

A. STATUTES

PREAMBLE

The College of the Great Hall of the University, commonly called University College, was according to ancient tradition founded and endowed by King Alfred the Great.

The first mention of this Royal Foundation of the College is in an undated Petition preserved in the Public Record Office in London.¹

The Petition, which alleges 'les nobles seintz Johan de Beverle, Bede, Richard Armecon et autres plusieurs fameuses doctours & Clercs' to have been sometime scholars in the College, is addressed to King Richard the Second and his Council by 'ses pources Orateurs les Mestre & Escolers de son College appelez Mokelvniersite Halle en Oxenford quele College estoit primerement funduz p vre' noble pgenitour le Roi Alfrid, qi Dieux assoill', pur la sustenance de vyngt & sys dyvinis ppetuels'.

The Royal Foundation and patronage so claimed was not disputed at the time and was asserted by the Crown, for example, in a writ, addressed to the Mayor and Bailiffs of Oxford, dated at Oxford the 16th August 1388.

Queen Elizabeth, in her Charter of Incorporation, granted the 9th February, in the fifteenth year of her reign, described the College as 'ex fundacione nobilium progenitorum nostrorum'. Finally, in the year 1726, a judgement of the Court of King's Bench declared the College to be a Royal Foundation and the Sovereign to be its Visitor.

The first existing endowment of the College dates from the year 1249. In that year William of Durham, said to have been Rector of Wearmouth and Archdeacon of Durham, died and bequeathed 310 marks to the University 'sub hac forma, scilicet quod ex illa pecunia emerentur redditus annui ad opus x vel xi vel xii vel plurium magistrorum, qui essent de redditibus illius pecunie sustentati'.

In the years 1253, 1255, and 1262, purchases were made, in accordance with this Will, of three houses and certain quit rents by the University. In 1280 or 1281 Deputies appointed by the University, after reciting as above the terms of the will of Master William of Durham and finding that some of his bequest had been misapplied, but not by the Society, drew up an Ordinance by which in the first instance four Masters, one at least to be a Priest, were to be elected and maintained from the charity. As more rents were purchased the number and exhibition of the Masters was to be increased. The Ordinance says: 'Praefati uero quatuor magistri simul habitantes audient theologiam et poterunt una cum hoc audire decretum et decretales, si sibi uiderint expedire.'

The Society, thus restored, received further Statutes from the University in the years 1292 and 1311, and from time to time subsequently. Till the judgement given in 1726, the University continued to claim and exercise the right to act as Visitor.

On the 18th October 1736 the College received new Statutes from the Crown.

¹ Ancient Petitions. 19 No. 915.

The name 'University Hall' given to the Society was derived from the House or Hall purchased by the University in 1253. This was changed early in the fourteenth century, after the acquisition of a building on part of the site of the present College, to 'Great', or 'Mickle', 'University Hall'. In the next century the title 'The University College' was often used; but the more formal titles were exceedingly various. 'Scholares magistri Willelmi de Donelm' is the designation enjoined on its members, 'quantum in eis est', by the Statutes of 1311, and the name 'Aula', or 'Collegium', 'Willelmi de Dunelm', is found as late as the reign of Elizabeth. But the more usual titles were 'Magister et Scholares' (or 'Magister, sive Custos, et Socii', occasionally 'Senior socius et consocii'), 'Aulae' (or 'Magnae Aulae', or 'Collegii, seu Magnae Aulae', or 'Collegii Magnae Aulae'), 'Universitatis Oxon'.

These and other variations, with the exception of those in which William of Durham is named and with the addition of 'vulgariter nuncupatum universitatis Collegium in Oxon', are cited in Queen Elizabeth's Charter of Incorporation. The Charter granted 'Magistro ac Sociis dicti Collegii magnae Aulae universitatis Oxon et successoribus suis quod ipsi et Successores sui de cetero imperpetuum sint et erunt unum Corpus re et nomine incorporatum solummodo per nomen Magistri et Sociorum Collegii magnae Aulae universitatis Oxon.'

The endowment of William of Durham was added to at various dates by other benefactors; among others by King Henry IV, at the instance of Walter Skirlow or Skirlaw, Bishop of Durham, in 1403 or 1404; by Henry Percy, Earl of Northumberland, in 1442; by Henry Beaufort, Cardinal, Bishop of Winchester, in 1447; by William Heron in 1580; by Robert Dudley, Earl of Leicester, in 1587; by John Freeston, in 1592; by Robert Gunsley, Clerk, in 1618; by Sir Simon Bennet in 1636; by Charles Greenwood in 1642; by Dr John Radcliffe in 1714; by William Lodge, Clerk, in 1730; by Dr John Browne in 1764; by Mary Anne, Viscountess Sidmouth in 1844; by Dr George Shepherd in 1849; by Dr Frederick Charles Plumtre in 1870; by Mr Robert Mynors in 1895; and by the Right Honourable Charles Stewart Parker in 1910. By the Will of Dr James Franck Bright, who died in 1920, the College will ultimately benefit.

In consequence of these benefactions and others the Fellowships within the College were, in the year 1924, fourteen in number, namely:

- Two Fellowships of the foundation of William of Durham.
- Three Fellowships of the foundation of King Henry the Fourth.
- Three Fellowships of the foundation of Henry Percy, Earl of Northumberland.
- Four Fellowships of the foundation of Sir Simon Bennet.
- One Fellowship of the foundation of Mary Anne, Viscountess Sidmouth.
- One Fellowship of the foundation of Mr Robert Mynors.

And the number of Open Scholarships and Exhibitions twenty-two in number, namely:

- Four Scholarships of the foundation of Sir Simon Bennet.
- Two Scholarships of the foundation of Dr John Browne.
- One Consolidated Scholarship of the foundation of Thomas Brown, clerk.
- One Scholarship of the foundation of Otho Hunt, clerk.
- One Scholarship of the foundation of Dr George Shepherd.
- One Scholarship of the foundation of the College.
- Four Scholarships founded by the College out of the Linton Fund, for the special encouragement of the study of Mathematics and Natural Science, and called Dr John Radcliffe's Scholarships.
- Five Scholarships founded by the College out of the Linton and Parker Funds, and called Linton or Parker Scholarships.
- One Exhibition of the foundation of Mr William Heron.
- Two Consolidated Exhibitions of the foundation of Mr William Lodge.

I. REPEAL, INTERPRETATION, ETC.

Repeal of existing Statutes and Ordinances	<p>1. The existing Statutes and Ordinances of the College of the Great Hall of the University, commonly called University College, in the University of Oxford, are hereby repealed. But this repeal shall not revive any enactment, provision, or requirement by the said Statutes or Ordinances annulled. Nor shall such repeal invalidate anything done, or affect any rights acquired, under or by virtue of the said repealed Statutes or Ordinances, or any of them, or the conditions of tenure of any emolument held by virtue of such right.</p>
Date from which the new Statutes are to be binding	<p>2. These Statutes shall be construed to speak and take effect as if framed immediately before the approval thereof by His Majesty in Council.</p>
Interpretation clause 'High Steward'	<p>3. In the construction of these Statutes:-</p> <p>The words 'High Steward' shall mean the High Steward of the University of Oxford.</p>
'The Master and Fellows'	<p>The words 'The Master and Fellows' shall mean the Master and all actual Fellows of the College being graduates, assembled at a College Meeting, unless the context shall exclude such construction:</p>
'Reside' and 'Residence'	<p>The word 'residence' shall mean residence in the College, and a person shall be held to have 'resided in the College' upon any given day if he shall have passed four hours within the College between the hours of midnight of the day for which residence is claimed and seven o'clock in the morning of the following day; and the word 'reside' shall have a corresponding meaning. The expression 'the College' shall in this connexion include any house, adjacent or near to the College, used under the authority of the Master and Fellows for the residence of members of the College. With the permission of the Master and Fellows (to be granted, in the case of the Master or a Vice-Master, or a Praelector, Tutor, or Chaplain of the College, at a General Meeting only), residence within three and a half miles of Carfax or at such other reasonable distance from Carfax as the College may determine, shall count as residence in the College. Any person who shall have resided for forty-two days at least in any Term shall be deemed to have kept the Term by residence.</p>
'The College'	
'Office' and 'Officers'	<p>The words 'Office within the College' shall mean any Office within the College to which a stipend is attached payable out of any College Funds, and the appointment to which is made by the Master and Fellows. The words 'Officers' and 'Officers of the College' shall mean such persons as are elected under the provisions of Statute IV. 1.</p>
'An absolute majority'	<p>The phrase 'an absolute majority' shall mean a majority consisting of more than one-half of the votes of those present and voting on any question brought before a College Meeting, exclusive, except as provided in Statute VI. 11, of any casting or transferred vote.</p>
'Prescribed allowances'	<p>The words 'prescribed allowances' shall mean such allowances as the Master and Fellows may, if they think fit, assign in accordance with the provisions of Statute III. 30(a).</p> <p>The masculine shall include the feminine.</p>
Notices	<p>4. Any notice required or directed to be given to any person may be sent by the general post, and shall be deemed to have been duly sent, if it be proved that the letter containing the notice was prepaid, and addressed to such person's last known address, and put into the general post, and shall be deemed to have been given to such person at the time when the said letter was put into the general post.</p>
Pre-election	<p>5. When any position or office within the College is about to become vacant at a known date by resignation or superannuation, and provided that the Master and Fellows shall have authorized such a course by a two-thirds majority of those present and voting at a College Meeting, an election or appointment may be made not more than six calendar months before the date of the vacancy by the</p>

same procedure as if the position of office had already become vacant. Such election or appointment shall take effect from such date as shall be determined at the time of the election or appointment.

The Master shall not preside at an Extraordinary General Meeting called for the purpose of pre-electing a new Master. At such meeting the Fellows shall appoint one of their number to preside.

II. THE MASTER AND VICE-MASTER

Qualifications for
Mastership

1. In elections to the Mastership, the Fellows shall choose the person who, being at least 30 years of age, shall in their judgement be most fit to be Master of the College, as a place of education, religion, learning, and research.

Election to
Mastership

2. Whenever the Mastership shall fall vacant, the senior Fellow in residence, or the Butler, or, him failing, the Senior College Porter in residence shall forthwith give notice of the vacancy to all the Fellows. As soon as may be after the occurrence of the vacancy, the Vice-Master shall summon the Fellows to a meeting, to be held within three calendar months of the said occurrence, for the purpose of electing a new Master, and of such Meeting at least three weeks' notice shall be given by the Vice-Master to all the Fellows.

The person who at such Meeting shall obtain an absolute majority shall be elected Master; but if no person shall obtain an absolute majority, the meeting shall be adjourned from time to time for the purpose of taking a fresh vote at intervals of not less than six nor more than twenty-four hours, until either one person shall obtain an absolute majority, in which case he shall be elected Master, or two persons shall each obtain one-half of the votes of those present and voting, in which latter case the High Steward shall decide which of those two persons shall be elected Master.

If at the end of three days there shall be no such absolute majority or equality of votes, the right to appoint a Master of the College shall lapse for that turn to the High Steward.

The person presiding shall not have a casting vote at any such meeting.

Admission to
Mastership

3. As soon as may be after the election, one or more of the Fellows deputed for that purpose by those present at the said Meeting shall deliver to the High Steward a letter under the College Seal, announcing the result of the election, and shall at the same time present the Master. The Master shall, in the presence of the High Steward and of the Fellow or Fellows so deputed, make a declaration to the effect that he will faithfully perform the duties of his office, and observe the Statutes and By-laws of the College in force for the time being.

Emoluments of
Mastership

4. There shall be attached to the Mastership such annual stipend of not less than £500 as the Master and Fellows may from time to time determine, payable out of the Corporate Revenues of the College, in addition to the sum of £1,750 which shall be charged on the fund arising from Dr Radcliffe's benefaction called the 'Linton Fund'. The Master shall also receive such annual allowance (not exceeding a sum to be determined from time to time by the Master and Fellows) as he shall certify in writing to have been required to meet the expenses of entertainment and all other expenses of whatever nature incurred by him by reason of his tenure of his office.

In addition to this stipend the Master shall be entitled to the use of his lodgings free of rent, rates, and taxes, the cost of necessary repairs of the fabric being also defrayed by the College.

The cost of provision of lighting, heating, and domestic service in the Master's Lodgings, and of their internal decoration, may be defrayed by the College, either in whole or in part, as the Master and Fellows shall from time to time determine. The Master and Fellows may at their discretion also pay the Master all or any of the allowances which may be paid to the Fellows.

