STATUTE I

The Constitution of the College

The College is constituted as a Body Corporate entitled "The Warden and Fellows of Robinson College in the University of Cambridge".

STATUTE II

The Visitor

The Visitor of the College shall be the Chancellor of the University for the time being.

STATUTE III

The Governing Body

1. The Governing Body of the College shall consist of the Warden and all Fellows. Emeritus Fellows, Visiting Fellows and Honorary Fellows shall not be members of the Governing Body.

2. Subject to the provisions of these Statutes the Governing Body shall have ultimate authority in the government of the College.

3. A meeting of the Governing Body shall be summoned at least once in each Term. One meeting of the Governing Body in each academical year shall be the Audit Meeting held in accordance with Statute XXXIII.

4. (i) A meeting of the Governing Body may be summoned should the Warden think it fit so to do. The Warden shall cause a notice of the meeting to be sent to every Fellow not less than seven clear days before the day for which the meeting is summoned. Such a notice shall state the object of the proposed meeting.

(ii) *(a)* The Warden shall, at the request of the Council or at the request in writing of not less than six Fellows, summon a meeting of the Governing Body. Any such request to the

Warden shall state the object of the proposed meeting. The Warden shall cause a notice of the meeting to be sent to every Fellow not less than seven clear days before the day for which the meeting is summoned. Such a notice shall state the object of the proposed meeting.

(b) If the Warden, upon receiving any request made under sub-sub-Section 4(ii)*(a)* hereof, does not within fourteen days summon a meeting of the Governing Body to be held within twenty-eight days after receiving such a request, the Council or any six Fellows shall be entitled, subject to giving similar notice, to summon such a meeting, provided that any meeting summoned by such six Fellows shall not be held out of Term.

5. At a meeting of the Governing Body any motion of which at least three clear days' written notice has been given to the Warden or in respect of which a majority of the total membership of the Governing Body vote in favour of its acceptance, shall be accepted by the Warden who also has the discretion to accept any other motion.

6. All meetings of the Governing Body shall be presided over by the Warden if present. In the absence of the Warden the Deputy Warden shall preside and, in the absence of the Deputy Warden, the senior Fellow present at the meeting who is a member of the Council.

7. (i) Except where otherwise provided, resolutions of the Governing Body shall require a majority of the votes of those persons present and voting.

(ii) In case of equality of votes, the Warden or whoever may be presiding in the Warden's absence shall have a second or casting vote.

8. The Governing Body shall, subject to the provisions of these Statutes, have power to make rules regulating their own procedure.

9. The quorum of a meeting of the Governing Body shall be one-third of the members, excluding Fellows to whom the Council have granted leave of absence.

STATUTE IV

The Council

1. (i) The Council shall be the principal executive and policy-making body of the College and shall consist of the Warden, the Deputy Warden, the Finance Bursar and the Senior Tutor, who shall be members *ex officio*, and of twelve members of the Governing Body elected by that Body together with three resident members of the College *in statu pupillari* elected in accordance with Section 9 below and subject to the restrictions on their role set out in Section 10 below.

(ii) Elections to the Council of members of the Governing Body shall be held annually by secret ballot on a day to be appointed by the Council in accordance with any rules made by the Governing Body under Statute III. At each such annual election four members shall be elected, each to hold office for three years.

2. Every casual vacancy in the number of elected members of the Council, whether members of the Governing Body or otherwise, and however caused, shall be filled by the election by secret ballot of a member similarly qualified to serve for the remainder of the term of office of the elected member who is being replaced. If it becomes known that the place of an elected member will become vacant on a certain date the Governing Body may elect a member before that date to serve from the said date for the remainder of the said term of office. The Warden shall appoint the day for an election to fill a casual vacancy giving not less than seven days' notice thereof. Alternatively, the Warden shall have the discretion to postpone the election until the next annual election, provided that such postponement shall not be for a period of more than two calendar months exclusive of University vacations.

3. The members of the Council shall be the Charity Trustees as defined by the Charities Act 2011 section 177 or as from time to time amended or replaced with legislative provision to similar effect.

4. The Council shall exercise all the powers and responsibilities of Charity Trustees, which powers and responsibilities shall include:

(i) the administration of the affairs of the College and the management of its property and income;

(ii) the power to do any act which by the Statutes of the University or otherwise is directed or authorised to be done by the College;

(iii) the power to make Regulations for the good government of the College and to make rules governing their own procedure;

(iv) the power to appoint Committees whose membership need not be restricted to members of the Council or to Fellows and to delegate to those Committees such powers as the Council shall from time to time determine.

5. (i) The Warden shall summon a meeting of the Council at least twice in each Term and if requested in writing by at least four members thereof shall summon a meeting to be held within fourteen days of Term after receiving such a request.

(ii) The Warden shall give or cause to be given not less than three clear days' notice of a meeting of the Council.

6. All meetings of the Council shall be presided over by the Warden, if present. In the absence of the Warden, the Deputy Warden shall preside and in the absence of the Deputy Warden the senior Fellow present shall preside.

7. No business shall be transacted at any meeting of the Council at which fewer than eight members are present.

8. (i) Except where otherwise provided in these Statutes, all matters put to the vote at a meeting of the Council shall be decided by a majority of those present and voting.

(ii) In the case of an equality of votes, the Warden, or whoever may be presiding in the Warden's absence, shall have a second or casting vote.

9. Of the three members of the Council *in statu pupillari*

(i) one shall be the President for the time being of the Robinson College Student Association, or such other association as the Council recognise as representative of members of the College *in statu pupillari* in accordance with Statute XLI;

(ii) one shall be an undergraduate member of the College elected by a secret ballot of all undergraduate members of the College;

(iii) one shall be the President of the Middle Combination Room provided that person is willing to act otherwise the member shall be a graduate member of the College elected by a secret ballot of all the full members of the Middle Combination Room.

10. Members of the Council elected under any of the provisions of Section 9 shall not be entitled to attend or vote on Council discussions of reserved business being matters concerning individual Fellows, students or staff, such classes of financial matters as the Council may from time to time determine and any other matter at the Council's discretion.

11. A member of Council shall cease to hold office if such member:

(i) is disqualified from acting as a Trustee by virtue of the Charities Act 2011 sections 178 and 179 (or any statutory re-enactment or modification thereof);

(ii) ceases to be a member of the Governing Body;

(iii) as a member of the Council *in statu pupillari* ceases at any time to be a resident member of the College;

(iv) is absent without the permission of the Council from four or more consecutive meetings of the Council;

(v) is required to vacate office by a resolution of a meeting of the Governing Body summoned for that purpose in accordance with the provisions of Statute III.4(ii)(a) or (b) and at which 60 per cent of all members of the Governing Body are present and of which two-thirds of those present vote in favour of the resolution.

STATUTE V

The Joint Liaison Committee

There shall be a Joint Liaison Committee to provide for the formal exchange of views between the Fellows and resident members of the College *in statu pupillari* on matters affecting the well-being of the College. The Committee shall consist of the Warden and of an equal number of representatives of the Fellows and of resident members *in statu pupillari*. The Council shall by Regulations make such provision as is necessary for the election of members of the Committee and for the proper conduct of business. Any four members of the Joint Liaison Committee may by written notice addressed to the Warden summon a meeting which shall be held within seven days of the notice being served.

STATUTE VI

The Common Seal and Muniments of the College

1. The Finance Bursar shall be responsible for the safe custody of the Common Seal and the muniments of the College.

2. The Common Seal shall not be affixed to any writing or document which shall not previously have received the sanction of the Council except for any class or classes of document in respect of which the Council have given authority in advance. Every writing or document to be sealed shall be brought before the Council for sanction or for report of sealing made on the prior authority of the Council. The Finance Bursar shall ensure that a record is kept of documents sealed.

3. The Common Seal shall not be affixed to any writing or document except in the presence of the Warden, or in the absence of the Warden, by the Deputy Warden or the Finance Bursar, and one other member of the Governing Body.

