

Proposed amendments of Statute

Statute B

MATRICULATION, RESIDENCE, DEGREES, DISCIPLINE

CHAPTER VI

DISCIPLINE AND THE UNIVERSITY COURTS

1. For the due maintenance of good order and discipline within the University, the University shall from time to time prescribe such regulations as may be thought expedient in regard to the wearing of academical dress, the rendering of assistance and obedience to all persons in authority in the University, the definition and determination of offences and penalties, and the purposes to which pecuniary penalties and fines shall be applied.

2. *There shall be a court, called the University Tribunal, which shall consist of a Chairman, who shall be a legally qualified member of the University, and four members of the Regent House. The method and period of appointment of the Chairman and of the other members shall be prescribed by Ordinances made under this section. The Registrar, or a deputy appointed by the Registrar, shall be Clerk of the University Tribunal.*

3. *There shall be a court, called the Septemviri, which shall consist of a Chairman, who shall be a legally qualified member of the University appointed by Grace for four years, and six members of the Regent House appointed singly by Grace for two years; provided that:*

- (a) a member of the Septemviri who is appointed after the commencement of proceedings before the Septemviri shall take no part in those proceedings;*
- (b) a member of the Septemviri whose membership would otherwise terminate during any such proceedings shall remain a member in respect of those proceedings until they are concluded;*
- (c) no person shall be a member of the Septemviri during any period in which he or she is a member, or has been elected or appointed but not yet become a member, of the Council or the General Board, save as provided in (b) above; and in that case such a person shall not attend a meeting or receive papers for a meeting of the Council or of the General Board, and such continued membership of the Septemviri shall constitute a sufficient cause of absence from meetings of either of those bodies.*

Five members of the court shall constitute a quorum.

4. Neither the University Tribunal nor the Septemviri shall have jurisdiction over the Chancellor, the High Steward, the Deputy High Steward, or the Commissary.

5. The University Tribunal shall adjudicate, in accordance with the provisions of this Chapter, when a University officer, a member of the Senate, or a person not in statu pupillari who holds either a degree or the title of a degree is charged with an offence against the discipline of the University, or with gross misconduct; provided that the University Advocate shall have determined under section 28 of this Chapter, or shall have been directed by the Vice-Chancellor, that the charge shall be the subject of proceedings before the Tribunal.

6. Nothing in this Chapter shall preclude any University officer from being removed from office or otherwise disciplined under Statute D, IA.

7. Where the University Advocate has preferred a charge or charges **under this Chapter**, the Clerk of the Tribunal shall notify the person charged of the date, time, and place to attend the Tribunal, and of the charge or charges, and shall send the member any documents specified therein. The University Advocate shall present the charge or charges to the Tribunal, shall make any necessary administrative arrangements for the summoning of witnesses and the production of documents, and shall be generally responsible for the proper presentation of the case to the Tribunal.

8. The procedure to be followed in respect of the preparation, hearing, and **determination by the Tribunal of charges preferred under this Chapter** shall be prescribed by Ordinances made under this section.

9. Without prejudice to the generality of the foregoing, such Ordinances shall ensure:

- (a) that the person charged is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearing by the Tribunal;
- (b) that a charge shall not be determined without an oral hearing at which the person charged and any person appointed by the member to represent her or him are entitled to be present;
- (c) that witnesses may be called, both on behalf of the person charged and by the University Advocate, and that such witnesses may be questioned concerning any relevant evidence;
- (d) that full and sufficient provision is made for postponements, adjournments, dismissal of the charge or charges for want of prosecution, remission of the charge or charges to the Vice-Chancellor for further consideration, and for the correction of accidental errors;
- (e) that appropriate time limits are set for each stage of the proceedings (including the hearing) to the intent that the charge shall be heard and determined by the Tribunal as expeditiously as is reasonably practicable.

