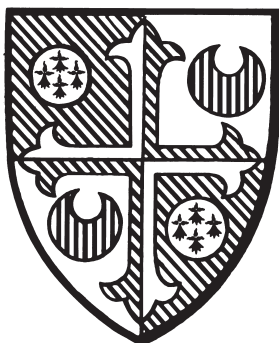


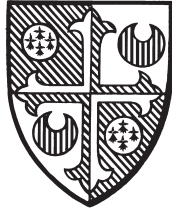
GIRTON COLLEGE



STATUTES 2009

WITH SUPPLEMENTAL CHARTER

STATUTES
OF
GIRTON COLLEGE
IN THE
UNIVERSITY OF CAMBRIDGE



WITH
SUPPLEMENTAL CHARTER

TOGETHER WITH AMENDMENTS
WHICH RECEIVED

ROYAL APPROVAL IN COUNCIL

24 JUNE 1957
27 FEBRUARY 1963
28 JULY 1971
24 MAY 1972
16 APRIL 1975
9 JUNE 1976
6 FEBRUARY 1979
22 DECEMBER 1982
10 FEBRUARY 1987
8 FEBRUARY 1994
26 JULY 1995
18 JULY 2001
11 FEBRUARY 2009

CAMBRIDGE

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2009

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AT THE COURT AT ARUNDEL CASTLE

The 30th day of July, 1954

PRESENT

THE QUEEN'S MOST EXCELLENT MAJESTY
IN COUNCIL

WHEREAS there was this day read at the Board a Report of a Committee of the Lords of Her Majesty's Most Honourable Privy Council, dated the 19th day of July, 1964, in the words following, viz.:

'THE COUNSELLORS OF STATE, on Your Majesty's behalf, having by Order of the 1st day of March, 1954, referred unto this Committee the humble Petition of the Mistress and Governors of Girton College, in the University of Cambridge, praying for the grant of a Supplemental Charter:

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

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

W. G. AGNEW

AT THE COURT AT BUCKINGHAM PALACE

The 28th day of July, 1971

PRESENT

THE QUEEN'S MOST EXCELLENT MAJESTY
IN COUNCIL

WHEREAS the Governing Body of Girton College in the University of Cambridge has duly made a Special Statute amending the Supplemental Charter of the College:

AND WHEREAS the said Special Statute has been submitted to Her Majesty in Council for allowance:

NOW, THEREFORE, Her Majesty, having taken the said Special Statute (a copy of which is hereunto annexed) into consideration, is pleased, by and with the advice of Her Privy Council, to allow the same.

W. G. AGNEW

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

To all to whom these Presents shall come, Greeting:

Whereas a Petition was presented to Our late Grandfather His Majesty King George the Fifth by Peter Giles, Esquire, Doctor of Letters of the University of Cambridge, and Bertha Surtees Phillpotts, Spinster, Officer of Our Most Excellent Order of the British Empire, Doctor of Letters of the University of Dublin, praying Him to grant a Charter of Incorporation for the purpose of constituting them and their successors a Corporation with the object among others of acquiring and taking over the property and liabilities of the Association incorporated under the Companies Acts, 1862 and 1867, known as ‘Girton College’, occupying certain land, houses and buildings in the parish of Girton, in Our County of Cambridge, and of carrying on and developing its work, namely the provision of a liberal education for women:

AND WHEREAS His Majesty having taken the said Petition into consideration did by Letters Patent under the Great Seal of the Realm bearing date the twenty-first day of August in the fourteenth year of His Reign grant a Charter hereinafter called the original Charter, directing that the persons named in the Schedule thereto as the First Mistress and Governors and all such persons as might thereafter become Governors of the College, should thereafter be one Body Politic and Corporate by the name and style of ‘The Mistress and Governors of Girton College’, and should have by the same name perpetual succession and a Common Seal:

AND WHEREAS the said College, commonly known as Girton College, was received into the University as one of the Colleges thereof by a University Statute approved by His Majesty King George the Sixth in Council on the twenty-seventh day of April in the year of our Lord one thousand nine hundred and forty-eight, and by virtue of such reception became subject in all respects to the Universities of Oxford and Cambridge Act, 1923, and to all other Acts of Parliament purporting to apply to Colleges in the said Universities,

and in particular the Universities and College Estates Act, 1925, and the Universities and Colleges (Trusts) Act, 1943:

AND WHEREAS in consequence thereof the governors of the said College at a meeting held on the sixth day of February in the year of our Lord one thousand nine hundred and fifty-four unanimously approved certain provisions for the assimilation of the name and style of the College and the regulations for its government to those of other Colleges in the University of Cambridge:

AND WHEREAS the Mistress and Governors of Girton College have by their humble Petition prayed that We would be graciously pleased to give effect to the said provisions:

NOW THEREFORE, KNOW YE that We, by virtue of Royal prerogative in that behalf, and of all other powers enabling Us so to do, of Our special grace, certain knowledge and mere motion, have repealed and do hereby repeal so much of the original Charter as may be necessary to give effect to these Presents, and have granted willed directed and ordained and by these Presents for Us Our Heirs and Successors Do grant, will, direct and ordain as follows:

1. The Body Politic and Corporate heretofore known as ‘The Mistress and Governors of Girton College’ shall hereafter bear the name and style of ‘The Mistress Fellows and Scholars of Girton College’, and by the same name shall have perpetual succession and a Common Seal, with power to break, alter and make anew the said Seal from time to time at their will and pleasure, and by the same name shall and may sue and be sued in all Courts and before all Justices of Us, Our Heirs and Successors.

2. The said Body Politic and Corporate may be known by the short name and style of Girton College, and is hereinafter referred to as ‘The College’.

3. The object of the College shall be the advancement of education, religion, learning and research and in particular the preparation of persons for taking examinations and proceeding to the degrees of the University of Cambridge.

4. The Foundation of the College shall consist of the Mistress Fellows and Scholars of the College elected in accordance with the

Statutes of the College, provided always that those women who are the Mistress Fellows and Scholars at the date of these Presents shall continue to hold their places in the College for the periods for which they were elected.

5. The Governing Body of the College shall be the Mistress and all actual Fellows of the College, Bye-Fellows and Visiting Fellows excepted, being graduates.

6. The Visitor of the College holding office at the date of these Presents shall continue to hold office as heretofore, and there shall always be a Visitor of the College elected by the Governing Body, who shall hold office until death or resignation, unless a period of tenure shall have been specified in the resolution for the election of the said Visitor.

7. The College shall have power to make Statutes from time to time subject to such consents and to such approval by Us in Council as are prescribed by the Universities of Oxford and Cambridge Act, 1923, and the administration of the College shall be in accordance with the provisions of the said Statutes.

8. The property vested in the College under its old name and style shall remain vested in the College under its new name and style, and the College shall have full power and capacity, subject to the provisions of the College Statutes, to acquire, hold, and dispose of any personal property and also any real property situate in Our United Kingdom of Great Britain and Northern Ireland (notwithstanding the Statutes of Mortmain and Charitable Uses, and freed from the restrictions thereof), and to invest monies in such manner as may be authorised by the said Statutes.

9. The College shall have power to receive and hold funds as Trustee for any purpose connected with education, religion, learning and research, and to invest such funds in any manner authorised by the Statutes of the College.

10. The Governing Body in College Meeting may from time to time amend, alter or add to these Presents by a Special Statute in that behalf, and such alteration, amendment or addition shall, when allowed by Us by and with the advice of Our Privy Council, become effectual so that these Presents shall thenceforward continue and operate as though they had been originally granted and made as so altered,

amended or added to. This Article shall apply to this Our Supplemental Charter as altered, amended or added to in manner aforesaid.

The procedure for making a Special Statute shall be the same as that prescribed by the Universities of Oxford and Cambridge Act, 1923, for the making of Statutes by a College.

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

In Witness whereof We have caused these Our Letters to be made Patent.

Witness Ourself at Westminster the first day of October in the Third year of Our Reign.

By Warrant under the Queen's Sign Manual.

AT THE COURT AT BUCKINGHAM PALACE

The 28th day of July, 1971

PRESENT

THE QUEEN'S MOST EXCELLENT MAJESTY
IN COUNCIL

WHEREAS the Governing Body of Girton College, in the University of Cambridge, did, under the provisions of the Universities of Oxford and Cambridge Act, 1923, on the 8th day of March 1971, make a Statute amending Statutes I, II, IV, XIX, XX, XXI, XXII and XXVI of the College Statutes:

AND WHEREAS the said Statute has been submitted to Her Majesty in Council and notice of its having been so submitted has been published in the London Gazette, and the said Statute has also been laid before both Houses of parliament in accordance with the directions contained in the said Act and no Petition or Address against the same has been presented:

NOW THEREFORE, Her Majesty, having taken the said Statute (a copy whereof is hereunto annexed) into consideration, is pleased, by and with the advice of Her Privy Council, to declare, and doth hereby declare, Her approval of the same.