STATUTE VII

Qualifications and Duties of the Warden

1. The Warden (after the first Warden) shall be elected by the Governing Body with due regard to that elected person's fitness to preside over the College as a place of education, religion, learning and research.

2. The Warden shall exercise a general superintendence over the affairs of the College and except where it is otherwise provided by these Statutes shall, if present, preside *ex officio* at all meetings of the Governing Body, of the Council, and of the Joint Liaison Committee. Power to make such provision for the good government and discipline of the College as is thought fit is hereby granted to the Warden in all cases not provided for by these Statutes or by Regulations made thereunder.

STATUTE VIII

Election and Admission of the Warden

1. (i) Subject to sub-Section (ii) of this Section, the Warden shall be elected by the members of the Governing Body.

   (ii) In any such election, the Warden on the occasion of whose retirement, resignation or removal that election takes place shall not vote or participate.

2. If a vacancy in the office of Warden occurs and no election of a person to fill that vacancy has previously taken place, the Deputy Warden or, in the Deputy Warden's absence, the next senior Fellow who is a member of the Council and is in residence shall, not more than three days after such a vacancy shall have become known to that senior Fellow, summon a meeting of all the electors in residence to meet within fourteen days. At this meeting the electors present shall fix a date and time not less than fourteen nor more than sixty days thereafter, excluding any period of University vacation, for a meeting to elect the Warden.

3. (i) On the day at the hour thus fixed the Deputy Warden or, in the Deputy Warden's absence, the next senior Fellow who is a member of the Council and is in residence, shall declare the

meeting convened and the electors shall proceed to the election of a Chairman. The Chairman shall thereupon read audibly the terms of Statute VII.

(ii) No person shall be voted for unless that person has been proposed and seconded at the meeting. No person shall be elected without having obtained the votes of a majority of the electors present. Voting shall be by secret ballot. The electors shall appoint two of their number to stand in scrutiny. If any person shall obtain the requisite number of votes, the Chairman shall thereupon declare that person to be elected Warden. If no person obtains the requisite number of votes on the first ballot a second ballot shall be held.

4. If at the first meeting for election of a Warden no person shall obtain the requisite number of votes at a first or second ballot, the meeting shall stand adjourned to some other time to be fixed by the meeting for a further ballot or ballots and so on from time to time. If at the end of twelve months, including any period of University vacation, from the occurrence of the vacancy no person has been elected Warden the power of the Governing Body to elect shall terminate and the appointment of the Warden shall then be made by and under the written hand of the Visitor.

5. (i) If it is known that a vacancy will occur, the electors may hold an election to fill the impending vacancy before the occurrence. The Deputy Warden shall summon a meeting of the electors to be held not more than nine months before the date of the retirement or resignation of the Warden. At least fourteen days' notice in writing of the meeting shall be given to each elector.

(ii) At this meeting the electors shall, if not less than two-thirds of their whole number concurs, fix a date for a meeting to elect a Warden.

(iii) The conduct of this meeting and of the election shall be governed by the provisions of Section 3 of this Statute. If at this first meeting there shall be no election the meeting shall stand adjourned until some other time to be fixed by the meeting for a further ballot or ballots and so on from time to time until the office of Warden shall become vacant.

6. After the election or appointment has taken effect, the Warden shall make the following declaration at a meeting of the Governing Body:

> "I, A ..... B....., accept the Office of Warden of Robinson College, and promise that I will faithfully and diligently perform the duties of the Office, observe the Charter, the Statutes and Regulations of the College and will in all things endeavour to promote the honour and well-being of the College as a place of education, religion, learning and research."

7. It shall be the duty of the Deputy Warden to summon a meeting of the Governing Body as soon as conveniently may be after the Warden has been elected or appointed for the purpose of the Warden's declaration. If the Warden shall wilfully neglect to make the declaration and persist in such neglect for a period of three months from the date of the aforesaid meeting the office of Warden shall be deemed to have been vacated.

STATUTE IX

Emoluments of the Warden

1. The Warden shall be entitled to such stipend as the Council shall from time to time determine, provided that no reduction in the amount shall affect the stipend of the person who is then Warden without that person's consent.

2. If a Warden's Lodge is provided by the College it shall be kept in good and sufficient repair both externally and internally and shall be furnished at the expense of the College; the Warden shall be entitled to its use free of rent and rates. If the Lodge so provided is not within the College precincts (as defined in the regulations) or if, under conditions determined in accordance with Statute X, the Warden, being resident outside the College precincts shall be entitled to the use, free of rent and rates, of such rooms in the College as the Council may determine to be necessary for the proper execution of the duties of the Wardenship. The College may make such contribution as it may from time to time determine to the expenses arising from the occupation by the Warden of the Lodge or other accommodation provided in accordance with these Statutes.

3. The Warden shall be entitled to meals in Hall free of charge. The Warden shall also receive such further allowances as the Council may from time to time determine.

STATUTE X

Residence of the Warden

The Warden shall reside within the College or in an official residence or, in accordance with a resolution with which at least two-thirds of the whole Governing Body concur, in such other place as is consistent with the due performance of the duties of the Wardenship. The Warden shall so reside during at least two-thirds of each Term and altogether during at least two hundred and ten days of each academical year unless the Council otherwise determine.

STATUTE XI

Provision in Case of Incapacity of the Warden

1. In the event of the temporary absence or illness of the Warden the Deputy Warden shall act in the place of the Warden.

2. In the event of the prolonged absence, prolonged illness, or death, of the Warden, the Governing Body may appoint an Acting Warden from among the Fellows to carry out the duties of the Warden in accordance with these Statutes.

3. A Deputy Warden who has been appointed Acting Warden shall cease to be Deputy Warden for the period in which the office of Acting Warden is held. During this period the duties of Deputy Warden shall be discharged by the senior Fellow in residence who is also a member of the Council.

4. If the Governing Body, by a resolution in which a two-thirds majority of their whole number concur, shall declare that in their opinion the Warden has become permanently incapable of performing the duties of the office of Warden they shall so inform the Visitor and the Visitor may then declare the office vacant.

STATUTE XII

Length of Service and Resignation of the Warden

1. (i) the Warden shall be elected for a fixed term of office of ten years' duration or for such shorter period as shall be determined by a vote of the Governing Body at which at least 85% of the members are present and two-thirds vote in favour of the shorter term proposed, except that a candidate aged sixty-six or more but less than seventy shall be elected for a period of five years.

(ii) If as a result of a secret ballot in which not less than two-thirds of the entire Governing Body concur it is so agreed, the tenure of the Warden may be extended for a single period only not exceeding five years save that no extended period of tenure shall be granted to expire later than the end of the academical year in which the Warden reaches the age of seventy-five years.

2. The Warden may, at any time, by notice in writing to the Governing Body through the Deputy Warden, resign the office of Warden. Except by consent of the Governing Body, the period of such notice shall not be less than six months.

STATUTE XIII

The Deputy Warden

1. (i) The Deputy Warden shall be elected by the Governing Body from among their members before the day fixed for the annual election to the Council to hold office for such period not exceeding five years as the Governing Body so determine at the time of election. A Deputy Warden who ceases to be a member of the Governing Body shall thereupon vacate the office of Deputy Warden.

(ii) The retiring Deputy Warden shall be eligible for re-election for further periods of office provided that no single period shall exceed five years.

2. The Deputy Warden shall receive such emoluments as the Council may from time to time direct.

3. (i) The duties of the Deputy Warden shall be such as are prescribed by these Statutes.

(ii) During any vacancy in the office of Warden, the Deputy Warden shall have the powers and perform the duties of the Warden and shall perform such other acts as are prescribed by these Statutes.

(iii) In the absence of the Deputy Warden, the senior Fellow in residence who is a member of the Council shall in all cases take the Deputy Warden's place.

4. The Deputy Warden shall at all times rank in seniority next to the Warden, or to any Acting Warden appointed under the provisions of Statute XI.2. and before the remaining Fellows.

STATUTE XIV

Fellowships

1. There shall be the following classes of Fellows:

Class A. Professorial Fellows having tenure in accordance with Statute XV.