10. If the charge or charges are upheld, the University Tribunal may impose any of the following sentences either singly or in combination:

- (a) deprivation or suspension of membership of the University;
- (b) deprivation or suspension of degree or title of degree, or postponement of, or disqualification from, admission to degree;
- (c) deprivation or suspension of the status of Master of Arts;
- (d) a fine;
- (e) an order to pay compensation;
- (f) deprivation or suspension of the right to use University premises or facilities;
- (g) any sentence considered by the Tribunal to be lighter;

or may, notwithstanding that a person charged has been found to have committed an offence, resolve not to impose any sentence; provided that any person who is deprived of membership of the University or whose membership of the University is suspended shall thereby suffer deprivation or suspension of degrees and titles of degrees during the continuance of such deprivation or suspension.

11. The Clerk of the Tribunal shall notify the University Advocate and the person charged of the Tribunal's decision on any charge referred to it. Such notification shall include the Tribunal's findings of fact regarding the charge, the reasons for its decision, and the penalty (if any) determined by the Tribunal. The Clerk of the Tribunal shall draw attention to the period of time within which any appeal should be instituted.

12. Any person sentenced by the University Tribunal may appeal to the Septemviri by serving on the Registry notice in writing setting out the grounds of the appeal. A notice of appeal shall be served within twenty-eight days of the date on which the document notifying the decision appealed from was sent to the appellant, provided that the Septemviri shall have power to hear an appeal submitted after that date if they consider that justice and fairness so require in the circumstances of the case.

13. The Registry shall inform the Septemviri of any notice of appeal received and of the date when it was served, and shall inform the appellant that this has been done.

14. *The procedure to be followed in respect of the preparation, consolidation, hearing, and determination of appeals against decisions made under this Chapter shall be prescribed by Ordinances made under this section.*

15. *Without prejudice to the generality of the foregoing, such Ordinances shall ensure:*

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

16. *The Septemviri may allow or dismiss an appeal in whole or in part.*

17. *The Clerk of the Septemviri shall notify the decision of the Septemviri on any appeal, together with any findings of fact different from those reached by the University Tribunal, to the University Advocate and to the appellant.*

18. *The Septemviri shall act as a court of appeal and*

- (a) *shall hear appeals by persons charged before the University Tribunal from findings or sentences of the Tribunal, and shall have power to quash a finding or to vary a sentence to any sentence within the limits of the power of the Tribunal;*
- (b) *shall hear appeals by persons charged before the Court of Discipline from findings or sentences of that court and shall have power to quash a finding or to vary a sentence to any sentence within the limits of the power of the Court of Discipline.*

Notice of a meeting to hear an appeal from the Court of Discipline shall be given to the Head of the College of which the person making the appeal is a member.

19. *The University Tribunal and the Septemviri shall have power to make rules of procedure except in so far as such rules may have been determined by Ordinance; provided that, if any question of law or of interpretation or application of any of the rules of procedure arises during the course of a hearing, or if a question of procedure arises which cannot be resolved by reference to those rules, the matter shall be decided by the Chairman, whose decision shall, for the case which is being heard, be final.*

20. *Every finding or sentence of the University Tribunal and every determination of an appeal by the Septemviri shall require the concurrence of a majority of the members present.*

21. *There shall be a court, called the Court of Discipline, which shall consist of a Chairman, who shall be legally qualified or shall have had experience of acting in a judicial capacity, and four members of the University, not more than two of whom may be persons *in statu pupillari*. The method and period of appointment of the members of the Court shall be determined by Ordinance; provided that*

- (a) *no member of the Council or of the Septemviri and no person who has been elected or appointed but not yet become a member of either of those bodies shall be a member of the Court;*
- (b) *a member of the Court who becomes a member of the Council shall nevertheless remain a member of the Court until the conclusion of the proceedings for which he or she has been appointed but shall not attend a meeting or receive papers for a meeting of the Council, and such continued membership of the Court shall constitute a sufficient cause for absence from meetings of the Council.*

Three members of the Court shall constitute a quorum and every finding or sentence shall require the concurrence of the votes of a majority of the members present. If any member of the Court is unable or unwilling to act in connection with a particular charge or appeal, he or she shall be replaced by an alternate who shall be appointed in a manner prescribed by Ordinance.

