



The College of
Corpus Christi
and of the Blessed Virgin Mary
in the
University of Cambridge

STATUTES

This version of the College Statutes is a retyping (done in November 2008) of the text printed for the College by the Cambridge University Press in 1987, incorporating the modifications and additions (notably the addition of Statutes 69 and 70) attached to the Statutory Instrument No 1841 of 1995, signed by the Clerk of the Privy Council on 26 July 1995.

PRAEFATIO FUNDATORUM

Ad perpetuam rei memoriam. Cum nos, Henricus Dux Lancastriae Aldermannus et Confratres Gildae Corporis Christi et Beatae Mariae in Canteburgia, ob specialem devotionem et recordationem quam habemus in institutione divinissimi Sacramenti Corporis et Sanguinis Domini, ab Excellentissimo Principe Edwardo, Dei gratia Angliae et Franciae Rege, licentiam impetravimus, quod in quodam messuagio nostro cum pertinentiis in Canteburgia praedicta Eliensis Dioeceseos, ubi vigere dinoscitur studium generale, quandam Domum sive Collegium Sociorum, Scholarium, et aliorum, sub nomine Domus sive Collegii Corporis Christi et Beatae Mariae, per quendam Magistrum ejusdem Domus regendam, juxta ordinationem nostram infra scriptam, instituere et fundare possimus; - Nos igitur Aldermannus et Confratres antedicti, cum consilio proborum et doctorum virorum de provida et pia gubernatione dictae Domus, cupientes recte et salubriter ad Dei gloriam et divini cultus augmentum providere, sic statuendum et ordinandum duximus.

Translation (by Professor Oliver Rackham):

For a perpetual remembrance of the matter. Since we, Henry Duke of Lancaster, Alderman, and the Confraternity of the Gild of Corpus Christi and of Blessed Mary in Cambridge, for the special devotion and regard which we have for the institution of the Most Divine Sacrament of the Body and Blood of the Lord, have sought out, from the Most Excellent Prince Edward by the grace of God of England and France King, licence that we may be able to institute and found — in a certain property of ours with its outbuildings, in Cambridge aforesaid in the Diocese of Ely, where a university is well known to flourish — a certain House or College of Fellows, Scholars and others, under the name of the House or College of Corpus Christi and Blessed Mary, to be ruled by a certain Master of the same House, according to our ordinance written below; we therefore, the Alderman and Confraternity aforesaid, with the advice of honest and learned men concerning the prudent and pious governance of the said House, seeking to provide rightly and healthily for the glory of God and the increase of divine service, have drawn up statutes and ordinances as follows . . .

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THE CONSTITUTION OF THE COLLEGE

1. The Foundation of the College shall consist of the Master, the Fellows, and the Scholars on the Old Foundation.

2. The College or House shall consist of the members of the Foundation, the Scholars not on the Old Foundation, and such other persons as shall have been admitted as members in accordance with the Statutes and Ordinances of the College.

The Visitor

3. The Visitor of the College shall be The Chancellor of the University.

THE GOVERNMENT OF THE COLLEGE

The Governing Body

4. The Governing Body shall consist of the Master and Fellows in Classes A, B, and C of Statute 31.

5. The government of the College and the control and management of all its affairs shall (except as hereinafter provided) be vested in the Governing Body.

6. The Governing Body shall have power to delegate any or all of its powers to such persons or committees as shall be prescribed by Ordinance. Such committees shall include an Executive Body, the membership of which shall be prescribed by Ordinance, provided that, notwithstanding the power to delegate specified above, the Governing Body shall at all times retain the right to discuss and decide any matter whatsoever and the Governing Body's decision on any such matter shall prevail over any decision of a person or committee exercising delegated powers.

Meetings of the Governing Body

7. The Master may, whenever he shall deem it expedient, and shall at least once every term, summon a Meeting of the Governing Body, of which Meeting he shall, save and except in circumstances deemed by him to be urgent, give at least seven clear days' notice. In the case of a vacancy in the Mastership or in the absence or illness of the Master, if no deputy has been appointed as hereinafter provided, this duty shall devolve on the senior member of the Governing Body present in the University.

8. If so requested by at least three members of the Governing Body, it shall be the duty of the Master (or, if there is a vacancy in the Mastership, of the senior member of the Governing Body present in the University) to summon a Meeting of the Governing Body; and if, when so requested, he shall fail to summon such Meeting within three days from the receipt of such request, then the members of the Governing Body preferring the request shall have power to summon it. Of such Meeting seven clear days notice shall be given accompanied by a written statement specifying the objects of the desired Meeting, and no business not so specified shall be considered or transacted at that Meeting.

9. No business shall be transacted at any meeting of the Governing Body if the number of members present is less than half of the total number of Fellows not on leave of absence in Classes A, B, and C, of Statute 31.

10. Members of the Governing Body shall normally attend all its meetings. The Governing Body may specifically require the attendance of any member at any meeting of the Governing Body.

11. Except as is otherwise provided in these Statutes the Master shall preside at all meetings of the Governing Body and shall have the right to preside at all meetings of all Committees appointed by the Governing Body. Whenever he presides over a meeting of the Governing Body or over a Committee appointed by the Governing Body he shall have, in addition to his ordinary vote, a casting vote in case of equality.