Class B. Official Fellows having tenure by virtue of holding a College or University office as provided by Statute XVI.

Class C. Unofficial Fellows having tenure in accordance with Statute XVII.

Class D. Research Fellows having tenure in accordance with Statute XVIII.

Class E. Life Fellows holding Fellowships for life in accordance with Statute XIX.

2. Fellows in Classes A, B, C, D, and E, shall be elected by the Council.

3. As soon as conveniently may be after election, a Fellow shall be admitted by the Warden. Immediately before the admission of a Fellow in Class A, B, C, D or E, that Fellow shall make the following declaration at a meeting of the Governing Body:

"I, A…… B……., elected a Fellow of Robinson College, promise that I will observe the Charter, the Statutes and the Regulations of the College, and will in all things endeavour to promote the honour and well-being of the College as a place of education, religion, learning and research" .

4. Every Fellow shall proceed to the degree of Master of Arts, or other degree qualifying for membership of the Senate of the University, as soon as such Fellow is of standing to be admitted to such a degree. The Fellowship of any Fellow not proceeding to such a degree (unless prevented by illness or other grave cause to be approved by the Governing Body) shall be forfeit.

5. A Fellowship from which a Fellow has resigned in writing communicated to the Warden and not withdrawn shall be vacated by the resigning Fellow on the acceptance of that resignation by the Council.

6. The Fellowship of a Fellow of the College shall be vacated on that Fellow becoming Head or a Fellow, other than an Honorary or non-voting Emeritus Fellow, of any other College of the University.

7. (i) A Fellow shall retire at the end of the academical year in which that Fellow attains the age set for the purpose of this section by a resolution of the Governing Body.

(ii) Paragraph (i) shall not apply to:

(a) Life Fellows;

(b) Fellows who remain employed by the University or by the College, in which case they shall retire when that employment ceases.

(iii) In this section, "retire" means retire from a Fellowship.

8. If, after due enquiry, the Council is satisfied that a Fellow has knowingly failed to observe the Charter and these Statutes, or the conditions of tenure of the Fellowship held, or is guilty of conduct prejudicial to the interests or well-being of the College, the Council may, by a vote in which not less than two-thirds of the members of the Council concur, deprive that Fellow of the Fellowship if they think such deprivation expedient in the interests of the College provided that:

(i) when there is a proposal before the Council to deprive a Fellow of the Fellowship held as aforesaid the Council before taking a decision shall

(a) ensure that the Fellow is fully apprised of the reasons which have caused the Council to consider such deprivation; and

(b) afford the Fellow the opportunity to appear in person before the Council, to make such statement as the Fellow may think proper, to call witnesses and to cross-examine witnesses, and speak on that Fellow's own behalf;

(ii) the person so deprived of a Fellowship shall have the right of appeal to the Visitor who, after enquiry, shall have the power to confirm, vary or reverse the decision of the Council;

(iii) no member of the Council shall take part in the deliberations of that body upon the question of the deprivation of that member's own Fellowship.

9. Subject to the provisions of Section 4 of Statute XIII, Fellows shall rank in seniority according to the length of time during which they have been Fellows of the College, whether continuously or not. Fellows elected on the same day shall rank in such seniority in the College as shall be determined by the College Council at the time of their election.

STATUTE XV

Fellowships in Class A: Professorial Fellowships

Fellowships in Class A shall be Professorial Fellowships and shall be held by persons who hold the office of Professor in the University or such other office as may be specified by the Council for the purposes of this Statute.

STATUTE XVI

Fellowships in Class B: Official Fellowships

1. Fellowships in Class B shall be Official Fellowships and shall be held by persons who are elected on condition of engaging in such work as the Council may from time to time require on behalf of the College. If a Fellow holds a University appointment the amount of work required of that Fellow shall not exceed the amount permitted by the conditions of tenure of the said University appointment.

2. Every Fellow in Class B shall be elected in the first instance for a period not exceeding five years and shall be eligible for re-election for periods not exceeding five years. The Fellow shall vacate the Fellowship on ceasing to do the College work specified by the Council as a condition of holding the Fellowship. The Council shall have power to give leave of absence to a Fellow for travel and research upon such terms as they deem fit, or for a temporary absence from the University, and such approved absences shall not be a ground for forfeiture of a Fellowship.

STATUTE XVII

Fellowships in Class C: Unofficial Fellowships

1. Fellowships in Class C shall be Unofficial Fellowships and shall be held by persons whom it shall appear to the Council to be in the interests of the College to elect.

2. Every Fellow in Class C shall be elected in the first instance for a period not exceeding five years and shall be eligible for re-election for periods not exceeding five years.

STATUTE XVIII

Fellowships in Class D: Senior Research Fellowships and Research Fellowships

1. Fellowships in Class D shall be Senior Research Fellowships and Research Fellowships. A Senior Research Fellow or a Research Fellow shall hold the Fellowship on condition that the Fellow:

(i) resides in the University during the Michaelmas, Lent and Easter Terms unless excused by the Council;

(ii) undertakes and pursues research or a course of study approved by Council as a preparation for research; and

(iii) does not undertake any paid work other than work which the Council shall permit to be undertaken.

2. A Senior Research Fellow shall be elected in the first instance for a period not exceeding five years and shall be eligible for re-election for periods not exceeding five years. The Fellow shall vacate the Fellowship on ceasing to undertake the research or study approved by the Council as a condition of holding the Fellowship. The Council shall have the power to give leave of absence to a Senior Research Fellow for travel and research upon such terms as they deem fit or for temporary absence from the University, and such approved absences shall not be a ground for forfeiture of a Fellowship.

3. A Research Fellow shall be elected in the first instance for not more than four years and may be re-elected for a second period of not more than two years.

STATUTE XIX

Fellowships in Class E: Life Fellowships

1. The following persons shall be entitled to Life Fellowships:

   (i) any Fellow who was an Emeritus Fellow on the first day of October in the year two thousand and three;

   (ii) any Fellow in Classes A, B, C or D who, on retirement at an age of not less than sixty years and who on or before the thirtieth day of September in the year two thousand and three has, by that date, held a Fellowship in one or more of those Classes for twenty years or more, whether continuously or discontinuously, and vacates the Fellowship.

2. A Life Fellow in Class E may elect at any time to become an Emeritus Fellow under Statute XX by giving written notice to the Warden of an intention so to elect. The Warden shall communicate this election to the meeting of the Council next following receipt of such written notice. The election shall take effect from the conclusion of that meeting.

STATUTE XX

Emeritus Fellowships

1. The following persons shall be entitled to Emeritus Fellowships:

   (i) the Warden on retirement;

   (ii) any Fellow in Classes A, B, C or D not falling within the provisions of Statute XIX.1.(ii) who on retirement at an age of not less than sixty years has held a Fellowship of one or more of those classes for twenty years or more, whether continuously or discontinuously, and vacates the Fellowship;

   (iii) any Life Fellow who elects to transfer to an Emeritus Fellowship under the provisions of Statute XIX.2.

2. The Council may elect to an Emeritus Fellowship by a vote in which not less than two-thirds of the members of the Council present shall concur:

(i) the Warden on resignation;

(ii) any Fellow on ceasing to hold a Fellowship.

3. An Emeritus Fellow shall hold the Emeritus Fellowship for life.

4. An Emeritus Fellow shall be entitled to attend and speak at meetings of the Governing Body, but shall not be a member of that Body and shall not be entitled to vote.

STATUTE XXI

Visiting Fellowships

1. The Council may elect to a Visiting Fellowship any person whose temporary association with the College would be for the benefit of the College. Such a Fellow shall be elected for a period of at least one Term and not exceeding one year in the first instance. That person shall be eligible for re-election for a further period or periods not exceeding one year in total.

2. A Visiting Fellow shall be entitled to such emoluments and allowances as the Council may from time to time by Regulations or otherwise determine. No such emoluments shall be pensionable.