22. *As a court of appeal, the Court of Discipline shall hear appeals from findings of any court established under the provisions of section 29 of this Chapter and shall have power to quash the finding. The decision of the Court on an appeal shall be final.*

23. *As a court of first instance the Court of Discipline shall, subject to the provisions of this Statute, adjudicate when any person *in statu pupillari* is charged with an offence against the discipline of the University; provided that the University Advocate has determined under section 40 of this Chapter that the alleged offence shall be the subject of proceedings before the Court.*

The procedure for the initiation of proceedings before the Court shall be prescribed by Ordinance. The Court may impose the following sentences, either singly or in combination:

- (a) deprivation or suspension of membership of the University, or, in the case of a person *in statu pupillari* who has not matriculated, exclusion from matriculation, either permanently or for such period as the Court shall decide,
- (b) deprivation or suspension of degree, or postponement of, or disqualification from, admission to degree,
- (c) rustication,
- (d) a fine,
- (e) an order to pay compensation,
- (f) deprivation or suspension of the right to use University premises or facilities,
- (g) any sentence considered by them to be lighter,

or may, notwithstanding that a person charged has been found to have committed an offence, resolve not to impose any sentence; provided that any person who is deprived of membership of the University or whose membership of the University is suspended shall thereby suffer deprivation or suspension of all degrees during the continuance of such deprivation or suspension.

24. (a) A person sentenced by the Court of Discipline to deprivation or suspension of membership of the University, to deprivation or suspension of degree, or to rustication, may appeal to the Septemviri.

(b) A person on whom the Court of Discipline has imposed some other sentence may appeal to the Septemviri if he or she obtains leave either from the Chairman of the Court or from the Chairman of the Septemviri.

(c) An appeal under this section shall be instituted within twenty-eight days after the decision of the Court.

25. The Registrar or a deputy appointed by the Registrar shall be Clerk of the Court of Discipline.

26. Notice of a meeting of the Court of Discipline shall be given to the Head of the College of which the person charged or making an appeal is a member.

27. The Court of Discipline shall have power to make rules of procedure except in so far as such rules may have been determined by Ordinance; provided that, if any question of law or interpretation or application of any of the rules of procedure arises during the course of a hearing, or if a question of procedure arises which cannot be resolved by reference to those rules, the matter shall be decided by the Chairman, whose decision shall, for the case which is being heard, be final.

28. If a charge of misconduct in an examination has been brought against any person before the Court of Discipline and if such person's qualification for the award of a degree, diploma, or certificate is or includes success in that examination, he or she shall not be admitted to the degree, or receive the diploma or certificate, until the charge has been finally disposed of in accordance with the provisions of this Statute, notwithstanding that he or she may have done all that is required by Statute or Ordinance for the award of the degree, diploma, or certificate. If the Court finds that a person so charged has committed an offence, it may advise the Vice-Chancellor to issue a notice amending the class-list for the examination, or to issue an amended list superseding the original list; and, if no appeal is made to the Septemviri under the provisions of section **24** of this Chapter, the Vice-Chancellor shall act in accordance with the advice of the Court or, if an appeal is made to the Septemviri, in accordance with the decision of that court.

29. The University may by Ordinance establish a court of summary jurisdiction and make provision whereby, notwithstanding the provisions of section **23** of this Chapter, such court as a court of first instance may adjudicate when any person is charged with an offence against the discipline of the University who comes within the jurisdiction of the Court of Discipline; provided that the University Advocate shall have determined under section **40** of this Chapter that the alleged offence concerned shall be the subject of proceedings before the court. Such a court may award the following sentences either singly or in combination:

- (a) a fine not exceeding such sum as shall be determined by Ordinance,
- (b) an order to pay compensation not exceeding such sum as shall be determined by Ordinance,
- (c) deprivation or suspension of the right to use University premises or facilities,
- (d) any sentence considered by the court to be lighter,

or may, notwithstanding that a person has been found to have committed an offence or such an act, resolve not to impose any sentence. Any person sentenced by a court established under this section may, if he or she obtains leave either from the Chairman of the Court or from the Chairman of the Court of Discipline, appeal in accordance with a procedure determined by Ordinance to the Court of Discipline from the finding of the court but no person shall be given leave to appeal against sentence. The composition of such a court, its method of appointment and rules of procedure, and the procedure for the initiation of proceedings before the court shall be determined by Ordinance. A court established

under this section shall have such functions and powers as a court of appeal as may be determined by Ordinance.