12. The Master shall have power to suspend the carrying into effect of any order passed by the Governing Body or any of its Committees until such order shall have been reconsidered and approved by a majority

of the Governing Body at a meeting specially summoned for the purpose, and such meeting shall be held not more than fourteen days after the meeting at which such order was first approved. This power of suspension shall not however be valid in cases where its exercise would defeat the purpose of the original order.

13. The Master shall also have power to rule on points of order, such ruling to be valid unless and until reversed at a subsequent meeting by a vote of the majority present and voting.

14. Except as otherwise provided by the Statutes or Ordinances of the College, all decisions of the Governing Body shall be determined in accordance with the votes of a majority of those present and voting. In any vote on the election, re-election, appointment, or re-appointment of any member to any office or position or on his removal from any office or position, or on his expulsion such member shall not vote, and shall not be counted in reckoning any quorum for the purposes of Statute 9 or any necessary majority.

College Seal

15. The College seal shall be preserved in a safe place approved by the Governing Body and shall be obtainable only by the use of two keys, one of which shall be in the charge of the Master or a College Officer appointed by him and the other in the charge of the Bursar or a College Officer appointed by him. The seal shall not be affixed to any document except in pursuance of an order in writing of the Governing Body or one of its Committees and in the presence of two witnesses.

Ordinances and Supplementary Statutes

16. The Governing Body shall have power to make Ordinances, as required by these Statutes and in respect of other matters whether referred to in these Statutes or not, and to amend or repeal such Ordinances, by orders passed at a meeting of the Governing Body, and confirmed at a further meeting held not less than fourteen days later, in each case by a majority of two-thirds or more of those present and voting, and such Ordinances shall be read with and have the same force as these Statutes; provided that they be in no respect inconsistent with the Statutes for the time being of the College, nor with the Statutes for the time being of the University, nor with any Act of Parliament.

17. The Governing Body shall have power (in the like manner and subject to the same limitations referred to in Statute 16) to make, amend, and repeal Supplementary Statutes or Ordinances in relation to the continuance and acceptance of endowments for the purposes of the College.

THE MASTER

Election of the Master

18. The Governing Body shall choose as Master the person in their judgement best qualified to preside over the College as a place of education, religion, learning, and research.

19. On the Mastership becoming vacant the senior member of the Governing Body then resident shall call a meeting of the Fellows in Classes A, B, C, and D of Statute 31 and they shall appoint a Presiding Fellow who shall preside over the election of a Master and shall summon and preside over any meetings of the Fellows connected with that election.

20. When it is known that the Mastership is about to be vacated, whether by the Master giving notice to the Governing Body of his resignation on a specified date or by reason of his impending superannuation, an election may be made not more than fifteen months before the date of the vacancy by the same procedure as if the Mastership had already become vacant. Such election shall take effect from the date on which the Mastership becomes vacant.

21. The election and admission of the Master shall take place in such a manner as may from time to time be determined by Ordinances, provided that at least a majority of members of the Governing Body shall vote for the person to be elected. No election shall be invalid by reason only of the meeting at which such decision was made not having been convened by the right person, or of any other inadvertent irregularity, provided that, in the event of an irregularity in the election, the Visitor shall have the power to order a fresh election, if he think fit, on the appeal of not less than five Fellows made within fourteen days of the election. In the event of the Governing Body failing to elect within a year from the vacancy the Visitor may appoint at his discretion.

Duties of the Master

22. It shall be the duty of the Master to preside at meetings of the Governing Body and to pay special attention to everything relating to the welfare of the College, over the affairs of which he shall exercise a general superintendence. He shall have power in all cases not provided for by these Statutes or by Ordinance to make such provision for the good government and discipline of the College as he shall think fit.

23. The Master shall not be absent from the College on more than one hundred and fifty days in any calendar year, nor for more than one-third in all of any one Term, without leave or grave cause to be approved at a Meeting of the Governing Body.

Master's Deputy

24. When and so often as the Master is absent from the College for any long time, and always if during Term he shall be absent for more than seven days continuously, he shall appoint one of the members of the Governing Body, according to his discretion, to act as his deputy during his absence. He shall also appoint one of the members of the Governing Body to act as his deputy during a temporary illness. Failing the appointment of a deputy by the Master, or during a vacancy in the Mastership, the Governing Body shall proceed to appoint one of their number as a deputy. During his term as deputy so appointed, such member of the Governing Body shall exercise and perform all the functions and duties and shall have all the powers and authorities of the Master but shall receive no portion of the Master's emoluments.

Term of Appointment of the Master

25. The Master shall vacate office on the 1st August next after his attaining the age of seventy years provided that if the Master be over sixty-three years of age, but under sixty-eight years of age, at his election, he may be elected for a period terminating on the 1st August following the expiration of seven years from his election.

Removal or Resignation of the Master

[Note: by the modifications of July 1995, Statutes 26 and 27 were deleted, and 28 and 29 modified as follows:]

28. If the Master shall at any time become incapable of performing the duties of his office, the Visitor shall have power to appoint one of the Fellows to act in the Master's place during his incapacity, and to assign to the person so appointed such portion of the stipend provided for the Master under these Statutes as the Visitor shall think fit.