STATUTE XXII

Honorary Fellowships

1. The Governing Body may elect to an Honorary Fellowship any person of distinction. A proposal for such an election shall be made at a meeting of the Governing Body and voted on at a subsequent meeting. The quorum for such a meeting shall be 60% of all members of the Governing Body. At least 85% of those present must vote in favour to elect the Honorary Fellow.

2. An Honorary Fellow shall hold the Honorary Fellowship for life unless the Governing Body terminate that Honorary Fellow's tenure at a meeting where the quorum and the majority is the same as that required for the appointment of an Honorary Fellow.

3. An Honorary Fellow shall be entitled to such privileges and advantages as the Council may from time to time determine.

STATUTE XXIII

The College Officers

1. The College offices shall be those of Senior Tutor, Tutor, Finance Bursar, Domestic Bursar, College Lecturer, Director of Studies, Chaplain, Praelector, and such other offices as the Council may from time to time determine.

2. College officers shall be appointed and re-appointed by the Council who shall have power to determine the tenure which, save as otherwise provided in these Statutes, shall normally not exceed three years on first appointment nor five years on any subsequent re-appointment. Exceptionally, College Council shall allow a first appointment for five years. The Council shall also have power to determine, and to vary from time to time, the duties of the various officers of the College and to assign to them, from time to time, such stipends as they may determine.

3. The Council shall determine the conditions upon which a College officer may be allowed leave of absence.

4. If any College officer shall be unable, owing to leave of absence, illness or other sufficient cause, to discharge the duties of office the Council may if they think fit appoint a deputy. A deputy so appointed shall receive such remuneration as the Council may determine.

STATUTE XXIV

The Tutors

1. There shall be such number of Tutors as the Council shall from time to time determine.

2. The Senior Tutor shall be a Fellow and if not already a Fellow, shall be elected to a Fellowship and shall hold that Fellowship during the entire period of tenure of that office.

3. No person may serve as a Tutor unless they are a Fellow or an Emeritus Fellow.

4. No member of the College *in statu pupillari* shall be without a Tutor.

STATUTE XXV

The Finance Bursar

1. The Finance Bursar shall be responsible under the Council for the management of the property, real or personal, and securities (which term includes stocks, funds and shares) of the College and for the maintenance and repair of all the College buildings. The Finance Bursar shall receive, on behalf of the College, all rents and moneys due to the College and make such payments, under the orders of the Council, as may be due from the College.

2. The Finance Bursar shall keep or cause to be kept accounts of all receipts and expenditure. Subject to the provisions of the Statutes and Ordinances of the University, accounts shall be kept in such form as the Council may from time to direct.

3. The Finance Bursar, if not already a Fellow, shall be elected to a Fellowship by the Council and shall hold that Fellowship during the entire period of tenure of that office.

STATUTE XXVI

Superannuation Schemes and Pensions

1. The College shall participate in the Universities' Superannuation Scheme (hereinafter called "the U.S.S.").

2. The College shall participate in the Federated Superannuation System for Universities (hereinafter called "the F.S.S.U.") in respect of those persons entitled to remain in that System.

3. the College shall participate in the Cambridge Colleges' Federated Pension Scheme (hereinafter called "the C.C.F.P.S.") or other such scheme or schemes as the College Council may determine from time to time following consultation with Assistant Staff.

4. The Council shall make such appropriate provision as is compatible with the constitution and rules of the schemes for the administration of the superannuation arrangements set out in paragraphs 1 to 3 of this Statute.

5. The Council may make regulations governing the provision of supplementary pensions.

STATUTE XXVII

Membership of the College

1. Subject to the provisions of this Statute, the Council may make Regulations under which persons may be admitted as members of the College.

2. The senior members of the College shall be the Warden and Fellows and such other persons as may be admitted by the Council under Regulations.

3. No person *in statu pupillari* shall be permitted to come into residence until that person has satisfied such conditions of admission to the University

as may be prescribed by the University and such other conditions as the Council may think fit to impose.

4. If, in the opinion of the Council satisfactory academical progress in the enrolled course of studies is not being made by a member of the College *in statu pupillari*, they shall have the power to determine that such member shall not continue in residence; provided that, before taking a decision, the Council shall afford to that member an opportunity to appear in person to make such statement as that member may think proper and to choose another member of the College to be present at the hearing as support.

STATUTE XXVIII

Scholarships and Exhibitions

1. The Council may make Regulations from time to time providing for the award of Scholarships and Exhibitions, their tenure and emoluments and any other matters relating thereto.

2. The Council may establish an Awards Fund, from which the emoluments of Scholars and Exhibitioners shall be paid and into which shall be paid in each year, from the general revenues of the College or other sources, such sums as the Council may direct.

STATUTE XXIX

Studentships

1. The Council may establish Studentships in the College for the encouragement of advanced study and research in any branch of learning and the number of such Studentships shall be fixed from time to time at the discretion of the Council.

2. Funds for Studentships shall be provided from such sources and the Studentships shall be awarded and held on such conditions and be of such value as the Council shall in each case determine.

STATUTE XXX

Discipline of the College

1. Members of the College *in statu pupillari* shall observe the Charter, these Statutes and the Regulations, and shall conform to such other orders as may be made by the Council from time to time for the good government of the College. If any such person shall fail to observe the Charter, these Statutes or the Regulations, or to conform to such other orders as aforesaid, or shall be guilty of any conduct prejudicial to the discipline or good order of the College, a Tutor or other officer of the College designated by the Council may impose a penalty, of a kind prescribed by the Council in regulations and not exceeding such maximum as shall be specified in such regulations, appropriate to the circumstances of the offence, except that no Tutor or other College officer may impose the penalty of temporary or final removal from the College.

2. There shall be a Disciplinary Committee of the College whose composition and procedure shall be determined by Regulations.

3. Any member of the College *in statu pupillari* upon whom a Tutor or other officer of the College as aforesaid has imposed a penalty may appeal to the Disciplinary Committee who shall have power to confirm, set aside, or vary the finding and the penalty. In such cases the decision of the Disciplinary Committee shall be final. No Fellow against whose decision a member of the College *in statu pupillari* is appealing may be a member of the Disciplinary Committee which hears the appeal.

4. (i) If a member of the College *in statu pupillari* is charged with an offence which in the opinion of a Tutor or other officer of the College as aforesaid ought to be considered by the Disciplinary Committee or appears to deserve that member's temporary or final removal from the College, the Tutor or other officer of the College shall proceed to lay the facts before the Disciplinary Committee who shall hear the case.

(ii) The Disciplinary Committee having heard the case shall have power to take such action or impose such penalty as they may think appropriate, provided that there shall be a right of appeal to the Council whose decision shall be final.

5. Any Scholar, Exhibitioner or Student may be deprived by the Council of that status or any emoluments thereof for any misconduct which in their judgement appears to deserve such deprivation.

6. The Council shall by Regulations make such provision as is necessary for the proper ordering of the proceedings under this Statute. In particular, provision shall be made to ensure that, before taking a decision in regard to a member of the College *in statu pupillari*, the Disciplinary Committee shall

(i) ensure that the member is fully apprised of the nature and circumstances of the offence charged;

(ii) afford the member an opportunity to appear in person, to offer such defence or to make such statement as that member may think proper and to call and cross-examine witnesses;

(iii) allow that member to choose and be accompanied by another member of the College who will be permitted to offer advice to, and cross-examine witnesses, and speak on behalf of, the member charged.

7. Should any member of the College *in statu pupillari* leave any College bill unpaid by such date as may be stipulated by the Council, the Warden may refuse permission for that member to continue in residence.

STATUTE XXXI

Assistant Staff

1. Subject to Section 2 hereof the numbers, salaries and conditions of service of the members of the Assistant Staff shall be determined by the Council who may delegate such of their powers under this Section as they think fit to such College officers as they may designate by Regulations.

2. Holders of such Assistant Staff posts as may be designated by the Council from time to time shall be appointed and may be dismissed by the Council.

3. Other members of the Assistant Staff may be appointed and dismissed, by the Domestic Bursar or other such College Officer as Council may designate, in accordance with Regulations approved by Council and set out in the Staff Handbook.

