinary Panel and may interview them and in the event that either fails or refuses to attend may proceed in that person’s absence.

31. (a) The Appeals Panel may quash or confirm the decision appealed against, or make any order in substitution for it which the Disciplinary Panel could have made.

(b) The Junior Member shall be informed in writing of the Appeals Panel’s decision and the reasons for it.

32. (a) The Chair of the Appeals Panel shall at once report the Appeals Panel’s decision to the Principal of the Postmasters and to the Senior Tutor, who shall report it to the Warden and Tutors’ Committee or the Graduate Committee as the case may be, and shall inform the Proctors and any College staff affected by the decision.

(b) The full communication to the Junior Member shall not normally be circulated, but shall be held in the Warden’s office.

33. (a) The decision of the Appeals Panel shall be final in the College although the Junior Member shall have the right to appeal the decision of the Appeals Panel to the Conference of Colleges’ Appeals Tribunal.

(b) A Junior Member who wishes to bring such an appeal shall file a written application with the secretariat of the Conference of Colleges within five days of the date of the decision appealed against.

(c) The application shall include:
   (i) a copy of the decision being challenged;
   (ii) a brief statement of the facts and arguments of law on which the application is based;
   (iii) the Junior Member’s request for relief;
(iv) where applicable, an application for a stay of the effects of the decision being challenged or for any other preliminary relief of an urgent nature;
(v) the Junior Member’s address and, where applicable, the electronic mail address at which he or she can be reached for the purpose of the proceedings.

34. If the Conference of Colleges Appeals Tribunal upholds the College’s decision, the undergraduate may appeal to the Office of the Independent Adjudicator for Higher Education (see www.oiahe.org.uk for further information). Application forms and guidance notes are available from the Academic Office.

35. (a) If the Deputy Principal of the Postmasters has imposed a fine less than £150 on a Junior Member which the Junior Member believes to be unwarranted or excessive the Junior Member may make written representations to the Deputy Principal of the Postmasters requesting a review of the fine imposed.

(b) Any representations to the Deputy Principal of the Postmasters shall be made within two days (not including Saturday or Sunday) of the imposition of the fine.

(c) The Deputy Principal of the Postmasters shall respond in writing within two days of the receipt of the written representations (not including Saturday or Sunday) and shall either confirm the fine, remove the fine, or substitute a lesser fine.

(d) If the Junior Member is not satisfied with the decision of the Deputy Principal of the Postmasters he shall be entitled to appeal to the Principal of the Postmasters.

(e) Any appeal to the Principal of the Postmasters shall be made in writing specifying the grounds of the appeal within two days (not including Saturday or Sunday) of the receipt by the Junior Member of the response of the Deputy Principal of the Postmasters.

(f) The only grounds of an appeal to the Principal of the Postmasters shall be errors (which shall be specified) in the findings of fact made by the Deputy Principal of the Postmasters and/or the disproportionality of the fine to the gravity of the offence.

(g) (i) The Principal of the Postmasters shall dispose of all such appeals without an oral hearing unless he considers it necessary or expedient to hold one.

(ii) The Principal of the Postmasters shall have the power on appeal to confirm, reduce or increase the fine.

(iii) The decision of the Principal of the Postmasters shall be communicated to the Junior Member in writing and shall be final.

36. (a) A Junior Member who has been fined a sum in excess of £150 by the Principal of the Postmasters or the Deputy Principal of the Postmasters may appeal this fine to the Disciplinary Panel, which may confirm, reduce or increase the fine.
(b) Any appeal must be lodged in writing at the Academic Office within five days (not including Saturday or Sunday) of the imposition of the fine stating the basis of the appeal.

(c) The only grounds of appeal shall be errors (which shall be specified) in the findings of the Principal of the Postmasters or the Deputy Principal of the Postmasters and/or the disproportionality of the fine to the gravity of the offence.

(d) The appeal shall be copied to the Principal of the Postmasters or the Deputy Principal of the Postmasters, who shall be asked to respond within five days (not including Saturday or Sunday).

(e)(i) The Disciplinary Panel’s decision, which shall be final, shall be communicated to the Junior Member in writing, giving reasons.

(ii) The Disciplinary Panel shall have the power to impose additional fines or other penalties and may attach such conditions as it sees fit to any penalty:
    (a) in the event of trivial or frivolous appeals; or
    (b) where it believes that the event warrants a more severe penalty than that already imposed.