29. The Master may at any time resign his office as Master by notice in writing addressed to the senior member of the Governing Body then in residence.

THE FELLOWS

Classes of Fellowships

30. All Fellows shall be elected and shall hold their Fellowship under one of the classes of Statute 31. Those persons shall be elected as Fellows in Classes A, B, and C of Statute 31 who shall appear best qualified to share in the government and work of the College as a place of education, religion, learning, and research.

31.

A Official Fellows

The Governing Body may elect to a Fellowship in this class any person who holds a qualifying office. The qualifying offices shall be determined by Ordinance. Such a Fellow shall hold a Fellowship in this class so long as he holds a qualifying office.

B Research Fellows

The Governing Body may elect a person to a Fellowship in this class with a view to his engaging primarily in research and upon condition that he does so.

C Professorial Fellows

The Governing Body may elect to a Professorial Fellowship any person designated as eligible for election in the Statutes or Ordinances of the University. Such a Fellow shall hold a Fellowship in this class so long as he holds the University appointment with which it is associated.

D Life Fellows

A Fellow who has held a Fellowship in any one or more of the foregoing classes of this Statute for a period of not less than twenty years (whether continuously or not) and vacates his Fellowship otherwise than by deprivation shall hold a Fellowship in this class for life. A Fellow who has held a Fellowship in any one or more of the foregoing classes of this Statute and vacates the same otherwise than by deprivation and at the time of such vacation has attained the age of sixty four years and held his Fellowship continuously for a period of seven years immediately prior to such vacation shall hold a Fellowship in this class for life.

E Visiting Fellows

There shall be such number of Visiting Fellowships as the Governing Body shall from time to time determine, tenable for such periods as the Governing Body may decide.

F Supernumerary Fellows

Any person whom it appears to the Governing Body to be in the interests of the College to elect may be elected in this class. Such Fellows may be re-elected from time to time. The period and conditions of tenure of the Fellowship shall be determined in each case by the Governing Body at the time of election or re-election.

G Honorary Fellows

The Governing Body may, by votes of at least two-thirds of those present at a meeting called for the purpose by the Governing Body, of which not less than fourteen days' notice shall have been sent by the Master, elect any person, whom they may consider it desirable so to distinguish, to be an Honorary Fellow of the College. They may, by a like vote, terminate the tenure of an Honorary Fellowship.

Election to Fellowship

32. Save as is provided in these Statutes the methods of election and admission of Fellows in all classes of Statute 31 shall be determined by Ordinance. There shall be no admission of Visiting Fellows.

33. The election of Fellows in all classes of Statute 31 shall be vested in the Governing Body.

Transfer of Fellows from one class to another

34. The Governing Body shall have power to place any Fellow, without re-election, under the provisions of any of the preceding classes other than that in accordance with which he holds his Fellowship, provided that the Fellow in question consents and provided that he would be eligible for election in such other class if he were not at that time a Fellow. The Fellow in question shall thereupon hold his Fellowship in accordance with the provisions of such other class and as though he had then been elected in accordance with that class.

Tenure of Fellowships

35. Save as is provided in these Statutes the conditions of tenure of Fellowships shall be determined by Ordinance.

Precedence of Fellows

36. Each Fellow shall take precedence and seniority after the Master according to the order of his last admission as a Fellow.

Rights of Fellows

37. Save as is provided in these Statutes, Fellows in Classes A, B, and C of Statute 31 shall be entitled to vote at meetings of the Governing Body, to dine at High Table without charge when dinner is served there, and to such other allowances as may be defined by Ordinance. If Officers of the College, they shall be entitled to the use of a room or rooms in College, which shall be allotted annually by the Master, free of rent, rates, and taxes.

38. Although not members of the Governing Body, Fellows in Class D of Statute 31 shall be entitled: (a) to receive notice of and attend all meetings of the Governing Body and to receive papers; (b) to receive notice of and attend and have a voice but no vote at any meeting convened under Statute 19; (c) to receive notice of and attend and have a voice and a vote at any meeting of the Governing Body convened to consider any proposal to repeal, alter, or amend the Statutes under Statute 68.

39. Save as is provided in these Statutes Fellows in Classes D, E, and F shall enjoy only such rights, privileges, and allowances as shall from time to time be determined by Ordinance.

Vacation of Fellowships

40. If any Fellow in whatever class of Statute 31 shall in the opinion of the Master or any two of the Fellows be guilty of grave misconduct or serious violation of the Statutes or Ordinances of the College, the matter shall be referred to a meeting of the Governing Body, notice of the case having been duly given to each member at least fourteen days previously. If the said Fellow shall after careful inquiry be found guilty by a two-thirds majority of those present and voting, they may deprive him of his Fellowship, or suspend him for a limited period from all the rights and emoluments of a Fellow. If such a Fellow shall consider himself aggrieved by the decision, he may within two months appeal to the Visitor, who shall after careful inquiry and without unnecessary delay confirm, reverse, or modify the decision. The said Fellow shall not receive the emoluments or exercise any rights of a Fellow while an appeal is pending. The resignation of a Fellow against whom a complaint has been made to the Governing Body under this Statute shall not preclude the Governing Body from pursuing its inquiry into such matter and reaching a conclusion thereon, provided that the said Fellow consents to the proceedings of the inquiry. Any Fellow who as a result of such inquiry or appeal has been found not guilty of the matter alleged may within a period of one month from the decision being reached withdraw his resignation and shall thereupon be entitled to all his rights and continue liable in his duties as a Fellow as if such resignation had never been given. [Following sentence added in 1995:] Subject to the provisions of section 6(1) of Statute 69 nothing in this Statute shall apply to a person who is a member of the academic staff to whom Statute 69 applies.