Master holding
University

5. The Master shall not hold any regular office or employment (other than that of Vice-Chancellor) either within or outside the University which the Fellows. by resolution conducted by

Offices	<p>Chancellor) either within or outside the University which the Fellows, by resolution conducted by ballot at an Extraordinary General Meeting, shall deem to be incompatible with the duties of the Mastership.</p> <p>If the Master shall hold any salaried office within the University (unless the office be that of Vice-Chancellor) the stipend payable to the Master shall not be governed by the provisions of clause 4 of this Statute but shall be such as the Master and Fellows may from time to time determine, having regard to the stipend attaching to the other office held by the Master; and the proportion of the Master's stipend to be charged to the Linton Fund shall be determined by the Master and Fellows as they shall think fit.</p>
Vacation of Mastership	<p>6. The Master shall hold office until the 31st day of July next following his seventieth birthday, or if his birthday fall on the 31st day of July then until his seventieth birthday. The College may, by the votes of not less than three-quarters of the number of persons present and voting at an Extraordinary General Meeting specially summoned for this purpose with notice of the business to be transacted at the same, resolve that the interests of the College so require and specially extend the tenure of office of the Master for a period not exceeding two years from the date at which he would otherwise vacate his office.</p> <p>An Extraordinary General Meeting for the purpose of this clause shall be summoned by the senior Fellow in residence and only upon the requisition in writing of not less than five Fellows entitled to vote at such a meeting.</p>
Pension to the Master	<p>7. (a) Until the Master shall attain the age of 65 years the provisions of the Federated Superannuation Scheme for Universities shall apply to him in like manner as to the Fellows as provided in Statute III.13, and he shall, on his election, sign an agreement placing himself under the conditions of Statute VII.</p> <p>(b) When the Master shall reach the age of 65 years, it shall be lawful for the Master and Fellows to direct that, for such time as he may continue to hold the office of Master, a sum equal to the annual contribution previously made by the College in respect of him under the Federated Superannuation Scheme for Universities shall continue to be made annually on his behalf out of the General Corporate Revenue towards the cost of such further provision for life-assurance or superannuation benefit as the Master, with the approval of the Fellows, may desire to effect.</p>
Temporary Pension in certain cases	<p>8. If the Master, before attaining the age at which his superannuation policy under the Federated Superannuation Scheme for Universities matures, become incapable of performing the duties of his office, it shall be lawful for the Master and Fellows to assign to him on his retirement and until such time as he is entitled to benefit under the Federated Superannuation Scheme for Universities such temporary provision as they may deem suitable to the circumstances of the case. Any such temporary provision awarded to a retired Master shall be provided and paid for out of the General Corporate Revenue.</p> <p>If the Master before attaining the age of 60 years become incapable of performing the duties of his office and shall not voluntarily retire therefrom or shall be incapable of signifying his desire to retire therefrom, the High Steward may, if he think fit, after due inquiry held upon a petition approved by the votes of not less than two-thirds of the number of persons present and voting at a Meeting specially summoned, declare that the Master has become incapable of performing the duties of his office, and order that the Mastership shall be deemed vacant at a time to be fixed by the Order; and the Fellows shall thereupon proceed to the election of a new Master. The High Steward may by the same Order assign to the Master on his ceasing to hold office such a temporary pension, not exceeding £600 a year, as he may deem suitable to be paid until such time as the Master is entitled to receive benefits which may be due to him under the Federated Superannuation Scheme for Universities. Any such temporary pension shall be provided and paid for out of the General Corporate Revenue.</p>

Duties of the Master	<p>9. The Master shall exercise a general superintendence over the affairs and management of the College, and the discipline and education of its members. He shall preside, when present, at College Meetings and shall affix the College Seal to official documents.</p> <p>He may also, if appointed, hold the Office of Praelector or Lecturer, and, in case he be a Priest or Deacon of the Church of England, of a Chaplain of the College, and may receive in respect thereof a reasonable remuneration.</p>
Residence of the Master	<p>10. The Master shall be required to reside in the College, as defined in Statute I. 3, seven calendar months at least in each year, whereof six weeks at least shall be in each Term; but in case of his being detained from residence by sickness or any other urgent reason during any portion of the period hereby prescribed, or of his desiring to be absent for some purpose which may appear to the High Steward to be reasonable, the High Steward may dispense with his residence for such period as may seem to him to be required by the necessity of the case.</p>
Appointment of a temporary Vice-Master	<p>11. The Master may in case of his sickness or absence request a College Meeting to appoint one of the Fellows to act as Vice-Master for such period as shall be necessary. If no such request be made within a reasonable time, or if the Mastership be vacant, the senior Fellow in residence shall summon a College Meeting to appoint one of the Fellows to act as Vice-Master for such period as shall be necessary.</p>
Powers of the Vice-Master	<p>12. The power of any person authorized under or by virtue of the last preceding clause to act as Vice-Master shall extend to all the acts which the Master is authorized or directed to do.</p>

III. THE FELLOWS

Number of Fellowships in the College	<p>1. The number of Fellowships within the College shall be so many as the Master and Fellows shall, subject to the provisions of subsequent clauses of this Statute and of Appendixes II and III of these Statutes, determine annually at their Stated General Meeting in March.</p>
Classes of Fellowships	<p>2. Fellowships within the College other than Honorary Fellowships shall be tenable as follows, namely:</p>
Stipendiary:	<p>A. Stipendiary Fellowships tenable by</p>
i. Official	<p>i. Persons holding the Office of Chaplain or any Office for the time being existing within the College, whether such Office be concerned with administration, discipline, or teaching. Such Fellowships shall for all purposes of these Statutes be termed Official Fellowships.</p>
ii. Official (reserved)	<p>ii. (a) University Lecturers, University Demonstrators, and Departmental Demonstrators appointed under the provisions of any University Statute or Decree in force for the time being.</p> <p>(b) Inter-Collegiate Lecturers whose names are on the Register of Faculty Lecturers kept by the Board of any Faculty or by a Board of Studies.</p> <p>Such Fellowships shall for all purposes of these Statutes be termed Official Fellowships (Reserved).</p>
iii. Term	<p>iii. Persons to whom the Master and Fellows shall assign specified teaching duties but who do not hold an office within the College for that purpose.</p> <p>Such Fellowships shall for all purposes of these Statutes be termed Term Fellowships.</p>
iv. Senior Research	<p>iv. Persons of exceptional distinction to whom the Master and Fellows shall assign special duties of research or advanced teaching. Such Fellowships shall for all purposes of these Statutes be termed Senior Research Fellowships.</p>

- v. Junior Research v. Persons engaged or proposing to engage in original research or advanced study. Such Fellowships shall for all purposes of these Statutes be termed Junior Research Fellowships.
- Lady Wallis Budge Fellowship vi. A person holding the Lady Wallis Budge Fellowship in Egyptology, who shall be either a Senior or Junior Research Fellow and shall have duties and rights as defined in Statute III. 28, III. 9 (c) or (d), III. 13, III. 14 (e) or (f), III. 17.
- Junior vii. Persons engaged or proposing to engage in further graduate study. Such Fellowships shall for all purposes of these Statutes be termed Junior Fellowships.
- Non-Stipendiary: B. Non-Stipendiary Fellowships tenable by:
- i. Professorial i. University Professors, University Readers, and holders of other University Offices which are declared by any University Statute or Decree to qualify the holder for a Professorial Fellowship. Such Fellowships shall for all purposes of these Statutes be termed Professorial Fellowships.
- ii. Emeritus ii. Persons who, having held Professorial or Official Fellowships in the College,
- (a) shall have retired from them after not less than twenty years' service, whether as Fellows or otherwise within the College, or
- (b) have retired from them after less than twenty but not less than fifteen years' service, whether as Fellows or otherwise within the College, on attaining the age at which such persons are required by or under these Statutes to vacate their Fellowships.
- Such Fellowships shall for all purposes of these Statutes be termed Emeritus Fellowships.
- iii. Supernumerary iii. Persons who, having vacated Fellowships within the College are not qualified, as in the preceding sub-clause ii, for election to Emeritus Fellowships. Such Fellowships shall for all purposes of these Statutes be termed Supernumerary Fellowships.
- iv. Special Supernumerary iv. Persons who are qualified for Research Fellowships as defined in clause 8 of this Statute, but who are not in need of pecuniary assistance for the prosecution of their study and whose services the Master and Fellows may deem to be of advantage to the College. Every such Fellow shall be subject to the provisions of clause 22 of this Statute. Such Fellowships shall for all purposes of these Statutes be termed Special Supernumerary Fellowships.
- General Qualifications for Fellowships No persons shall be eligible for a Fellowship unless he shall have passed all the examinations required by the University for the Degree of Bachelor of Arts or shall in the judgement of the Master and Fellows hold an equivalent qualification. If at the time of his election he be a Bachelor of Arts, or be entitled to supplicate for that degree, he shall be required to proceed to the Degree of Master of Arts, or to the Degree of Bachelor of Arts and to some higher degree, within a reasonable time to be fixed at a General Meeting, and in case he fail so to do shall vacate his Fellowship.
- Distribution of Fellowships in the College 3. Of the Fellowships within the College two at least shall be Professorial Fellowships as defined in the preceding clause of this Statute. The remaining Fellowships (exclusive of the Fellowship on the Foundation of Mary Anne, Viscountess Sidmouth and the Fellowship on the Foundation of Mr Robert Mynors, which shall be governed by their respective ordinances) shall be filled by the Master and Fellows from time to time as they fall vacant by the election of persons otherwise duly qualified under the provisions of the said clause. No new Stipendiary Fellowship shall be created, nor shall a vacancy in a Stipendiary Fellowship be filled, nor shall any new Fellowship be created, unless in the opinion of the Master and Fellows an emolument of not less than £350 a year is available from the General Corporate Revenue for the holder;
- Provided that, with the consent of the High Steward and in exceptional circumstances and with regard to a particular election, the Master and Fellows may elect any duly qualified person for a limited time to a Fellowship of a less annual value than £350.

Admission to and Tenure of Professorial Fellowships 4. Holders of any Professorships which may from time to time be allocated to the College by the Hebdomadal Council shall by virtue of their respective Offices be Professorial Fellows of the College, always provided that the number of the Fellowships so held shall not, without the consent of the Master and Fellows, exceed one-fourth of the Fellowships in the College not so held.

Each of these persons shall be admitted an actual Fellow as soon as may be after election or appointment to his Office or after allocation of his Professorship to the College and shall on becoming an actual Fellow be entitled to a place and vote at any General or Ordinary Meeting of the College. Subject to the provisions of clauses 11 and 19 of this Statute, each of these persons shall hold his Fellowship so long as he shall continue to serve the University in the qualifying Office.

Election to Official Fellowships, Official Fellowships (reserved) and Term Fellowships 5. (a) Elections to Official Fellowships, to Official Fellowships (Reserved) and to Term Fellowships shall be made subject to the following provisions, namely: (i) if the Office to which it is proposed to elect is a teaching office, the Master and Fellows before proceeding to an election shall first consult the Board or Boards of the appropriate Faculty or Faculties or the appropriate Board of Studies; (ii) if at any time the Fellowships tenable under clause 2, A. i and ii and iii of this Statute are less than ten in number, every such Fellowship in excess of five shall be held by a University Lecturer, a University Demonstrator, a Departmental Demonstrator appointed under the provisions of any University Statute or Decree in force for the time being, or an Inter-Collegiate Lecturer whose name is on the Register of Faculty Lecturers kept by the Board of any Faculty or by the Board of Studies. If such Fellowships are ten, or exceed ten in number, one-half thereof (or one-half of the even number which is greater by one than the number of the Fellowships) shall be so held.

Statutable Fine (b) If at any time the required number of Fellowships is not held by persons qualified in the manner prescribed in clause 2, A. ii of this Statute the College shall make to the Common University Fund a payment at the rate of £150 in each year for each Fellowship which should have been so filled in order to make up the required number for such time as that number is incomplete.

Election to Official Fellowships 6. (a) Subject to the provisions of clauses 5 and 17 of this Statute the Master and Fellows may from time to time elect to an Official Fellowship, whether with or without a term of probation, any person eminently qualified for the Office of Chaplain, Dean, Bursar or Praelector, or Tutor or for any other Office for the time being existing within the College, whose services the College needs, and who is willing to serve the College in any of these capacities.

Election to Term Fellowship (b) Subject to the provisions of clause 17 of this Statute the Master and Fellows may from time to time elect to a Term Fellowship, with a term of probation, any person whose services may be required to provide instruction in the College.

Chaplain Fellowship 7. If at the time of holding an election to a Fellowship (other than a Professorial Fellowship) there shall be among the Master and Fellows no person who is a Priest or Deacon of the Church of England, and who is willing to reside and serve the College, if appointed, as Chaplain, and qualified to give religious instruction within the College if required so to do, the Master and Fellows shall, unless dispensed from so doing by the High Steward, elect in accordance with the provisions of the last preceding clause a person who shall, in their opinion, be not only fit to be a Chaplain of the College, but also eminently qualified to give religious instruction to its members *in statu pupillari*, and to be a Fellow of the College as a place of education, religion, learning and research. If any person so elected and appointed shall, at any time after such appointment, cease to hold the office of Chaplain, or shall while holding such office fail, without the consent of the College, to keep any Term by residence, or shall neglect to give such instruction to the members of the College *in statu pupillari* as the Master and Fellows shall with his consent have prescribed, he shall thereupon vacate his Fellowship. If the Fellow so elected be a Deacon only at the time of his election, he shall be required to seek admission to the Order of Priesthood within a reasonable time to be fixed at a General Meeting, and in case he fail to be so admitted shall vacate his Fellowship.

Research Fellow- 8. (a) The Master and Fellows may from time to time elect to a Senior Research Fellowship a

ships

person who has done valuable work in letters, science, or education, or who has attained special distinction in some branch of knowledge and who shall undertake to perform some definite literary, scientific, or educational work in the College or in the University or with the permission of the Master and Fellows or of the University elsewhere.

(b) The Master and Fellows may from time to time elect to a Junior Research Fellowship, or Junior Fellowship, whether with or without previous examination or published notice of their intention, a person who not having attained the age of thirty-five years shows aptitude for original research or advanced or further study, and who undertakes to engage in some definite literary or scientific work or work of art or research or further study in the College, or the University, or elsewhere, under the direction of the College or of the University.

A share in the educational work of the College, or any College Office, may, subject to his consent, be assigned to a Senior or Junior Research Fellow.

At the time of any such election the qualifications of the proposed Fellow, and the object and scope of his proposed course of study, shall be specified in the Resolution by which he is elected. The Fellowship shall not in any case be renewed except by the votes of not less than two-thirds of the number of persons present and voting at an Extraordinary General Meeting duly summoned for the purpose.

In electing to Research Fellowships the Master and Fellows shall as far as possible pay regard to the claims of the different subjects of study recognized in the University.

Tenure of Stipendiary Fellowships (a) Official and Official (reserved)

9. (a) Subject to the provisions of clauses 11, 14, 18 and 19 of this Statute, every Fellow qualified under clause 2, A. i and ii of this Statute shall hold his Fellowship for such period as the Master and Fellows shall determine at the time of his election or re-election, not exceeding seven calendar years nor the period for which he may hold the requisite qualification if that be less.

(b) Term

(b) Subject to the provisions of clauses 10, 11, 14 and 19 of this Statute, every Fellow qualified under clause 2, A. iii of this Statute shall hold his Fellowship for such period as the Master and Fellows shall determine at his election, not exceeding seven calendar years.

(c) Senior Research

(c) Subject to the provisions of clauses 11, 14 and 19 of this Statute, every Senior Research Fellow elected to pursue some branch of study or undertaking to perform some definite work, as defined in clause 2 of this Statute, shall be elected for a term not exceeding five years without probation. He shall not be entitled to a place or a vote at College Meetings unless the Master and Fellows at any time decide to give him a place or a vote.

(d) Junior Research

(d) Subject to the provisions of clauses 12, 13, 16, and 21 of this Statute, every Junior Research Fellow elected upon his undertaking to perform some definite work, as defined in clause 2 of this Statute, shall hold his Fellowship for three years, not more than two of which may with the permission of the Master and Fellows be devoted to preliminary studies.

(e) Junior

(e) Subject to the provisions of clauses 10, 11, 14, and 19 of this Statute, every Junior Fellow shall hold his Fellowship for such period, not exceeding three years, as the Master and Fellows shall determine.