4. Appeals against dismissal by Assistant Staff shall be governed by Regulations approved by the College Council and set out in the Staff Handbook.

5. The Council may, for so long as they think fit, enable members of the Assistant Staff to become members of the C.C.F.P.S. or of other such pension scheme as the College Council shall determine from time to time.

6. The Council may supplement the retirement benefits of a member of the Assistant Staff, whether or not that person is a member of the C.C.F.P.S., or of other such pension scheme as the College Council shall determine from time to time, if they are satisfied, having regard to length of service and financial circumstances, that such supplement is justified.

STATUTE XXXII

Stipend Review

1. The Council shall determine and from time to time review the stipends of Tutors, Lecturers and other persons engaged in the educational work of the College.

STATUTE XXXIII

Annual Statement of Accounts and Audit

1. The College financial year shall run from the first day of July in each year to the next succeeding thirtieth day of June or between such other dates as may be prescribed by the College Council on the recommendation of the Governing Body provided that such dates are in accordance with the Statutes of the University.

2. The Finance Bursar shall make or cause to be made an annual statement or summary of all moneys received by the College and also a

statement or summary of all payments and expenses incurred by the College.

3. Any Fellow of the College shall be entitled to inspect the full accounts of the receipts and payments of the College, subject to any Regulations which may be made by the Council.

4. The accounts of the College shall be sent annually to the University by the Finance Bursar as prescribed by the Statutes of the University.

5. The accounts of the College shall be audited annually. For this purpose the College Council shall appoint as Auditor a professional accountant (not being a member of the Governing Body) who shall be a person eligible to be appointed a company auditor pursuant to section 25 of the Companies Act 1989 as from time to time amended and shall pay that appointee such remuneration as they shall determine. The College Council shall also appoint three or more Fellows, other than the Finance Bursar, as an Audit Committee.

6. The Auditor shall pass the accounts by signing the same or shall state in writing the reasons for not passing the accounts. The Auditor shall also sign such certificates as may be required by the Statutes of the University.

7. A meeting of the Governing Body to be known as the Audit Meeting shall be called in the Michaelmas Term at least fourteen days' notice of such meeting being given after the commencement of Term. Not less than seven days before this meeting the Finance Bursar shall circulate copies of the draft accounts to all members of the Governing Body in residence.

8. In accordance with their Terms of Reference agreed by the College Council from time to time, the Audit Committee shall be entitled to examine the accounts and consult the Auditor; they shall report to the Governing Body at the Audit Meeting on matters of general policy in relation to the Accounts as they think fit. The Governing Body shall consider the Audit Committee's Report and shall pass on to the College Council such advice and recommendations arising from that Report as they think fit.

9. It shall be the responsibility of the College Council to approve the accounts of the College after taking into consideration any advice or recommendations arising from the Audit Meeting of the Governing Body.

STATUTE XXXIV

Power to Acquire Manage and Dispose of Property

1. Subject to the provisions of these Statutes the College has power to acquire charge manage and dispose of any property in such manner and upon such terms as the Council in its discretion thinks fit and is again subject to the provisions of these Statutes entitled to exercise any power and may enter into and may carry out any transaction in relation to such property which an individual of full legal capacity, holding or acquiring such property for that individual's own benefit, could exercise, enter into or carry out.

2. The powers conferred under section 1 of this Statute and the powers to invest and expend property conferred by Statutes XXXV and XXXVI extend to all property of the College which is not held on any specific trust.

3. In this Statute and in Statutes XXXV to XL

(i) "trust fund" means a particular endowment, benefaction or trust for purposes connected with the College of which the College is the trustee;

(ii) "property" includes money, securities, shares, stocks, funds, goods, things in action, land and every description of property wherever situated whether involving liability or not and also obligations and every description of interest, whether present or future or vested or contingent, arising out of or incidental to, property; and

(iii) "property of the College" means all property of the College which is not held on any specific trust.

STATUTE XXXV

The Power to Invest

Any property of the College and, subject to the express wishes of the donor, any trust fund, and the proceeds of any disposition thereof may be invested by the Council on or in such other property as the Council in its discretion thinks fit and the Council may exercise any power to invest and transpose the investments of such property and may enter into and may carry out any transaction in relation thereto which an individual of full legal capacity investing or transposing investments of property for that individual's own benefit could exercise, enter into or carry out.

STATUTE XXXVI

The Power to Expend

1. The College may appropriate for expenditure so much of the fair value of any trust fund or property of the College as in its discretion it considers is prudent in all the circumstances having regard to the total return achieved and reasonably to be expected in the long term from the property of the College or, as the case may be, from the trust funds.

2. Any appropriation by the Council under section 1 must in the case of property of the College be made for the purposes of the College and in the case of a trust fund be made for the purposes of that trust fund.

3. Any reference in these Statutes or in any Regulations made by the Council to the income or revenues of the College or of any trust fund must include the total sums appropriated in accordance with section 1 of this Statute.

4. In this Statute

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

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

STATUTE XXXVII

The Power to Accept Endowments

The Council may accept endowments for any purposes in furtherance of the interests of the College as a place of education, religion, learning and research and may make regulations giving effect to wishes or suggestions of donors recorded in writing (whether so expressed as to create a trust or not) regarding the application of such endowments and regarding any place or emolument to be supported thereby, even though the regulations may be inconsistent with the provisions of these Statutes; provided always that no such regulation shall derogate from any obligation imposed on the College by the Statutes of the University.

STATUTE XXXVIII

Contribution to the University

There shall be paid in each year by the College to the University such sum as is by the Statutes of the University authorised to be levied from the College; provided that so much of the sum so to be paid as shall be levied in respect of any Trust or other separate Fund shall be charged to the income of such Trust or Fund unless the Council shall in any case determine otherwise.

STATUTE XXXIX

The Power to Donate

The Council may contribute from its charitable funds to any charitable organisation which has among its objects the promotion of education, religion, learning or research or the welfare of Members of the College, provided that such contributions are not contrary to the terms of any express trusts to which such funds are subject.

STATUTE XL

Surplus Income and the Power to Apply Cy-Près

1. The Council may apply any surplus income of a trust fund of which the College is sole trustee, and in so far as a contrary intention is not expressed in any instrument made after the making of this Statute, as income in any subsequent year, or may invest it and add it to the capital of the fund, or may apply it within the general educational purposes of the College.

2. In exercising the power under this Statute to apply any surplus income of a trust fund, the College shall have regard to its duty as trustee of the fund concerned properly to consider and apply as appropriate the principles involved in the application of the cy-près doctrine and to be satisfied that application cy-près is necessary in order to secure the trust fund's effective use.

In this Statute, "surplus income" means income unexpended in any year after the purposes of the trust have been fully provided for in that year (whether wholly by income from the trust fund or partly by income from the trust fund and partly by other monies).

STATUTE XLI

Associations of Members of the College in statu pupillari

The resident members of the College *in statu pupillari* shall be entitled to form associations for the promotion of social, athletic or other collegiate purposes. Those of their number who are graduates shall be entitled to form separate or additional associations for the promotion of purposes as aforesaid. Any such association shall have a constitution which, with any amendment thereof, shall have been approved by the Council.

STATUTE XLII

Interpretation and Operation of Statutes and Regulations

If any question shall arise in regard to the interpretation of these Statutes or any part thereof it may be decided by the Governing Body. There shall be a right of appeal to the Visitor from such a decision of the Governing Body if the Warden or six or more Fellows shall dissent from such a decision. Such appeal shall be made within two calendar months or within such extended period (if any) as shall in its discretion be allowed by the Governing Body for the purpose after the decision shall have been given; but failing an appeal within the time allowed for the purpose the decision of the Governing Body shall be binding. The Visitor may, if an appeal is made in accordance with the provisions of this Statute, affirm, vary or reverse the decision of the Governing Body, and that decision of the Visitor shall be binding.