41. Any Fellow who is elected Master of the College or who becomes the Head or Fellow (but not an Honorary Fellow) or Visiting Fellow of any other College in Cambridge shall thereupon cease to be a Fellow of the College.

42. Any Fellow may at any time resign his Fellowship by notice in writing under his hand addressed to the Master.

COLLEGE OFFICERS

43. The College Officers shall consist of such persons as may be determined by Ordinance. Save as expressly provided in these Statutes the methods of appointment, the tenure, duties, and emoluments of the College Officers shall be determined by Ordinance or by decisions of the Governing Body made thereunder.

44. At a vacancy in any of the offices of Bursar, Tutor, or Librarian, and such other offices as may be determined by Ordinance, the Master may, if he think fit, appoint one of the Fellows for a probationary period of two years, and on the expiration of such period the Governing Body may confirm the appointment from time to time for such period or periods as may seem fit. In the event of the Master declining to appoint, the appointment for the probationary period shall be made by the Governing Body, not necessarily from among the Fellows.

45. Where any College Officer is employed under a contract of employment made with the College the said contract shall contain a term expressly incorporating the provisions of these Statutes and any Ordinances made thereunder, being those in force at the time of entering into the said contract, as a term of this employment.

46. The Governing Body may by a majority of not less than two-thirds of those present remove a College Officer before the expiration of his period of office notwithstanding anything in any agreement made between the College and the Officer. [Following sentence added in 1995:] Subject to the provisions of section 6(1) of Statute 69 nothing in this Statute shall apply to a person who is a member of the academic staff to whom Statute 69 applies.

47. Where a College Officer has held office for a period of more than three years and where such Officer is employed by the College under a contract of employment the said contract shall not be terminated save by a resolution of the Governing Body passed by a majority of not less than two-thirds of those present. For the purposes of this Statute a contract of employment shall be deemed to have been terminated if, being a fixed term contract, it is not renewed beyond the expiry of the fixed term. [Following sentence added in 1995:] Subject to the provisions of section 6(1) of Statute 69 nothing in this Statute shall apply to a person who is a member of the academic staff to whom Statute 69 applies.

48. In any case where it is proposed to remove a College Officer in accordance with the provisions of Statutes 46 and 47 above the Officer concerned shall have the right to present his case to the Governing Body before any resolution removing him from office may be passed.

SCHOLARS

49. The number of Scholars and Exhibitioners, the amount of their emoluments, and the method of their election and admission shall be determined by the Governing Body.

COLLEGE DISCIPLINE

50. All members of the College *in statu pupillari* shall show due respect and obedience to the Master, Fellows, and College Officers and shall satisfy them as to diligence and progress in study: they shall conduct themselves in a quiet and orderly manner, shall observe the Statutes, and shall conform to all such regulations as may be made by the Governing Body from time to time for the good government of the College.

51. The Governing Body may at any time, in their discretion, inflict the penalty of expulsion from the College or any less penalty upon any member *in statu pupillari*. The Governing Body may from time to time assign such disciplinary powers as they may think fit to any of the Master, Fellows, or College Officers, provided that the penalty of expulsion shall be inflicted only after the member has been given an adequate opportunity of presenting his case to the Governing Body or Committee thereof appointed specially for the purpose.

Residence in College of Officers or Fellows

52. Provision may from time to time be made by Ordinance for the residence of College Officers and Fellows in College.

DIVINE WORSHIP AND RELIGIOUS INSTRUCTION

53. Having regard to the provisions of the fifth and sixth sections of the Universities Tests Act, 1871, the Governing Body may provide stipends from the revenues of the College for persons who may be appointed to carry out those provisions; and shall make such regulations as they may deem expedient for the celebration of Divine Service, and for the due maintenance of religious worship and instruction.

FINANCIAL ADMINISTRATION

Superannuation

54. The College shall participate in the University Superannuation Scheme (hereinafter called the U.S.S.).

55. The College shall continue to participate in the Federated Superannuation System for Universities (hereinafter called the F.S.S.U.) in respect of Fellows or other persons employed by the College who are entitled to remain within that System and wish to do so.

56. The Governing Body shall make regulations for the administration of the superannuation arrangements of the College, provided that in so far as such regulations relate to the U.S.S. or to the F.S.S.U. they shall be compatible with the constitution and rules of the U.S.S. or the F.S.S.U. respectively.