Probation of Fellows

10. Every person elected to a Term Fellowship or a Junior Research Fellowship, or Junior Fellowship and (unless he be admitted without probation) every person elected to a Fellowship in respect of a College Office shall remain under probation from the day of his election for one calendar year and thereafter until the next ensuing College Meeting. At such Meeting (to be held as soon as conveniently may be after the expiration of the said calendar year) he shall be admitted an actual Fellow, unless the Master and Fellows shall decide to extend his probation till an Extraordinary General Meeting can be summoned, at which Meeting they shall decide whether to

admit him an actual Fellow, or then and there to deprive him of his Fellowship, together with all further benefit of his original election. A Junior Research Fellow, or Junior Fellow, after his admission as an actual Fellow, shall not be entitled to a place or a vote at College Meetings unless the Master and Fellows at any time decide to give him a place or a vote.

Probationer Fellows shall be subject to such By-laws as the Master and Fellows may from time to time make as to their residence during probation.

A Probationer Fellow may be invited to be present at College Meetings but he shall not be entitled to vote. He shall receive the same emoluments as if he had been admitted an actual Fellow.

Declaration of
Fellows upon
admission

11. Every Fellow shall, upon his admission as an actual Fellow, make a declaration in the presence of the Master and Fellows, to the effect that he will be true and faithful to the College, will observe its Statutes and By-laws in force for the time being, and will endeavour to promote its interests and studies.

Seniority of
Fellows

12. It shall be lawful for the Master and Fellows, if they think fit, to grant to a Fellow upon his election a definite number of years of seniority, together with any financial advantage corresponding to such seniority which the Master and Fellows may at a General Meeting assign to him. Save as aforesaid the seniority of each Fellow in the College shall be determined by the date of his election to his Fellowship.

Pension Agree-
ment

13. Every Stipendiary Fellow shall on his election sign an agreement placing himself under the conditions of Statute VII, and shall upon retiring from his office and vacating his Fellowship be entitled to receive a pension under the provisions of the said Statute.

Vacation of
Fellowships

14. (a) Every Fellow elected or re-elected under the provisions of clause 2, A of this Statute shall vacate his Fellowship on the 30 September next following the date when he shall have attained the age of 67 years, provided that it shall be lawful for the Master and Fellows to re-elect a Senior Research Fellow who shall have vacated his Fellowship under the provisions of this sub-clause, to a Fellowship for a further period which shall determine on his attaining the age of 70 years. Any such re-election shall be subject to the provisions of clause 9 of this Statute.

(b) A person, if elected to a Fellowship under clauses 6(a) or 7 of this Statute, shall vacate his Fellowship upon ceasing to hold an office within the College, or upon failing to reside in such manner as the Master and Fellows may, by regulations made under clause 18 of this Statute, from time to time determine.

(c) A person, whose tenure of a Fellowship is dependent on his continuing to hold an Office in the College or in the University, shall not in the construction of any clause of this Statute be deemed to have ceased to hold the Office, if on the expiration of his tenure of it he be reappointed thereto.

(d) A person, if elected to a Fellowship under clause 6(b) of this Statute, shall vacate his Fellowship not later than the date determined at the time of his election, or upon failing to reside in such a manner as the Master and Fellows may, by regulations under clause 18 of this Statute, from time to time determine.

(e) Every Senior Research Fellow, elected under clause 9 or re-elected under clause 15 of this Statute upon his undertaking to perform some definite work, shall vacate his Fellowship if in the judgement of the Master and Fellows, expressed by a resolution approved by the votes of not less than two-thirds of the number of persons present and voting at an Extraordinary General Meeting duly summoned for the purpose, he cease or neglect duly to prosecute such work.

(f) Every Junior Research Fellow or Junior Fellow who, in the judgement of the Master and Fellows, expressed by a resolution approved by the votes of not less than two-thirds of the number of persons present and voting at an Extraordinary General Meeting duly summoned for the purpose,

fails to comply with the conditions of study imposed by the Master and Fellows shall thereby vacate his Fellowship.

(g) Every Fellow who shall accept a Fellowship (other than an Honorary Fellowship) in any other College, or the Headship of any College or Hall, or who shall accept any paid office or engage in any occupation, either of which, in the opinion of a majority of not less than two-thirds of the number of persons present and voting at an Extraordinary General Meeting duly summoned for the purpose, may interfere with the discharge of his duties to the College or to the University, shall thereupon vacate his Fellowship; provided always that this sub-clause shall not be deemed to apply to a person who holds his Fellowship by virtue of a Professorship allocated to the College under the provisions of clause 4 of this Statute.

Re-election of
Fellows

15. Every Fellow elected under clauses 6(a) or 7 of this Statute shall, on the expiration of the term for which he was first elected, be eligible for re-election, provided that he shall not have attained the age of 67 years, and shall upon re-election become entitled to hold his Fellowship during the period of residence and service in the College, subject to the provisions of these Statutes as to Tenure of Offices and Age of Retirement, and such re-election may under the same conditions be from time to time repeated.

Official Fellows (Reserved) and Senior Research Fellows shall be eligible for re-election for any term of years, not exceeding that for which they were respectively elected in the first instance, and such re-election may under the same conditions be from time to time repeated.

A Junior Research Fellow shall be eligible for re-election for one further period of three years and no more.

Computation of
periods of
service, and
leave of absence

16. In computing the period of service of any Fellow, any Term kept by residence within the meaning of Statute I. 3, during which such Fellow shall have served the College in one or more of the College Offices shall count for the third part of a year; and at the end of each year a minute shall be entered by the Registrar in the books of the College showing the number of Terms during which any Fellow residing and serving the College has so resided and served in the course of the same year.

The number of years' service completed by any Fellow before the date of the approval of these Statutes shall be the number recorded by the Registrar as kept or deemed to have been kept by residence by the said Fellow;

Provided always, that it shall be lawful for the Master and Fellows (with the consent of the Board of the Faculty or the Board of Studies concerned in the case of any Inter-collegiate Lecturer) at any General Meeting, by the votes of not less than two-thirds of the number of persons present and voting, to grant to any Fellow so serving the College leave of absence for any time not exceeding one year in any and every seven years of service; but of the absence taken with such leave as aforesaid, not more than two years in all in twenty years, not more than four years in all shall be allowed to count as part of the service period of such Fellow; Provided also that no Officer shall be entitled to claim the salary of his Office in respect of any time during which he may have been absent with such leave as aforesaid, whether such time of absence be allowed to count as part of his service period or not.

Procedure at
Election and Re-
election to
Fellowships

17. Elections to Fellowships, other than Professorial Fellowships, and re-elections to Fellowships under clause 14 of this Statute, shall, except as hereinafter provided, be held or agreed to at Extraordinary General Meetings only. No person shall at any such meeting be elected or re-elected Fellow except by the votes of not less than two-thirds of the number of persons present and voting;

Provided that if the Master and Fellows shall at any of their General Meetings decide before electing to a Fellowship to hold a previous examination in any subject connected with the studies of the University, the election shall be made on such day as they may appoint. Notice of every such intended election, and of the conditions of election, shall be given by the Master, in such manner as the Master and Fellows shall deem best, thirty days at least before the day of election. If at the time

of such election no duly qualified candidate shall have been elected, the Master and Fellows shall be at liberty, subject to the provisions of this Statute, to fill the vacant Fellowship in such other manner as they may deem expedient.

If the candidate be required to fill the office of an Intercollegiate Lecturer, the Master and Fellows shall consult the appropriate Board of Faculty or Board of Studies concerned, in accordance with the procedure laid down in clause 5(a) of this Statute.

Residence of
Fellows holding
College Offices

18. Subject to the express provisions of these Statutes, the Master and Fellows may from time to time, at any Stated General Meeting, make and vary regulations respecting the residence of Fellows who may hold the Office of Praelector or Tutor, or any other College Officer or Term Fellow, and respecting the mode in which and the conditions under which leave of absence may be granted to any such Fellow, as they may deem expedient in the interests of the College as a place of education, religion, learning, and research; and may enforce such regulations, by deduction from his emoluments, and in case of contumacious non-compliance by deprivation;

Provided that no such deduction or deprivation shall be made unless a resolution has been approved by the votes of not less than two-thirds of the number of persons present and voting at an Extraordinary General Meeting duly summoned for the purpose.

Deprivation of
Fellows

19. If any actual Fellow shall be guilty of grave misconduct or immorality, or of contumacious disobedience to any of the Statutes or By-laws of the College in force for the time being, it shall be lawful for the High Steward after due inquiry held upon a petition, approved by the votes of not less than two-thirds of the number of persons present and voting at an Extraordinary General Meeting, to deprive him of his Fellowship.

It shall be the duty of the Master, on the receipt of a requisition signed by not fewer than three of the Fellows, to call such Meeting. **Provided that, subject to the provisions of clause 7(1) of Statute XII, nothing in this clause shall apply to the removal of any member of the academic staff to whom Statute XII applies.**

Emoluments of
Fellowships

20. Subject to the provisions of Statute VIII. 3 and 4, there shall be attached to the several classes of Fellowships specified in clause 2 of this Statute the following emoluments, namely:

(a) To each Professorial Fellowship any prescribed allowances.

(b) To each Official Fellowship or Official Fellowship (Reserved) or Term Fellowship or Senior Research Fellowship or Junior Research Fellowship or Junior Fellowship respectively an annual stipend not exceeding such amount as the Master and Fellows may from time to time determine by Resolution at a Stated General Meeting, together with any allowances prescribed for such class of Fellowship.

(c) To the Lady Wallis Budge Fellow such annual stipend as the Master and Fellows may allocate to him under the provisions of Statute III. 28, together with any further allowance and prescribed allowances.

Honorary
Fellowships

21. It shall be lawful for the Master and Fellows, at Stated General Meetings, to elect distinguished persons to Honorary Fellowships within the College. Persons so elected shall be termed Honorary Fellows, and shall not be entitled to vote on any occasion as Fellows, or to receive any emolument. The conditions of eligibility and mode of election to Honorary Fellowships, the tenure thereof, and any prescribed allowances which may be attached thereto, may be determined by the Master and Fellows from time to time at any Stated General Meeting. The number of Honorary Fellowships shall not exceed 20 or such other number as the Master and Fellows may from time to time determine by the votes of not less than two-thirds of those present and voting at a Stated General Meeting, notice of any proposal to make such a determination having been given by the Master

thirty days at least before that meeting.

Emeritus and
Special Super-
numerary
Fellowships

22. Every person who, having held a Professorial or Official Fellowship within the College,

- (a) shall have retired from it after not less than twenty years' service, whether as Fellow or otherwise within the College, or
- (b) has retired from it after less than twenty but not less than fifteen years' service, whether as Fellow or otherwise within the College, on attaining the age at which such person is required by or under these Statutes to vacate his Fellowship shall have the title of Emeritus Fellow.

Every Emeritus Fellow and every Special Supernumerary Fellow shall enjoy such prescribed allowances as the Master and Fellows may assign to him, but he shall not enjoy, unless they at a Stated General Meeting by the votes of not less than two-thirds of the persons present and voting so determine, the right to a place and vote at any College Meeting.

Supernumerary
Fellowships

23. A Fellow who shall have vacated an Official Fellowship in the College without qualifying for the title of Emeritus Fellow may, if the Master and Fellows shall at a Stated General Meeting by the votes of not less than two-thirds of the persons present and voting have so decided, receive the title of 'Supernumerary Fellow', with such prescribed allowances as the Master and Fellows may from time to time assign to him, but he shall not enjoy the right to a place and vote at any College Meeting.

Radcliffe
Travelling
Fellows

24. The Master and Fellows may from time to time by By-law determine whether the Travelling Fellows on the Foundation of Dr John Radcliffe shall be admitted to any and what privileges within the College, other than and except to a place and vote at any College Meeting. Such Travelling Fellows shall continue to be, as heretofore, governed by the Ordinance concerning the same set forth in Appendix I to these Statutes, and their Fellowships shall not for any purpose be deemed to be Fellowships within the College.

Stowell Fellow-
ship

25. The holder for the time being of the Stowell Civil Law Fellowship on the foundation of Viscountess Sidmouth shall have a place and vote at any Meeting of the College. The endowment of such Fellowship shall be augmented out of the Corporate Revenues, so as to make up the same (together with the income arising from Viscountess Sidmouth's endowment) to the amount of not less than £200 per annum, or, in the case of a Fellow elected under clause 3 of the Ordinance next referred to, an annual stipend not exceeding such amount as the Master and Fellows may from time to time determine by Resolution at a Stated General Meeting, together with such prescribed allowances as may be assigned to an Official Fellow under clause 30 (a) and (b) of this Statute. In all other respects the said Stowell Civil Law Fellowship shall continue to be governed according to the terms of the instrument of Foundation and the Ordinance concerning the same set forth in Appendix II to these Statutes, so far as the same respectively shall be in force for the time being.

Mynors Fellow-
ship

26. The holder for the time being of the Mynors Fellowship of the foundation of Robert Mynors, Esquire, shall have a place and vote at any College Meeting. The said Fellowship shall be governed according to the terms of the Ordinance concerning the same set forth in Appendix III to these Statutes.

Radcliffe
Medical
Fellowship

27. The holder for the time being of the Radcliffe Medical Fellowship established under Statute VIII. 12 from the Linton Fund shall have a place and vote at any College Meeting. He shall receive in respect of his Fellowship an annual stipend not exceeding such amount as the Master and Fellows may from time to time determine by Resolution at a Stated General Meeting, and unless and until the Master and Fellows by Resolution at a Stated General Meeting shall decide that the

Fellowship shall be held otherwise than as an Official Fellowship, shall enjoy such prescribed allowances as may be assigned to an Official Fellow under clause 30 (a) and (b) of this Statute.

Lady Wallis
Budge Fellow-
ship

28. The holder for the time being of the Lady Wallis Budge Fellowship of the foundation of Sir Ernest Alfred Thompson Wallis Budge shall devote himself, under the direction of the College, to the study of Egyptology. He shall receive from the income arising from the Wallis Budge Trust Fund an annual stipend not exceeding such amount as the Master and Fellows may from time to time determine by Resolution at a Stated General Meeting, but a further allowance may be made to him if the income of the Fund permits for travel or for any purpose approved by the College and directly connected with his studies. He shall on election be required to fulfil the requirements of Statute III. 13, in respect of Pensions benefits as determined in Statute VII. He may be granted leave of absence for such periods as are necessary for the prosecution of his studies in accordance with a resolution made from time to time by the Master and Fellows at any of their College Meetings.