30. Subject to the provisions of section **31** of this Chapter, any person whose case is being heard or adjudicated upon by any of the aforesaid courts

- (a) shall be given a reasonable opportunity of being heard by such court; and
- (b) shall have the right to call witnesses and to question witnesses upon whose evidence the case against him or her is based; provided that in the case of an appeal neither party to the case shall recall witnesses examined at first instance or introduce additional evidence except with the leave of the Chairman of the Court, which shall be given only if the Chairman is satisfied that to do so is necessary or expedient in the interests of justice.

31. Notwithstanding the provisions of section **30** of this Chapter, any court established under section **29** may conduct the whole or part of its proceedings on the basis of written statements submitted by the parties and any other of the aforesaid courts may, if or to the extent that it appears to the Chairman to be impracticable to conduct an oral hearing, proceed likewise.

32. If any person *in statu pupillari* intentionally or recklessly disrupts or impedes the proceedings of any of the aforesaid courts, the Chairman of the court shall have power, either singly or in combination:

- (a) to impose a fine not exceeding such sum as shall be determined from time to time by Ordinance,
- (b) to exclude such person from the court,
- (c) to rusticate such person for a period not longer than the duration of the proceedings before the court,

and the decision of the Chairman shall be final; provided that a person rusticated under this section may, through his or her Tutor, apply to the Chairman who imposed the sentence for a review of the sentence on grounds of undue hardship and the Chairman shall have power to revoke or vary the sentence. An order of rustication shall take effect notwithstanding that such an application may have been made.

33. Subject to any limitations that may be imposed by Ordinance, the fact that any person has been or is liable to be prosecuted in a court of law in respect of an act or conduct which is the subject of the proceedings before them shall not affect the jurisdiction and powers of the aforesaid courts under this Statute.

34. Evidence that a person has been convicted of an offence by or before any court of law, or that any court of law has found proved an offence with which a person was charged, shall, for the purpose of proving that he or she committed the offence or was guilty of any act or conduct in respect of which he or she was so charged or convicted, be admissible in any proceedings before any court established by or under this Statute.

35. Any notice required by this Statute, or by Ordinance or regulation made thereunder, to be sent to any person may be sent to the address supplied to the Registry by that person's College as his or her usual or last known address.

36. If the time for which any member of one of the aforesaid courts has been appointed expires after a charge or appeal has been brought before the court but before it has been disposed of, such member shall (and his or her successor shall not) be a member of the court for the purpose of hearing and determining that charge or appeal.

37. If, after a charge or appeal has been brought before any of the aforesaid courts but before it has been disposed of, one or more members of the court become unable or unwilling to act, the remaining members of the court may continue the hearing and determine the case notwithstanding that they do not constitute a quorum for that court.

38. Any person whose case is adjudicated upon by the Court of Discipline shall be given a reasoned decision in writing.

39. Any person who is deprived of membership of the University or whose membership of the University is suspended shall not, during the continuance of such deprivation or suspension, be eligible to be admitted to any degree, or to receive any diploma or certificate, or to be a candidate for any examination; and any person upon whom a sentence other than deprivation or suspension of membership of the University is imposed under any of the provisions of this Statute and who fails to comply with such sentence shall not be eligible to be admitted to any degree, or to receive any diploma or certificate, or, except with the consent of the Council, to be a candidate for any examination.