Payments for University Purposes

57. The College shall pay annually to the University the sum authorised by the Statutes of the University made under the powers of the Universities of Oxford and Cambridge Act, 1923, to be levied from the

College; provided that so much of the sum to be paid as shall be levied in respect of any Trust or other separate Fund shall be charged to the income of such Trust or Fund unless the Governing Body shall in any case otherwise determine.

College Accounts and Audit

58. The accounts of the College shall be kept and inspected, abstracts made, and statistics recorded in such manner as may be prescribed from time to time by the Statutes of the University or by other competent authority.

59. The accounts shall be audited once in every year. The Governing Body shall appoint for that purpose an Auditor or Auditors (one of whom shall be a person qualified to act as an auditor under the Companies Act 1985 and shall not be a member of the Governing Body) who shall prepare or cause to be prepared proper abstracts showing the financial condition of the College. The Auditor or Auditors shall deliver the said abstracts to the Governing Body and shall report in writing whether the accounts of the College are duly kept in the prescribed manner and whether the same abstracts contain a full and true account of such financial condition. It shall be lawful for the Auditors or any Auditor to report specially as to any payment which they or he may judge to have been made without sufficient authority. The audited accounts shall be inspected by a Committee of the Governing Body appointed for the purpose.

60. An abstract of the several accounts of the College relating to funds administered either for general purposes or in trust or otherwise shall be sent on or before the appointed day in each year to the Vice-Chancellor of the University for publication.

Investment of Capital Moneys

61. Any funds or endowment held by or on behalf of the College, (a) to the extent that the same are subject to the provisions of the Universities and Colleges Estates Acts 1925 and 1964, may be applied for any purpose for which capital moneys arising under those Acts as amended from time to time may be applied; (b) to the extent that the same are not subject to such Acts and whether or not they are subject to particular trusts or restrictions, may be applied and may be invested or applied in the purchase of or at interest upon the security of such stocks, shares, funds, securities, or other investments or property including freehold or leasehold property (with or without vacant possession and either for occupation or investment) of whatsoever nature and wheresoever situate including the improvement and repair of any such property as the College shall in its absolute discretion think fit and so that the College shall be empowered to transpose the investment of such funds or endowment in the same full and unrestricted manner.

62. The powers contained in the preceding Statute shall not extend to the investment of any funds held by the College as trustee (whether sole or otherwise) to the extent that such investment is not permitted by the instrument creating the trust.

Tutorial Charges

63. Such Tutorial charges shall be made to members of the College *in statu pupillari*, and those charges shall be so applied, that as far as is reasonably possible all expenditure for educational and tutorial purposes is met thereby except in so far as it is chargeable on any special endowment; provided that, if the tutorial charges are fixed at such a sum that they cannot reasonably be raised, the Governing Body shall have power to make payments from corporate revenue towards the stipends of the educational staff or in respect of other tutorial expenses.

PRESENTATION TO BENEFICES

64. The Governing Body or a Livings Committee specially appointed by them shall present to the several benefices in the patronage of the College. Before any presentation shall be made to a Living the Master shall circulate notice of the vacancy to all Fellows.

ADDRESSES

65. Every Fellow shall leave with such person as the Governing Body may appoint an address to which notices for him should be sent. Any notice required by these Statutes to be given to any Fellow shall be deemed to have been properly given if delivered personally to such address at the time when so delivered and to have been so given forty eight hours after posting if sent to such address by prepaid first class mail.

INTERPRETATION

66. If any question shall arise in regard to the meaning of any of these Statutes or of any Ordinance, (i) it shall be decided initially by a majority of the committee, if any, on which it arises; (ii) if either (i) above is inapplicable or any Fellow or College Officer is dissatisfied with the decision made under (i), then the question shall be decided by a majority of the Governing Body; (iii) if any person affected by a decision made under (ii) above is dissatisfied with the decision, he shall have the right to appeal to the Visitor, provided that he appeal within two calendar months after the decision shall have come to his knowledge. The Visitor, if appealed to within due time, may affirm, vary, or reverse the decision of the Governing Body, and his decision shall be final. In these Statutes and in any Ordinance made thereunder, words of the masculine gender shall import the feminine unless this interpretation is excluded expressly or by necessary implication.

REPEAL OF EXISTING STATUTES

67. These Statutes shall come into force on (18 March, 1987), and all Statutes and Ordinances of the College in force immediately before that day shall cease to have effect on that day. Nevertheless the interests and conditions of tenure of any person holding the Mastership or a Fellowship, College office, Studentship, Scholarship, or other award immediately before the day on which these Statutes come into force shall continue to be governed by the Statutes then in force unless he gives notice in writing to the Master within a year of that day that he wishes to be governed by these Statutes; provided that any re-election or re-appointment to, continuance in, or extension of any of the above-mentioned offices or emoluments shall in any case be governed by these Statutes.

CHANGE OF STATUTES

68. Subject to the provisions of the Universities of Oxford and Cambridge Act, 1923, the Governing Body shall have power from time to time to repeal, alter, or amend the Statutes of the College for the time being in force.

[Statutes 69 and 70 added in 1995:]

ACADEMIC STAFF

69. 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 any person holding a College Office as designated by the Governing Body as one to which this Statute applies;
- (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 Governing Body 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 Master, to the extent and in the manner set out in Part VII of this Statute.