STATUTE XLIII

Notification to Fellows

Every Fellow shall register with the Domestic Bursar a place of address within the United Kingdom to which all notices intended for that Fellow are to be sent. In all cases in which by these Statutes notice is required to be given to any Fellow it shall be sufficient that the notice be sent by post or otherwise to this registered address.

STATUTE XLIV

Academic Staff

1. Application

(a) This Statute applies

(i) to any person holding an office in the College, the duties of which are not of a limited nature, which is a qualifying College Office under Statute XXIII or other office designated for the purpose by the Governing Body;

(ii) to any person employed by the College to carry out teaching or research save for those expressly excluded by the Council from the scope of this Statute on the ground that the person's duties in that regard are of a limited nature; and

(iii) to the Warden, to the extent and in the manner set out in Part VII.

For the purpose of this Statute, a person's duties shall be taken to be of a limited nature if the remuneration for those duties is not the principal source of remuneration of that person; and, in relation to any particular person, the Governing Body may resolve that the person's duties are of a limited nature where the remuneration for those duties would not normally be the principal source of remuneration of the person performing them.

(b) In this Statute any reference to "academic staff" is a reference to persons to whom this Statute applies. A "primary office or employment" in relation to a member of the academic staff means one by virtue of the tenure of which that person is a member of the academic staff. A "secondary office or employment", in relation to a member of the academic staff, means one (i) which is not a primary office or employment for that member; (ii) in respect of which the duties are of a limited nature only; and (iii) which is either prescribed by Regulation made under this Statute as secondary, or so specified at the time of appointment.

(c) Nothing in any appointment made, or contract entered into, shall be construed as overriding or excluding any provision made by this Statute concerning a member of the academic staff; provided that this

(i) shall not affect the validity of any compromise agreement made under section 203 of the Employment Rights Act 1996, or any agreement or waiver of rights permitted by law generally; and

(ii) shall not preclude any member of the academic staff agreeing to the termination by the College of that office or employment on whatever terms may be agreed.

(d) Parts II to V of this Statute shall not apply to the dismissal of a member of the academic staff from any secondary office or employment, provided that dismissal from a primary office or employment is not in contemplation. The Council shall prescribe by Regulation made under this Statute a procedure for dealing with removal from a secondary office or employment before its prescribed or normal termination date, which shall include provision for a hearing and an appeal.

2. General principles of construction and application

(a) This Statute and any Regulation made under this Statute shall be applied and construed in every case to give effect to the following guiding principles:

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

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

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

(b) Nothing in this Statute shall be construed as affecting the Statutes and Regulations of the College concerning re-election on the expiry of a fixed term of a Fellowship.

3. Dismissal

(a) For the purposes of this Statute, "dismiss" and "dismissal" refer to academic staff and:

(i) include remove or, as the case may be, removal from office; and

(ii) in relation to employment under a contract, shall be construed in accordance with Section 96 of the Employment Rights Act 1996.

(b) A member of the academic staff may be dismissed if that dismissal is for a reason set out in section 98 of the Employment Rights Act 1996.

(c) A member of the academic staff may be dismissed

(i) by reason of redundancy in accordance with Part II of this Statute;

(ii) for disciplinary reasons in accordance with Part III of this Statute;

(iii) for incapacity on health grounds in accordance with Part IV of this Statute; and

(iv) on other grounds, including the non-renewal of a fixed-term appointment or the non-confirmation of appointment at the end of an initial probationary period, in accordance with Part V of this Statute.

4. Hearing, appeal and grievance panels

(a) A panel established for the purposes of this Statute shall comprise three persons, none of whom shall have had any involvement with the matter that would make that panel member's participation as a

member of the panel unfair.

(b) The Council may by Regulation made under this Statute provide rules for the conduct of panels. Such rules may make provision for a panel to continue their consideration of a matter notwithstanding a reduction in their membership.

(c) A panel established for the purposes of this Statute shall conduct a hearing into the matter before them. At any hearing, the member of the academic staff concerned shall be entitled to be accompanied by a representative or another person of that academic staff member's choosing.

(d) A panel established for the purposes of this Statute shall give a reasoned decision in writing to the member of the academic staff concerned, which shall be reported to the Council.

Part II Redundancy

5. Application

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

(i) that person's appointment is made, or that person's contract of employment is entered into, on or after the twentieth day of November 1987; or

(ii) that person is promoted on or after that date.

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

6. Definition of "redundancy"

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

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

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

7. Procedure for dismissal by reason of redundancy

The Council shall prescribe by Regulation made under this Statute a procedure for dismissing members of the academic staff on grounds of redundancy. The procedure shall provide for an initial stage of consultation at the end of which the Council shall resolve whether or not to proceed with a reduction of staff by reason of redundancy. The procedure shall provide, after such resolution,

(i) for a process which is fair and which allows each member of the academic staff concerned, having been informed of the selection criteria to be employed, to make representations on that academic staff member's behalf;

(ii) for giving each member of the academic staff dismissed under this Part notice of dismissal and for informing that person of the reasons for it.

8. Appeal against dismissal by reason of redundancy

(a) The procedure prescribed under section 7 of this Statute shall provide for an appeal to a panel by a member of the academic staff who has been given notice of dismissal under this Part.

(b) the appeal panel shall be entitled to review all aspects of the matter other than the resolution of the Council to proceed with a reduction of staff by reason of redundancy.

(c) The appeal panel shall have power to reach a final decision on the appeal, or to remit the matter back for further consideration.

Part III Disciplinary Procedures

9. Grounds for disciplinary action

(a) For the purposes of this Statute, "good cause" in relation to the dismissal or removal of a member of the academic staff means a reason which is related to conduct or capability or qualifications for performing work of the kind which the member was appointed or employed to do. Without prejudice to the generality of the foregoing, "good cause" may include the following matters so found under procedures prescribed under this Statute.

(i) conviction for an offence such as to render the person convicted unfit for the performance of the duties of the office or for employment as a member of the academic staff; or

(ii) conduct of an immoral, scandalous, or disgraceful nature incompatible with the duties of the office or employment; or

(iii) conduct constituting failure or persistent refusal or neglect or inability to perform the duties or comply with the conditions of the office or employment; or

(iv) physical or mental incapacity.

(b) In this section:

(i) "capability" means capability assessed by reference to skill, aptitude, health, or any other physical or mental quality; and

(ii) "qualifications" means any degree, diploma, or other academic, technical, or professional qualification relevant to an office or position held.

10. Disciplinary procedures

(a) the Council shall prescribe by Regulation made under this Statute a disciplinary procedure for members of the academic staff, which shall provide for less serious matters to be dealt with by warnings following a procedure which is fair and which provides for a right of appeal against any warning.

(b) The disciplinary procedure shall provide for more serious matters to be dealt with in a way which includes provision for

(i) fair and reasonable time limits for each stage;

(ii) the investigation of complaints and the dismissal of those found to be without substance;

(iii) suspension on full pay pending an investigation or hearing where that is necessary;

(iv) a hearing by a panel, at this the member of the academic staff against whom the complaint has been made shall have had notice of the complaint, and shall be entitled to be present, to hear the evidence, to call relevant witnesses, and to examine and cross-examine witnesses;

(v) the dismissal by the panel of any complaint found to be without substance;

(vi) the dismissal by them without penalty of a complaint found to be of substance;

(vii) the imposition by the panel of an appropriate penalty or penalties, which in addition to a warning or dismissal (with or without notice), may include suspension without pay for up to three months, the withholding of future increments, reduction in grade in any primary office or employment, removal from any secondary office or employment, and the substitution (as an alternative to dismissal, where in the opinion of the panel dismissal would be justified) of any lesser office or employment for any primary office or employment; and

(viii) the award of compensation in respect of any loss caused or damage done.

11. Appeals

(a) A member of the academic staff shall have a right of appeal against the finding of, or penalty imposed by, a panel constituted under

section 10 of this Statute.

(b) Such an appeal shall be to a fresh panel, having no common membership with the panel who heard the matter at first instance. It shall include a hearing by the appeal panel, but that hearing shall not take the form of a re-hearing of the evidence, and evidence shall only be heard as the appeal panel may determine in accordance with any Regulation made under this Statute.