40. Every complaint against a person who comes within the jurisdiction of the University Tribunal or the Court of Discipline (~~other than a complaint against a University officer under Statute U~~) which requests that a matter be made the subject of proceedings before either of those courts shall be

considered by the University Advocate, provided that only a member of the Regent House shall be entitled to make a complaint alleging that a person who comes within the jurisdiction of the University Tribunal has committed *grave gross* misconduct, and that only a member or an employee of the University shall be entitled to make a complaint alleging that a person who comes within the jurisdiction of either of those courts has committed an offence under the general regulations for discipline. It shall be the duty of the Advocate to determine whether the person against whom the complaint is made shall be charged and if so before which court; provided that the Advocate shall reject any complaint

- (a) if it does not specify the name, and College (if any), of the person against whom it is made;
- or (b) if in the Advocate's opinion the evidence presented is not sufficient to enable him or her to decide whether the person should be so charged;
- or (c) if in the Advocate's opinion a complaint is vexatious, frivolous, or trivial;
- or (d) if in the Advocate's opinion a complaint of *grave gross* misconduct is not of sufficiently direct concern to the University to justify its being brought before the University Tribunal.

No proceedings shall be initiated before any of the University courts established by or under this Statute, *other than proceedings under the provisions of Statute U*, unless the Advocate has so determined in accordance with this section and with any Ordinance made under this *Chapter or has been so directed by the Vice-Chancellor under section 5 of this Chapter*.

Statute D

THE UNIVERSITY OFFICERS

New Statute D, IA

CHAPTER IA

REMOVAL FROM OFFICE, DISCIPLINE, AND GRIEVANCES

1. This Chapter and any Ordinance made under this Chapter and any rule, code of practice, guidance, or other provision made under such Ordinance shall be construed in every case to give effect to the following guiding principles:

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

2. No holder of an office specified in Schedule J shall be removed from her or his office by reason of redundancy otherwise than on the authority of a decision by the University:

- (a) *that the University has ceased, or intends to cease, to carry on the activity for the purposes of which the officer concerned was elected or appointed, or has ceased, or intends to cease, to carry on that activity in the place in which the officer concerned works or worked; or*
- (b) *that the University's requirements for officers to carry out work of a particular kind, or for officers to carry out work of a particular kind in that place, have ceased or diminished or are expected to cease or diminish.*

3. The University shall establish by Ordinance, and may vary from time to time, the reasons for which and the procedures under which a University officer may be removed from her or his office. The procedures so specified may include a requirement for a University officer to undergo a medical examination at University expense where, in the circumstances of the case, it is reasonable to do so.

4. The University shall establish by Ordinance, and may vary from time to time, the reasons for which and the procedures under which a University officer may be subject to disciplinary sanctions in relation to her or his office.

5. The University shall establish by Ordinance, and may vary from time to time, the circumstances in which and the procedures whereby a University officer may be suspended from the duties of her or his office or excluded from University premises or facilities without loss of stipend pending the completion of procedures under section 3 or 4 of this Chapter.

6. The University shall establish by Ordinance, and may vary from time to time, procedures for the redress of any grievance by a University officer concerning her or his appointment or employment.

7. *The University may approve by Grace codes of practice, and the Council may issue guidance, in relation to this Statute or to any Ordinance made under it.*

8. *The competent authority shall have power to direct any Board of Electors, Appointments Committee, or other body to elect or appoint any person to a University office in consequence of any process of appeal against removal from office conducted under this Chapter.*

9. ***Ordinances made under this Chapter may provide for the adjudication of matters by the University Tribunal established under Statute B, VI and may provide for the determination of appeals by the Septemviri established under Statute B, VI.***

10. *Nothing in this Chapter shall preclude any University officer from being disciplined in her or his capacity as a member of the University under Statute B, VI.*

11. *No University officer shall be removed from her or his office by reason of redundancy unless*

(a) *her or his appointment was made, or contract of employment was entered into, on or after 20 November 1987; or*

(b) *he or she was promoted on or after that date.*

This section shall be construed in accordance with subsections (3) to (6) of section 204 of the Education Reform Act 1988.