Notice

37. In full term, any document that this bylaw requires to be sent to a Junior Member shall be deemed to be duly given 24 hours after it has been left for him at the College lodge. Out of full term, an additional copy shall be posted to the home address he has given to the Tutorial Office, and the document shall be deemed duly given three days after the date of posting. Where a Junior Member has been suspended and is not residing in Oxford, the procedure for posting documents shall be followed. A copy of all documents served shall also (unless the volume of them is such as to make it unreasonable) be sent by email to the undergraduate’s University email address unless it has been suspended.
**Bylaw XI B flowchart – offences warranting lesser penalty**

- Disciplinary Offence (not warranting fine over £250)
  - DPOP fine
    - Under £150
      - Paid
      - Appeal to POP
    - Fine removed or reduced
      - Appeal to POP
  - DPOP/POP fine over £150 and under £250
    - Paid
    - Appeal to Disciplinary Panel

**Bylaw XI B flowchart – offences warranting greater penalty**

- Disciplinary Offence (possibly warranting major penalty)
  - Decision accepted
    - Appeals Panel
    - CCAT
      - Decision Accepted
      - OIAHE
XI C: FAILURE IN THE FIRST PUBLIC EXAMINATION

1. (a) The Senior Tutor shall write to any undergraduate who fails the First Public Examination at the first attempt.

(b) The Senior Tutor’s letter shall
   (i) clarify the academic support offered in preparing for the re-sit;
   (ii) make clear the possible consequence of termination of the course in the event of a second failure; and
   (iii) remind the recipient of the importance of disclosing any extenuating circumstances which may have affected performance in the First Public Examination.

2. (a) The Senior Tutor shall write to any undergraduate who fails the First Public Examination at the second attempt to notify him or her that their course will be terminated.

   (b) (i) The undergraduate shall have the right to appeal this decision on the grounds of exceptional circumstances to an Appeals Panel convened by the Warden, or the Sub-Warden in the Warden’s absence. This shall comprise no fewer than three members of the Governing Body of whom at least two shall hold the office of Tutor. The Senior Tutor shall not be a member.

   (ii) Any tutor of the undergraduate whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined as any person who has acted as that undergraduate’s director of studies or has filed or will file an academic report on that undergraduate’s work during the course of the current academic year.

   (iii) The members of the Appeals Panel as constituted under Bylaw XI C after any replacements have been co-opted shall elect one from among their number to take the chair.

3. (a) (i) Any appeal pursuant to Bylaw XIC.2(b)(i) above must be made in writing to the Chair of the Appeals Panel within five days (not including Saturday or Sunday) of the communication of the Senior Tutor’s letter.

   (ii) The appeal must set out the exceptional circumstances applicable in the case.

   (b) If the undergraduate intends to rely on medical evidence at the hearing, he or she must submit a report from the College Doctor to the Senior Tutor at least 24 hours in advance of the hearing unless the primary treating clinician is not the College Doctor, in which case the medical report must be sent to the College Doctor in the first
instance five working days in advance of the hearing so that the College Doctor can advise the College appropriately.

4.  (a) The Senior Tutor shall notify the undergraduate of the date of the hearing, giving at least five days’ notice (not including Saturday or Sunday), unless the undergraduate agrees to shorter notice being given.

        (b) The hearing shall be conducted and determined by the Appeals Panel.

        (c) The undergraduate may attend the meeting with a current member of the University (except the Senior Tutor or his or her subject tutors) or an OUSU sabbatical officer as an advisor.

5.  (a) The purpose of the hearing shall be to enable the Appeals Panel to assess whether the exceptional circumstances presented by the undergraduate mean that their course should not be terminated.

        (b) At the hearing, the Senior Tutor (or deputy) shall present a report on the circumstances of the case. The Panel may also seek the comments of subject tutors who may attend in person or submit a report as circumstances permit.

        (c) The undergraduate shall then have the opportunity to present his or her own view of the situation and any supporting evidence, and to respond to the Senior Tutor’s report and to the subject tutors’ comments.

        (d) After this, members of the Appeals Panel shall be given an opportunity to put questions on any aspect of the case.

6.  (a) At the end of the hearing, the undergraduate, advisor, the Senior Tutor and subject tutors shall withdraw while the Appeals Panel considers its decision.

        (b) The Chair of the Appeals Panel shall write to the undergraduate as soon as possible to communicate the decision, providing a brief account of the reasons for it.

7.  (a) If the Appeals Panel decides that exceptional circumstances mean the undergraduate’s course should not be terminated, the undergraduate shall be informed of any conditions which must be met before being allowed to return to residence.

        (b) The University’s regulations prevent an undergraduate from progressing to the Final Honour School without passing the First Public Examination. Permission will need to be sought from the University’s Education Committee for any third attempt at the First Public Examination: the College does not have authority to permit this itself.
8. (a) If the Appeals Panel decides that the circumstances presented as exceptional do not justify withholding the usual sanction of terminating the undergraduate’s course, the undergraduate may appeal to the Conference of Colleges Appeal Tribunal, a body independent of the College.

(b) The undergraduate must normally exercise this right to appeal within five working days of receipt of the Appeals Panel’s decision. The Chair’s letter shall explain how to do this. Further information shall also be available from the Tutorial Office.

9. If the Conference of Colleges Appeals Tribunal upholds the College’s decision, the undergraduate may appeal to the Office of the Independent Adjudicator for Higher Education (see www.oiahe.org.uk for further information). Application forms and guidance notes shall be available from the Tutorial Office.
XI D: SUSPENSION AND FITNESS TO STUDY PROCEDURES

Scope

1. (a) This Bylaw contains two procedures.