(c) In determining an appeal, an appeal panel may substitute for the decision of the panel hearing the matter at first instance any decision that that panel might have made.

(d) A dismissal by a panel hearing a matter at first instance shall be effective notwithstanding any appeal against such dismissal, unless either that panel, in giving their decision, or an appeal panel thereafter shall determine otherwise (subject to such conditions as the respective panel may impose).

(e) A dismissal or notice of dismissal shall be cancelled, withdrawn or modified if an appeal panel decides that the member of the academic staff should not be dismissed or should only be dismissed with notice. The cancellation of a dismissal shall have effect to reinstate the member of the academic staff as if no dismissal had occurred.

12. Relationship with Part IV

The Council may by Regulation made under this Statute provide for dealing with a case in progress under this Part where it appears that the conduct or capability of the member of the academic staff concerned may be attributable, wholly or in part, to a medical condition, but any proceedings under this Part shall be valid notwithstanding that they might have been brought under Part IV of this Statute, and a member of the academic staff may be subject to proceedings and to a penalty, including dismissal, under this Part notwithstanding the fact that the academic staff member's conduct or capability may have been attributable, wholly or in part, to a medical condition.

Part IV Incapacity on Health Grounds

13. Dismissal on health grounds

(a) This Part makes provision for dealing with cases of incapacity on health grounds in relation to members of the academic staff.

(b) In this Part references to health grounds are references to capability assessed by reference to health or any other physical or mental quality.

(c) the Council shall prescribe by Regulation made under this Statute a procedure for assessing incapacity on health grounds and for taking appropriate action in relation thereto, which may include dismissal.

(d) That procedure shall include a hearing by a panel and a right of appeal to a fresh panel. The panel hearing the matter at first instance and the appeal panel shall each include a medically qualified person.

Part V Other Dismissals

14. Non-renewal of a fixed-term appointment

(a) The Council shall prescribe by Regulation made under this Statute a procedure, including appropriate consultation, for a review in each case where a member of the academic staff has been appointed to a primary office or employment for a fixed term and that fixed term is due to terminate. The review shall be to decide whether the office or employment should be allowed to terminate without renewal, or should be renewed for a further fixed-term, or should be extended to an appointment of indefinite duration.

(b) The review may encompass matters which, in other circumstances, might fall to be dealt with under Parts II, III or IV of this Statutes.

(c) A decision that an office or employment should be allowed to terminate without renewal shall not be made unless it is judged to be inexpedient or undesirable to renew or extend the appointment by reason of one or more of the following considerations:

(i) the availability of funding for the office or employment, or the financial situation of the College;

(ii) the performance of the member of the academic staff concerned (having regard to any warnings and advice relating to performance that may have been given to such member);

(iii) the need for the office or employment or for the performance of the duties thereof;

(iv) the nature and character of the office or employment; and

(v) the desirability of making the office or employment permanent and filling it through open competition.

(d) The procedure under this section shall provide that, where it has been decided under subsection (a) of this section that an office or employment should be allowed to terminate without renewal, the member of the academic staff shall be notified of the reasons for that decision, and shall be afforded a further review of the matter.

15. Probationary appointments

(a) The Council shall prescribe by Regulation made under this Statute a procedure, including appropriate consultation, for a review in each case where a member of the academic staff has been appointed to a primary office or employment for an initial probationary period and that period is coming to an end. The review shall be to decide whether an appointment to the office or employment should be confirmed, whether the initial probationary period should be extended, or whether the member of the academic staff should be dismissed at the end of the probationary period.

(b) The review may encompass matters which, in other circumstances, might fall to be dealt with under Parts II, III or IV of this statute.

(c) The procedure under this section shall provide that, where it has been decided under subsection (a) of this section that dismissal should take place at the end of a probationary period, the member of the academic staff shall be notified of the reasons for that decision, and shall be afforded a further review of the matter.

16. Dismissal on other grounds

The Council shall prescribe by Regulation made under this Statute a procedure for dealing with dismissal on any other ground than those covered by Parts II, III, IV and sections 16 and 17 of Part V of this Statute. The procedure shall include the right to a hearing by a panel and a right of appeal to a fresh panel.

Part VI Grievance Procedures

17. Grievance Procedure

(a) the Council shall prescribe by Regulation made under this Statute a grievance procedure for the settlement or redress of the grievances of members of the academic staff which concern their offices or employments, where those grievances relate to matters affecting themselves as individuals or to matters affecting their personal dealings or relationships with other staff of the College, not being matters for which express provision is made elsewhere in the Statutes.

(b) The grievance procedure shall provide that consideration of a grievance may be deferred if other proceedings under the Statutes relevant to the grievance are pending or in progress.

(c) The grievance procedure shall provide for the fair and speedy resolution of grievances, informally wherever possible, and shall provide for the person aggrieved to be allowed assistance by an appropriate person at any hearing.

(d) The grievance procedure shall provide for a member of the academic staff who is dissatisfied with the outcome of a complaint to be heard by a panel, unless the complaint has been judged, in accordance with the procedure, as trivial, vexatious or outside the scope of the procedure.

Part VII Removal of the Warden from office

18. Removal of the Warden from office

(a) The Council shall prescribe by Regulation made under this Statute a procedure for the removal of the Warden from office. Any variation made to that procedure shall have no effect in relation to the Warden in office at the time of such variation until consent to it has been given by the Warden, but such variation shall otherwise be binding and effectual.

(b) The procedure for the removal of the Warden from office shall provide for

(i) the initial consideration by the Council (exclusive of the Warden and the complainant Fellows) of a complaint by any three Fellows seeking the removal of the Warden from office for good cause;

(ii) the dismissal by the Council of such complaint if they are of the view that it is not supported by sufficient evidence of good cause for removal from office;

(iii) otherwise, the appointment by the Council of a panel to hear and determine the matter, which panel shall comprise three persons who are not Fellows and are not employed by the College, one of whom holds, or has held, judicial office, or who is a barrister or solicitor of at least ten years' standing, that person to be chairman of the panel;

(iv) the removal of the Warden from office if the panel decide that there is good cause for such removal;

(v) a right of appeal to a fresh panel, also constituted in accordance with (iii) above, against a decision of removal from office; and

(vi) where the complaint is of incapacity on health grounds, the inclusion on the panel hearing the matter at first instance and on any appeal panel of a medically qualified person.

STATUTE XLV

Alteration of Statutes

1. For the purpose of making alterations of these Statutes in accordance with the provisions of section 7(2) of the Universities of Oxford and Cambridge Act 1923, not less than two meeting of the Governing Body shall be summoned in the same way and subject to the same regulations as meetings of the Governing Body under Statute III.

2. If at any such meeting a Statute for the alteration of these Statutes, or of any of them, shall be duly approved by the votes of not less than two-thirds of the persons present and voting, the Governing Body shall sanction the affixing of the College Seal to an instrument making such Statute.

STATUTE XLVI

Date of Commencement of these Statutes and Initial Provisions

1. These Statutes shall take effect on the day following the date of the Charter.

2. The foregoing Statutes shall apply to the first Warden and the first Fellows of the College save that the length of their tenure and their stipends, if any, as Warden, Fellows or Officers of the former Approved Foundation known as Robinson College, Cambridge, shall not without their consent be modified. The seniority of the first Fellows of the College shall be their seniority as Fellows of the former Approved Foundation.

3. The Governing Body shall, as soon as may be after the coming into effect of these Statutes, determine, as regards the first Fellows of the College who are appointed by the Charter, in which Class each of those Fellows are deemed to hold their Fellowships.