Surrender of
Emoluments

29. (a) It shall be lawful for any Fellow, the emoluments of whose Fellowship include an annual stipend, to resign his right to the whole or any part of such stipend without prejudice to the remaining rights and privileges attached to his Fellowship.

(b) Any Fellow who has voluntarily surrendered his right to a stipend under the preceding sub-clause may at any time resume such right by giving notice to the Master in writing not less than one calendar month before any Stated General Meeting of the College, and the notice so given shall be reported to the said Meeting by the Master and shall take effect from the date of that Meeting.

Allowances and
Rooms

30. (a) The Master and Fellows may, if they think fit, allocate such moderate sums of money from the Corporate Revenues of the College as the cost of food may from time to time render advisable, for the provision of a Common College luncheon and dinner whether in Hall or in some public room of the College, of which the Master and each of the Fellows of the College shall be entitled to partake free of charge, and also (if and while the Master and Fellows so determine) any Lecturer or Officer of the College, not being a Fellow.

(b) The Master and Fellows may from year to year, if they think fit, assign rooms in College free of rent, rates and taxes, to any Fellow who declares that he intends to make use of such rooms for residence or for work approved by the Master and Fellows.

(c) Fellows holding a College Office shall be entitled to rooms in the College, on payment of rent or otherwise, as the Master and Fellows shall from time to time determine.

The rooms shall be assigned to the Fellows by the proper Officer of the College.

IV. THE OFFICERS AND THE TUITION FUND

Election to old,
and creation of
new Offices

1. The Officers of the College shall be elected annually by the Master and Fellows at a Stated General Meeting. The Master and Fellows at such Meetings may from time to time institute such new Offices as they shall think necessary for the better management of the affairs and estates of the College, and the instruction and discipline of its members, and may assign to the already existing Offices and to any new Offices such reasonable stipends or emoluments as they shall think proper, and may from time to time alter and regulate the conditions of tenure, and the powers, duties, and reasonable emoluments of such new Offices, as well as (subject to the other provisions of these Statutes) of the already existing Offices.

Residence of
Officers

2. The Officers of the College, except as hereinafter provided in the case of the Bursar, shall reside in the College or, with the consent of the Master and Fellows, to be given at any General Meeting but to remain in force only till the next Stated General Meeting, within three miles and a half of Carfax in the City of Oxford or such other reasonable distance from Carfax as the College may determine. Such consent shall not be given unless there shall be at the time at least three Official Fellows resident in the College.

The Bursar shall not be required to reside unless the Master and Fellows from time to time at any of their Stated General Meetings make regulations to the contrary under the provisions of Statute III. 18.

Vacation of Offices

3. Every Officer of the College shall vacate his Office on the 30 September next following the date when he shall have attained the age of 67 years, provided that it shall be lawful for the Master and Fellows, by the votes of not less than two-thirds of the number of those present and voting at one of their General Meetings, to prolong the tenure of the Office of Senior (Estates) Bursar, whether held by a Fellow or not, beyond the age of 67 years, for a further term not exceeding three years.

Removal of Officers

4. If any person holding an office within the College shall be guilty of grave misconduct or of negligence, or be inefficient in the discharge of his duties, it shall be lawful for the Master and Fellows, after due inquiry held, to deprive him of his office by a majority of the votes of those present and voting at an Extraordinary General Meeting duly summoned for the purpose. **Provided that, subject to the provisions of clause 7(1) of Statute XII, nothing in this clause shall apply to the removal of any member of the academic staff to whom Statute XII applies.**

Tuition Fund. Application of Income to Stipends and Pensions

5. The fees paid by members of the College *in statu pupillari*, called Tuition Fees, shall be paid into a separate Fund, to be called the Tuition Fund, and devoted entirely to the purposes of discipline, instruction, education, and to defraying the contributions of the College (as hereinafter provided) towards the pensions of the members of the teaching staff within the College. Into this Fund may also be paid such sum per annum as the Master and Fellows by resolution at a Stated General Meeting may determine from the proceeds of Dr Radcliffe's Benefaction, called the 'Linton Fund', to which may be added a payment out of the General Corporate Revenue not exceeding a sum equal to £5 in each year for every such member of the College receiving Tuition during the current Academical year.

For the purpose of further assisting the provision of reasonable stipends for the Official Fellows engaged in teaching members of the College *in statu pupillari* there may be contributed to the Tuition Fund out of the General Corporate Revenues, in each academic year, an aggregate sum equal to the sum of £100 multiplied by one-half of the number, or, if that number be uneven, then by one-half of the even number which is greater by one than the number of the Official Fellows of the College performing teaching duties in the College in that year. Such aggregate sum shall be distributed among all or any of such Fellows in such proportions as the Master and Fellows shall determine.

There shall be paid into the Pension Fund, in accordance with the provisions of Statute VII, from the Tuition Fund in each year a sum equal to not less than ten pounds (£10) and not more than twelve pounds ten shillings (£12.10s) of the stipend paid from the Tuition Fund to every Praelector, Tutor, or Lecturer of the College.

For the purposes of this Statute the term 'members of the College *in statu pupillari*' shall be interpreted to mean both graduate and undergraduate members of the College who are receiving instruction in the College.

V. SCHOLARSHIPS AND EXHIBITIONS

Scholarships and Exhibitions

1. Candidates for membership of the College and members *in statu pupillari* may be elected to a Scholarship or Exhibition.

The number and descriptions of Scholarships and Exhibitions, the qualifications for and conditions, if any, attaching to their tenure, their value and the period or periods for which they may be held shall be as the Master and Fellows shall from time to time determine.

Deprivation of

2. Any Scholar or Exhibitioner who in the opinion of the Master and Fellows is guilty of neglect

- awards of studies or of any other misconduct may at a College Meeting be deprived of the award or mulcted of part of its emoluments.
- Vacation of awards 3. A Scholarship or Exhibition shall be vacated upon the holder's acceptance of a Fellowship, Scholarship or other similar status in another college within the University, or upon his ceasing to be a member *in statu pupillari*, or upon such other event as the Master and Fellows may from time to time specify by By-law.
- Trusts for awards 4. In their determinations with respect to the award of Scholarships and Exhibitions, the Master and Fellows shall give effect as fully as the interests of the College shall appear to them to allow to the terms of any trust for the funding of awards within the College, and in particular to the following:
- (i) the foundation of Mr Philip Cawthorne Fletcher, for Scholarships for undergraduate members from Charterhouse School;
 - (ii) the foundation of Mr John Freeston, for Scholarships for undergraduate members from Normanton Freeston High School, Queen Elizabeth Grammar School, Wakefield, or King's School, Pontefract;
 - (iii) the foundation of Robert Gunsley, Clerk, for undergraduate members from Maidstone Grammar School of King's School Rochester;
 - (iv) the War Memorial Fund instituted to the memory of those members who fell in the War of 1914 to 1918, for Scholarships for undergraduate members pursuing medical studies and intending to enter the medical profession;
 - (v) the fund raised in memory of Edwin Arnold, for a Scholarship for a graduate member of the University pursuing Oriental Studies;
 - (vi) the fund raised in memory of Mr G.A. Paul, for Scholarships for graduate members of the College reading for any degree or diploma of the University;
 - (vii) the foundation of Dr Frederick Charles Plumptre, for Exhibitions including two Minor Exhibitions to be bestowed by the Master on undergraduate members who in his judgment are in need of assistance and deserving;
 - (viii) the foundation of Mr Arthur Acland Allen, for a Scholarship for an undergraduate member deserving by reasons of participation in Collegiate life;
 - (ix) the foundation of the College out of a gift of a Former Scholar, for an undergraduate member in need of assistance and deserving;
- and in any case where the interests of the College may require the suspension of any such award the income of the trust, fund or foundation for that award shall be disposed of in accordance with the provisions of clause 9 of Statute VIII.

VI. THE GOVERNMENT OF THE COLLEGE

- General management of the College 1. The Master and Fellows may from time to time make and vary regulations respecting the domestic management and arrangements of the College, and the residence, discipline, studies, and instruction of its members, and may enforce such regulations by such penalties as they shall think fit, including the removal of names from the College books.

The name of a person shall not be placed on the books of the College nor removed therefrom, nor shall any member of the College be expelled, without the authority of the Master and Fellows.

Fellow Commoners and Commoners	Commoners may be admitted to be members of the College under such conditions as to admission, removal, payment of fees, and the like as the Master and Fellows may from time to time determine by Regulations made by them, on the recommendation of the Tutorial Committee, at one of their General Meetings.
Sumptuary Restriction	2. The College shall make By-laws governing the following matters: (a) expenditure within the College of the members of the College <i>in statu pupillari</i> , imposing clear limitations on the nature and expense of entertainment; (b) a formal notification to the parents or guardians of persons about to come into residence as to the normal cost and the objects of expenditure and the ways in which economies may be effected.
Chapel Services	3. The Master and Fellows may from time to time make and vary regulations respecting the performance in the Chapel of Divine Service according to the Liturgy of the Church of England, ¹ and respecting the attendance of resident members of the College at such Service. [¹ See 34 & 35 Vict. c. 26. ss 3, 4, 6.]
Religious Instruction	4. The Master and Fellows shall, subject to the provisions of the Universities Test Act, 1871, ¹ provide religious instruction for members of the College <i>in statu pupillari</i> , and subject to the provisions of Statute III. 7, shall charge one or more of the Fellows specially with the duty of giving such instruction. The Master may likewise, with his own consent, be charged with this duty. Such sum taken from the Tuition Fund as the Master and Fellows may deem reasonable shall be assigned to this purpose. [¹ Ibid.]
Courses of Instruction	5. The Master and Fellows shall provide courses of instruction for the Undergraduate members of the College during at least twenty-four weeks in the Academic year, exclusive of the time devoted to any College examinations.
Custody of College Muniments and Seal	6. The Master and Fellows may from time to time at any Stated General Meeting make and vary regulations respecting the custody and use of the Muniments and of the Common Seal of the College.
Creation of (a) Standing Committee	7. It shall be lawful for the Master and Fellows at a Stated General Meeting to create a Standing Committee with a suitable number of <i>ex officio</i> and elected members, having such executive authority in the government of the College as may be vested therein by the Master and Fellows at such Stated General Meeting.
(b) Estates Committee	The Master and Fellows shall annually at their Stated General Meeting in March appoint an Estates Committee to advise them in regard to the management of the College property and shall assign to the Committee such further powers and duties as they may deem advisable. It shall further be lawful for the Master and Fellows to make and vary a By-law in regard to its constitution and the tenure of office of its members.
(c) Tutorial Committee	There shall be a Tutorial Committee, consisting of the Master and so many other persons as the Master and Fellows shall from time to time appoint. Tutors, Praelectors, and Lecturers shall be appointed by the Master and Fellows on the nomination of the Tutorial Committee.
Report of Tutorial Committee	The Tutorial Committee shall be charged with the duties prescribed in Statutes V. 8, and VI. 1 and Appendix III. 3, and shall also advise the Master and Fellows as to the distribution of the Tuition Fund. The Committee shall present a report to them at the Stated General Meeting in March, every year, or at such other time as they may appoint.
Convening of General Meetings	8. General Meetings of the College shall be either Stated or Extraordinary. There shall be two Stated General Meetings in every year; namely, on St. Cuthbert's Day (20th March) or, in case of that day falling on a Sunday, on such other day not later than 25th March as

may be from time to time fixed by Resolution of the College, and on such other day not earlier than Michaelmas Day as may be fixed at the previous Stated General Meeting.

The Master may at any time, and shall, upon the request in writing of any four or more of the Fellows entitled to vote at a College Meeting convene an Extraordinary General Meeting. If the Master refuse or fail to do so within a fortnight after such request, the requisitionists may summon such Meeting. Thirty days' notice of the Meeting shall be given or sent by the Master or the requisitionists (as the case may be) to all the Fellows, which notice shall specify the business intended to be transacted at such Meeting.

Convening of Ordinary Meetings

9. The Master may at any time convene an Ordinary College Meeting, and he shall do so upon the request in writing of any two or more Fellows. If the Master refuse or fail to do so within a fortnight after such request, the requisitionists may convene such meeting. Reasonable notice of the Meeting shall be given or sent by the Master or the requisitionists (as the case may be) to all the Fellows for the time being in residence.

An Ordinary Meeting may transact any business and exercise any powers or authorities vested in the Master and Fellows, except such business or such powers and authorities as by the Statutes or By-laws of the College in force for the time being are reserved to General Meetings or to the Standing Committee authorized by clause 7 of this Statute.

Adjournment

10. Any College Meeting may be adjourned by resolution of the Meeting to a day to be specified in the resolution.

By-laws and Procedure at College Meetings

11. The Master, and, him failing, the Vice-Master, or in case there be no Vice-Master or he be absent from the Meeting, the senior Fellow present shall be the Chairman at any College Meeting.

The Master and Fellows may from time to time at any Stated General Meeting make and vary By-laws for determining what number of persons shall constitute a quorum at College Meetings, and for regulating the proceedings and the transaction of business thereat, and for fixing the notice to be given before bringing forward any question, and for securing the attendance of Fellows at General Meetings: and, generally, as to all other matters not expressly provided for by these Statutes. Subject to any such By-laws, any person present at any College Meeting may bring forward any question which he shall think proper, and it shall be the duty of the Chairman to put such question to the vote.

Except in the election of a Master and in cases in which the concurrence of a specified proportion of the Master and Fellows is by the Statutes of the College in force for the time being made requisite, every matter to be decided at any Meeting shall be determined by an absolute majority. If upon any question there shall be an equality of votes, the Master shall have a casting vote. The power of giving a casting vote may, in the absence of the Master, be exercised by a Vice-Master, but not by a Chairman who is not Vice-Master.

Presentation to College Livings

12. The Master and Fellows may from time to time (subject to the existing interest, if any, of any person), by a resolution passed at a College Meeting, present to any vacant College living any duly qualified person whatsoever.