   (b) The first part (Suspension of Study Procedure) is intended for situations where an undergraduate wishes to suspend study on medical or other grounds and it sets out the procedure which the College shall follow when considering such requests. Graduates are excluded because requests to suspend study are considered by departmental and faculty Graduate Studies Committees.

   (c) The second part (Fitness to Study Procedure) details the procedures which the College shall follow when there are concerns about the fitness to study of any Junior Member, whether undergraduate or graduate. A College Fitness to Study Panel (the Panel) plays a role in both procedures.

   (d) A Glossary of terms used in the Procedures is provided in the Appendix to this Bylaw

The Fitness to Study Panel

2. (a) (i) The Fitness to Study Panel shall be chaired by the Warden (or the Sub-Warden if the Warden is unavailable or by another Governing Body Fellow nominated by the Warden if the Sub-Warden is also unavailable), with four other Governing Body Fellows of the College, at least two of whom should be Tutors or former Tutors.

   (ii) These members shall be drawn by the Chair from a pool of eight Governing Body Fellows who have agreed to sit on the Panel. The Panel shall include both male and female members.

   (iii) Should any member of the Panel be the tutor of the Junior Member1 or have an interest in the case, she or he shall be replaced by another member of the pool (or a member of the Governing Body co-opted by the other members of the Panel in the event that there is no member of the pool available).

   (iv) The Panel shall normally require the participation of five members but outside of term in cases of urgency special arrangements may need to be made including reducing the number of members to not less than three.

   (b) (i) The Senior Tutor shall provide an anonymised annual report on the work of the Panel to both the Warden and Tutors’ Committee and the Graduate Committee.

   (ii) All individual student suspensions of study shall be reported to the Warden and Tutors’ Committee or the Graduate Committee, as appropriate, for the

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1 For this purpose, a tutor shall be defined as someone who has filed or will file an academic report on a Junior Member’s work or has acted as director of studies for an undergraduate, or as College advisor to a graduate student.
official record.

**General considerations**

3. (a) In operating these procedures the College shall take account of all relevant legislation such as the Data Protection Act 1998, the Mental Capacity Act 2005, the Human Rights Act 1998, the Equality Act 2010, and the general rights and expectations of a student of confidentiality.

(b) In cases where Stages 2 or 3 of the Fitness to Study Procedure have been invoked, the Chair shall make a decision about whether the Junior Member’s emergency contact should be informed, and discuss with the Junior Member whether any statutory services should be contacted.

(c) The College acknowledges that as a result of implementing this procedure it will receive sensitive personal data and data of a confidential nature pertaining to the student and other third parties, and shall ensure that all such data is handled, processed and stored in accordance with the College’s legal obligations in this regard.

**Part 1: Suspension of Study Procedure**

4. (a) Undergraduates do not have an automatic right to suspend study, though the College will consider sympathetically requests on medical or other welfare grounds and make reasonable adjustments (including with regard to these procedures) in cases covered by the Equality Act 2010.

(b) (i) Suspensions on medical grounds shall require medical certification in support of the request from the College Doctors.

(ii) The College shall not grant suspension solely on the ground that the Student is or feels ill-prepared for examinations.

(iii) Requests for suspension should be made in a timely manner. Requests should normally be made by the undergraduate but in extreme circumstances the College may permit requests to be made by a representative of the undergraduate.

5. (a) Cases shall first be considered confidentially by the Senior Tutor, Chaplain, and relevant Director of Studies, with the involvement of other subject tutors if appropriate.

(b) Their review shall not only consider the merits of the request to suspend but shall also work through a checklist of items to ensure the suspension from and return to study are properly planned. The checklist shall include:
(i) Agreement of an appropriate treatment plan with the College Doctor
(ii) Appropriate access to facilities while suspended;
(iii) Academic plan for catching up on any work backlog and preparing for the term of return, including any collections requirements;
(iv) Any expectations regarding the provision of interim reports by the undergraduate;
(v) Consideration of a referral to the Disability Advisory Service;
(vi) Review meeting in the term preceding return;
(vii) Implications for examinations (over standing for honours, changed regulations);
(viii) Conditions attached to return;
(ix) The case for repeating any terms;
(x) Anticipated medical and welfare support on return.

6. The Senior Tutor shall then make a recommendation to the Panel, by notifying the Chair, who shall then convene the Panel.

7. (a) The College expects shortfalls in completed work to be made up and does not ordinarily permit undergraduates to repeat terms if they have received the full tuition. The Panel shall therefore authorise repetition only in rare cases e.g. where there are material gaps in their tuition.

(b) (i) Where the Panel does not support the request to suspend, or wishes to impose further or other conditions for the student’s return or otherwise, the Chair shall set out the reasons for this decision in writing to the undergraduate.

(ii) Where the Panel supports the request, the Senior Tutor shall convey the Panel’s decision and any conditions in writing to the undergraduate and report the resulting suspension of study to the Warden and Tutors’ Committee.