W. G. AGNEW

WHEREAS resolutions for altering and amending the Statutes of Girton College in the University of Cambridge were approved by the Governors of the College at a College Meeting held on the third day of March one thousand nine hundred and seventy-one all the requirements of the first Charter and of the existing Statutes of the College governing such resolutions having been complied with, and consent having been given to the proposed Statutes by the University the fifteenth day of March of the said year:

WE the Mistress and Governors of Girton College in the University of Cambridge do hereby in pursuance of the power given to us by article 6 of the first Charter and by section 7 of the Universities of Oxford and Cambridge Act, 1923, alter and amend the Statutes of the College in such manner that the said Statutes shall read as hereinafter set forth.

Given under our Common Seal this eighth day of March one thousand nine hundred and seventy-one.

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STATUTE I

The Governing Body

1. The Governing Body of the College shall consist of the Mistress and all actual Fellows of the College, Bye-Fellows and Visiting Fellows excepted, being graduates.

2. The Governing Body shall have the power of amending the Charter and the Statutes which is conferred upon them by the Charter, and shall have such other powers as may be conferred upon them by the Charter and these Statutes.

3. The Governing Body may, subject to the provisions of these Statutes, from time to time make rules for the conduct of elections and for the regulation of other proceedings and revise such rules as they may see fit.

4. The Governing Body shall hold an Annual College Meeting on such day in the Easter Term in each year as the Council shall appoint, and such other College Meetings as may be required for the duties assigned to them under the Charter and by the Statutes of the College.

5. College Meetings shall be summoned by the Mistress. The Governing Body may from time to time make regulations regarding the notice to be given to the Fellows of the business to be done by a College Meeting, and of the conditions subject to which motions and amendments may be submitted to it.

6. The Mistress may summon a College Meeting whenever she thinks fit, and she shall with all convenient speed summon one at the request of the Council, or on receipt of a request signed by at least six Fellows. Such a request shall set forth the resolution or resolutions to be brought before the meeting. At least fourteen days' notice shall be given of any College Meeting.

7. In case of equality of votes the Mistress or other Chairman shall have a casting vote in addition to her own vote.

8. No resolution shall be submitted to a College Meeting unless at least twenty-four members of the Governing Body are present, and every resolution shall require the concurrence of a majority of those voting, unless a larger majority is required by the Charter or a Statute.

9. A resolution passed by a College Meeting with the concurrence of the votes of at least two-thirds of the whole number of the

Governing Body shall be binding on the College notwithstanding that the same may deal with a matter ordinarily within the province of the Council; provided always that a College Meeting shall have no power to interfere with a particular election or appointment by the Council or with a particular case of discipline.

STATUTE II

The Council

1. The Council shall, subject to the provisions of these Statutes, have the administration of the affairs of the College and the management of its property and income.

2. Save as otherwise expressly provided in these Statutes, or elsewhere, the Council shall have power to do any act by the Statutes of the University or otherwise directed or authorised to be done by the College.

3. The Council shall have power to make Ordinances and orders for the good government of the College and the promotion of its welfare as a place of education, religion, learning, and research.

4. The Council shall consist of the following classes of members:

(a) The Mistress, the Vice-Mistress, the Bursar and the Senior Tutor, *ex officio*;

(b) nine elective members, three of whom shall be elected from among the Fellows by the Governing Body at each Annual College Meeting to serve for three years from the following 1st October;

(c) five members of the College, three of whom shall be drawn from within the class defined in Statute XII.3 (a) and be matriculated members of the College pursuing a course of study leading to a Tripos examination and two of whom shall be matriculated members of the College pursuing a course of study leading to a degree, diploma or certificate of the University and certified by the Registry to be a graduate student, resident within the precincts of the University. The members of the Council in this class shall be elected in each academical year on a date to be determined in the Ordinances of the College to serve until the annual election of members in this class in the academical year

next following. The manner of such election shall be prescribed in the Ordinances of the College.

5. (i) If an *ex officio* member ceases to be so qualified, she shall *ipso facto* cease to be a member;

(ii) A Fellow who is a member of the Council shall vacate her membership on becoming a Fellow under a different Title or on ceasing to be a Fellow.

Provided always that no one who has ceased to be a member under any of the provisions of this section shall thereby be debarred if a Fellow from being elected a member of the Council.

(iii) A member of the Council in class (c) shall immediately vacate her membership if for any reason the member no longer resides within the precincts of the University of Cambridge.

6. (i) Every casual vacancy in the number of elective members in class (b) caused by an elective member becoming a member *ex officio* or otherwise, shall be filled by the election at a College Meeting of a member to serve for the remainder of the term of service of the elective member whom she is replacing:

Provided always that (i) if it is known that a place on the Council will become vacant on a certain date the Governing Body may pre-elect a member to serve from the said date, and (ii) if a vacancy among the elective members occurs during the six months preceding the next Annual College Meeting it shall not be obligatory to fill the vacancy before the said meeting unless the number of members of the Council falls below eleven.

(ii) Any casual vacancy in the number of members of the Council in class (c) shall be filled as prescribed in the Ordinances of the College.

7. Candidates for election in class (b) (who may be retiring members) shall be proposed and seconded. If there are more candidates than vacancies votes shall be given by voting papers. Except for a casting vote no voter may give more than one vote to any candidate.

8. Regular meetings of the Council shall be held at such times and shall be subject to such regulations as to notice of business, mode of procedure and otherwise, as may from time to time be determined by the Council.

9. In case of equality of votes the Mistress or other Chairman shall have a casting vote in addition to her ordinary vote.

10. The Mistress may call a special meeting of the Council, and shall do so on receipt of a request signed by at least three members. If possible not less than two days' notice shall be given.

11. Except for the purpose of taking decisions to meet a grave emergency nine members shall be the quorum to constitute a meeting of the Council save for the conduct of reserved business where the quorum shall be seven.

12. Except where otherwise provided all powers conferred upon the Council by the Statutes may be exercised by a resolution passed with the concurrence of the votes of a majority of those present.

13. If an elective member of the Council has resided during less than two-thirds of any Full Term or has attended less than half the regular meetings in any term, her seat shall be *ipso facto* vacated except for grave cause to be approved in writing by two-thirds of the whole number of the Council exclusive of herself save that if an elected member of the Council has been granted leave of absence by the Council for one term, her seat shall not be *ipso facto* vacated.

14. No person in class (c) shall be present for the discussion of or decision on, any matter which the Chairman of the meeting declares to be reserved. The following matters shall be reserved:

- (a) the appointment or employment or promotion, or any matter relating to the employment or promotion of individuals
- (b) the admission and academic assessment of individuals
- (c) such other matters as may be specified by Statute or Ordinance in respect of any particular body or class of bodies and
- (d) any other matter at the discretion of the Chairman.

In case of doubt, the Chairman shall decide whether an item of business is reserved and her decision shall be final. No person in class (c) shall receive papers relating to any item of reserved business.

15. (i) The Council shall be augmented for the following purposes by the attendance with the right to vote of those Fellows under Title A or Title C who are not otherwise members of the Council:

- (a) the election of the Mistress and consideration of any complaint concerning the Mistress under section 40 of Statute XXVII;
- (b) the election of the Vice-Mistress;

- (c) the election of the Bursar;
- (d) the election of the Senior Tutor;
- (e) the approval of the accounts and audit;
- (f) the approval of any proposed major alterations in the College buildings and grounds;
- (g) the dismissal for redundancy of a member of the academic staff under Part II of Statute XXVII;
- (h) any other particular business for advice on which the Council may request such attendance.

The purposes set out in (i) of this section shall be reserved matters in addition to those enumerated in section 14.

(ii) Notice shall be given to members of the Augmented Council not later than the beginning of each Full Term of a time of a meeting in that term for the transaction of business, if any, but this shall not preclude the summoning of the Augmented Council on other occasions.

(iii) No resolution passed by the Augmented Council upon any matter submitted to it under (a), (b), (c), (d), (e) and (f) of sub-section (i) shall be modified or reversed otherwise than by resolution of the Augmented Council, or of the Governing Body under the provision of Statute I.

16. Minutes shall be kept of the meetings of the Council and the Minute Books shall be accessible to Fellows at all reasonable times. The minutes shall be circulated to such persons as the Council shall determine.

STATUTE III

The Mistress

1. The Mistress shall preside at all College Meetings, Meetings of the Council, and Committees at which she is present. She shall exercise a general superintendence over the affairs of the College, its good government and discipline as provided for by these Statutes and any Ordinance or resolution of the Governing Body or Council. In all matters not so provided for she shall take such action as she may consider appropriate.

2. Before a Mistress is elected the Council shall determine what shall be the emoluments of the office.

3. No change in the emoluments of the Mistress shall affect the Mistress for the time being without her consent.

4. Save as hereinafter provided the Mistress shall retire at the end of the academical year in which she attains the age of 67 or if appointed for a fixed term of years at the end of that fixed term whichever is the earlier.

5. For the purposes of the provisions hereinafter contained regarding the election (including pre-election) of a Mistress, the prolongation of a tenure of her office, the making of rules governing an election, and the making of a report to the Visitor the expression Council shall denote the Council as augmented in the manner provided in Statute II; and for the purpose of this clause the Council shall also include Fellows elected under title E, if the Fellow so elected into a title E Fellowship shall be resident in Cambridge.