SCHEDULE OF AMENDMENTS

The main body of the Statutes contained in the present edition was made and approved by Her Majesty in Council on 23 October 1984. Since the 1984 edition was published, seven Amending[1] Statutes have been given Royal Approval on the dates shown below and the amendments approved incorporated in the foregoing text:

14 FEBRUARY 1996

Statute IV	Provision for student membership of the College Council.
Statute V	Removal of the right of the Joint Liaison Committee to make representations to Council.
Statute XXII	Process of electing Honorary Fellows made less onerous.
Statute XXXI.5	Delete “require”, substitute “enable”.
Statute XXXIII.5	Legal updating for appointing Auditors, and provision for the Audit Committee to be appointed by the Governing Body instead of the Council.
Statute XXXVIII.2	Responsibility for decisions on the interpretation of the College Statutes vested in the Governing Body instead of the Council.

12 FEBRUARY 1997

Statute XXXIII	Sections 6, 7 and 8 reinstated.

[1] Made by the Governing Body of the College on 10 July 1995, 8 July 1996, 22 September 2003, 28 November 2005, 13 May 2013, 18 November 2013, 20 November 2017, 5 March 2018, 2 March 2020 and 1 June 2020, 24 November 2025 and 9 March 2026.

10 MARCH 2004

Statute III	Removal of the right of Emeritus Fellows to be voting members of the Governing Body.
Statute XV	Addition of Life Fellows as a "closed" Category of Fellow.
Statute XX	States who shall be entitled to a Life Fellowship.
Statute XXI	States who shall be entitled to an Emeritus Fellowship.
Statute XXIV	Delete "Junior Bursar" and substitute "Domestic Bursar".

19 JULY 2006

Statutes IV, VI, XIII, XXIII, XXXII, XXXIII & XXXIX	Delete "Senior Bursar" and substitute "Finance Bursar".
Statute V	States frequency of the JLC.
Statute XXIII	Defines College Officers; references to removal of College Officers deleted (replaced with Statute XL).
Statute XXVI	States Superannuation Schemes and Pensions which will be considered.
Statute XXXI	For Assistant Staff, states appointment arrangements, dismissal procedures and pension provisions.
Statute XXXIII	States Annual Accounts and Audit arrangements.
Statute XXXIX	Delete "Senior Bursar" and substitute "Domestic Bursar".
Statute XL	Introduces new Academic Staff Statute.

14 APRIL 2014

Statutes III.2, IV.1, IV.3 and IV.4, Statute XXXIII.1, 5 and 8, and the introduction of new Statutes IV.11 and XXXIII.9 revised to concern the ultimate responsibility for the governance of the College, in the light of the regulatory requirements of the Charities Act 2011, as well as ensuring compliance with changes relating to the responsibilities of Charity Trustees of registered charities.

Statute III.2	Preserves the authority of the Governing Body as the final arbiter of all matters not falling within the remit of the Trustees.
Statutes IV.1(i), IV.3 and IV.4	Expressly makes the Council the Trustees so that Governing Body's authority does not impinge on the Trustees' authority.
	Sections 1.(iii), (iv) and (v) removed
Statute IV.11	A new provision dealing with the removal of Trustees
Statute XXXIII.1	Concerns the ultimate responsibility for the governance of the College, in the light of the regulatory requirements of the Charities Act 2011
Statute XXX.III.5	Replaces Governing Body with College Council
Statute XXX.III.8	Preserves Governing Body's consideration of Audit Report
Statute XXXIII.9	A new provision dealing with College Council's authority to approve the accounts of the College

10 OCTOBER 2018

Statutes V and XV revised. Statute XXXII revised. Statute XXXIV repealed and substituted with new Statutes XXXIV, XXXIX and XV. Existing Statutes XXXV and XXXVI renumbered. Revised Statute XXXII, and introduction of new Statutes XXXIV to XXXVI to grant the College more specific powers of financial management including the power to acquire, manage and dispose of property. Also, the power to invest, expend and donate. Statutes XXXVII-XLI renumbered. Existing Statute XLII revised and renumbered.

Statute V	The Joint Liaison Committee will not now have to meet each term, but only when required.
Statute XV	Professorial Fellowships. This Statute was deleted in its entirety and replaced with a new Statute XV.
	Sections 2 and 3 removed
Statute XXXII	As the College no longer fixes its own level of tuition fee, the part of the Statute dealing with Tuition Fees and the Tuition Fund was no longer required and therefore repealed, leaving only the part that relates to regular stipend review.
Statute XXXIV	A new provision dealing with the College Council's Power to Acquire Manage and Dispose of Property
Statute XXXV	A new provision dealing with the College Council's Power to Invest
Statute XXXVI	A new provision dealing with the College Council's Power to Expend
Statute XXXVII	Renumbered – former Statute XXXVI – no change of wording – Power to accept Endowments
Statute XXXVIII	Renumbered – former Statute XXXV – no change of wording – Contribution to the University

Statute XXXIX	A new provision dealing with College Council's Power to Donate
XL	A new provision dealing with the College Council's power to deal with Surplus Income and the Power to Apply Cy-Prés
XLI	Renumbered – former Statute XXXVII – no change of wording – Associations of Members of the College in *statu pupillari*
XLI I	Renumbered – former Statute XXXVIII – no change of wording – Interpretation and Operation of Statutes and Regulations
XLIII	Renumbered – former Statute XXXIX– no change of wording – Notification to Fellows
XLIV	Renumbered – former Statute XL– no change of wording – Academic Staff
XLV	Renumbered – former Statute XLI – no change of wording – Alteration of Statutes
XLVI	Renumbered – former Statute XLII - Deletion of redundant Provision 4 in its entirety

Statutes III, IV, VI, VII, VIII, IX, X, XI, XII, XIII, XIV, XVI, XVIII, XIX, XX, XXI, XXII, XXIII, XXIV, XXV, XXVII, XXX, XXXI, XXXIII, XXXIV, XXXV, XLII, XLIII, XLIV and XLVI revised to make the text within them entirely gender-neutral.

Statute III	Text changed to make it gender-neutral.
Statute IV	Text changed to make it gender-neutral.
Statute VI	Text changed to make it gender-neutral.
Statute VII	Text changed to make it gender-neutral.
Statute IX	Text changed to make it gender-neutral.
Statute X	Text changed to make it gender-neutral.
Statute XII	Statute redrafted to contain a maximum period of office for the Warden of ten years but with a shorter period capable of being chosen on an *ad hoc* basis by a qualified majority vote of the Governing Body. The Governing Body retains its power to grant an extension of a single period only of up to five years, again with a qualified majority vote of the Governing Body. Text changed to make it gender-neutral.
Statute XIII	Text changed to make it gender-neutral.
Statute XIV	Text changed to make it gender-neutral.
Statute XVI	Text changed to make it gender-neutral.
Statute XVIII	Text changed to make it gender-neutral.
Statute XIX	Text changed to make it gender-neutral.
Statute XX	Text changed to make it gender-neutral.

Statute XXI	Text changed to make it gender-neutral.
Statute XXII	Text changed to make it gender-neutral.
Statute XXIII	Text changed to make it gender-neutral.
Statute XXIV	Text changed to make it gender-neutral.
Statute XXV	Text changed to make it gender-neutral.
Statute XXVII	Text changed to make it gender-neutral.
Statute XXX	Text changed to make it gender-neutral.
Statute XXXI	Text changed to make it gender-neutral.
Statute XXXIII	Text changed to make it gender-neutral.
Statute XXXIV	Text changed to make it gender-neutral.
Statute XXXV	Text changed to make it gender-neutral.
Statute XLII	Text changed to make it gender-neutral. Clause 1 repealed as it is now redundant.
Statute XLIII	Text changed to make it gender-neutral.
Statute XLIV	Text changed to make it gender-neutral.
Statute XLVI	Text changed to make it gender-neutral.

14 OCTOBER 2026

Statutes XIV and XXIV revised.

Statute XIV	Statute redrafted to allow for the retirement age for Fellows to be increased to reflect an increase in the Employer-Justified Retirement Age and to allow for future changes of a similar nature without requiring statute change; and to make it clearer that the Statute refers to retirement from the Fellowship, not from employment and to allow a Fellow to continue their Fellowship beyond retirement age if their College or University employment extends beyond that age.
Statute XXIV	Existing Statute substituted to make it clear that Emeritus Fellows may act as tutors.