8. (a) After an approved suspension on medical grounds and before the undergraduate is permitted to resume study, the College must receive a medical assessment from the College Doctor stating whether or not, in their opinion, the undergraduate is fit to resume study.

(b) The College Doctor’s assessment shall take into account reports provided by other clinicians involved in the care of the undergraduate during the period of suspension.

(c) The Senior Tutor, Chaplain and the undergraduate’s Director of Studies shall be responsible for determining, in light of the College Doctor’s assessment, whether the undergraduate is fit to study and whether any other conditions for return have also been met.

(d) (i) If the Senior Tutor, Chaplain and the undergraduate’s Director of Studies are of the view that the undergraduate is fit to return to study and all other conditions for return have been met, the Senior Tutor shall report the undergraduate’s return to the Warden and Tutors’ Committee.

(ii) If the undergraduate is not considered fit to return to study or other
conditions have not been met, and if no alternative arrangements have been agreed with the undergraduate, the Fitness to Study Procedure may be invoked.

9. In the event that a request to suspend is not supported, or an undergraduate disputes the Panel’s decision, or the undergraduate is found not to be fit to return to study following a period of suspension, the undergraduate may seek a review. The process to be followed is set out at paragraph 13 below.

**Part 2: Fitness to Study Procedure**

10. This Fitness to Study Procedure has three stages depending on the perceived level of risk, the severity of the problem and the student’s engagement with efforts to respond to it. In urgent cases, at the College’s discretion, stages 1 and 2 may be bypassed. A flowchart to illustrate the operation of the Fitness to Study Procedure is set out at Appendix 2.

11. Throughout the Procedure outlined below, fitness to study is understood as defined by University legislation as:

   (a) a student's fitness:
      
      (i) to commence a distinct course of academic study; or
      
      (ii) to continue with his/her current course of academic study; or
      
      (iii) to return to his/her current or another course of academic study; and

   (b) his/her ability to meet:
      
      (i) the reasonable academic requirements of the course or programme; and
      
      (ii) the reasonable social and behavioural requirements of a student member (whether resident in college or not) without his/her physical, mental, emotional or psychological health or state having an unacceptably deleterious impact upon the health, safety and/or welfare of the student and/or other students and/or University or college staff (not withstanding adjustments required by law). ²

12. The stages of the Fitness to Study Procedure shall be as follows:

   **1. Stage 1- Informal Action by the College**

   1.1 (a) Concerns about a student’s fitness to study can arise in a number of situations. Tutors, members of the Welfare Team, the Principal and Deputy Principal of the Postmasters, other students, and/or members of college staff may observe behaviour that suggests that a student’s medical, psychological, or emotional problems are compromising his or her

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² [http://www.admin.ox.ac.uk/statutes/787-121.shtml](http://www.admin.ox.ac.uk/statutes/787-121.shtml)
fitness to study.

(b) Any member of college who has such concerns is encouraged to consult a member of the Welfare Team. The Welfare Team will consult about appropriate action, and may make discreet enquiries about the student’s behaviour and academic performance. If the risk is deemed less severe, the Welfare Team may initially direct the student toward appropriate forms of support.

1.2 (a) Should preliminary action in terms of support and guidance be unsuccessful, the Chaplain, along with the student’s Director of Studies or College Advisor if deemed appropriate in consultation with the Chaplain, shall approach the student and explain, in a supportive and understanding manner, that concerns about their fitness to study have emerged. In the case of a student with a disability, a support worker from the Disability Advisory Service may be involved in this meeting.

(b) The student shall be made aware of the precise nature and causes of these concerns. The student shall be given the opportunity to explain his or her own views on the matter, and be encouraged to think about using one or more of the support services offered by the University. It may also be appropriate to look into the possibility of applying academic arrangements or support to enable the student to study effectively, including making reasonable adjustments in the case of a student with a disability.

(c) At this stage the Senior Tutor shall be informed, if not already aware, that there are concerns about the student’s fitness to study.

1.3 It is hoped that in most cases issues can be resolved at this level, and that the student will respond positively, co-operating fully with the process and taking advantage of the support available. It may be necessary to obtain independent corroboration as to whether support offered is being taken up. The responsibility for providing this evidence shall lie with the student.

1.4 (a) A review period shall be determined by agreement between the Welfare Team, the Senior Tutor, and the student during which clear, observable and measurable goals for change shall be set. This review period will allow the student to seek advice and support from any appropriate services.

(b) At the end of this period a meeting shall be held to discuss any steps taken by the student to address the concerns. If the concerns have been addressed satisfactorily, this will be noted.

(c) Further meetings may be scheduled to continue to monitor the
situation/progress and help ensure that continued support is provided to the student to enable them to study effectively. If, however, the concerns have not been addressed, a further review period may be agreed, or the case shall move to the next stage of the procedure.

1.5 (a) The informal discussions, advice and any undertakings made by the College or University and/or the student shall be documented for the benefit of the College, the University and the student, but shall be kept confidential. Copies of documents are to be kept by the Welfare Team.

(b) A letter setting out what has been agreed shall be given to the student.