12. *Where a University officer also holds a contract of employment with the University then references to office in this Chapter, or in any Ordinance made under this Chapter or in any rule, code of practice, guidance, or other provision made under such Ordinance, shall be taken to include such employment, and references to removal from office shall be taken to include termination of such employment with the University, save that, where a University officer holds a contract of employment with the University which is not contingent on, or does not relate to, the holding of any office, then that contract of employment shall not be terminated by a decision to remove the University officer from office unless the person or body making that decision determines otherwise.*

13. *Any finding of fact by a court of law or by a University Court, and any order of such court, shall be admissible in evidence in any procedures under this Chapter.*

14. *This Chapter shall not apply to the Chancellor, High Steward, Deputy High Steward, Commissary, or Vice-Chancellor. Sections 9 to 11 of Statute D, III shall apply to the Vice-Chancellor.*

CHAPTER II

DUTIES AND LEAVE OF ABSENCE

10. Subject to the provisions of *Statute D, IA*, a University officer shall be entitled, unless the tenure of his or her office is limited in accordance with the provisions of any other Statute or Ordinance or by Grace, to hold office until the retiring age so long as he or she satisfactorily performs the duties of the office.

CHAPTER III

THE VICE-CHANCELLOR

1. The Vice-Chancellor shall be appointed by the Regent House on the nomination of the Council, who may nominate any person of their choice. The person appointed shall enter upon office on a day determined by the University. As soon as conveniently may be thereafter, he or she shall be formally admitted to the office at a Congregation of the Regent House called by the Chancellor or, if the Chancellor is absent or the office of Chancellor is vacant, by the Proctors. The procedures for nomination and admission shall be prescribed by Ordinance.

2. The Vice-Chancellor shall be appointed in the first instance for five years or, in exceptional circumstances, for such other period as the University may determine. He or she may be reappointed for a further period or periods, provided that no one shall hold the office of Vice-Chancellor for a total period of more than seven years. The procedure for reappointment shall be prescribed by Ordinance.

3. The Vice-Chancellor shall enjoy the customary rights and perform the customary duties of the office. He or she shall have power to ensure that all University officers duly perform their duties, and shall have such other powers and duties as may be prescribed by Statute or Ordinance.

4. The Vice-Chancellor shall have power, after his or her formal admission, but not before, to call Congregations of the Regent House and to admit candidates to degrees or titles of degrees.

5. Except as provided in section 6 below,
- (a) the Vice-Chancellor shall be Chairman of the Council and the General Board, and of any other body of which he or she is *ex officio* a member, provided that the Chancellor shall have the right to take the chair at any meeting of the Council at which he or she is present;
 - (b) the Vice-Chancellor may attend a meeting of any body constituted in the University by or under Statute or Ordinance, or of any body appointed by such a body, save that this provision shall not apply to meetings of any of the following bodies:
 - (i) the Board of Scrutiny;
 - (ii) a University court constituted by or under Statute B, VI;
 - (iii) a Board of Examiners for a University examination;
 - (iv) a Degree Committee for a Faculty or other institution;
 - (v) any other body which the University may specify by Grace.
6. The Vice-Chancellor shall not be present at any meeting of the Council or of any other body when the body is considering his or her reappointment or the appointment of his or her successor as Vice-Chancellor.
7. Provided always that he or she shall in general take the chair in person at meetings of the Council and the General Board, the Vice-Chancellor shall have power to appoint persons to act on his or her behalf as follows:
- (a) The Vice-Chancellor may appoint, from among the Heads of Colleges or other members of the Regent House, one or more persons to be designated Deputy Vice-Chancellors, to whom he or she may delegate any of the duties assigned by Statute or Ordinance to the Vice-Chancellor. The name of any person so appointed shall be published forthwith.
 - (b) The Vice-Chancellor may appoint a member of the Regent House to act as his or her deputy in any matter, including attendance at a meeting under section 5(b) above, or to perform any duty assigned by Statute or Ordinance to the Vice-Chancellor.
8. During his or her tenure of office, the Vice-Chancellor shall not undertake the duties of any other University office or any College office, or any duties inconsistent with the performance of the duties of the Vice-Chancellorship.
9. *Any three members of the Council may make a complaint to the Chancellor seeking the removal from office of the Vice-Chancellor.*
10. *If it appears to the Chancellor that the complaint is trivial or unjustified, he or she may determine that no further action shall be taken upon it.*
11. *If it appears to the Chancellor, on the evidence presented, that the case alleged could, if proved, constitute sufficient cause for dismissal or removal of the Vice-Chancellor from office, he or she may suspend the Vice-Chancellor and shall direct that the case be considered by the Septemviri, who shall have jurisdiction to hear the matter and to remove the Vice-Chancellor from office. Within ten working days after the date of such removal, the Vice-Chancellor may appeal in writing to the Chancellor. The appeal shall be heard and determined by a special court comprising the High Steward, the Deputy High Steward, and the Commissary.*
12. In the event of incapacity or prolonged absence from Cambridge of the Vice-Chancellor, or of suspension of the Vice-Chancellor under *section 11 above*, or in the event of a vacancy in the Vice-Chancellorship, the Council shall if necessary appoint a member of the Regent House to serve as Acting Vice-Chancellor and shall publish such person's name forthwith. A person so appointed shall perform the duties, and shall exercise all the powers, of the Vice-Chancellor during the period of his or her appointment.
13. If for any reason the Vice-Chancellorship falls vacant before the expiry of the holder's term of office, a new Vice-Chancellor shall be appointed as soon as conveniently may be, in accordance with the provisions of sections 1 and 2 above.