3.2. 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” refer to the dismissal of a member of the academic staff and

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

4.2. “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 his 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; or
- (e) serious violation of any of the Statutes or Ordinances of the College in force for the time being.

4.3. 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 purpose 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 proceeding 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.

6.2 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 shall not invalidate any waiver made under section 142 of the Employment Protection (Consolidation) Act 1978.

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

6.4 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.

6.5 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.

7.2 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 himself involved in the matter in question, the Council may appoint an alternate to act in his place under procedures prescribed by Ordinances made under this Statute.

69. PART II: REDUNDANCY

8. This Part enables the Governing Body, as 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) his appointment is made, or his contract of employment is entered into, on or after 20th November 1987; or
- (b) he is promoted on or after that date.

9.2 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 Governing Body shall be the appropriate body for the purposes of this Part.

10.2 This section applies where the Governing 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 Governing Body has reached a decision under section 10.2 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 it shall appoint a Redundancy Committee to be constituted in accordance with subsection 3 of this section to give effect to its decision by such date as it may specify and for that purpose

- (a) to select and recommend the requisite members of the academic staff for dismissal by reason of redundancy; and
- (b) to report their recommendations to the Governing Body.

11.2 The Governing Body shall either approve any selection recommendation made under subsection 1(b), or shall remit it to the Redundancy Committee for further consideration in accordance with its further directions.

11.3 A Redundancy Committee appointed by the Governing Body shall comprise –

- (a) a Chairman;
- (b) two Fellows not being members of the academic staff; and
- (c) two members of the academic staff.

11.4 A member of the academic staff shall not be selected for dismissal under this section unless he has been afforded a reasonable opportunity to make representations to the Governing Body.

12.1 Where the Governing 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.

12.2 Each member of the academic staff selected shall be given separate notice of the selection approved by the Governing Body.

12.3 Each separate notice shall sufficiently identify the circumstances which have satisfied the Governing Body that the intended dismissal is reasonable and in particular shall include –

- (a) a summary of the action taken by the Governing Body under this Part;
- (b) an account of the selection procedure 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 of this Statute; and
- (d) a statement as to when the intended dismissal is to take effect.

(Statute 69, continued)

PART III: DISCIPLINE, DISMISSAL AND REMOVAL FROM OFFICE

13.1 If it appears to the Master that there are grounds for believing that the conduct or performance of a member of the academic staff is or has been unsatisfactory, he shall inquire into the matter. If the Master concludes after investigation that the member is or has been at fault, he may issue an oral warning to the member. The Master 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 he may appeal against the warning under sub-section 4 of this section.

13.2 If the Master concludes after investigation that the fault is sufficiently serious to justify it, or if a further offence occurs, he 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 Master shall advise the member that he 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.

13.3 The Master 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.

13.4 A member of the academic staff who wishes to appeal against a disciplinary warning shall inform the Master within two weeks. An Appeals Committee appointed by the Governing Body shall hear the appeal and the Committee's decision shall be final. If the appeal is allowed, the warning shall be disregarded for the purposes of section 14.

14.1 If there has been no satisfactory improvement following a written warning 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 Master.

14.2 To enable the Master to deal fairly with any complaint brought to his attention under sub-section 1 he shall institute such enquiries (if any) as appear to him to be necessary.

14.3 If it appears to the Master (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, he shall write to the person concerned inviting comment in writing and may suspend the person concerned from the performance of his duties without loss of emolument.

14.4 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 Master 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 Master has determined that the matter should be considered by a Disciplinary Committee, he shall request the Governing Body to appoint such a Committee to hear the charge or charges and to determine whether the conduct or performance of the person concerned constitutes misconduct relating to his 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 Master, after consulting the Governing Body, may suspend the person charged from the performance of his duties without loss of emolument.

16. A Disciplinary Committee shall consist of three persons selected by the Governing Body from a panel of seven 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 Governing Body shall exclude the person charged with 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 Governing Body 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.

17.2 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 the 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 him 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 him to consider and respond to the new evidence; and

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

19.1 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 Master, the person charged, the person presenting the charge and any person who shall have been added as a party by the Disciplinary Committee

19.2 The Disciplinary Committee shall draw attention to the period of time within which any appeal should be made by ensuring that a copy of Part V (appeals) accompanies each copy of its decision sent to a party to the proceedings under this section.

20.1 If 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 Master, after consulting the Governing Body, shall decide whether or not to dismiss the member of the academic staff concerned.

20.2 If the charge or charges are upheld, other than where the Master has decided under sub-section 20.1 to dismiss the member of the academic staff concerned, the action available to the Master, after consulting the Governing Body (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 his future conduct; or
- (c) to warn the member concerned; or
- (d) to suspend the member concerned for such period as the Master shall think fair and reasonable, provided that the suspension shall not extend beyond three months after the date on which the Governing Body shall have considered the Disciplinary Committee's decision, provided that no suspension without pay may be ordered unless the terms of the contract or employment of the member concerned contains provisions expressly entitling the Master to impose such a penalty; or
- (e) 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) any combination of any of the courses of action specified above.