VII. PENSIONS

Pension Fund

1. The Pension Fund created under the provisions of the Statutes made for the College by the University of Oxford Commissioners, bearing date 16th June 1881, shall be kept in being, subject only to such reduction of Capital as is authorized by Statute XIII (Supplementary and Temporary Provisions). The Capital shall be invested in the name of the Master and Fellows in any one or more of the modes of investment authorized for the investment of Capital Moneys in accordance with Statute IX. The income after payment of all pensions to persons having a vested interest in the

Pension Fund created by the said Statutes shall be applied to the payment of premiums for Life Assurance under the Federated Superannuation Scheme for Universities or in accordance with the provisions of Statute VII. 5 and of any other payments and allowances authorized by this Statute and by Statute XIII (but not in relief of any sums authorized to be deducted from stipends under Statute VII. 2, and VII. 4) or after meeting all charges laid upon it by Statute XIII. 2 to the making if need shall arise of compassionate grants to any former Master or Fellow or Officer of the College or to his dependants or to such other similar purposes as the Master and Fellows may approve. If at any time the income of the Pension Fund shall be insufficient to defray the payments of premiums for Life Assurance and other payments authorized by this Statute and by Statute XII, such payments in so far as they cannot be made from the income of the Pension Fund shall be a charge upon the General Corporate Revenue, provided always that any compassionate grant authorized by this clause of this Statute shall be paid only out of the income of the Pension Fund. The Master and Fellows shall have power to transfer to the General Corporate Revenue by resolution at a Stated General Meeting any part of the income of the Pension Fund which is not required for the aforesaid purposes.

Policies of Assurance under F.S.S.U.

2. The Master and Fellows shall effect a policy of Assurance upon the life of the Master and each Official Fellow and Official Fellow (Reserved), who shall be elected after these Statutes shall come into force, within three months of his election, under the Scheme known as the Federated Superannuation Scheme for Universities, and may at any time effect such a policy upon the life of any other Stipendiary Fellow. The Master and Fellows shall deduct from the total annual stipend (as hereinafter defined) of each assured person such proportion of such stipend, being not less than two pounds ten shillings (£2. 10s.) *per centum* and not more than five pounds (£5) *per centum* of such stipend, as the College shall determine, and shall pay this sum annually, together with such sum from the income of the Pension Fund as will, together with the contribution of the assured person be equal to fifteen pounds (£15) *per centum* of the said stipend, as the premium on the said policy, and shall follow, in regard to the effecting of new policies from time to time, and all other matters relating to the Assurance, the Regulations of the Federated Superannuation Scheme for Universities. The transference to the College of a policy upon the life of the Master or of any Fellow, being either a policy already effected under the aforesaid Scheme by some other institution or any other policy recognized for all purposes of the Scheme by the Council of the Federated Superannuation Scheme for Universities and approved by the Master and Fellows, shall be deemed to be equivalent to the effecting of the policy by the College.

Annual Stipends: how calculated

3. The total annual stipend of the Master or of any one of the Fellows for the purposes of the preceding clause shall be taken to include all emoluments paid to him from the General Corporate Revenue and from the Tuition Fund, and in the case of the Master from the Fund arising from Dr Radcliffe's benefaction, called the Linton Fund. The stipend of the Master shall be taken to include also the estimated annual value of the Master's Lodgings, free of rates and taxes.

Officers not being Fellows

4. The Master and Fellows shall, if required by the regulations of the Federated Superannuation Scheme for Universities so to do, effect a policy or policies under the said Scheme upon the life of any Officer of the College, not being the Master or an Official Fellow or an Official Fellow (Reserved), who shall be appointed by them after the date when these Statutes shall come into operation, in the same manner and under the same conditions as if he had been an Official Fellow so appointed.

The total annual stipend of an Officer for the purposes of this clause shall be deemed to include all emoluments paid to him from the General Corporate Revenue or from the Tuition Fund or from both.

Investment and Accumulation in lieu of purchase of policy

5. If it shall appear to the Master and Fellows that no adequate provision for the pension of the Master or of any one of the Fellows can be made by means of a policy of Assurance under the Federated Superannuation Scheme for Universities, as prescribed in Statutes II, III, IV, and XII, they may, with his consent, instead of effecting such a policy and paying the premiums thereon, invest each year the sum of not less than two and one-half *per centum* and not more than five *per centum* deducted from such person's stipend as above, together with the sum equal to not less than

ten *per centum* and not more than twelve and one-half *per centum* of his stipend, contributed from the income of the Pension Fund in any one or more of the modes of investment authorized for the investment of Capital Moneys in accordance with Statute IX; and the income arising therefrom shall be accumulated and invested from time to time in like manner, and all sums invested under this clause shall be dealt with, in accordance with the regulations of the Federated Superannuation Scheme for Universities.

6. The Master and Fellows may, with effect from a day to be appointed by them by resolution, accede to the Universities Superannuation Scheme, and on and after such accession:

- (i) the Master and Fellows shall have power to take any such action or enter any such arrangements as may be required or otherwise provided for by the rules in force for the time being of the Universities Superannuation Scheme;
- (ii) without prejudice to the generality of the preceding sub-clause (i), any requirement or other provision of these Statutes (including the Schedule and Ordinances appended hereto) which in any way relates to the Federated Superannuation Scheme for Universities may if the Master and Fellows think fit be carried out, acted upon or otherwise satisfied by any action or arrangement which is in accordance with or otherwise has regard to the rules in force for the time being of the Universities Superannuation Scheme, provided that the Master and Fellows declare by resolution at a General Meeting that such action or arrangement substantially conforms or corresponds (*mutatis mutandis*, having regard to those rules) to that requirement or other provision of these Statutes.

The Statutes affected by the new clause 6 to Statute VII are:

Statute II, clause 7.

Statute II, clause 8.

Statute III, clause 13.

Statute VII, clauses 1, 2, 4 and 5.

Statute XIII, clause 2.

Schedule of Supplemental Pension Scheme.

VIII. DISPOSAL OF REVENUE

Disposal of Revenue subject to University Statutes as to College Contributions

1. The application of the Revenue of the College under the provisions and to the purposes of these Statutes shall be subject to any Statute or Statutes made for the University under the powers of the Universities of Oxford and Cambridge Act, 1877, and the Universities of Oxford and Cambridge Act, 1923, for enabling or requiring the Colleges to make contributions out of their revenues to University purposes, and to the payment of the charges imposed thereby.

Income of endowments and trusts included in General Revenue

2. Income arising from any endowment, benefaction, or trust, and applicable to the maintenance of any Fellowship, Scholarship, or Exhibition within the College, or to any other purpose for the benefit of the College or of the Master or any member of it (including any fund for the purchase of advowsons) shall be liable to contribute to the payment of any charges for University purposes imposed on the College by Statutes made for the University as aforesaid in the same manner as if such income had formed part of the General Corporate Revenue, except in the following cases:

Exceptions

(a) Income of, or constituting, any emolument the Trusts or Directions affecting which are protected from alteration by section 13 of the Universities of Oxford and Cambridge Act, 1877, or by the Universities of Oxford and Cambridge Act, 1923.

(b) Income wholly appropriated to any emolument, not being a Fellowship, which is included among the emoluments described in the University Statutes, Tit. XIX, S 18, clause 6 (b).

Scheme for sus-

3. If in any case it shall appear to the satisfaction of the High Steward that owing to any cause the

pension of payments and reduction of charges	Revenue of the College is insufficient to provide for the charges created or authorized by these Statutes, and to defray the rest of its expenditure, it shall be lawful for the High Steward on a petition passed at an Extraordinary General Meeting, specially summoned for the purpose, by the votes of not less than two-thirds of the number of persons present and voting, and submitted to him by order of the Master and Fellows, to order that the payments be suspended during any limited period of the sum or sums charged annually on the General Corporate Revenue, in accordance with the provisions contained in the Schedule of Supplemental Pension Scheme, or (subject to vested interests) that the payments directed to be made out of the Tuition Fund be reduced, or that the fixed charges created or authorized by these Statutes shall be rateably diminished, either permanently or for a limited period, provided that no such diminution shall be made in any charges specifically imposed by these Statutes for University purposes unless thirty days notice thereof shall have been previously given to the Vice-Chancellor of the University.
Scheme for employment of superabundant Revenue	4. If at any time it shall appear to the High Steward that the General Corporate Revenue has become more than sufficient to provide for its expenditure, the High Steward may, if he think fit, make an order directing that any part of the surplus Revenue shall be set apart and applied to purposes relative either to the College or to the University, according to a scheme submitted or to be submitted to him by the Master and Fellows and approved by him. After an Order so made by the High Steward authorizing a scheme so submitted to him by the Master and Fellows, any sums thereby directed to be set apart shall be applied in conformity therewith and not otherwise.
What included in expenditure of College	5. The expenditure of the College contemplated in the two foregoing clauses shall be deemed to include as well the payment of charges for University purposes imposed by Statutes made for the University as aforesaid, as the application of revenue to the purposes of these Statutes, reasonable and customary expenditure (not inconsistent with them) for College purposes, extraordinary expenditure (when required) on estates, and any reasonable donations for educational or charitable objects or connected with the duties of the College as a holder of property.
Communication of scheme to Council	6. Before any scheme framed in accordance with clause 4 or clause 5 of this Statute is submitted to the High Steward, the Master shall communicate it to the Vice-Chancellor for the information of the Hebdomadal Council of the University; and the High Steward shall consider any representations which the Hebdomadal Council may judge it expedient in the interests of the University to make with reference to such scheme.
Confirmation of scheme	7. An Order made by the High Steward confirming a scheme submitted to him by the College shall continue in force until a new scheme varying it or in substitution for it shall have been submitted and confirmed in like manner.
Surplus Revenue	8. Subject to the right of the High Steward to exercise the powers hereby given to him, any surplus of the General Corporate Revenue shall from time to time be applied by the Master and Fellows at their discretion to any purposes relative to the College and not inconsistent with these Statutes, or (subject to the Statutes of the University in force for the time being) to any purposes relative to the University and conducive to the advancement of Education, Religion, Learning, and Research. 9. The Master and Fellows may from time to time use for the general educational purposes of the College any surplus income of any fund, foundation or other trust for educational purposes within the College. In this clause, 'surplus income' means income unexpended in any year after the purposes of the foundation, fund or trust have been provided for in that year (whether by income from the fund, foundation or trust or otherwise) in so far, if at all, as in the opinion of the Master and Fellows it is possible to provide for those purposes in that year.
Income tax not to be paid	10. There shall be no payment or reimbursement by the College in respect of income tax on any stipend or salary payable under these Statutes.

- Stipend of Professor 11. There shall be paid annually to the Curators of the University Chest in respect of the Professorship of Geology the sum of £250.
- Radcliffe Medical Fellowship 12. If at any time after making such contributions to the Pension Fund as are provided for in these Statutes there shall be any surplus income arising from Dr Radcliffe's Benefaction called the Linton Fund sufficient for that purpose, the Master and Fellows may, out of such surplus, establish and endow in the College a Fellowship for the especial encouragement of proficiency in Natural Science and Medicine, to be called the Radcliffe Medical Fellowship, and to be tenable in accordance with conditions to be framed by the Master and Fellows, after consultation with the Hebdomadal Council of the University.
13. From any surplus income arising from Dr Radcliffe's Benefaction, known as the Linton Fund, the Master and Fellows may contribute to the Library Fund such sum as they may determine by resolution at a Stated General Meeting.
14. Fifteen per cent of the income arising from Dr Radcliffe's Benefaction, known as the Linton Fund, shall be allocated for the payment of the stipend and allowances of Dr John Radcliffe's Travelling Fellows.

IX. POWERS OF INVESTMENT

- Investments 1. Any Capital Moneys in the hands of the College (not being Capital Moneys arising under the Universities and College Estates Act) and any moneys held by the College on behalf of any Special Funds (other than the Trusts Fund) shall as the Governing Body may from time to time determine in its discretion be invested in the following range of Investments:
- (a) All Investments for the time being authorized by law for trust money.
 - (b) The stocks, funds, securities, obligations, or bonds of (or guaranteed by) the Government of Great Britain or Northern Ireland or any British Dominion, Colony, or Dependency including any separate territory province or settlement forming part of any British Dominion, Colony, or Dependency.
 - (c) The stocks, funds, securities, obligations, or bonds of any public, municipal, or local body or authority in Great Britain or Northern Ireland or any British Dominion, Colony, or Dependency (including as aforesaid).
 - (d) The securities, obligations, stocks, or shares of whatsoever nature, class, or denomination and whether having or not having a nominal or par value of any company or undertaking incorporated by or under the law (whether general or special and so as to include incorporation by charter) of the United Kingdom or of any British Dominion or Colony or of the Netherlands or of Switzerland or of the United States of America or of any state province or other part of the said countries.
 - (e) All investments or modes of application authorized for capital money by section 26 of the Universities and College Estates Act 1925.
 - (f) Mortgages on long leases, having an unexpired term of not less than fifty years, subject to such conditions regarding sinking fund and otherwise as may be required by the Minister of Agriculture and Fisheries of Colleges investing in long leases or Mortgages on freeholds.
 - (g) Leaseholds with not less than twenty years' unexpired term subject to the creation of a Sinking Fund to produce not less than the Capital cost of the leasehold within the period of the unexpired term.
2. Investments made in any of the modes specified in the foregoing clause may be varied from

time to time as the Governing Body shall determine.

3. Any Capital Moneys arising under the Universities and College Estates Act, 1925, may, with the consent of the Ministry of Agriculture and Fisheries, be invested in any of the Investments for the time being authorized for the Investment of a Trust Fund established by the College under a scheme made under the Universities and Colleges (Trusts) Act, 1943, and approved by His Majesty in Council on the 8th December 1950.

X. THE ACCOUNTS AND THEIR AUDIT AND PUBLICATION

Accounts

1. The Master and Fellows shall cause proper Books of Account to be kept, in which shall be entered -

(i) All receipts and payments on account of or authorized by the College, whether from and to persons being members of the College or from and to any other person whomsoever;

(ii) All debts and liabilities contracted by or to the College or by or to any person on account or by authority of the College;

(iii) A statement in detail of all property of every kind or description held by or in trust for the College.

2. The Books shall include -

(a) A Register of all the property of the College, showing the description, situation, amount, rental or other annual value, of every property; the fixed charges on it (if any); and in the case of stocks or other securities the name in which and the accounts to which the same are standing:

(b) A Roll of Rents, Rentcharges, Dividends, and other annual income, showing the amounts receivable and those actually received during the year, and the arrears (if any) at the beginning and at the close of the account:

(c) A Cash Book or Cash Books containing a record of all cash transactions:

(d) A Ledger or Ledgers:

And also such other books as may be necessary or convenient for regularly recording all such receipts and payments and other matters and things as aforesaid, and for enabling the several accounts to be duly checked and balanced, and the correctness of the Abstracts, for the publication of which provision is hereafter made, to be ascertained and verified.