1.6 If a student is unable or unwilling to co-operate with the above process or modify their behaviour, they shall be informed that more formal action under Stage 2 of this procedure may be considered appropriate.

2. Stage 2- Case Review Group

2.1 (a) If the action taken under Stage 1 has not been successful or if it is felt that the case is too serious to be dealt with informally, Stage 2 of the procedure may be invoked.

(b) (i) A meeting of a Case Review Group shall be convened by the Senior Tutor, made up of the Chaplain, the student's Director of Studies or College Advisor and the Senior Tutor and to include if appropriate the Supervisor in the case of Graduates or Course Director if there is no Supervisor.

(ii) A representative from the Disability Advisory Service, or the College’s designated link to the Counselling Services, may also attend for information and advice if felt appropriate by the Senior Tutor and the Case Review Group may consult with the College Nurse if it considers it appropriate.

(c) In both stage 2 and stage 3 processes the Senior Tutor shall be the point of contact with the student and with all other agencies and individuals. He or she shall keep records of the whole process. The Senior Tutor shall appoint a deputy if unavailable to act at any stage.

2.2 (a) (i) Before the meeting, a medical assessment may be sought from the College Doctors or another qualified practitioner familiar with the Oxford University system and the spectrum of student difficulties.

(ii) The student shall be encouraged to consent to this, as it will ultimately enable the College to address the student's difficulties in the most effective manner possible and make an accurate assessment of risk.
(b) The medical assessment is to be used to determine the following matters:

(i) the nature and extent of any medical condition from which the student may be suffering;
(ii) the student’s prognosis;
(iii) the extent to which it may affect his/her fitness to study and manage the demands of student life;
(iv) any impact it may have on or risk it may pose to others;
(v) whether any additional steps could be taken by the College, in light of the medical condition, to enable the student to study effectively;
(vi) whether the student will be receiving any ongoing medical treatment or support;
(vii) whether the condition might be viewed as a disability within the terms of the Equality Act 2010.

2.3 (a) (i) The student shall be encouraged to authorise full disclosure of the results of any medical examination to the College of aspects relevant to study.

(ii) The College recognises that any such information disclosed will constitute ‘sensitive personal data’ for the purposes of the Data Protection Act 1998 and it shall be handled, processed and stored accordingly.

(b) Information received at Stage 2 may also be used in the Stage 3 of this procedure.

(c) (i) Should the student refuse to undertake a medical examination, or disclose results, the College may continue this procedure based on the information already in its possession.

(ii) Should the student wish to furnish medical evidence from a practitioner of the student’s own choosing, the College shall require that this evidence is reviewed by the College Doctor or another qualified practitioner.

2.4 (a) The student shall normally be given at least 5 working days’ notice of the convening of a Case Review Group meeting and informed of the purpose of the meeting. This period may be shortened in urgent situations on the advice of the Welfare Team.

(b) The student shall also be provided with any documents that will be considered by the Group, and asked to provide any documentation he or she may wish the Group to consider, in good time for the meeting.

2.5 (a) (i) The student shall have the right to attend the Case Review Group meeting and may be accompanied at the meeting by an OUSU
sabbatical officer, a fellow student, one of the Merton Junior Deans for Welfare, or another current member of the University as an advisor.

(ii) A parent shall not normally be allowed to attend as an advisor, except at the College’s discretion.

(iii) In addition, a designated support worker, if required, may accompany disabled students.

(b) The student shall notify the Senior Tutor at least 24 hours in advance of the meeting if they are to be accompanied and by whom.

2.6 The purpose of the meeting shall be to ensure that:

- the student is made fully aware of the nature of the concerns that have been raised;
- the student’s views are heard and taken account of and the best way to proceed is agreed upon;
- the student is fully aware of the possible outcomes if difficulties remain.

2.7 The Case Review Group shall order its proceedings at its own discretion and may call witnesses, including University Student Support Services staff working with the student, and institute enquiries to assist its deliberations.

2.8 The Case Review Group may make one of the decisions (a) to (e) below:

(a) That no further action is required.

(b) To formally monitor the student's progress for a specified period of time.

(i) In this case an action plan shall be agreed with the student, outlining any steps, which the student will need to take, and/or any support to be provided to the student, to address the concerns identified.

(ii) Regular review meetings with the student shall be arranged with a nominated member of College staff, to ensure that the action plan is being appropriately followed and/or that reasonable support to enable the student to study effectively is being provided.

(iii) The student shall be informed of the consequences of any breaches of the action plan, which will normally involve their fitness to study being considered at Stage 3.

(c) To recommend that special academic arrangements or support are put in place.

(i) Such recommendations shall be agreed with the student’s department and by the student and approved by the relevant University authority.
(ii) The student shall be informed that unless these arrangements remedy the concerns to the College's satisfaction, their fitness to study may be considered at Stage 3 of these procedures.

(d) With the consent of the student, to agree that their studies be suspended for a period of time with appropriate application to the relevant University authority.

(e) To refer the case to the Warden, to be considered under Stage 3 of this procedure.