21.1 Any reference in section 20 to the Master shall include a reference to an officer acting as his delegate.

21.2 Any action taken by the Master or his delegate shall be confirmed in writing.

(Statute 69, continued)

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.

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

22.3 In this Part references to the appropriate officer are references to the Master or an officer acting as his delegate to perform the relevant act.

22.4 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 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 his duties without loss of emolument.

23.2 If the member agrees that his removal on those grounds should be considered the College shall meet the reasonable costs of any medical opinion required.

23.3 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 Governing Body; one person nominated by the member concerned or, in default of the latter nomination, by the Master; and a medically qualified Chairman jointly agreed by the Governing Body and the member or, in default of agreement, to be nominated by the President of the Royal College of Physicians.

23.4 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 himself, 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.

23.5 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 Governing Body, may terminate the employment of the member concerned on those medical grounds.

(Statute 69, continued)
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 Governing 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 12 (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.

26.2 No appeal shall however lie against -

- (a) a decision of the Governing 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 finding by a Board set up under section 23.3 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.

26.3 In this Part references to “the person appointed” are references to the person appointed by the Governing Body under section 29 to hear and determine the relevant appeal.

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

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

28.1 A notice of appeal shall be served within 28 days of the date on which the document recording the decision appealed from was sent to the appellant or such longer period, if any, as the person appointed may determine under sub-section 28.3.

28.2 The Master shall bring any notice of appeal received (and the date when it was served) to the attention of the Governing Body and shall inform the appellant that he has done so.

28.3 Where the notice of appeal was served on the Master outside the 28-day period the person appointed under section 29 shall not permit the appeal to proceed unless he 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 in accordance with Ordinances made under this section.

29.2 The person appointed under sub-section 1 above shall be a person not employed by the College holding, or having held, judicial office or being a barrister or solicitor of at least ten years' standing.

29.3 The person appointed shall sit alone unless he considers that justice and fairness will best be served by sitting with two other persons appointed in accordance with Ordinances made under this section.

29.4 The other persons who may sit with the person appointed shall be –

- (a) one member of the regent House of the University not being Fellow of the College; 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.

30.2 Without prejudice to the generality of the foregoing such ordinances shall ensure –

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

30.3 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 (or any issue arising in the course of such an appeal) to the Governing Body 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 appropriate officer under Part IV for further consideration as the person or persons hearing the appeal may direct; or

(d) remit an appeal by the Master 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 master 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 Governing Body as the appropriate body under Part II or by the Disciplinary Committee under Part III, as the case may be, to the Master and to the parties to the appeal.

(Statute 69, continued)

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 Master.

34.2 If it appears to the Master that the matter has been finally determined under Part III, IV or V or that the grievance is trivial or invalid, he may dismiss it summarily, or take no action upon it. If it so appears to the Master he shall inform the member accordingly.

34.3 If the Master 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

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

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

35 If the grievance has not been disposed of informally under section 34.4, the Master shall refer the matter to a Grievance Committee for consideration.

36 A Grievance Committee shall comprise three Fellows of the College appointed annually by the Governing Body.

37 The procedure in connection with the consideration and determination of grievances shall be determined in Ordinance 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 Governing Body 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.

(Statute 69, continued)

PART VII – REMOVAL OF THE MASTER FROM OFFICE

39 Any three members of the Governing Body may make a complaint to the senior member of the Governing Body then in residence seeking the removal of the Master from office for good cause.

40 The senior member of the Governing Body then in residence shall refer such a complaint to the Governing Body, exclusive of the Master and the members making the complaint. If it appears to the Governing Body 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 Governing Body, on material presented, that the complaint raised a prima facie case which could, if proved, constitute good cause for the dismissal or removal of the Master from office, they shall appoint a Tribunal to hear and determine the matter. A Tribunal appointed by the Governing Body 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, who is a barrister or solicitor of at least ten years' standing, who shall be Chairman;

(b) two other persons.

42 A charge referred to the Tribunal shall be dealt with in accordance with the procedure prescribed in sections 17 and 19, provided that the senior member of the Governing Body then in residence shall perform any duty and exercise any power there assigned to the Master 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 Master and the senior member of the Governing Body then in residence. 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 to the Master.

44 If the Tribunal finds that the complaint constitutes good cause for dismissal, the senior member of the Governing Body then in residence, after consulting with the Governing Body, may dismiss the Master.

45 The Master may institute an appeal against the findings of a Tribunal by sending to the senior member of the Governing Body then in residence 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 Master, provided that the person appointed to hear an appeal shall have power to hear an appeal submitted after that date if he 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 senior member of the Governing Body then in residence shall perform any duty and exercise any power there assigned to the Master, and references in sections 30 and 31 shall be construed as referring to this Part.

47 For the purposes of the removal of the Master for incapacity on medical grounds, the provisions of Part IV shall have effect, provided that the senior member of the Governing Body then in residence shall perform any duty or exercise any power there assigned to the Master.

48 For the purposes of this Part, references to the senior of the Governing Body then in residence shall, if that person is incapacitated by illness or otherwise, be construed as referring to the member of the Governing Body next in order of seniority.