6. A pre-election to the office of Mistress may be made by the Council at any time in the academic year in which the Mistress for the time being is due to retire.

7. If before 1 June in the year in which the Mistress for the time being is due to retire no pre-election has been made the Council may with her consent prolong for a period not exceeding one year the date at which she is due to retire, provided always that no such prolongation may be made on more than two occasions.

8. If no election shall have been made before the expiration of twelve months after the occurrence of a vacancy the Mistress shall be appointed by the Visitor.

9. The Council shall make rules governing the conduct of an election, provided always that (i) no one shall be present at a meeting at which her candidature is being discussed or voted upon, and (ii) at least three-quarters of the number of those entitled to vote shall be present at the election and the votes of at least two-thirds of those present shall concur in the election.

10. The Mistress shall reside within the precincts of the College during at least two-thirds of each term, and altogether during two hundred and ten days at least in each academic year, unless she be absent with the consent of the Council.

11. The Mistress may resign her office from a date specified in writing addressed to the Vice-Mistress, and such resignation shall

become operative, if it has not been withdrawn, when it has been communicated to and accepted by the Council.

12. During any absence or illness of the Mistress her duties shall be performed by the Vice-Mistress, or, if the latter is not available, by the Senior Fellow under Title A available who is a member of the Council.

STATUTE IV

The Fellows

1. There shall be such number of Fellowships (subject to any statutory limitation) under each of the following titles as the Council may from time to time determine:

Official Fellowships	under Title A
Research Fellowships	under Title B
Professorial Fellowships	under Title C
Life Fellowships	under Title D
Supernumerary Fellowships	under Title E
Non-Stipendiary Fellowships	under Title F
Visiting Fellowships	under Title G

2. The Council shall elect the Bursar, and may elect any other officer, to a Fellowship under Title A. A Fellow elected under Title A shall continue to hold her Fellowship so long as she holds the office in respect of which she was elected or any other qualifying office in the College, and shall forthwith vacate her Fellowship when she no longer holds any such office.

3. The Council shall have power to determine from time to time the emoluments, duties and privileges of Fellows under Title A.

4. (i) Elections into Fellowships for research under Title B shall be made by Electors appointed by the Council and reported to the Council at the next meeting of the Council following the election.

(ii) The Council shall determine the duties, privileges and emoluments of Fellows under Title B, subject always to the terms of any Trust Deed governing a particular Research Fellowship.

(iii) A Research Fellow shall hold her Fellowship for such period as may be determined by the Council, subject to her pursuing her

research to the satisfaction of the Council, provided always that a resolution declaring the Fellowship of a Research Fellow vacant on the ground of her having ceased to pursue her research to the satisfaction of the Council shall require the concurrence of at least eight votes, and that no appeal shall lie against any such resolution.

5. (i) The Council shall have regard to such number of Professorial Fellowships as shall from time to time be assigned to the College under the Statutes of the University, and may elect into a Fellowship under Title C any woman holding a Professorship in the University, or any of the offices specified for the time being in Schedule B of the University Statutes. The Council may also pre-elect any woman who has been elected or appointed to a Professorship or other University office above specified so that on assuming her University office she shall forthwith become a Fellow under Title C.

(ii) A Fellow under Title C shall hold her Fellowship so long as she shall hold one of the said University offices.

(iii) The Council shall have power to determine the privileges of Fellows under Title C.

6. (i) The Council may elect into a Fellowship under Title D

(a) The Mistress on vacating her office;

(b) Any woman who has vacated a Fellowship under Title A on reaching the age of 67 or over;

(c) Any woman who has vacated a Fellowship under Title A before attaining the age of 67, having held a Fellowship under Title A, whether continuously or not, for twenty years or more;

(d) Any woman who has held a Fellowship under Title C, Title E or Title F;

Provided always that during any academic year in or at the end of which a woman will become eligible to a Fellowship under Title D the Council may pre-elect her so that on vacating her office as Mistress or her existing Fellowship she will forthwith become a Fellow under Title D.

(ii) A Fellow under Title D shall hold her Fellowship for life.

(iii) The Council shall have power to determine the privileges of Fellows under Title D.

7. (i) The Council may elect to a Fellowship under Title E any

woman, whether resident or non-resident in Cambridge, whom the Council may consider to be of sufficient intellectual distinction to justify election under this Title. Provided always that the number of women elected under this section shall not exceed six, and that any woman elected shall be or have been a member of the College or of the University of Cambridge, or shall be working or have worked in some institution of learning or research situated in or near the City of Cambridge.

(ii) A Fellow under Title E shall hold her Fellowship for such period as may be determined by the Council.

(iii) The Council shall have power to determine the privileges of Fellows under Title E.

8. (i) The Council may elect to a Fellowship under Title F any person resident in Cambridge whom the Council may consider to justify election under this Title. Provided always that the number of persons elected under this paragraph shall not exceed six.

(ii) A Fellow under Title F shall hold her Fellowship for such period as may be determined by the Council.

(iii) The Council shall have power to determine the privileges of Fellows under Title F.

9. (i) The Council may elect to a Fellowship under Title G any person not normally resident in Cambridge whom the Council may consider to be of sufficient intellectual distinction to justify election under this title.

(ii) A Fellow under Title G shall hold her Fellowship for such period not exceeding two years as may be determined by the Council.

(iii) A Fellow under Title G shall not by virtue of her Fellowship have any rights in the government of the College but in other respects the Council shall have power to determine the duties, privileges and emoluments of Fellows under Title G.

10. A Fellow may resign her Fellowship from a date specified in writing addressed to the Mistress, and such resignation shall become operative, if it has not been withdrawn, when it has been communicated to and accepted by the Council.

11. Notwithstanding any provision of these Statutes as to the tenure of a Fellowship the Council may by a vote in which three-fourths of the whole number of its members (exclusive of any member charged under this section) concur, deprive a woman of her

Fellowship on the ground of disgraceful conduct, or persistent offence against the discipline of the College, or persistent neglect of a Statute of the College. Save as elsewhere provided in these Statutes any woman so deprived shall have the right of appeal to the Visitor. Provided that, subject to the provisions of section 6(1) of Statute XXVII, nothing in this section shall apply to members of the academic staff to whom Statute XXVII applies.

STATUTE V

Honorary Fellows

1. On the nomination of the Council the Governing Body may at any College Meeting confer the title of Honorary Fellow upon a woman of distinction, whether a past student of the College or not, for the duration of her life.

2. An Honorary Fellow shall not by virtue of such Honorary Fellowship have any rights in the Government of the College, or be entitled to any payment from the College, but she may enjoy such other privileges and advantages as the Council shall from time to time determine.

STATUTE VI

Officers of the College

1. The expression officer of the College shall include (a) persons holding statutory offices, namely, the Mistress, the Vice-Mistress, the Bursar, the Lecturers, and the Tutors, and (b) persons holding any additional offices. It shall not include any person holding a post in the College not declared of the Council to be an office.

2. The Council may from time to time create any additional office, and may suppress any such office on the occurrence of a vacancy, or, if it be not vacant, with the consent of the holder.

3. More than one office, whether statutory or additional, may be held at the same time by one and the same person.

4. Save as otherwise provided in the Statute relating to the Mistress, every officer holding office until the retiring age shall retire

at the end of the academical year in which she reaches the age of 67.

5. Subject always to any provision of these Statutes an officer shall hold office during such tenure, and subject to such regulations as to residence and accessibility in the College, as may be determined by Ordinance or by resolution of the Council.

6. An officer shall receive such stipend, and other emoluments and allowances, and shall have such privileges as may be determined by Ordinance or by resolution of the Council.

7. An officer other than the Mistress may resign her office from a date specified in writing addressed to the Mistress, and such resignation shall become operative, if it has not been withdrawn, when it has been communicated to and accepted by the Council.

8. Save as otherwise provided in the Statute relating to the Mistress, every officer shall hold her office (whether her tenure be for a fixed term or until the retiring age) subject to the continued performance of her duties to the satisfaction of the Council, provided always that a resolution declaring that an officer has ceased to perform her duties to the satisfaction of the Council shall require the concurrence of at least eight votes, and that no appeal shall lie against any such resolution. Provided that, subject to the provisions of section 6(1) of Statute XXVII, nothing in this section shall apply to members of the academic staff to whom Statute XXVII applies.

STATUTE VII

The Vice-Mistress

1. The Vice-Mistress shall perform the duties of the Mistress during any absence or illness of the Mistress, provided always that if with the approval of the Council she shall act as deputy for the Mistress during any considerable period she shall receive such additional emolument as the Council may determine.

2. The Vice-Mistress shall perform such other duties as may be assigned to her by Statute or Ordinance.

3. The Vice-Mistress shall be elected from among the Fellows in every third year by the Council, with the concurrence of the votes of a majority of those present, and otherwise in accordance with such regulations as may be approved from time to time by the Council. For

the purpose of this section the expression Council shall denote the Council augmented in the manner provided in Statute II.