This decision will only be appropriate in the most serious of cases, where for example evidence of a serious risk to either the health and safety of the student or others has been identified, and it is thought that the student's suspension of study or banning or medical withdrawal may be the appropriate course of action, or where a particular course of action has been recommended but the student does not agree.

2.9 (a) The decision of the Case Review Group, together with a concise record of the meeting, shall be sent to the student as soon as possible and no later than 5 working days from the date of the meeting, and a copy kept on the student's personal file.

(b) A copy of this documentation shall also be sent to the student's faculty or department where relevant.

3. Stage 3 – Fitness to Study Panel

3.1 Stage 3 of the procedure shall only be implemented:

(a) following a referral from a Stage 2 Case Review Group, or

(b) if in the opinion of the Senior Tutor (having consulted as appropriate) initial concerns have been raised which are sufficiently serious as to warrant the consideration of the student's suspension of studies or banning or medical withdrawal (including, but not limited to, if the student poses a potential threat to the health and safety of him- or herself or others, or to the efficient working of the institution).

3.2 (a) The Warden shall have the power to temporarily ban the student from the College pending further action.

(b) If the Warden is not available, the Sub-Warden or (in the absence of the Sub-Warden) a Bursar may act on his or her behalf.

3.3 A Panel shall be convened in accordance with these procedures.

3.4 At any point in Stage 3 where the case concerns a graduate, the Panel
may suspend its procedures and refer the case to the University Fitness to Study Panel.

3.5 The Chair shall fix a date for a meeting of the Panel to hear the case and shall invite the student to attend to discuss the concerns and all relevant issues.

3.6 (a) Whenever possible the student shall be given at least 5 working days’ notice of the meeting of the Panel. This period may be shortened in urgent situations on the advice of the Welfare Team.

(b) The student shall be informed of the purpose of the hearing.

(c) The student shall also be provided with any documents to be considered at the meeting and asked to provide any documentation he or she may wish the Panel to consider, in good time for the meeting.

3.7(a) The student may be accompanied at the meeting by an OUSU sabbatical officer, a fellow student, a member of the Welfare Team other than the Chaplain, or another current member of the University as an advisor. Disabled students may also be accompanied by a support worker where required.

(b) The student shall notify the Senior Tutor at least 24 hours in advance of the meeting if they are to be accompanied and by whom.

(c) A parent shall not be allowed to attend as advisor except at the discretion of the Panel.

(d) The student may make oral representations at the meeting.

3.8 (a) The purpose of the meeting shall be to consider the evidence available, including the student's perception of these concerns, in order:

(i) to determine whether the objectives of stage 2 have been met by the student

(ii) to determine whether the College has put in place reasonable adjustments to enable the student to continue to study.

(b) If the matter has not been considered at stage 2 because of the severity of the situation, the Panel may also take any actions which would otherwise have been considered at Stage 2.

3.9 (a) The Panel shall regulate its proceedings as it thinks fit and may call witnesses and institute enquiries to assist its deliberations, and may request further medical assessments of the student's fitness to study.
(b) It shall also consider any previous assessments of the student’s fitness to study.

(c) The Chair shall ensure that all parties have access to all documents.

3.10 (a) The Chair shall obtain a collective decision from members of the Panel.

(b) The decision may include one or more of the following:

(i) To formally monitor the student’s progress for a specified period of time.

(a) In this case the Panel shall provide the student with an agreed action plan, outlining any steps which the student will need to take and/or any support to be provided to the student to address the concerns identified.

(b) Regular review meetings with the student are to be arranged with a nominated member of staff (to ensure that the action plan is being appropriately followed and/or that reasonable support to enable the student to study effectively is being provided).

(c) The student shall be informed of the consequences of any breaches of the action plan.

(ii) That, following consultation with the academic Department, and subject to the approval of the relevant University authority, special academic arrangements are to be put in place - or an interruption of studies is to be agreed. The student shall be informed of the consequences should these arrangements fail to remedy the College’s satisfaction the concerns identified.

(iii) To recommend that the College exercises its statutory power to require the student to suspend or to ban the student or to require his or her medical withdrawal.

(iv) Any other action considered to be appropriate and proportionate.

(d) Any decision regarding suspension, banning or medical withdrawal shall be communicated by the Senior Tutor to the University and to any support services who have been involved with the student.

3.11 (a) The student shall be notified by the Chair of the decision, with reasons, as soon as possible and no later than 10 working days of the meeting of the Panel.

(b) Communication of the decision to the Junior Member shall normally be undertaken in person in the Warden’s Office and shall be immediately confirmed in writing.

(c) Support shall normally be made available to the student at the time,
preferably from a member of the Welfare Team or the student's Director of Studies or College Advisor.

3.12 If the student does not agree with the decision the Panel may choose

(a) to refer to the University’s Fitness to Study Panel for a recommendation on how to proceed, or

(b) to stand by its decision based on the information gathered during this and preceding levels of intervention.

3.13 If the student is dissatisfied with the decision, he or she may seek a review. The process to be followed is set out below.