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

Audit

4. The College Accounts shall be audited once at least in every year. The Master and Fellows shall appoint for that purpose an Auditor or Auditors. One person so appointed shall be a professional Accountant carrying on business in London or Westminster. The Auditor or Auditors shall report in writing to the Master and Fellows whether the accounts of the College are duly kept in proper books of account in conformity with the provisions of this Statute, and whether the Abstracts and Balance Sheet prepared pursuant to the provisions of this Statute contain a full and true account of the financial condition of the College. 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 expense of the audit (including payment to any clerk or clerks whose assistance the Auditor or Auditors may require) shall be paid out of the General Corporate Revenue.

Abstracts, &c., for publication	5. The Master and Fellows shall in every year cause to be prepared and delivered to the Registrar of the University for publication such information relating to the accounts of the College as may be prescribed from time to time by any Statute of the University made or to be made under the powers of the Universities of Oxford and Cambridge Act, 1923. The date on or before which such information shall be delivered to the Registrar, the forms of the statements in which it shall be shown, and the certificate accompanying such forms shall be as prescribed from time to time in the Statutes of the University made or to be made under the like authority, and the certificate shall be signed by the Auditor or Auditors aforesaid.
Contribution to University	6. The Master and Fellows shall, on or before a date prescribed as aforesaid, furnish to the Curators of the University Chest such information as may be required for determining the amount to be paid by the College to the Curators as a contribution for University purposes under any Statute of the University made or to be made under the powers of the Universities of Oxford and Cambridge Act, 1923.
Kitchen Accounts	7. The Master and Fellows shall keep kitchen accounts and other statistics relating to the catering arrangements of the College, submit them to Accountants and communicate the report of the said Accountants. The forms in which such accounts and statistics shall be kept, the periods at which they shall be submitted to the said Accountants, the manner in which the said Accountants shall be nominated and the cost of their inspection met, and the authorities to which the report of the said Accountants shall be communicated, shall be as prescribed from time to time in the Statutes of the University made or to be made under the powers of the Universities of Oxford and Cambridge Act, 1923.

XI. THE VISITOR

Preservation of rights of His Majesty as Visitor	1. Subject to clause 7 , nothing in these Statutes contained shall affect the right of His Majesty the King, his heirs and successors, to visit the College, or to exercise any power or authority whatsoever, belonging to His Majesty as Visitor.
Right of the High Steward to annul improper By- laws	2. It shall be lawful for the High Steward, either <i>proprio motu</i> or upon the complaint of the Master or of any three Fellows, to disallow and annul any By-law, regulation, or resolution of the Master and Fellows which shall in his judgement be repugnant to any of the Statutes of the College in force for the time being.
Right of the High Steward to inquire as to observance of the Statutes	3. The Master and Fellows shall, as often as they may be required so to do, answer in writing touching any matter as to which the High Steward may deem it expedient to inquire, for the purpose of ascertaining whether the Statutes in force for the time being are duly observed.
Right of Appeal to the High Steward	4. It shall be lawful for the Master or any Fellow (actual or under probation), if he shall conceive himself aggrieved, or the general interests of the College injured, by any act or decision of the Master and Fellows, and for any Officer who, being a Fellow, would, by reason of such act or decision, be deprived of his Fellowship, to appeal against such act, decision, or sentence to the High Steward; and it shall be lawful for the High Steward to adjudicate on such appeal, and to disallow and annul such act or decision, and to reverse or vary such sentence, as he shall deem just.
Power of High Steward to declare meaning to Statutes	5. If at any time after the approval of these Statutes by His Majesty in Council any doubt shall arise as to the meaning of any Clause or Clauses therein contained, or in the same as from time to time legally added to or amended, it shall be lawful for the Master and Fellows, or for one or more of them, to apply to the High Steward for a declaration in writing as to the true meaning of such Clause or Clauses; and the meaning ascribed to such Clause or Clauses by the declaration of the High Steward made upon such application shall be deemed to be the true meaning of such Clause or Clauses accordingly.

Decision of High
Steward to be
binding

6. Any decision given by the High Steward under these Statutes and Ordinances shall be binding on the College and upon the Master and every Fellow thereof and upon every person affected by these Statutes and Ordinances.
7. 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 XII applies which concerns the member's appointment or employment or the termination of that employment; or
 - (b) to disallow or annul any By-law under or having effect for the purposes of Statute XII.

XII. ACADEMIC STAFF

PART I CONSTRUCTION APPLICATION AND INTERPRETATION

1. This Statute and any By-law 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 member 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 designated by the Master and Fellows as one to which this Statute applies;
 - (b) to any person employed by the College to carry out teaching or research save for a person holding an appointment which has been excluded by the Master and Fellows 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.

(2) In this Statute any reference to a "member of the academic staff" is a reference to a person to whom this Statute applies.
4. In this Statute "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

55 of the Employment Protection (Consolidation) Act 1978.

5. (1) For the purposes of this Statute "good cause" in relation to the dismissal of a member of the academic staff, being in any case a reason which is related to conduct or to capability or qualifications for performing work of the kind which the member of the academic staff concerned was appointed or employed to do, means -

- (a) conviction for an offence which may be deemed by an Academic Disciplinary Committee appointed under Part III to be such as to render the person convicted unfit for the performance of the duties of the office or employment as a member of the academic staff; 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 condition of office or employment; or
- (d) physical or mental incapacity established under Part IV.

(2) In this clause -

- (a) "capability", in relation to such a member, means capability assessed by reference to skill, aptitude, health or any other physical or mental quality; and
- (b) "qualifications", in relation to such a member, means any degree, diploma or other academic, technical or professional qualification relevant to the office or position held by that member.

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

7. (1) In any case of conflict, the provisions of this Statute shall prevail over those of any other Statute of the College in force on the date on which the instrument making the modifications was approved under subsection (9) of section 204 of the Education Reform Act 1988, and over those of any By-law, and the provisions of any By-law made under this Statute shall prevail over those of any By-law 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 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.

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

(4) 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 Master and Fellows may appoint an alternate to act in his place under procedures prescribed by By-laws made under this Statute.

(5) Nothing in any other Statute shall enable the Master and Fellows to delegate their power to reach a decision under clause 10(2).

(6) 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 body when the body is considering its decision or discussing a point of procedure, except as provided by this Statute or by By-laws made under this Statute.

(7) If there be no Vice-Master or the Vice-Master is unable to act, references in this Statute to the Vice-Master shall refer to the senior Stipendiary Fellow able to act..

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

PART II REDUNDANCY

8. This Part enables the Master and Fellows, 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 20 November 1987; or

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

(2) For the purposes of this clause in relation to a person, a reference to an appointment made or a contract entered into on or after 20 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 Master and Fellows shall be the appropriate body for the purposes of this Part.

(2) This Part applies only where the Master and Fellows have 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 Master and Fellows have reached a decision under clause 10(2) -

- (a) they may 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 clause 1; or
- (b) they shall appoint a Redundancy Committee to be constituted in accordance with sub-clause (3) of this clause to give effect to their decision by such date as they 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 its recommendations to the Master and Fellows.

(2) The Master and Fellows shall either approve any selection recommendation made under sub-clause (1) (b) (i), or shall remit it to the Redundancy Committee for further consideration in accordance with their further directions.

(3) A Redundancy Committee appointed by the Master and Fellows shall comprise -

- (a) a Chairman chosen from amongst the Fellows; and
- (b) two members chosen from amongst the Fellows to whom this Statute does not apply; and
- (c) two members chosen from amongst the Fellows to whom this Statute applies.

(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 Master and Fellows.

12. (1) Where the Master and Fellows have made or approved a selection they may authorise an officer of the College as their 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 Master and Fellows.

(3) Each separate notice shall sufficiently identify the circumstances which have satisfied the Master and Fellows that the intended dismissal is reasonable and in particular shall include -

- (a) a summary of the action taken by the Master and Fellows under this Part;
- (b) an account of the selection processes they have 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; 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 the conduct or performance of a member of the academic staff does not meet acceptable standards, but does not constitute sufficient cause for dismissal, an oral warning may be given by the Master who shall keep a note of the matter. The member of the academic staff concerned shall be informed of the reason for the warning; that it constitutes the first stage of the disciplinary procedure; and that a right of appeal exists under this clause. An oral warning shall be disregarded for disciplinary purposes after 12 months.

(2) If the offence is a serious one, or if a further offence occurs, a written warning may be given by the Master, who shall keep a copy of the warning. The member of the academic staff concerned shall be informed of the reason for the warning; the improvement required and the time within which that must be achieved; that charges may be instituted under clause 14 if there is no satisfactory improvement; and that a right of appeal exists under this clause. A written warning shall be disregarded for disciplinary purposes after 2 years.

(3) A member of the academic staff who wishes to appeal against a disciplinary warning given under this clause shall inform the Master within two weeks. A Grievance Committee appointed under Part VI shall hear the appeal and the Committee's decision shall be final.

14. (1) If there has been no satisfactory improvement following a written warning given under clause 13(2), or in any case where it is alleged that conduct or performance of a member of the academic staff may constitute good cause for dismissal or removal from office, a complaint seeking the institution of charges to be heard by an Academic Disciplinary Committee appointed under clause 15 may be made to the Master.

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

(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 could constitute good cause for dismissal, he shall write to the person concerned inviting comment in writing and if, after consulting the Master and Fellows he considers that the College might otherwise suffer significant harm he may, at this stage or at any stage prior to the conclusion of any hearing by an Academic Disciplinary Committee appointed under clause 15, suspend the person concerned from the performance of his duties without loss of emolument.

(4) As soon as may be following the receipt of the comments (if any) or in any event not later than 28 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 an oral or written warning to the person concerned, or determine that the matter be considered by an Academic Disciplinary Committee appointed under clause 15.

15. If the Master has determined that the matter is to be considered by an Academic Disciplinary Committee, he shall request the Master and Fellows to appoint such a Committee to hear the charge or charges and to determine whether the conduct or performance of the person charged constitutes good cause for dismissal or otherwise constitutes a serious complaint relating to his appointment or employment, and, if so, to recommend what action should be taken.

16. (1) An Academic Disciplinary Committee appointed by the Master and Fellows shall comprise

- (a) a Chairman; and
- (b) one member chosen from amongst Fellows to whom this Statute does not apply; and
- (c) one member chosen from amongst Fellows to whom this Statute applies.

(2) In selecting persons for appointment as members of an Academic Disciplinary Committee, the Master and Fellows 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 an Academic Disciplinary Committee has been appointed, the Master and Fellows shall instruct a solicitor or other suitable person to formulate the charge or charges and to present, or arrange for the presentation of, the charges before the Academic 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 summaries of 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 an Academic Disciplinary Committee shall be prescribed by By-laws made under this Statute. Such By-laws shall ensure:

- (a) that the person charged is entitled to be represented by another person, whether such person is legally qualified or not, in connection with and at any hearing by an Academic 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 witnesses 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 Academic 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 Academic Disciplinary Committee.

(2) The Academic 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 accompanies each copy of its decision sent to a party to the proceedings under this clause.

20. (1) Where any charge is upheld and the Academic Disciplinary Committee finds good cause and recommends dismissal or removal from office, but in no other case, the Master, having consulted the Master and Fellows, shall decide whether or not to dismiss the person concerned. If he decides to accept the Academic Disciplinary Committee's recommendation he may forthwith dismiss that person.

(2) Where any charge is upheld, other than where the Master has decided under sub-clause (1) of this clause to dismiss the person concerned, the action available to the Master, after consulting the Master and Fellows, (not comprising a greater penalty than that recommended by the Academic Disciplinary Committee) may be -

- (a) to discuss the issues raised with the person concerned; or

- (b) to advise the person concerned about his future conduct; or
- (c) to warn the person concerned; or
- (d) to suspend the person concerned for such period as the Master shall think fair and reasonable, not to exceed 3 months after the Master and Fellows shall have considered the Academic Disciplinary Committee's decision, or if the person concerned has been suspended pending the hearing, after the Academic Disciplinary Committee's decision, provided that no suspension without pay may be ordered unless the relevant contract confers such a power; or
- (e) such further or other action under the contract of employment or terms of appointment of the person concerned as appears fair and reasonable in all the circumstances of the case; or
- (f) any combination of any of the above.

21. (1) The Master shall be the appropriate officer to exercise the powers conferred by clause 20 but may appoint a delegate to exercise those powers.

(2) Any action taken by the Master or his delegate shall be confirmed in writing and notified to the Master and Fellows.

PART IV DISMISSAL 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 reference to medical grounds are references to capability assessed by reference to health or any other physical or mental quality.

(3) In this Part the Master shall be the appropriate officer to perform any duties or exercise any powers, but he may appoint a delegate to act on his behalf.

(4) In this Part 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 a 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 Master that the dismissal of a member of the academic staff on medical grounds should be considered, the Master

- (a) shall inform the member accordingly;
- (b) may, if the member agrees or if the Master, having consulted the Master and fellows, considers that the College might otherwise suffer significant harm suspend the member from duty without loss of pay; and
- (c) shall notify the member in writing that it is proposed to make an application to the member's medical practitioner 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.

(2) If after being so notified the member elects to apply for early retirement on medical grounds he shall be allowed to do so and the College shall meet the reasonable costs of any medical opinion required.

(3) If the member does not elect to retire voluntarily on medical grounds the Master may refer the case in confidence, in accordance with procedures prescribed by By-laws made under sub-clause (4) of this clause, with any medical and other evidence (including any such evidence

submitted by the member), to a Medical Board comprising one person nominated by the Master and Fellows; 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 Master and Fellows 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 under this Part shall be prescribed by By-laws made under this sub-clause. Such By-laws shall ensure:

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

24. (1) If the Board determines that the member should be required to retire on medical grounds, the Master shall consult the Master and Fellows, and may terminate the employment of the member concerned on those medical grounds.

(2) Any action taken by the Master shall be confirmed in writing and notified to the Master and Fellows.

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 any decision of the Master and Fellows to dismiss in the exercise of their powers under Part II;
- (b) to appeals arising in any proceedings, or out of any decision reached, under Part III other than appeals against disciplinary warnings under clause 13;
- (c) to appeals against any dismissal otherwise than in pursuance of Part II, Part III, Part IV or Part VII;
- (d) to appeals against any disciplinary decision otherwise than in pursuance of Part III;
- (e) to appeals against any decision reached under Part IV; and
- (f) to appeals against any decision reached under Part VII

and "appeal" and "appellant" shall be construed accordingly.