INTERPRETATION

70. 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 69 applies which concerns the member's appointment or employment or the termination of that appointment or employment; or

(b) to disallow or annul any Ordinance of the Governing Body made under or having effect for the purposes of Statute 69.

The concluding Exhortation of the ancient Statutes affixed hereto shall remain in the Statute Book of the College:

Postremo omnes hujus Collegii Socios et Studiosos vehementer in Domino hortamur, ut memores Beneficiorum quae hujus rei gratia a Domino acceperint optimis studiis et omni pietati se totos consecrent. Statuta nostra diligenter et fideliter observent; nullam callidam aut sinistram interpretationem, contra ipsarum ordinationum sensum et mentem, adhibeant; sed firmas ac ratas habeant, suam et Ecclesiae Dei utilitatem quaerentes, et omnes conatus ad Domini ac Servatoris nostri gloriam illustrandam conferentes. Cui cum Patre et Sancto Spiritu sit omnis honor, gloria, et imperium in saecula saeculorum. Amen.

Unofficial translation:

"Finally we strongly exhort all the Fellows and Scholars of this College that, mindful of the benefits which they shall have received from God in this matter, they should dedicate themselves to the best learning and religion; that they should diligently and faithfully observe our statutes, nor apply any artful or evil interpretation thereto contrary to the true sense and meaning of the same ordinances; but keep them firm and settled, seeking always the advantage of the College and of God's Church and making every effort to honour the glory of our Lord and Saviour. To Him with the Father and the Holy Spirit be all honour, glory and power for ever and ever. Amen."

HISTORICAL NOTE

The College was governed for a short period in accordance with rules and Statutes drawn up by the Aldermen and Brethren of the Gild for the government of the Gild and of the scholars of their College. These were superseded so far as the College was concerned by a set of Statutes, with the preface printed on page 1, which was ratified by various authorities and was finally adopted in 1356. This was revised throughout by Matthew Parker and William Meye in 1544, and the revised Statutes were approved by the Visitors under King Edward the Sixth. The old Statutes were restored under Queen Mary; but the revised Statutes, with a few further changes, were approved by the Visitors under Queen Elizabeth and came finally into force in 1573.

The Commissioners under the Act of 1856 made a new set of Statutes for the College. This was approved by the Queen in Council in 1861. These Statutes were replaced in 1882 by Statutes made by the Commissioners under the Act of 1877; and these latter were replaced in 1921 by Statutes made by the Master and Fellows in accordance with the provisions of this Act. A temporary Statute as to pensions was approved by the Commissioners under the Act of 1923, coming into force in 1925.

A set of Statutes as to Bye-Foundations was made by the Commissioners under the Act of 1856 and approved in 1861. This was neither repealed nor amended in 1882 and 1921 but was replaced in 1986 by Statute 17.

The 1921 Statutes were replaced with a new set of Statutes (which included the provision that the Founders' Exhortation should remain on the Statute Book) by the Commissioners under the Act of 1923 on 17 November, 1925, and were approved by the King in Council on 30 April, 1926. The Statutes in respect of Bye-Foundations, made by these Commissioners on 26 March, 1926, were approved by the King in Council on 26 July, 1926.

In 1951 Statute 6C and 15D were amended by the substitution of August 1st for July 1st as the date by which the Master should vacate office on retirement and the date by which the Tutor and those holding teaching office should retire aged 60, and by which those holding administrative office should retire aged 65.

Statute 5A and B concerning the duties of the Presiding Fellow during a Mastership election was amended.

Statute 9D was also amended to make it possible for a Master to be elected to a Life Fellowship on retirement.

In 1954 Statute 14D was amended to allow a College Officer to remain in office until the age of 67.

In 1962 the Master and Fellows amended Statute 9 on Tenure of Fellowships by adding Sections F and G in order to enable the College to elect non-stipendiary Fellows for Leckhampton whose main academic activity was research. At the same time Statute 23 on Investment of Capital Moneys was revised in order to widen the College's powers of investment.

In 1974 Statute 20 on Superannuation was revised to enable the College to participate in the new University Superannuation Scheme (U.S.S.).

In 1975 Statutes 6, 8, 9, 10, 13 and the Temporary Statute were revised in respect of

- i. Dividend;
- ii. Fellowship;
- iii. the pre-election of the Master.

These amendments removed references to Fellows' Dividend, as being no longer applicable, made it possible for the College at some time in the future to restrict the privileges of certain Fellows if it became necessary to do so, and enabled the College to elect a Master twelve rather than six calendar months before the date of the vacancy.

In 1981 Statute 2C was amended by the deletion of the first sentence, in order to enable the College to admit women.

A complete revision of the Statutes was carried out in 1985 and 1986 to simplify them and bring them up to date with current practice. The new Statutes were approved by the College on 24 October, 1986, and approved by the Queen in Council on 18 March, 1987.

A further series of modifications was approved by the Queen in Privy Council on 26 July 1995. This included amendment of the Statutes relating to the removal or the resignation of the Master (28 and 29), the vacation of Fellowships (40), and the appointment of officers (46 and 47); and the addition of Statutes 69 and 70 on dismissal, redundancy etc of academic staff.

Corpus Christi College

November 2008