4. Return to Study

4.1 (a) After a suspension of study following a decision of the Case Review Group or the Panel, the student may make a request to the College for permission to return to the course.

(b) The Senior Tutor, in consultation with the Welfare Team and relevant medical professionals (including but not limited to the College Doctors), shall identify the issues of concern that the College may have in respect of the student’s fitness to study.

(c) The Senior Tutor shall also contact the relevant medical professional for an assessment of the student's ability to manage the demands of returning to studying at Oxford University, drawing attention to the nature and extent of the student's previous problems and the College's concerns about them.

4.2 The student shall be permitted to return only if, after receiving medical or other specialist advice about the likely impact of the student’s condition on his or her fitness to study, the Panel is satisfied that the student is fit to study and able to comply with any conditions imposed on their return.

4.3 (a) (i) In cases where the College has any continuing concerns about the individual's fitness to study, it may require a second medical or specialist opinion.

(ii) In this case a student may be asked to submit themselves for medical examinations by doctors or other specialists, including the College Doctor or a consultant, nominated by the College, at the College's expense to allow the situation to be properly evaluated.

(b) (i) In any case where a student has been permitted to return to study following the implementation of the Fitness to Study procedure,
the College shall hold an initial meeting with the student to discuss what support measures need to be put into place for the student's return and establish a return to study plan.

(ii) This initial meeting shall include the student's Director of Studies or College Advisor; the Senior Tutor; a member of the Welfare Team; where applicable, a member of the Disability Advisory Service, and, in the case of graduates, shall take advice from supervisors and taught-course tutors.

(iii) (a) At this initial meeting it may be decided that there should be regular review meetings with the student that can be used to monitor and support a return to study plan. If so, the student must provide their continued cooperation in this respect and such review meetings may continue for part or all of their remaining time at College.

(b) There should be a written record of what is agreed for the return to study plan and a copy given to the student. The Senior Tutor should ensure that, where appropriate, a copy of the plan is sent to the relevant support agencies, who have agreed to help implement the plan and that any necessary support from agencies external to the College is put in place.

(c) The Senior Tutor should make arrangements for monitoring that the support plan is being delivered and accepted.

Review process

13. (a) If the student is not satisfied with any decision made in accordance with the College’s Suspension of Study or Fitness to Study Procedures, then he or she shall have the right to seek a review which shall be conducted by the College’s Appeals Panel.

(b) (i) In Fitness to Study cases where the Warden has chaired a Panel the Appeal Panel shall be chaired by the Sub-Warden with four other members of the Governing Body, of whom at least two are Tutors. The Appeals Panel shall include both male and female members.

(ii) The Members of the Fitness to Study Panel shall not be members of the Appeals Panel (although members of the pool from whom the Panel was drawn may be included on the Appeals Panel). The student’s tutors and any other interested persons shall not be included in the Appeals Panel.

(iii) In the absence of the Sub-Warden there shall be five members of the Appeals Panel who will appoint one among their number to act as chair.

(iv) The Appeals Panel may regulate its proceedings as it sees fit.

14. (a) The student shall set out the case for review in writing to the Chair of the Appeals Panel within five working days of the communication of the Fitness to Study Panel’s decision. The student’s case shall set out any alleged procedural unfairness or failures in the reasoning underlying the decision in question.

(b) The Chair of the Appeals Panel shall copy the student’s appeal to the Chair of the Fitness to Study Panel or the Senior Tutor, as the case may be, who shall respond
in writing to the Chair of the Appeals Panel within five working days. The Chair of
the Appeals Panel shall then copy that response to the student.

15. (a) The Chair of the Appeals Panel shall convene a meeting of the Appeals Panel
giving the student at least five working days’ notice of such meeting, unless the student
agrees to shorter notice being given.

(b) The student shall be told in writing of the time and venue of the meeting.

16. (a) Without prejudice to the Appeals Panel’s right to regulate its proceedings,
the following procedure shall normally be adopted:

(b) The Appeals Panel shall consider the basis of the student’s appeal and the
response of the Chair of the Fitness to Study Panel or Senior Tutor, as the case may be.

(c) (i) The student may be accompanied at the meeting by an OUSU sabbatical officer, a fellow student, a member of the Welfare Team other than the Chaplain, or another current member of the University as an advisor.

(ii) Disabled students may also be accompanied by a support worker where required.

(iii) A parent will not be allowed to attend as advisor except at the
discretion of the Panel.

(iv) The student should notify the Chair of the Appeals Panel at least 24
hours in advance of the meeting if they are to be accompanied and by whom.

(v) The student may make oral representations at the meeting.

(d) In the event that the student does not attend the hearing, the Appeals Panel
may proceed in his or her absence.

(e) The Appeals Panel can confirm or amend the decision of the Fitness to Study
Panel in question and shall issue its decision in writing.

17. (a) The College’s procedures with regard to the matter shall be complete when
the Appeals Panel’s decision has been issued.