4. A retiring Vice-Mistress may be re-elected.

5. Every casual vacancy in the office of Vice-Mistress shall be filled as soon as conveniently may be by the election of a Vice-Mistress who shall hold office for the remainder of the term for which her predecessor was elected.

STATUTE VIII

The Bursar

1. The Bursar shall have the care of the external property of the College; shall receive all rents and monies due to the College; shall provide funds to such imprest accounts as are assigned by the Council to other officers; shall make such payments as may be due from the College, except such as may fall within the scope of the holders of imprest accounts; shall have charge of the external legal and financial affairs of the College in relation to any of its property; and shall exercise supervision over College finances as a whole in accordance with these Statutes and any Ordinance or resolution of the Governing Body or the Council.

2. The Bursar shall invest College monies and negotiate any loans, by overdraft or otherwise, in accordance with the directions of the Council. The monies of the College received by the Bursar shall be kept by her pending investment or other application in a bank or banks approved by the Council.

3. The Bursar shall be elected (or pre-elected) by the Council augmented in the manner provided in Statute II with the concurrence of the votes of a majority of the whole number of members.

4. Before a Bursar is elected (or pre-elected) the Council shall make an order as to the emoluments and conditions of tenure of the office, provided that the age fixed for the Bursar's retirement shall be not later than the end of the academical year in which she attains the age of 67. Subject to the said provision in regard to the retiring age the Council may with the consent of the Bursar vary the terms of such order.

STATUTE IX

The Lecturers

1. There shall be as many Lecturers as the Council may from time to time determine.

2. The Council may at any time with the concurrence of the votes of a majority of the whole number of members appoint or re-appoint a Lecturer.

3. A Lecturer shall hold office either for a number of years specified at the time of her appointment or re-appointment, or until the retiring age.

4. A Lecturer shall give such direction of studies and instruction, and take such part in examinations, as may be prescribed by Ordinance or by resolution of the Council, and shall contribute generally to the furtherance of the educational purposes of the College.

STATUTE X

The Tutors

1. There shall be as many Tutors as the Council shall from time to time determine.

2. The Council may at any time with the concurrence of the votes of a majority of the whole number of members appoint or re-appoint a Tutor.

3. A Tutor shall hold office for a number of years specified at the time of her appointment or re-appointment.

4. Every member of the College *in statu pupillari* shall have a Tutor.

5. A Tutor shall, with due regard to the general guidance of the Mistress, perform such duties relating to the discipline, health and welfare of her pupils as the Council may from time to time determine.

6. The Augmented Council shall appoint a Senior Tutor for a term of years. The Senior Tutor may be re-appointed Senior Tutor as often as the Augmented Council sees fit. The Council shall assign to the Senior Tutor such duties relating to members of the College as it may from time to time determine.

7. One Tutor shall be available according to a night duty rota each night of Term.

STATUTE XI

Bye-Fellows

1. The Council may elect Bye-Fellows subject to such conditions and duration of tenure, duties, privileges and emoluments as it may determine. The Research Electors may elect Research Bye-Fellows and report the election to the next meeting of the Council following the election.

2. A Bye-Fellow shall not be a member of the Governing Body of the College, but shall be a member of the Foundation.

3. Where a gift or bequest is made to the College for the endowment of a Fellowship, the expression Fellowship shall be deemed to include a Bye-Fellowship unless the donor or testator shall have specified to the contrary.

STATUTE XII

Membership of the College

1. A woman appointed an officer of the College or elected a Fellow or Bye-Fellow or Honorary Fellow of the College shall thereby become a member of the College.

2. The Council may admit women as members of the College *honoris causa*.

3. The Council shall make regulations under which a woman may be admitted

(a) as a member of the College *in statu pupillari*, whether scholar, exhibitioner or pensioner, for the purpose of being a member of the University *in statu pupillari*;

(b) as a member of the College not *in statu pupillari*

(i) for the purpose of pursuing a course of advanced study or research in the University without being *in statu pupillari*;

(ii) if she has been appointed to an office or post qualifying the holder to be approved by the University for the degree of M.A.

4. The Council shall from time to time determine the fees payable by each class of member specified in the preceding section.

5. The following shall remain members of the College on payment

of such Roll fees (if any) as the Council may from time to time determine.

(a) all women who, having held, have ceased to hold any of the qualifications specified in Section 1 of this Statute;

(b) all women who having been members of the College *in statu pupillari* have proceeded to a degree in the University.

6. The Council may confer membership of the College on payment of such Roll fees (if any) as it may from time to time determine, upon

(a) any woman who having been a member of the College *in statu pupillari* has not proceeded to a degree in the University;

(b) any woman who having been admitted a member of the College for the purpose of pursuing a course of advanced study or research in the University without being *in statu pupillari* has ceased to pursue any such course;

(c) any woman who having been admitted a member of the College for the purpose of holding an office or post qualifying her to be approved by the University for the degree of M.A. has ceased to hold any such office or post.

7. There shall be a College Roll of Members which shall contain the names of all women who are members of the College under Sections 1, 2, 5 and 6 of this Statute.

8. The College Roll of Members shall be kept by a person appointed by the Council who shall be styled the Registrar of the College Roll of Members, and shall hold such post during the pleasure of the Council.

9. The Council may from time to time confer privileges upon the members of the College Roll of Members, and make regulations relating to the Roll, and may vary the said privileges and regulations in such manner as it may think fit.

10. Notwithstanding any provision contained in this Statute, if any member of the College Roll of Members is found by the Council to have been guilty of conduct which in its opinion brings disgrace upon the College, the Council may with the concurrence of the votes of eight members terminate her membership of the College, and order that her name be removed from the College Roll of Members, provided always that she shall have been given an opportunity of appearing before the Council to make a statement in her defence.

STATUTE XIII

Scholarships, Exhibitions, and Grants

1. Scholars (including Research Students and Research Scholars) and Exhibitioners may be elected in accordance with regulations made by the Council from among candidates either resident or non-resident.

2. The conditions and duration of tenure of scholarships and exhibitions and the titular emoluments (if any) pertaining thereto shall be determined by the Council from time to time.

3. Scholars and exhibitioners shall be elected either by the Council on the recommendation of persons to whom the duty of making recommendations has been delegated by the Council or by a body of electors constituted in accordance with regulations made by the Council.

4. The titular emolument of any Scholar or Exhibitioner shall consist of (a) an unconditional emolument which shall be paid to her without regard to her financial circumstances and (b) a conditional emolument the whole or part of which shall be paid to her only if the Council hold the payment to be justified by her financial circumstances.

5. The following emoluments shall be paid to members of the College without regard to their financial circumstances in addition to those so payable under the preceding sections:

(a) prizes awarded for success in any examination or competition of the College or University:

(b) emoluments payable out of any trust fund which by the direction of the donor, so long as the donor's direction is legally binding on the College, or by regulations made for the time being by any legally competent authority other than the College, are required either expressly or by necessary implication to be paid without regard to financial circumstances.

6. A scholar or exhibitioner may waive her unconditional emolument in respect of any year or years, but such waiver shall not affect her status or privileges in the College.

7. The Council may make grants or loans from general revenue or from special funds at its disposal to meet cases of need on the part of scholars or pensioners.

STATUTE XIIIA

Interpretation of Trust Instruments

Whenever any instrument operating at the date of the making of this Statute shall direct that from a trust fund of which the College is sole trustee payments should be made for the benefit of persons holding a Research Fellowship, Studentship, Scholarship, Exhibition or other emolument in the College for the purpose of study or research, the council shall have discretion, notwithstanding any term of the instrument,

(a) to make regulations from time to time enlarging the field of study or research for which the emolument may be awarded, provided always that in defining any such emolument the Council shall have regard to *cy-près* principles;

(b) to make regulations from time to time determining the qualifications of candidates for the emolument, the duration of its tenure and its titular value;

(c) to make payments to the holder of any emolument additional to its titular value in recognised cases of financial need.

STATUTE XIV

Discipline of the College

1. All members of the College *in statu pupillari* shall show due respect and obedience to the Mistress, the Vice-Mistress and other officers of the College. They shall show due diligence in their studies, shall conduct themselves in a quiet and orderly manner, and shall observe the regulations of the College and of the University in regard to residence and in all other respects.

2. If any member of the College *in statu pupillari* fails to show due diligence in her studies, or if she is guilty of conduct offending against the regulations of the College or the University, or of conduct offending against discipline and good order or tending to bring discredit on the College she may be punished

- (a) by the Mistress or other competent officer in any appropriate manner short of forfeiture of emolument or rustication,
 (b) by the Council with the concurrence of at least eight votes, by deprivation of the status of Bye-Fellow, scholar or exhibitioner, by forfeiture of any emolument, by rustication or by expulsion, provided always that she shall have been given an opportunity of appearing before the Council to make a statement in her defence.