(2) No appeal shall however lie against -

- (a) a decision of the Master and Fellows under clause 10(2);
- (b) any finding of fact of an Academic Disciplinary Committee under clause 19(1) save on legal grounds or 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; and
- (c) any medical finding by a Board set up under clause 23(3) save on legal grounds or 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.

(3) In this Part references to "the person appointed" are references to the person appointed by the Master and Fellows under clause 29 to hear and determine the relevant appeal.

(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 shall institute an appeal by serving on the Master, within the time allowed under clause 28, 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-clause (3) of this clause.

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

(3) Where the notice of appeal is served on the Master outside the 28 day period the person appointed under clause 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 started under this Part the Master and Fellows shall appoint a person described in sub-clause (2) of this clause to hear and determine that appeal subject to sub-clause (3) of this clause.

(2) The persons described in this sub-clause are persons not employed by the College holding, or having held, judicial office or being barristers or solicitors of at least ten years' standing.

(3) The person appointed shall sit alone unless he considers that justice and fairness will best be served by sitting as an Appeal Tribunal with two other persons.

(4) The other persons who may sit with the person appointed, and who shall be appointed by the Master and Fellows, shall be -

(a) one member chosen from amongst Fellows to whom this Statute does not apply; and

(b) one member chosen from amongst Fellows to whom this Statute applies.

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

(2) Without prejudice to the generality of the foregoing such By-laws shall endure -

(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 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 (or any issue arising in the course of such an appeal) to the Master and Fellows 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 or reconsideration by the same or by a differently constituted Academic Disciplinary Committee to be appointed under that Part; or
- (c) remit an appeal from a decision 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 Academic Disciplinary Committee which heard and pronounced upon the original charge or charges.

31. The person appointed shall send a reasoned decision, including any decision reached in exercise of his powers under clause 30 (3) (a), (b), (c) or (d), on any appeal and a statement of any findings of fact different from those of the Master and the Fellows under Part II or of the Academic Disciplinary Committee under Part III or of the Board under Part IV or of the Tribunal appointed under Part VII, as the case may be, to the Master 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 grievances 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 under this Part.

(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 and may inform the Master and Fellows accordingly.

(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.

(4) If the Master does not reject the complaint under sub-clause (2) of this clause or if he does not defer action upon it under sub-clause (3) of this clause 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 clause 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 by the Master and Fellows.

37. The procedure in connection with the consideration and determination of grievances shall be determined in By-laws 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 Master and Fellows 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 DISMISSAL OF THE MASTER

39. Any seven Fellows who are entitled to vote at College Meetings may make complaint to the Vice-Master seeking the removal of the Master from office for good cause.

40. (1) The Vice-Master shall refer such a complaint to a College Meeting convened in accordance with By-laws made under this clause. If it appears to the Fellows assembled at that meeting that the complaint does not raise a prima facie case, or that it could not, even if proved, constitute good cause for the removal of the Master from office, they may determine that no further action shall be taken upon it.

(2) By-laws made under this clause or clause 44 shall have effect notwithstanding the provisions of Statute VI in relation to the requisitioning, convening and summoning of Meetings.

41. If it appears to the Fellows assembled at a College Meeting convened under clause 40 that the complaint raises a prima facie case which could, if proved, constitute good cause for the removal of the Master from office, they shall appoint a Tribunal to hear and determine the matter.

42. The Tribunal so appointed shall comprise:

- (a) an independent Chairman; and
- (b) one member chosen from amongst Fellows to whom this Statute does not apply; and
- (c) one member chosen from amongst Fellows to whom this Statute applies.

43. A charge referred to the Tribunal shall be dealt with in accordance with the procedure prescribed in or under clauses 17 to 19 provided -

- (a) that references therein to the Master shall be read as applicable to the Vice-Master; and
- (b) that the only recommendation the Tribunal may make is whether or not the Master should be removed from his office.

44. Where a charge or charges have been upheld and the Tribunal finds good cause and recommends dismissal, but in no other case, the Vice-Master shall consult a meeting of Fellows convened under By-laws made under this clause and may then dismiss the Master.

45. Where a complaint is to be referred to a Tribunal under clause 41, the Vice-Master may, if the Fellows assembled at the College Meeting making the reference considers that the College might otherwise suffer significant harm, suspend the Master from his duties in all matters relating to the government and discipline of the College without loss of salary.

46. For the purpose of the removal of the Master from his office for incapacity on medical grounds, the provisions of Part IV shall have effect, provided that the Vice-Master shall perform any duty or exercise any power there assigned to the Master.

47. For the purpose of appeals by the Master against removal from office, the provisions of Part V shall have effect, provided that the Vice-Master shall perform any duty or exercise any power there assigned to the Master.

XIII. PROVISIONS RELATIVE TO THE UNIVERSITY

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| Representations as to provisions affecting the University | 1. If at any time it appear to the Hebdomadal Council of the University that any provision of these Statutes or of any other Statutes of the College in force for the time being, respecting the accounts of the College, or the audit or publication thereof, or the exercise of the borrowing powers of the College, or any other provision of such Statutes, by the non-observance of which any interest of the University is liable to be prejudicially affected, is not duly observed, the Hebdomadal Council may submit a representation to the High Steward. |
| Representations as to election of Stipendiary Fellows | 2. The Hebdomadal Council may in like manner make a representation to the High Steward if it shall appear that regard is not had by the College in electing its Research Fellows to the requirements of the different branches of study pursued in the University, or that the provisions of Statute III, clause 5 (a) (ii) are not duly observed by the College. |
| Notice to Master | 3. Before any representation is made under either of the foregoing clauses of this Statute, the Vice-Chancellor shall communicate the matter of the proposed representation to the Master for the information of the Master and Fellows, and when a representation is made shall forthwith send him a copy of it. |
| Decision of the High Steward | 4. The High Steward shall, upon receiving such representation, inquire into the matter and, after considering any representation made by the Master and Fellows, make such Order therein as he shall deem just for enforcing the due observance of the said Statutes in the matter to which the representation shall relate. |

XIV. SUPPLEMENTARY AND TEMPORARY PROVISIONS

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| Vested rights | 1. The position of the Master and of any existing Fellow or Officer of the College other than that of any person who, on the date when these Statutes come into operation, holds an emolument within the College subject to the condition that his tenure of it shall from and after the said date be subject to the provisions of these Statutes, shall be subject to the following provisions: |
| Transfer: The Master | (1) The existing Master may at any time within twelve months after the approval of these Statutes by his Majesty in Council, or with the assent of the Master and Fellows at any time afterwards, place himself under the provisions of these Statutes by giving to the Registrar of the College notice in writing of his intention so to do, and shall thenceforth hold his Mastership on the same tenure and under the same conditions as if he had been originally elected to it under these Statutes: Provided that the consent of the Master and Fellows to any such transfer shall be given by the votes of not less than two-thirds of the number of persons present and voting at a Stated General Meeting. |

The Fellows and Officers

Any existing Fellow or Officer may at any time within twelve months after the date when these Statutes come into operation exercise the option of remaining subject to the Statutes to which he was subject prior to the said date, or of placing himself under these Statutes by a notice given in writing to the Master, who shall submit such notice to the next ensuing Stated General Meeting;

Provided (a) that the Master or any such Fellow or Officer of the College may, irrespective of the manner in which he has exercised the aforesaid option, retain any pensionary rights to which he was entitled under the Statutes to which he was subject prior to the said date, or may, if he is eligible so to do, place himself under the pensionary scheme prescribed in these Statutes, but in no case may he be entitled to the advantages of more than one pensionary scheme, and (b) that any Fellow or Officer who shall have exercised the option of remaining subject to the Statutes to which he was subject prior to the said date and who shall have been re-elected to any Office or emolument held by him under the said Statutes shall, when and so often as he shall have been re-elected, continue to hold such Office or emolument upon the terms laid down in the said Statutes.

(2) In the case of any such Fellow or Officer the Master and Fellows by the votes of not less than two-thirds of the number of persons present and voting at a Stated General Meeting may:

- (a) if he places himself under these Statutes allow him to hold his Fellowship beyond the age of 65 years for a further period not exceeding five years;
- (b) if he exercises his option so as to remain subject to the Statutes to which he was subject prior to the said date, vary or commute with his consent the conditions of his emoluments, allowances, and privileges in such manner as to assimilate them with those prescribed in these Statutes, but not so as to enlarge such emoluments, allowances, or privileges beyond the emoluments, allowances and privileges to which he was entitled or of which he had reasonable anticipation under the Statutes to which he was subject prior to that date.

Pensions of Existing Fellows

2. (a) Every Fellow of the College who, at the time when these Statutes shall come into force, shall have any pensionary rights under the Statutes made for the College by the University of Oxford Commissioners, bearing date 16th June 1881, and thereafter from time to time duly added to or amended (together with the Appendixes and Schedule of Pension Scheme annexed thereto) shall, whether or not he shall place himself generally under these Statutes in the manner authorized in Clause 1 (2) above, have the option either of retaining such rights or of requesting the College to place him under the Federated Superannuation Scheme for Universities in the manner prescribed in Statute VII. His choice between these two courses shall be announced by him to the Master and Fellows in writing within three months of the date when these Statutes shall come into operation, and if he shall decide to place himself under the said Scheme the Master and Fellows shall give effect to such choice without delay, and they may at their discretion make him an allowance out of the Capital or the Income of the Pension Fund or both of them in lieu of the benefits which he would have received if he had been under the said Scheme at the time of his election; and such allowance shall be either applied by way of a single premium to be paid for a policy of assurance for his benefit under the said Scheme, or invested for his benefit in the manner prescribed in Statute VII. 5; Provided that:

(i) the amount of the allowance made to every such Fellow as above shall be fixed by the Master and Fellows according to a scheme prepared by an Actuary, being a Fellow of the Institute of Actuaries, or of the Faculty of Actuaries in Scotland, and to be recorded and entered in the Register as is provided in a Schedule to these Statutes, and shall be such as to provide at the specified age (together with any benefits already accrued under the Federated Superannuation Scheme on his behalf) an annual sum of not less than £400, or a single sum of money payable at the specified age, in commutation of such annual sum, or such other benefit as they may after consulting such Actuary approve by his request and on his behalf;

(ii) the interest of any person who in virtue of his service has an actual claim on the existing

Fund under the Pension Scheme subjoined to the Statutes made for the College in the year 1881 (and thereafter from time to time duly added to or amended), or who elects to retain his pensionary rights under the said Scheme, shall not be injuriously affected;

(iii) the total sum taken from the capital of the Pension Fund and applied to the payment of these allowances shall not exceed £20,000.

(b) If it shall appear to the Master and Fellows that the provision made by them in the preceding sub-clause of this Statute is still an inadequate provision in the case of any Official Fellow, owing to his age at the date of his election or to any other special circumstances, they may, in addition, undertake with the sanction of the Visitor to pay to such person, on his retirement after twenty-five years or more of service such an annuity from the General Corporate Revenue, or from the income of the Pension Fund, or from both, as they may consider reasonable; provided that the total value of the benefit secured to any person from both sources under this and the preceding sub-clause shall not upon a reasonable computation exceed the value of £500 per annum, and provided further that if any Official Fellow shall continue to serve the College after the age of 60 nothing in this sub-clause shall prevent the Master and Fellows, on condition that the Fellow shall until he reach the age of 65 years but not longer continue to contribute 5 per cent of his stipend for this purpose, from continuing to contribute a sum equal to 10 per cent. of his stipend towards the augmentation of his benefit beyond the amount of £500 per annum, which may be assured to him under the foregoing part of this sub-clause.

Provision as to persons elected conditionally

3. The clauses of these Statutes relating to the existing Master and to existing Fellows shall not apply to any person who may at the time when these Statutes shall come into operation hold an emolument within the College subject to the condition that his tenure of it shall, from and after the approval by His Majesty in Council of new Statutes relating to such emolument, be subject to the provisions of such new Statutes. Every such person shall thenceforth hold the said emolument subject in all respects to these Statutes, and for the time and on the terms for and on which he would have been entitled to hold it, if they had been in force at the date of his actual election.

Trusts protected

4. Nothing in these Statutes shall affect the Trusts, conditions, or directions, or the Orders made under a Decree of the Court of Chancery in the year 1794 by successive Lord Chancellors, in relation to Dr Radcliffe's Estate (known as the Linton Trust) or the scheme approved by the Charity Commissioners for the administration of the Freeston Trust, or alter any Trust, except with the consent of the Trustees or Governing Body of the Trust, unless sixty years have elapsed since the date on which the instrument creating the Trust came into operation.

XV. ALTERATION OF STATUTES

Power to amend the Statutes

1. These Statutes shall be subject to alteration in the manner provided by the Universities of Oxford and Cambridge Act, 1923.

General

2. These Statutes and Ordinances are made wholly for University College within the meaning of the Universities of Oxford and Cambridge Act, 1877, section 30, as set out in the Schedule to the Universities of Oxford and Cambridge Act, 1923.

B. SCHEDULE OF SUPPLEMENTAL PENSION SCHEME

Pension Fund, Capital and Income

I. (1) Into the capital of the Pension Fund shall be paid all moneys which may be produced by the sale of livings, to an amount not exceeding in the whole £12,000; and also such portions of the annual sums hereinafter mentioned as shall not from time to time be required for the payment of premiums for assurance during any year in which such annual sums respectively shall become payable.

(2) The following annual sums shall be paid and contributed by the College and its members, to the income of the said Pension Fund, from the sources and in the manner next hereinafter mentioned:

(a) A sum of not more than £400 charged annually on the General Corporate Revenue until such time as the total capital of the Fund shall amount to £25,000; after which such charge on the General Corporate Revenue shall cease. The total amount of this charge shall be determined each year by the Master and Fellows at their Stated General Meeting in March.

(b) From the General Corporate Revenue:

Not less than ten pounds (£10) *per centum* and not more than twelve pounds ten shillings (£12.10s) *per centum* of that portion of the total annual stipend of the Master and of each Stipendiary Fellow which is paid to him from the General Corporate Revenue, provided that such sum shall not be chargeable in respect of the present Master or of any one of the existing Fellows, unless he shall have placed himself under the provisions of this Pension Scheme.

(c) From Trust Funds:

Not less than ten pounds (£10) *per centum* and not more than twelve pounds ten shillings (£12.10s) *per centum* of that portion of the total annual stipend of any assured Fellow who shall be paid from Funds held in Trust on behalf of his Fellowship.

(d) From the Tuition Fund:

Not less than ten pounds (£10) *per centum* and not more than twelve pounds ten shillings (£12.10s) *per centum* of the annual stipend paid from the said Fund to each Officer of the College who shall have been placed under the Federation Superannuation Scheme for Universities in accordance with the provisions of Statute VII, or Statute XII.