CHAPTER V

THE HIGH STEWARD, THE DEPUTY HIGH STEWARD, THE COMMISSARY

13. Nothing in this Chapter shall enable or require the Commissary to hear any appeal or determine any dispute regulated under the provisions of *Chapter IA of this Statute*. The Commissary shall have no power to disallow or annul any Ordinance or Order *made or having effect under that Chapter*.

CHAPTER XI

THE DIRECTOR OF THE FITZWILLIAM MUSEUM

2. The manner of appointment and, subject to the provisions of *Statute D, IA* the conditions of tenure of office of the Director and the manner of appointment of the Syndicate shall be determined by Ordinance from time to time.

CHAPTER XIII

THE UNIVERSITY ADVOCATE, THE DEPUTY UNIVERSITY ADVOCATE

3. ~~Subject to the provisions of *Statute U*~~, The tenure of the office of University Advocate and the tenure of the office of Deputy University Advocate shall be prescribed by Ordinance.

CHAPTER XVII

UNIVERSITY LECTURERS

6. (a) The appointment to a University Lectureship shall be subject to the satisfactory completion of a period of probation under arrangements approved from time to time by the University unless the waiver of this requirement is recommended by the Appointments Committee and approved by the General Board.

(b) On confirmation of an appointment, a University Lecturer shall hold office, subject to the provisions of *Statute D, IA*, until the retiring age, so long as he or she satisfactorily performs the duties of the office.

CHAPTER XVIII

UNIVERSITY SENIOR LECTURERS

3. The appointment to a University Senior Lectureship shall be made in such manner as the University shall from time to time determine. Such appointment shall be subject to the satisfactory completion of a period of probation under arrangements approved from time to time by the University unless the waiver of this requirement is recommended by the Appointments Committee and approved by the General Board. On confirmation of an appointment, a University Senior Lecturer shall hold office, subject to the provisions of *Statute D, IA*, until the retiring age, so long as he or she satisfactorily performs the duties of the office.

Statute K

COMMENCEMENT, INTERPRETATION, INVALID PROCEEDINGS

9. The following provisions shall apply to every body constituted in the University by Statute or Ordinance except in so far as it may be otherwise expressly provided by Statute:

(a) The University may by Ordinance make regulations as to the number of members which shall constitute a quorum, as to the majority necessary for the decision of certain questions, and for the procedure of the body generally, and subject thereto the body may itself make such regulations.