3. The foregoing provisions shall apply to any woman, not being a Fellow of the College, who has been admitted to membership of the College for the purpose of advanced study or research in the University, whether as a scholar or otherwise, even though she is not *in statu pupillari*.

STATUTE XV

The Chapel

1. Services in the Chapel shall normally be held in accordance with the practice of the Church of England, but other religious services may also be held there.

2. The Council shall from time to time make regulations in regard to the holding of services in the Chapel, and may delegate to a Chapel Committee such of its duties in this regard as it may think fit.

3. The Mistress, or an officer appointed by the Council, shall have general responsibility in regard to services in the Chapel.

STATUTE XVI

The College Buildings and Grounds

The Council shall assign to the Bursar or to another officer or other officers the duties of superintending the maintenance of the College buildings and grounds.

STATUTE XVII

The College Seal

1. The Council shall provide for the safe custody of the Common Seal of the College.

2. The seal shall be affixed in the presence of two Members of the Council in pursuance of a resolution of the Council passed with the concurrence of the votes of a majority of the members present. Such resolution may be either an order relating to a particular document or a standing order relating to specified classes of documents.

3. Every affixing of the seal shall be reported by the Bursar to the Council at its next meeting.

STATUTE XVIII

The Management of Property and the Administration of Trusts

1. The Council shall have power to purchase, sell or transfer property real and personal and securities (which term includes stocks, funds and shares) of any description on behalf of the College.

2. In relation to the management, development, improvement, sale, lease, mortgage or other disposition of any land or any estate or interest therein held by the College, or to the acquisition of any land, or any estate or interest therein, the Council may exercise any power and may carry out any transaction which an individual holding or acquiring such land, estate or interest for his or her own benefit could exercise or carry out.

3. In order to facilitate the management of investments under the control of the College the Council may at any time and from time to time resolve that all or any part of the property to which this Statute applies be treated as one amalgamated fund invested for the rateable benefit of the property comprised in it (hereinafter called the constituent funds) and to and upon any such resolution the following provisions shall apply:

(a) No investment shall be brought into an amalgamated fund upon its first constitution or upon any change of investment

which is expressly disallowed as an authorised investment for any of the constituent funds.

(b) An amalgamated fund shall be held on behalf of the constituent funds in shares as nearly as may conveniently be proportionate to their respective capital values upon the first constitution of the amalgamated fund; such shares shall be fixed by resolution of the Council.

(c) The Council may at any time increase any amalgamated fund by adding thereto new constituent funds and upon any such increase shall fix the share of such new constituent funds in the resulting amalgamated fund.

(d) The Council may at any time wind up an amalgamated fund and divide the investments thereof between the constituent funds in proportion to their respective shares therein or may bring all or any of the shares into a new or other amalgamated fund in accordance with the provisions of this section.

The Council may appropriate and distribute for expenditure as much of the fair value of any amalgamated fund as prescribed by Ordinance as it considers in its absolute discretion is prudent having regard to the total return achieved and reasonably to be expected in the long term of the amalgamated fund and distribute in proportion to the constituent funds at the time of distribution.

4. Any surplus income of a trust to which this Chapter applies may at the direction of the Council be applied as income for the purposes of the trust in any subsequent year or may be applied for the general education purposes of the College. For this purpose ‘surplus income’ means income unexpended in any year after the purposes of the trust have been provided for in that year (whether wholly by income from the trust or partly by income from the trust and partly by other means) in so far (if at all) as in the opinion of the Council it is possible to provide.

5. The powers conferred by this Chapter shall apply to all endowments, land, securities, property and funds of the College and of any specific trust for purposes connected with the College of which the College is trustee which existed on the date of approval of these

Statutes by Her Majesty in Council; and, to the extent that the law permits, they shall also apply to any such fund created after that date.

6. There shall be an Investments Committee which shall consist of the Mistress, the Bursar, and at least four additional members (of whom not more than two shall be Fellows) appointed annually by the Council, as necessary to provide an appropriate range of experience and knowledge. The Mistress may, with the consent of the Council, invite one of the members of the Committee who is not a Fellow to chair the Committee.

7. The Committee shall keep under periodic review the investments of the College, including the investment of trust monies, and shall make a report to the Council at least once a year on the performance of the investments.

8. The Council may delegate to the Committee for specified periods the power to vary or add to investments on behalf of the College, provided that at least three members of the Committee shall concur in regard to particular transactions, and provided also that a report of all transactions carried out by authority of the Committee shall be presented to the Council at its next meeting.

9. The Council may appoint a firm or stockbrokers or merchant bankers as agent of the College for the purpose of varying or adding to the investments of the College, provided that the firm shall act within the scope of general instructions given by the Investments Committee, and that representatives of the firm shall attend meetings of the Committee at least twice a year for the purpose of advising as to such instructions. Transactions by such firm shall not be subject to the concurrence of at least three members of the Committee prescribed in the preceding section. A report of such transactions shall be sent to the Bursar not later than the end of the next Stock Exchange Account. The Bursar shall present such report to the Council at its next meeting.

STATUTE XIX

Accounts and Audit

1. Subject to the University Statutes the accounts shall be kept in such form as the Council may from time to time determine.

2. The accounts shall be closed in each year on such day previous to Michaelmas Day as the Council shall from time to time determine, and shall be audited forthwith.

3. The kitchen accounts and statistics shall be kept in such form as may be laid down by the Statutes or Ordinances of the University.

4. The Council shall in each year appoint one or more Auditors, being qualified Accountants not holding any office or place in the College, who shall audit the accounts of the College, provided that the Council may if it thinks fit assign to a particular Auditor the duty of auditing any particular part of the accounts. The Council shall determine the remuneration to be paid to the Auditor or Auditors.

5. The Auditor or Auditors shall give such certificate or certificates as are required by the University Statutes in respect of the accounts, or shall state in their reports to the Council their reasons for withholding them.

6. The conclusion of the Audit and passing of the accounts shall take place at the Audit meeting of the Council augmented as provided in Statute II, which shall be held as early as may be convenient in the Michaelmas Term.

7. At least fourteen days before the Audit meeting notice of the day and hour shall be sent to each Fellow entitled to attend, together with a copy of (a) the accounts, (b) any reports by the Auditor or Auditors and (c) a report by the Bursar on the general state of the College finances, to which shall be appended such supplementary reports and statistics relating to particular financial matters as the Council may from time to time require.

8. Copies of the accounts shall be accessible to members of the governing Body at all reasonable times subsequent to the conclusion of the Audit.

9. On or before the 31st day of December next after the closing of the accounts, a statement of the accounts, as nearly as may be in the form prescribed by the University, shall be returned, together with the Auditor's certificate, to the appropriate authority of the University.

STATUTE XX

Distribution of Revenues

The following payments shall be made in each year out of the general revenues of the College, save in so far as they are paid out of the revenues of trust funds:

(a) Such University contribution as is authorised by the Statutes of the University to be levied from the College, provided that so much of the sum so paid as shall be levied in respect of any Trust or other separate Fund shall be charged to the income of such Trust or separate Fund unless the Council shall in any case otherwise determine;

(b) The stipends of the Mistress and other officers, the pension contributions payable in respect of them, and any allowances approved by the Council in their case;

(c) Any other payments incurred in the provision of instruction for members of the College;

(d) The emoluments of Research Fellows, Visiting Fellows, Bye-Fellows, Research Students, Scholars and Exhibitioners;

(e) Sums required for the management of the property of the College, the maintenance, repairs and insurance of its buildings, the upkeep of its grounds, and the maintenance of its domestic establishment;

(f) Payments to any Reserve Funds maintained in connection with any of the aforesaid purposes;

(g) Such donations as the Council may with the concurrence of the votes of eight members deem it to be proper for the College to give as a corporate body;

(h) In general such payments ordinary and extraordinary as the Council may deem desirable for the maintenance and advancement of the College as a place of education, religion, learning and research.

STATUTE XXI

Superannuation Scheme and Pensions

1. The College may participate in the Universities Superannuation Scheme (hereinafter called the USS).

2. The College shall make regulations for the administration of its superannuation arrangements, provided that, in so far as such regulations relate to the USS, they shall be compatible with the constitution and rules of the USS.

3. Contributions under the Scheme shall include the amounts payable in respect of the stipends of the Mistress and of officers holding pensionable offices and such additional items in the emoluments of any of these officers as the Council may, from time to time, determine.

4. The Council may, from time to time, define other persons in respect of whom contributions shall be payable under this Scheme and the items in their emoluments which shall be taken into account in calculating the amount of the contributions.

5. During any period in respect of which leave of absence shall have been granted by the Council to any College Officer who is subject to the Superannuation System, the annual contributions due and payable thereunder by the College and the Officer respectively, shall continue to be paid by the College and the Officer respectively, on the same basis as if she were not on leave of absence whether the leave of absence shall have been granted on terms of the receipt by the Officer of her full or of reduced emoluments or without receipt of any emolument.

6. It shall be competent to the Council with the concurrence of the votes of not less than two-thirds of those present to supplement out of the general revenues of the College the provision made by way of pension or superannuation allowance to or for which any past, present or future College Officer may be or may become entitled or eligible under any Statutes in force at the date of the making of this Statute or under this Statute.