(e) From each assured member of the College:

Not less than two pounds ten shillings (£2.10s) and not more than five pounds (£5) *per centum* of his total annual stipend, being the sum deducted therefrom as his contribution to the premium or premiums of his assurance policy or policies under the Federation Superannuation Scheme for Universities.

(3) The total annual stipend of any one of the assured persons shall be determined for the purposes of this Schedule in accordance with the provisions of Statute VII. 3 and 4.

(4) The Bursar shall keep the capital of the Pension Fund invested in the name of the Master and Fellows in investments authorized by Statute IX, and shall on or before the 20th July in each year carry to the capital of the fund and invest all dividends on capital, and other sums received under the provisions of this Schedule before the preceding 25th March, which shall not have been required for the payment of pensions, and shall at each annual Audit present to the College a statement of the accounts of the said Fund, in accordance with the provisions of Statute VII. 1.

Charges on the Pension Fund

II. There shall be paid from the Pension Fund the following charges:

Single Payments to Fellows

A. The capital sums, hereinafter referred to as Single Payments, assigned to any existing Fellow in accordance with the provisions of Statute XII. 2, which sums shall be recorded in a document sealed with the Corporate Seal of the College and entered in the College Register, and shall be paid as single assurance premiums for the securing of the benefits specified in the said document, provided that on the request of any Fellow specified in the said document, such request to be delivered to the Master in writing not later than the 31st day of December 1925, the Single Payment set against the name of such Fellow may be invested by the Master and Fellows in Trustee Securities for the benefit of such Fellow in the manner prescribed in Statute VII. 5.

Annual Payments

B. An annual sum of Fifteen pounds (£15) *per centum* of his total annual stipend, calculated in

accordance with the provisions of Statute VII. 3 and 4 in respect of each person, placed under the Federation Superannuation Scheme for Universities in accordance with the provisions of these Statutes.

Determination of Claims III. No person who enjoyed any claim upon the Pension Fund by virtue of the provisions of the Statutes of the College of the year 1881 shall continue, after the date when this Supplemental Pensions Scheme shall have become effective or these present Statutes shall have come into operation, to have any claim upon the said Fund or upon the General Corporate Revenue in respect to the said Statutes, otherwise than is provided by Statutes VII and XIII and by this Schedule.

Retrospective effect IV. It shall be lawful for the Master and Fellows at their discretion and with the consent in writing of any Fellow participating in this scheme to make such arrangements with any approved Life Assurance Society or Societies in respect of the single payment and of the subsequent annual premiums made or to be made on his behalf as shall enable this Pension Scheme to become effective from the 1st day of January 1925.

C. ORDINANCES

APPENDIX I

ORDINANCE IN RELATION TO THE TRAVELLING FELLOWSHIPS OF THE FOUNDATION OF DR JOHN RADCLIFFE

1. The emoluments of the two Fellowships of the Foundation of Dr John Radcliffe shall be applied to the maintenance of two Fellowships, to be called Dr John Radcliffe's Travelling Fellowships.
2. Each Fellowship shall be for the purpose of the study of Medical Science outside the British Isles, and of travel abroad with a view to such study. Every Candidate for a Fellowship shall before election declare that he intends during the period of his tenure of the Fellowship (except when within the British Isles with leave under this Ordinance to be therein) to devote himself to the study of Medical Science abroad.
3. Each Fellowship shall be tenable for two years from the day of election inclusive, and no longer: excepting that it shall be lawful for the Master of University College and the Regius Professor of Medicine to give permission to an elected Candidate to postpone taking up his Fellowship for such period (normally not exceeding one year from the date of his election) as they may prescribe.
4. Notwithstanding the provisions of the last two preceding clauses of this Ordinance, a Fellow shall have leave to remain within the British Isles after the commencement of his tenure of his Fellowship, and to return to the British Isles from time to time during his tenure thereof, provided that the aggregate of periods of time so spent in the British Isles during such tenure shall not exceed 365 days, except with the express permission of the Master of University College and the Regius Professor of Medicine. A Fellow shall travel or reside out of the British Isles during the tenure of his Fellowship except when he has leave under this clause to be within the British Isles. While a Fellow shall be within the British Isles with such leave, neither duties nor remuneration shall attach to his Fellowship. A Fellow shall forthwith vacate his Fellowship if during his tenure thereof he shall remain or be within the British Isles without such leave.
5. Each Fellowship shall be of such annual value, and shall be supplementable with such allowances, and the emoluments and allowances shall be payable at such times and in such manner, as the Master and Fellows of University College may from time to time determine.
6. The electors to the Fellowship shall be the Master and Fellows of University College.
7. The electors shall not be required to elect a Fellow in any one year unless and until there shall be sufficient income available to pay the emoluments and allowances of the Fellowship, and in any event the electors shall not be required to elect to more than one Fellowship in any one year.
8. No persons shall be ineligible for election to a Fellowship by reason only of his not being a Master of Arts of the University of Oxford and entered on the Physic line, but no person shall be eligible unless he shall have passed all the examinations required by the University for the degree of Bachelor of Medicine

(B.M.) or for the degree of Bachelor of Arts and in the latter case so long as he shall also have passed all the examinations required by any other University for the degree of Bachelor of Medicine (M.B.). No person shall be eligible if six years have elapsed since the time of passing the last examination required for the degree of Bachelor of Medicine (B.M. or M.B.).

9. The Candidates shall be examined in Medical Science, in such manner and by such persons or person holding office within the University of Oxford as the electors shall appoint, provided that the Examiners so appointed may, if they see fit, call in an assessor (not being necessarily a member of the University) for any particular subject chosen by the Candidate and approved by the Regius Professor and the Examiners, such assessor being remunerated from the same fund as the Examiners: and that Candidate shall be elected who shall appear to the electors to be of the greatest merit.

10. No Fellow shall be required as such to become a member of University College.

11. It shall be lawful for the Master and Fellows of University College if they shall think fit, to commute the right to the two sets of rooms within the said College formerly belonging to the Fellows of the said foundation for the annual sum of £10 for each set. The said two sums of ten pounds each and the emoluments of any vacant Fellowship during the vacancy thereof shall be invested from time to time, and the income of such investments shall be applied, in the first instance, in defraying the expenses of the examination of Candidates for the said Fellowships, and subject thereto shall be used for the furtherance of Medical Science in such ways as the Master and Fellows shall after consultation with the Board of the Faculty of Clinical Medicine from time to time appoint.

NOTE. - In 1907 the Master and Fellows of University College established, in accordance with clause 11, a Prize for the furtherance of Medical Science, to be known as the Radcliffe Prize. In 1922 they further established the Radcliffe Scholarship in Pharmacology, in accordance with the same clause, and in 1974 renamed it the Radcliffe Pharmacology Prize.

APPENDIX II

ORDINANCE IN RELATION TO THE FELLOWSHIP OF THE FOUNDATION OF THE RIGHT HONOURABLE MARY ANNE VISCOUNTESS SIDMOUTH

1. The Fellowship of the Foundation of the Right Honourable Mary Anne Viscountess Sidmouth within University College shall be called the Stowell Civil Law Fellowship.
2. Except as hereinafter provided in the case of a Fellow elected under clause 3 of this Ordinance, no person shall be eligible thereto who shall not have passed all the examinations required by the University of Oxford for the Degree of Bachelor of Arts, or who shall have completed the thirtieth Term from that of his matriculation inclusive.
3. Whenever the Fellowship be or fall vacant, then, if the Master and Fellows of the College at any General Meeting shall by resolution declare that it is expedient to elect as Stowell Civil Law Fellow a person eminently qualified to be a Lecturer, or Praelector, or Tutor, and to give instruction in the College in the Civil Law and the subjects recognized in the examinations conducted under the supervision of the Board of the Faculty of Law in the University, they shall thereupon proceed, as soon thereafter as conveniently may be, to elect such a person as Stowell Civil Law Fellow, provided that the election shall be conducted in accordance with the procedure prescribed in Statute III of the College Statutes for elections to Official Fellowships; and that the person so elected shall not be subject to clauses 4, 5, 6, 7 or 8 of this Ordinance, but shall be subject in respect of vacation and re-eligibility to the Fellowship, Residence, Service and Pension to the provisions of Statutes III, IV and VII of those Statutes.
4. Whenever the Fellowship be or fall vacant, if within a period of six months the Master and Fellows shall have passed no such resolution, or if at any General Meeting they shall have declared by resolution that the Fellowship shall for the ensuing election be regarded as a Junior Research Fellowship in Civil Law, then an election thereto shall be made by the Master and Fellows in accordance with the provisions of Statute III. 8, 10, and 11 of the College Statutes as soon as conveniently may be and on such day as they at any of their Meetings shall appoint, and notice of the intended election shall be given by the Master, in such manner as the Master and Fellows shall deem best, thirty days at least before the day of election, and the Master and Fellows shall elect that Candidate who shall appear to them to be of the greatest merit and most fit to be Stowell Civil Law Fellow.
5. The Fellow on his election shall enter his name on the books of the College.
6. The Fellow after his election shall be required, if he has not already done so, to take the Degree of Bachelor of Civil Law as soon as the Statutes of the University allow; and shall also be required, if he has not already done so, to enter at one of the Inns of Court within twelve calendar months, and to be called to the Bar within four years, from the day of his election or re-election.
7. If the Fellow shall fail to satisfy any of the requirements of Clause 6 (unless prevented by some cause to be approved by the Master and Fellows at one of their Meetings), or if he shall take Holy Orders, he shall thereupon vacate the Fellowship.8. The Fellow shall not be entitled (except so far as is provided by

the College Statutes) to participate in the Corporate Revenue or general Funds of the College; neither shall he be required (unless and until the value of the Fellowship shall have been augmented to £200, under the provisions of Statute III. 25 of those Statutes) to contribute to any part of the expenses devolving upon the Corporate Revenue or general Funds of the College; or to submit to the rateable diminution of the emoluments of his Fellowship under the provisions of Statute VIII. 3. In all other respects he shall enjoy the like rights and privileges and be subject to the like duties and requirements as a Junior Research Fellow of the College.

9. The Master and Fellows may, subject to the provisions of Statute XIV. 1 of the College Statutes, make alterations in and additions to this Ordinance;

Provided that such alterations and additions be not contrary or repugnant to the general intentions of the said Mary Anne Viscountess Sidmouth, as expressed in a certain indenture bearing date 26th June 1837, and made between the said Mary Anne Viscountess Sidmouth of the first part, the Right Honourable Henry Viscount Sidmouth of the second part, and Dr Frederick Charles Plumptre, Dr Thomas Edward Bridges, and Dr Joseph Phillimore of the third part.

APPENDIX III

ORDINANCE IN RELATION TO THE FELLOWSHIP OF THE FOUNDATION OF ROBERT MYNORS, ESQUIRE

(Approved by the King in Council, the 6th day of February, 1925, and amended by the University of Oxford Commissioners.)

1. The Fellowship of the foundation of the late Robert Mynors, Esquire, within University College shall be called the Mynors Fellowship and shall be used for the promotion of the study and teaching of Social Science, which expression shall be taken to include Economics and Politics; and the Mynors Fellow shall be required to apply himself to the study and teaching of Social Science in return for emoluments and privileges attached to the Mynors Fellowship as such.

2. Except as hereinafter provided, the Master and Fellows shall in elections to the Mynors Fellowship act in accordance with the procedure authorized in Statute III. 6 and 17 of the College Statutes, and every Mynors Fellow so elected shall hold his Fellowship for a period of seven years and shall be re-eligible thereto, under the conditions governing for the time being the tenure of Official Fellowships within the College.

3. The holder for the time being of the Mynors Fellowship shall receive nine-tenths of the whole income arising from the Mynors Fellowship Trust Fund, and the remaining tenth part shall be contributed wholly and solely for the Fellow's benefit under the provisions of Statute VII of the College Statutes. He shall enjoy such emoluments and privileges in regard to a place and vote at any General Meeting of the College, rooms and prescribed allowances, and such other privileges as are now or may be hereafter attached to an Official Fellowship within the College. He may also, if appointed to the office of Lecturer, Praelector or Tutor, receive from the Tuition Fund such further stipend as the Master and Fellows shall from time to time upon the advice of the Tutorial Committee determine. Regard shall be had, in fixing such stipend, to the amount of the Mynors endowment.

4. During any vacancy of the Fellowship the income shall be invested and added to the capital of the Trust Fund, so as to increase the emoluments attached to the Fellowship.

5. The Mynors Fellowship may, if the Master and Fellows at a General Meeting so decide, be tenable in conjunction with a University Readership in Economics or Politics, if the University shall maintain such a Readership with a stipend of not less than £300 per annum, for this purpose: and in this case the Mynors Fellow shall be elected, or re-elected, by a Board consisting of the Master of the College, the Drummond Professor of Political Economy, the Gladstone Professor of Political Theory and Institutions, a person appointed by the Hebdomadal Council, a person appointed by the Faculty of Social Studies, and two persons appointed by the Master and Fellows of the College. The Fellow so elected shall in the first instance be elected for such period, not exceeding seven years, as shall have been agreed upon between the College and the University. At the end of such period, or if the Fellow shall previously vacate the Readership, the Master and Fellows shall at a General Meeting decide whether the connexion of the Fellowship with the University Readership shall be continued for a further period, and if it be so continued the then holder shall be re-eligible by the said

Board.

6. If the University shall determine the Readership or the tenure of the same by the Mynors Fellow or if the College shall decide under clause 5 of this Ordinance not to continue the connexion of the Fellowship with the University Readership, the then holder of the Mynors Fellowship shall be re-eligible by the Master and Fellows under clause 2 of this Ordinance.

7. A Mynors Fellow elected under clause 5 of this Ordinance shall, as to his duties as University Reader, be subject to such Regulations as may from time to time be determined by Statute made by or for the University and to any Regulations made for the Reader by the University after consultation with the College, and, as to his duties as Fellow, be subject to such conditions, including conditions as to residence and teaching, as shall have been fixed by the College at the time of his election or re-election.

8. The Master and Fellows may from time to time make alterations in and additions to this Ordinance provided that such alterations and additions be not applicable to the holder of the Fellowship for the time being, save with his own consent, and be not inconsistent with the title and purpose of the endowment as set forth in the Will of the Founder and in the first clause of this Ordinance, namely to maintain in the College a Fellowship associated with the name of the Founder for the study and teaching of Social Science.