(b) Should the student remain dissatisfied, the matter may be taken to the Office
of the Independent Adjudicator for Higher Education (see http://www.oiahe.org.uk/). Application forms and guidance notes shall be made available from the Academic Office.
### Glossary

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ban</td>
<td>Means that for a specific period of time the undergraduate ceases to be provided with either tuition by the College or to have the use of College facilities or both. The undergraduate remains a member of the University of Oxford and may still enter his or her name for its examinations as an individual, and may appear in the Class List, provided that statutory residence has been kept.</td>
</tr>
<tr>
<td>College Advisor</td>
<td>Refers to the senior member assigned to each graduate member of Merton College.</td>
</tr>
<tr>
<td>College Doctor</td>
<td>Refers to the practice of Dr J Bogdanor and Partners, Jericho Health Centre or such other medical practice as the College may nominate from time to time.</td>
</tr>
<tr>
<td>Director of Studies</td>
<td>Refers to the senior member assigned to each undergraduate member of Merton College.</td>
</tr>
<tr>
<td>Medical withdrawal</td>
<td>Refers to the termination of a student’s course either voluntarily or non-voluntarily on medical grounds.</td>
</tr>
<tr>
<td>Suspend</td>
<td>The term used by the University of Oxford to describe an intermission in study during which period the suspended individual does not hold student status, including voluntary and non-voluntary suspension on medical grounds.</td>
</tr>
<tr>
<td>Welfare Team</td>
<td>For the purposes of these procedures the Welfare Team denotes the Chaplain, College Nurse and the Junior Deans for Welfare.</td>
</tr>
</tbody>
</table>
Concerns arise about a student’s fitness to study

Following Welfare Team consultation
Decision made on severity of risk by Chaplain/ST

Stage 1 – Low Risk
Guidance given on support available
Informal meeting with Student held. ST informed. Review period set.

Stage 2 – More Serious
Case Review Group convened
Medical assessment sought if required

CRG meeting held
Student’s progress to be formally monitored

Stage 3 – Potential threat to themselves or others
Fitness to Study Panel convened
Student consents to suspend studies
Special academic arrangements/support needed

Unsuccessful Review Meeting held
Move to stage 3 if action Plan breached

Successful
No further action required

If dissatisfied student may seek a review from the Appeals Panel

Further meetings may be held to monitor progress

Collective decision from Panel obtained
Chair writes to UG to inform them of the decision
Warden may temporarily suspend student
Merton College
Oxford

COMMEMORATION SERVICES

on the
Third Sunday in Michaelmas Term
and
Shrove Tuesday
The Third Sunday in Michaelmas Term

The righteous shall be had in everlasting remembrance.

*Neither shall he fear any evil report.*
The souls of the righteous are in the hand of God.

*Neither shall any torment touch them.*

O LORD God, the resurrection and the life of them that believe, who always art to be praised as well in the living as in the dead, we give thee hearty thanks for our Founder, Walter of Merton, for the Priors and Brothers of the Priory of Merton in Surrey, from which this College takes its name; for King Henry the Third; King Edward the First; Richard, King of the Romans; for Robert Kilwardby, Archbishop of Canterbury and Cardinal; Pope Nicholas the Third; Ela, Countess of Warwick; *William Rede*, Bishop of Chichester; *John Wyliot*, Founder of the Postmasterships; John Kempe, Cardinal and Archbishop of Canterbury; Thomas Kempe, Bishop of London; Henry Sever, Warden; Richard Fitzjames, Warden and Bishop of London; John Martok, Fellow; Ralph Hamsterley, Fellow; Thomas Bickley, Warden and Bishop of Chichester; John Chamber, Fellow; Thomas Bodley, Fellow; Henry Savile, Warden; Thomas Jessop, Fellow; Griffin Higgs, Fellow and Dean of Lichfield; Alexander Fisher, Fellow; Henry Jackson, Commoner; George Charles Brodrick, Warden; Thomas Fowler, Postmaster; Francis Herbert Bradley, Fellow; Hildebrand Aubrey Harmsworth, Commoner; Julia de Lacy Mann, Principal of St Hilda’s College; Arthur Jagger, Commoner; Basil Blackwell, Fellow; Bernadotte Everly Schmitt, Rhodes Scholar; Takeshi Funahashi, and all our other Benefactors, by whose gifts we are here nourished to godliness and good learning, beseeching thee that we, rightly using these benefits to thy glory, may come to the immortal glory of the last resurrection; through Jesus Christ our Lord. Amen.

O MERCIFUL God and Father of our Lord Jesus Christ, who is the resurrection and the life, in whom whosoever believeth shall live though he die, and whosoever liveth and believeth in him shall not die eternally, who also hath taught us by his holy apostle St Paul, not to be sorry as men without hope for them that rest in him; we humbly beseech thee, O Father, to raise us from the death of sin unto the life of righteousness, that when we shall depart this life we may rest with Christ, as our hope is our Benefactors *William Rede* and *John Wyliot* do so rest, that in the general resurrection in the last day, being raised together and receiving our bodies, we may reign with them in the life everlasting; through Jesus Christ our Lord. Amen.
Shrove Tuesday

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