STATUTE XXII

Intermission of College Duties

1. Every officer shall be entitled to leave of absence from her office during one Term for every six Terms' service in any office, provided always that:

(i) she shall obtain the consent of the Council, which consent shall not be unreasonably withheld;

(ii) in estimating the amount of leave of absence due under this section account shall not be taken of any service done by her more than six years before;

(iii) she shall not necessarily receive any stipend in respect of any period of absence under this section, but the Council may fix the amount (if any) of the stipend payable to her in respect of that period.

2. The Council may give to an officer on account of her illness leave of absence from her office, without loss of stipend, until a date not later than six months after the commencement of her absence from duty. The Council may extend such leave, and if it does so shall fix the amount (if any) of the stipend payable to the officer.

3. The Council may give leave of absence to an officer in any case not covered by the foregoing sections, subject to such conditions as it may determine in the particular case.

4. Any extension of the leave of absence of an officer beyond twelve months after the commencement of her absence from duty shall require the concurrence of the votes of eight members of the Council.

STATUTE XXIII

Benefactions

The College shall have power to accept endowments for any purposes in furtherance of the interests of the College as a place of education, religion, learning and research, and from time to time to 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 regula-

tions may be inconsistent with the provisions of the Statutes of the College, provided always that no such regulation shall derogate from any obligation imposed on the College by the Statutes of the University.

STATUTE XXIV

Interpretation

1. If any question arises in regard to the interpretation of any provision of these Statutes, it shall be decided by the Council.

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

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

(b) to disallow or annul any Ordinances of the Council made under or having effect for the purpose of Statute XXVII.

STATUTE XXV

[Repealed]

STATUTE XXVI

Admission of Men to the College

1. On 5 November 1976 the Governing Body resolved with concurrence of the votes of at least two-thirds of the Governing Body that men be admitted to membership of the College. From that date a man may be admitted to the membership, Fellowship or office to which the resolution related and may hold the same on the same terms and subject to the same qualifications and with the same rights, obligations and functions as would apply to a woman; and in relation to that membership, Fellowship or office, any reference in the Statutes to a woman shall be deemed also to refer to a man.

2. If a man shall be admitted to the office of Mistress or Vice-Mistress he shall hold that office under such title as the Council may

designate and any references in these Statutes to the Mistress or Vice-Mistress shall equally apply to a man holding the office under the title designated.

STATUTE XXVII

ACADEMIC STAFF

PART I CONSTRUCTION, APPLICATION AND INTERPRETATION

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

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

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

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

2. No provision in Part II, Part III, Part IV or Part VII shall enable any member of the academic staff to be dismissed unless the reason for the dismissal may in the circumstances (including the size and administrative resources of the College) reasonably be treated as a sufficient reason for dismissal.

3. (1) This Statute shall apply –

(a) to such persons as may be determined by Ordinance to be College Officers;

(b) to any person employed by the College to carry out teaching or research save for those holding appointments which have been excluded by the Council from the scope of this Statute on the ground that the duties in that regard are only of a limited nature; and

(c) to the Mistress, to the extent and in the manner set out in Part VII of this Statute.

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

4. (1) For the purposes of this Statute the following terms have the meanings specified:

“dismiss” and “dismissal” mean dismissal of a member of the academic staff and

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

(b) in relation to employment under a contract, shall be construed in accordance with section 95 of the Employment Rights Act 1996.

(2) “good cause” in relation to the dismissal or removal from office of a member of the academic staff of the College, being in any case 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, means:

(a) conviction for an offence which may be deemed by a Disciplinary Committee appointed under Part III to be such as to render the person convicted unfit for the execution of the duties of her office or for employment as a member of the academic staff of the College; or

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

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

(d) physical or mental incapacity established under Part IV.

(3) In this section –

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

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

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

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

to cease, to carry on that activity in the place in which the member concerned worked; or

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

6. (1) In any case of conflict, the provisions of this Statute shall prevail over those of any other Statute in force on the date on which the instrument making these modifications was approved under subsection (9) of section 204 of the Education Reform Act 1988, and over those of any Ordinance, and the provisions of any Ordinance made under this Statute shall prevail over those of any Ordinance made under such other Statutes:

Provided that Part III, Part IV and Part VII shall not apply in relation to anything done or omitted to be done before the date on which the instrument making these modifications was approved under subsection (9) of section 204 of the Education Reform Act 1988.

Provided also that disciplinary proceedings in relation to anything done or omitted to be done before that date may continue or be instituted after that date under the relevant College Statutes in force before that date.

(2) Nothing in any appointment made, or contract entered into, shall be construed as overriding or excluding any provision made by this Statute concerning the dismissal of a member of the academic staff of the College by reason of redundancy or for good cause:

Provided that this (a) 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 generally; and (b) shall not preclude any member of the academic staff agreeing to terminate her office or employment by the College on whatever terms may be agreed.

(3) Nothing in any other Statute shall enable the Council to delegate its power to reach a decision under section 10(2).

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

(5) In this Statute references to numbered Parts, sections and sub-sections are references to Parts, sections and sub-sections so numbered in this Statute.

7. (1) No one shall sit as a member of any of the bodies established under this Statute, and no one shall be present at a meeting of such a body when the body is considering its decision or discussing a point of procedure, except as provided by this Statute or by any Ordinance made under this Statute.

(2) In any case where an officer of the College or any person is designated to perform any duties or exercise any powers under this Statute, and that officer or person is herself involved in the matter in question, the Council may appoint an alternate to act in her place under procedures prescribed by an Ordinance made under this Statute.

PART II REDUNDANCY

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

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

(a) her appointment is made, or her contract of employment is entered into, on or after 20th November 1987; or

(b) she is promoted on or after that date.

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

10. (1) The Council augmented as provided in Statute II shall be the appropriate body for the purposes of this Part.

(2) This section applies where the appropriate body has decided that there should be a reduction in the academic staff –

(a) of the College as a whole; or

(b) of any area of academic work within the College by way of redundancy.

11. (1) Where the appropriate body has reached a decision under section 10(2) –

(a) it may itself decide to select the requisite members of the

academic staff for dismissal by reason of redundancy if such a course satisfies the guiding principles set out in section 1; or

(b) it shall appoint a Redundancy Committee to be constituted in accordance with sub-section (3) of this section to give effect to its decision by such date as it may specify and for that purpose

(i) to select and recommend the requisite members of the academic staff for dismissal by reason of redundancy; and

(ii) to report their recommendations to the appropriate body.

(2) The appropriate body shall either approve any selection recommendation made under sub-section (1)(b), or shall remit it to the Redundancy Committee for further consideration in accordance with its further directions.

(3) A Redundancy Committee appointed by the appropriate body shall comprise:

(a) a Chair; and

(b) two Fellows not being members of the academic staff to whom this Statute applies; and

(c) two members of the academic staff.

(4) A member of the academic staff shall not be selected for dismissal under this section unless she has been afforded a reasonable opportunity to make representations to the appropriate body.

12. (1) Where the appropriate body has made a selection it may authorise an officer of the college as its delegate to dismiss any member of the academic staff so selected.

(2) Each member of the academic staff selected shall be given separate notice of the selection approved by the appropriate body.

(3) Each separate notice shall sufficiently identify the circumstances which have satisfied the appropriate body that the intended dismissal is reasonable and in particular shall include –

(a) a summary of the action taken by the appropriate body under this Part;

(b) an account of the selection processes used;

(c) a reference to the rights of the person notified to appeal against the notice and to the time within which any such appeal is to be lodged under Part V (Appeals); and

(d) a statement as to when the intended dismissal is to take effect.

PART III DISCIPLINE, DISMISSAL AND REMOVAL FROM OFFICE

13. (1) If it appears to the Mistress that there are grounds for believing that the conduct or performance of a member of the academic staff is or has been unsatisfactory, she shall inquire into the matter. If the Mistress concludes after investigation that the member is or has been at fault, she may issue an oral warning to the member. The Mistress shall specify the reason for the warning, shall indicate that it constitutes the first stage of the College's disciplinary procedure, and shall advise the member that she may appeal against the warning under sub-section (4) of this section.

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

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

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

14. (1) If there has been no satisfactory improvement following a written warning given under section 13, or in any case where it is alleged that conduct or performance may constitute good cause for dismissal or removal from office, a complaint seeking the institution of charges to be heard by a Disciplinary Committee appointed under section 15 may be made to the Mistress.

(2) To enable the Mistress to deal fairly with any complaint brought to her attention under sub-section (1) she shall institute such enquiries (if any) as appear to her to be necessary.

(3) If it appears to the Mistress (whether on receipt of a complaint or otherwise) that there are grounds for believing that the conduct or performance of a member of the academic staff of the College could constitute good cause for dismissal, she shall write to the person concerned inviting comment in writing and if she considers that the College might otherwise suffer significant harm may suspend the person concerned from the performance of her duties without loss of emolument.