(b) The body may appoint committees for any such general or special business as in the opinion of the body may be better regulated or managed by means of a committee, and may delegate to any committee so appointed, or to any University officer, with or without restrictions or conditions, the exercise of any functions proper to the body, provided that

- (i) such delegation shall not relieve the delegating body of responsibility for the matter delegated;
- (ii) members of the delegating body shall have the right of access to all papers considered by such committees or persons;
- (iii) subject to any contrary provision of Statutes or Ordinances, such delegation shall not extend
 - (1) to any election or appointment to a University office,
 - (2) to any decision of a University Court established by or under Statute B, VI,

- (3) to any resolution concerning the award of a degree, diploma, certificate, or other qualification, or
- (4) to any other matter specified by Ordinance;
- (iv) such delegation may be withdrawn (either generally or in respect of a specific matter) at any time.
- (c) Subject to any Ordinance and to any regulation made by the body, elections or decisions shall be made by a majority of the members present and voting, but only if there is a quorum; provided that the Chairman of a meeting shall be entitled when there is an equality of votes to give a second or casting vote.
- (d) When there is not present at a meeting the Chairman of the body, or any person otherwise entitled to preside, the members present shall appoint a chairman of the meeting.

Nothing in this section shall enable the Council or the General Board to delegate its power to make a recommendation under Statute C, II, 1, Statute C, III, 2 or Statute C, V, 1 or to make a recommendation in connection with Statute D, IA, 2.

Statute T

TEMPORARY PROVISIONS

New section 58

58. *The amending Statute made under Grace xx of xxx¹ shall not have effect, and the former provisions of Statute shall continue to have effect, in relation to any disciplinary, dismissal, or grievance procedure concerning a University officer for which the trigger date occurred before the date of approval of the amending Statute by Her Majesty in Council. The trigger date for that purpose shall be the date of a report of the Council or of the competent authority made under Statute U, II, 4; or the date on which it first appeared to the responsible person that there were grounds for believing that the conduct or performance of the officer was or had been unsatisfactory, under Statute U, III, 2; or the date on which a complaint was received by the Vice-Chancellor concerning the conduct or performance of the officer, under Statute U, III, 6; or the date on which the competent authority agreed that it appeared to that authority that the removal of the officer from office for incapacity on medical grounds should be considered, under Statute U, IV, 3; or the date of a complaint by the officer of a grievance under Statute U, VI, II; or, in the case of the Vice-Chancellor, the date of a complaint by three or more members of the Council to the Chancellor under Statute U, VII, 1. For the purpose of this provision, the disciplinary, dismissal, or grievance procedure, as the case may be, shall be taken to extend until the determination of any appeal made under that procedure.*

Statute U

ACADEMIC STAFF

Repeal the whole Statute.

SCHEDULE J

UNIVERSITY OFFICES WHOSE HOLDERS ARE ENTITLED TO LEAVE UNDER STATUTE D, II, 5

Professors
 Readers
 University Senior Lecturers
 University Lecturers
 Assistant Directors of Research
 Senior Assistants in Research
 University Pathologist in the Department of Veterinary Medicine²
 Director of Biotechnology
 Assistant Directors of Development Studies
 Director of the Melville Laboratory for Polymer Synthesis
 Director of the Institute of Criminology
 Director of the Scott Polar Research Institute

¹ Here will be inserted the number and date of the Grace for the approval of the present proposals.

² Entitlement restricted to any person who held office on 30 September 1979, and for so long as he holds the office concerned.

Director of the Botanic Garden

Executive Director of Research in the Faculty of Economics

Clinical Lecturer

Curator of the Sedgwick Museum

Senior Assistant Curator of the Sedgwick Museum

Assistant Curator of the Sedgwick Museum

John Couch Adams Astronomer

Director and Curator of the Museum of Archaeology and Anthropology

Senior Assistant Curator of the Museum of Archaeology and Anthropology

Assistant Curator of the Museum of Archaeology and Anthropology

Senior Assistant Curator in the Museum of Zoology

Assistant Curator in the Museum of Zoology

Superintendent of the Engineering Workshops

Director of the Agricultural Economics Unit

Director and Curator of the Whipple Museum of the History of Science

Director of the Centre for Business Research

Director of the Cambridge Endowment for Research in Finance

Deputy Director of the Isaac Newton Institute of Mathematical Sciences