(4) As soon as may be following the comments (if any) or in any event not later than twenty-eight days after they were invited the Mistress shall consider the matter in the light of all the available material and may dismiss the matter summarily, or issue a formal warning to the person concerned, or determine that the matter be considered by a Disciplinary Committee appointed under section 15.

15. If the Mistress has determined that the matter should be considered by a Disciplinary Committee, the Council shall at her request appoint such a Committee to hear the charge or charges, to determine whether the conduct or performance of the person concerned constitutes good cause for dismissal or otherwise constitutes a serious complaint relating to her appointment or employment, and to make recommendations concerning the action (if any) to be taken as a result of the Committee's findings. Pending the consideration of such recommendations, the Mistress, after consulting the Council, may suspend the person charged from the performance of her duties without loss of emolument.

16. A Disciplinary Committee shall consist of three persons selected by the Council from a panel of nine persons appointed annually by the Governing Body. The members of the panel shall be Fellows of the College or other persons, being members of the Regent House of the University. In selecting members of the panel for appointment as members of a Disciplinary Committee, the Council shall exclude the person charged, and any person who has been involved in or associated with the making of the complaint or any part of it, or who has been involved in any preliminary hearing or investigation.

17. (1) When a Disciplinary Committee has been appointed, the Council shall instruct a solicitor or other suitable person to formulate a charge or charges and to present, or arrange for the presentation of, the charges before the Disciplinary Committee.

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

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

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

18. The procedure to be followed in respect of the preparation, hearing, and determination of charges by a Disciplinary Committee shall be prescribed by Ordinances made under this Statute. 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 of charges by a Disciplinary Committee;

(b) that a charge shall not be determined without an oral hearing at which the person charged and any person appointed to represent her are entitled to be present;

(c) that witnesses may be called, both on behalf of the person charged and by the person presenting the charge, and may be questioned concerning any relevant evidence;

(d) that no new witness or documentary evidence may be introduced by the person presenting the charge without the Committee's consent, which shall not be given save for good reason, and that if late introduction is allowed, the member of the academic staff shall be allowed an adjournment sufficient to allow her to consider and respond to the new evidence; and

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

19. The Disciplinary Committee shall send its decision on any charge referred to it (together with its findings of fact and the reasons for its decision regarding that charge and its recommendations, if any, as to the appropriate penalty) to the Mistress, the person charged, the person presenting the charge and any person who shall have been added as a party by the Disciplinary Committee.

20. (1) Where the charge or charges are upheld and the Disciplinary Committee finds good cause and recommends dismissal or removal from office, but in no other case, the Mistress, after consulting the Council, shall decide whether or not to dismiss the member of the academic staff concerned.

(2) In any case where the charge or charges are upheld, other than where the Mistress has decided under sub-section (1) to dismiss the member of the academic staff concerned, the action available to the appropriate officer after consulting the Council (not comprising a greater penalty than that recommended by the Disciplinary Committee) shall be –

- (a) to discuss the issues raised with the member concerned; or
- (b) to advise the member concerned about her future conduct;

or

- (c) to warn the member concerned; or
- (d) to suspend the member concerned for such period as the Mistress shall think fair and reasonable, provided that the suspension shall not extend beyond three months after the date on which the Council shall have considered the Disciplinary Committee's decision; or
- (e) to take such further or other action under the member's contract of employment or terms of appointment as appears fair and reasonable in all the circumstances of the case; or
- (f) to combine any of the courses of action specified above.

21. (1) Any reference to the Mistress in section 20 shall include a reference to an officer acting as her delegate.

(2) Any action taken by the Mistress or her delegate shall be confirmed in writing.

PART IV REMOVAL FOR INCAPACITY ON MEDICAL GROUNDS

22. (1) This Part makes separate provision for the assessment of incapacity on medical grounds as a good cause for dismissal or removal from office.

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

(3) In this Part references to the appropriate officer are references to the Mistress or an officer acting as her delegate to perform the relevant act.

(4) References to the member of the academic staff include, in cases where the nature of the alleged disability so requires, a responsible relative or friend or other person with authority to act on behalf of that member in addition to (or instead of) that member.

23. (1) Where it appears to the appropriate officer that the removal of a member of the academic staff on medical grounds should be considered, the appropriate officer –

(a) shall inform the member accordingly; and

(b) shall notify the member in writing that it is proposed to make an application to the member's doctor for a medical report and shall seek the member's consent in writing in accordance with the requirements of the Access to Medical Reports Act 1988; and

(c) may suspend the member from the performance of her duties without loss of emolument.

(2) If the member agrees that her removal on those grounds should be considered the College shall meet the reasonable costs of any medical opinion required.

(3) If the member does not agree the appropriate officer shall refer the case in confidence, with any supporting medical and other evidence (including any such evidence submitted by the member), to a Board comprising one person nominated by the Council; one person nominated by the member concerned or, in default of the latter nomination, by the Mistress; and a medically qualified Chair jointly agreed by the Council and the member or, in default of agreement, to be nominated by the President of the Royal College of Physicians.

(4) The procedure to be followed in respect of the preparation, hearing, and determination of a case by a Medical Board shall be prescribed by Ordinances made under this section. Such Ordinances shall ensure:

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

(b) that a case shall not be determined without an oral hearing at which the member's representative, but not the member herself, is entitled to be present;

(c) that witnesses may be called and questioned concerning any relevant evidence; and

(d) that the case is heard and determined as expeditiously as is reasonably practicable.

(5) The Board may require the member concerned to undergo medical examination at the College's expense.

24. If the Board determines that the member should be required to retire on medical grounds, the appropriate officer, after consulting the Council, may terminate the employment of the member concerned on those medical grounds.

PART V APPEALS

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

26. (1) This Part applies –

(a) to appeals against the decisions of the Council as the appropriate body (or of a delegate of that body) to dismiss in the exercise of its powers under Part II;

(b) to appeals arising in any proceedings, or out of any decision reached, under Part III other than appeals under section 13 (Appeals against disciplinary warnings);

(c) to appeals against dismissal otherwise than in pursuance of Part II or Part III;

(d) to appeals against disciplinary decisions otherwise than in pursuance of Part III;

(e) to appeals against decisions reached under Part IV; and

(f) to appeals arising in any proceedings, or out of any decision reached, under Part VII, including appeals against decisions reached in pursuance of section 47;

and “appeal” and “appellant” shall be construed accordingly.

(2) No appeal shall however lie against –

(a) a decision of the appropriate body under section 10(2);

(b) the findings of fact of a Disciplinary Committee under Part III, or of a Tribunal under Part VII save where, with the consent of the person or persons hearing the appeal, fresh evidence is called on behalf of the appellant at that hearing;

(c) any medical finding by a Board set up under section 23(3) save where, with the consent of the person or persons appointed, fresh evidence is called on behalf of the appellant at that hearing.

(3) In this Part references to “the person appointed” are references to the person appointed by the Council under section 29 to hear and determine the relevant appeal.

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

27. A member of the academic staff shall institute an appeal by serving on the Mistress, within the time allowed under section 28, notice in writing setting out the grounds of the appeal.

28. (1) A notice of appeal shall be served within twenty-eight days of the date on which the document recording the decision appealed from was sent to the appellant or such longer period, if any, as the person appointed may determine under sub-section (3).

(2) The Mistress shall bring any notice of appeal received (and the date when it was served) to the attention of the Council and shall inform the appellant that she has done so.

(3) Where the notice of appeal was served on the Mistress outside the twenty-eight day period the person appointed under section 29 shall not permit the appeal to proceed unless she considers that justice and fairness so require in the circumstances of the case.

29. (1) Where an appeal is commenced under this Part the appeal shall, subject to the provisions of section 28(3) and sub-section (3) of this section, be heard and determined by a person appointed by the Council in accordance with Ordinances made under this section.

- (2) A person appointed under sub-section (1) above shall be
- (a) the person who is the Visitor; or
 - (b) a person who holds or has held judicial office or who is a barrister or solicitor of at least ten years' standing.

(3) The person appointed shall sit alone unless the person considers that justice and fairness will best be served by sitting as an Appeal Tribunal with two other persons appointed in accordance with Ordinances made under this section.

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

- (a) one member of the Regent House of the University not being a Fellow; and
- (b) one other member.

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

(2) Without prejudice to the generality of the foregoing such Ordinances shall ensure –

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

(3) The person or persons hearing the appeal may allow or dismiss an appeal in whole or in part and, without prejudice to the foregoing, may –

- (a) remit an appeal from a decision under Part II to the Council as the appropriate body (or any issue arising in the course of

such an appeal) for further consideration as the person or persons hearing the appeal may direct; or

(b) remit an appeal arising under Part III for re-hearing by a differently constituted Disciplinary Committee to be appointed under that Part; or

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

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

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

31. The person appointed shall send the reasoned decision on any appeal together with any findings of fact different from those come to by the Council as the appropriate body under Part II or by the Disciplinary Committee under Part III, as the case may be, to the Mistress and to the parties to the appeal.

PART VI GRIEVANCE PROCEDURES

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

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

(a) to matters affecting themselves as individuals; or

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

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

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

(2) If it appears to the Mistress that the matter has been finally

determined under Part III, IV or V or that the grievance is trivial or invalid, she may dismiss it summarily, or take no action upon it. If it so appears to the Mistress she shall inform the member and the Grievance Committee accordingly.

(3) If the Mistress is satisfied that the subject matter of the grievance could properly be considered with (or form the whole or any part of) –

- (a) a complaint under Part III; or
- (b) a determination under Part IV; or
- (c) an appeal under Part V

she shall defer action upon it under this Part until the relevant complaint, determination or appeal has been heard or the time for instituting it has passed and she shall notify the member and the Grievance Committee accordingly.

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

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

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

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

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

PART VII REMOVAL OF THE MISTRESS FROM OFFICE

39. Any three members of the Governing Body may make a complaint to the Vice-Mistress seeking the removal of the Mistress from office for good cause.

40. The Vice-Mistress shall refer such a complaint to the Council augmented as provided in Statute II, exclusive of the Mistress and the members making the complaint. If it appears to the Council that the complaint does not raise a *prima facie* case, or that it is trivial or invalid or unjustified, they may determine that no further action shall be taken upon it.

41. If it appears to the Council, on material presented, that the complaint raises a *prima facie* case which could, if proved, constitute good cause for the dismissal or removal of the Mistress from office, they shall appoint a Tribunal to hear and determine the matter. A Tribunal appointed by the Council shall consist of three persons who are not Fellows of the College and are not employed by the College, as follows:

(a) one person who holds, or has held, judicial office, or who is a barrister or solicitor of at least ten years' standing, who shall be the Chair;

(b) two other persons.

42. A complaint referred to the Tribunal shall be dealt with in accordance with the procedure prescribed in sections 17 to 19, provided that the Vice-Mistress shall perform any duty and exercise any power there assigned to the Mistress, and that for the purposes of this Part references in those sections to a Disciplinary Committee shall be construed as referring to the Tribunal.

43. The Tribunal shall send its decision on the complaint, together with its findings of fact and the reasons for its decision, to the Mistress and the Vice-Mistress. The Tribunal shall draw attention to the period of time within which any appeal should be instituted by ensuring that a copy of Part V of this Statute accompanies the notification of its decision sent to the Mistress.

44. If the Tribunal finds that the complaint constitutes good cause for dismissal, the Vice-Mistress, after consulting the Council, may dismiss the Mistress.

45. The Mistress may institute an appeal against the findings of a Tribunal by serving on the Vice-Mistress a 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 recording the decision appealed from was sent to the Mistress, provided that the person appointed to hear an appeal shall have power to hear an appeal submitted after that date if she considers that justice and fairness so require in the circumstances of the case.

46. An appeal commenced under section 45 shall be heard in accordance with the provisions of Part V of this Statute, provided that the Vice-Mistress shall perform any duty and exercise any power there assigned to the Mistress, and references in sections 30 and 31 shall be construed as referring to this Part.

47. For the purpose of the removal of the Mistress for incapacity on medical grounds, the provisions of Part IV and Part V shall have effect, provided that the Vice-Mistress shall perform any duty or exercise any power there assigned to the Mistress.

48. For the purposes of this Part, references to the Vice-Mistress shall, if the Vice-Mistress is not in residence, or is incapacitated by illness or otherwise, be construed as referring to the senior Fellow under Title A available who is a member of the Council.

CALENDAR OF DATES OF ROYAL APPROVAL IN
COUNCIL OF AMENDING STATUTES
INCORPORATED IN THE FOREGOING TEXT

24 JUNE 1957

- Statute III.4. *Substitution of 67 for 65.*
- Statute IV.7(i). *Substitution of 67 for 65 in clauses (b) and (c).*
- Statute VI.4. *Substitution of 67 for 65.*
- Statute VIII.4. *Substitution of 67 for 65.*
- Statute XIX.10. *Substitution of £100 for £50.*

27 FEBRUARY 1963

- Statute IV.8(i). *Substitution of six for three.*
- Statute XII.3 and 4. *Substitution of new sections 3 and 4.*
- Statute XII.6. *Addition of new paragraph 6(c).*
- Statute XIII. *Addition of new Statute XIII.A.*
- Statute XVIII. *Addition of new section 8.*

28 JULY 1971

- Statute I.1. *Addition of Visiting Fellows.*
- Statute II.14(i). *Addition of new paragraph (f) and subsequent re-lettering of paragraph (f).*
- Statute II.14(iii). *Subsequent amendment following addition of new paragraph (f) to Statute II.14(i).*
- Statute IV.1. *Addition of Visiting Fellowships.*
- Statute IV.3. *Substitution of section.*
- Statute IV.4. *Deletion of section and subsequent re-numbering of sections.*
- Statute IV.8. *Addition of new section.*
- Statute XIX. *Substitution of Title.*
- Statute XIX.10. *Deletion of section.*
- Statute XX.1 (d). *Addition of Visiting Fellows.*
- Statute XX.1 (j). *Deletion of paragraph.*
- Statute XX.2, 3 and 4. *Deletion of sections.*
- Statute XXI.2. *Deletion of section and substitution of new section.*
- Statute XXI. *Deletion of sections 5, 6 and 7 and re-numbering of section 8 as section 5.*
- Statute XXVII. *Deletion of section 5.*

Statute XXVI. *Addition of new Statute XXVI.*

19 JANUARY 1972

Statute XI.1. *Deletion of 'for research'.*

16 APRIL 1975

Statute XXI. *Amendments to provide for Universities Super-annuation Scheme.*

9 JUNE 1976

Statute XXVI. *Deletion of existing Statute and substitution of new Statute XXVI.*

6 FEBRUARY 1979

Statute I.4. *Deletion of 'Michaelmas' and substitution of 'Lent'.*

Statute II.4(b). *Deletion of '1st January' and substitution of '1st March'.*

22 DECEMBER 1982

Statute II. *Amendments to enable junior members of the College to be members of Council.*

Statute IV. *Addition of new title of Fellowship (Title F) and subsequent amendments.*

10 FEBRUARY 1987

Statute I. *Alteration to the date for the Annual College Meeting.*

Statute II. *Consequential amendment to the date for commencement of service of elected senior members of Council.*

Statute III.3. *Definition of Electors for the Mistress-ship.*

8 FEBRUARY 1994

Statute II.4 (c). *Increase in number of junior members of Council.*

Statute II.13. *Provision for effect of leave of absence of a Council member.*

Statute II.15(i). *Addition of new paragraph (d) and subsequent re-lettering of paragraphs (d) to (g).*

Statute III.4. *Provision for appointment of a Mistress for a fixed term.*

Statute IV.4 (i). *Provision for election of Research Fellows by Electors.*

Statute IX. *Deletion of Assistant Lecturers.*

Statute X. *Deletion of Assistant Tutors.*

Statute X.6 and 7. *Substitution of sections.*

Statute XI.1. *Provision for election of Research Bye-Fellows by Electors.*

Statute XIII.A. *Addition to paragraph (d).*

Statute XXI. *Deletion of references to Federated Superannuation System for Universities.*

Statute XXVI. *Substitution of new section 1, deletion of sections 2, 3, 5 and 6, and subsequent re-numbering of section 4 as section 2.*

26 JULY 1995

Statute II.15(i). *Amendment of paragraph (a), addition of new paragraph (h), and subsequent re-lettering of paragraph (h).*

Statute III. *Deletion of section 12 and subsequent re-numbering of section 13.*

Statute IV. *Addition to section 11.*

Statute VI. *Addition to section 8.*

Statute XXIV. *Insertion of number 1 at beginning of Statute and addition of new section 2.*

Statute XXVII. *Addition of new Statute XXVII.*

18 JULY 2001

Statute I.8. *Substitution of 'twenty-four' for 'twelve'.*

Statute II.15. *Addition of Fellows under Title C.*

Statute III.15. *Deletion of Fellows under Title C.*

Statute IV.6(i)(d). *Addition of Fellows under Title F.*

Statute IV.8. *Deletion of the requirement of previous College or University membership for Fellows under Title F.*

Statute XIII. *Deletion of section 5, renumbering of subsequent sections, and substitution of 'the donor's direction' for 'his direction' in the new section 5(b).*

Statute XIII.A. *Addition to paragraph (d).*

Statute XXVII.17(1). *Substitution of 'Council' for 'Governing Body'.*

11 FEBRUARY 2009

Statute II.15. *Deletion of paragraph (g), and subsequent relettering of paragraphs.*

Statute IV.5(i). *Deletion of "Readerships or administrative".*

Statute XIII.A. *Deletion of paragraph (d).*

Statute XVIII. *Amendment to title, deletion of 'and may also apply monies to any purpose to which capital monies arising under the Universities and College Estates Act, 1925, may be applied.' in section 1, amendment to sections 2, 3, 4, 5 and 6, insertion of new section 5, subsequent re-numbering of paragraphs.*

Statute XXV. *Repealed.*

Statute XXVII. *Amendment to sections 4(1) and 6(2).*