

# The Schedule

## Statutes of the University

### 1. DEFINITIONS

- (1) In the Statutes except where the context otherwise requires the following terms shall have the following meanings:
- “The University” means the University of Wales.
- “The Charter” means the Supplemental Charter of the University for the time being in force.
- “The Statutes” means these Statutes and any Statute or Statutes for the time being amending or replacing the same.
- “The Council” means the Council of the University.
- “The Academic Board” means the Academic Board of the University.
- “The Graduates” means those persons upon whom the University shall have conferred a degree or degrees.
- “The Staff of the University” means the persons appointed to such staff by or on the authority of the Council.
- “Accredited Institutions” means those institutions that shall, under the provisions of the Charter and the Ordinances, and for the time being, be designated by the University as Accredited Institutions.
- “Affiliated Institutions” means those institutions that shall, under the provisions of the Charter and the Ordinances, and for the time being, be designated by the University as Affiliated Institutions.
- “Associated Bodies” means Accredited Institutions, Affiliated Institutions and any other bodies or institutions with which the University has an association pursuant to Article V(j) of the Charter.
- “Validated provision” means those schemes of study or programmes of research that are provided at institutions other than Accredited or Affiliated Institutions and that have been approved by the University and designated by it as validated schemes of study or validated programmes of research in such manner as shall be prescribed by Ordinance.
- “Ordinances” means any Ordinances made pursuant to the Charter or the Statutes.
- “Regulations” means any Regulations made pursuant to the Charter or the Statutes or the Ordinances.
- “Standing Order” means a Resolution made by any body constituted hereunder for the purpose of regulating its own procedure.
- “Year” means a calendar year.

Words defined in the Charter shall have the same meaning in the Statutes unless the context be repugnant to them.

Words in the singular shall include the plural and words in the plural shall include the singular unless the contrary intention appears.

- (2) Words defined in the Charter or the Statutes shall have the same meaning in the Ordinances and the Regulations unless the context be repugnant to them.

### 2. ACCREDITED INSTITUTIONS AND AFFILIATED INSTITUTIONS

- (1) Accredited Institution status may only be granted to an institution where at least ‘one-third’ (as defined in the Ordinances) of its overall academic provision is offered under the aegis of the University and leads to degrees and/or other academic awards of the University.
- (2) Affiliated Institution status may be granted to an institution where some, but less than ‘one-third’ (as defined in the Ordinances), of its overall academic provision is offered under the aegis of the University and leads to degrees and/or other academic awards of the University.

- (3) Any Ordinance providing for any institution to become an Accredited Institution or Affiliated Institution must be approved by a Special Resolution of the Council as defined in the Charter.

**3. DELETED**

**4. THE CHANCELLOR**

- (1) The Chancellor shall be appointed by the Council in such manner and for such term as shall be prescribed by Ordinance.
- (2) The Chancellor shall not take office until his or her name shall have been approved by the Visitor.

**5. THE PRO-CHANCELLOR**

The Pro-Chancellor shall be appointed by the Council in such manner and for such term as shall be prescribed by Ordinance.

**6. THE VICE-CHANCELLOR**

- (1) The Vice-Chancellor shall be appointed by the Council in such manner and for such term as shall be prescribed by Ordinance.
- (2) The Vice-Chancellor shall be the Chief Academic and Executive Officer and shall be responsible to the Council for promoting and advancing the purposes of the University and for the organisation and conduct of the business of the University.
- (3) The Vice-Chancellor shall *ex officio* be a member of the Council, the Academic Board and every other body upon which responsibilities affecting the governance of the University may be conferred by the Charter, Statutes or Ordinances, and of every committee thereof.
- (4) The Vice-Chancellor shall have the power to delegate to other officers and staff of the University such duties of the Vice-Chancellor as he or she thinks fit.
- (5) During any vacancy, or illness or incapacity of the Vice-Chancellor, the Council shall have the power to appoint an Acting Vice-Chancellor.

**7. DELETED**

**8. DELETED**

**9. THE OFFICERS AND STAFF**

The Council shall appoint such other officers and staff as it may deem necessary with such duties as the Council may deem fit.

**10. THE AUDITOR OR AUDITORS**

The Council shall appoint an Auditor or Auditors in such manner and for such term as shall be prescribed by Ordinance.

**11. CONSULTATION**

The University shall, in such manner as shall be prescribed by Ordinance:

- (i) regularly consult with its Graduates, the public and with bodies having an interest in the furtherance of the mission of the University, and

- (ii) identify persons qualified and willing to provide support and advice to the University in connection with the furtherance of the mission of the University.

**12. DELETED**

**13. DELETED**

**14. DELETED**

**15. THE COUNCIL**

- (1) Subject to the provisions of Statute 34, the Council shall consist of the following persons:
  - (a) *ex officio member*  
The Vice-Chancellor
  - (b) *appointed members*
    - (i) Three Vice-Chancellors/Principals appointed by and from the Vice-Chancellors/Principals of those institutions that shall, under the provisions of the Ordinances, and for the time being, be designated by the University as Accredited Institutions
    - (ii) Three Chairs of governing bodies appointed by and from the Chairs of those institutions that shall, under the provisions of the Ordinances, and for the time being, be designated by the University as Accredited Institutions
    - (iii) Two persons appointed by and from the representatives on the Academic Board of those institutions that shall, under the provisions of the Ordinances, and for the time being, be designated by the University as Accredited Institutions
    - (iv) One person appointed by and from the staff of the University
    - (v) One person from among the students pursuing a University of Wales award, appointed by the student Presidents (howsoever that office may be termed) of those institutions that shall, under the provisions of the Ordinances, and for the time being, be designated by the University as Accredited Institutions
    - (vi) Twelve other independent persons
  - (c) *co-opted members*  
Up to two independent persons
- (2) (a) The ex officio member of the Council shall hold office so long as he/she continues to occupy the position by virtue of which he/she became a member.
- (b) The co-opted members of the Council shall hold office for three years.
- (c) The other members of the Council shall hold office for three years or for so long as they retain the qualification which first made them eligible for appointment to the Council, whichever shall be the shorter period.
- (3) Notwithstanding the provisions aforesaid, and subject to the provisions of Statute 15(1), all other provisions relating to appointment and co-option of members of the Council shall be prescribed in the Ordinances.

**16. THE CHAIR AND VICE-CHAIR OF THE COUNCIL**

- (1) The Chair of the Council shall be appointed by the Council in such manner and for such a term as shall be prescribed by Ordinance.

- (2) The Vice-Chair of the Council shall be appointed by the Council in such manner and for such a term as shall be prescribed by Ordinance.

**17. POWERS OF THE COUNCIL**

Subject to the provisions of the Charter and of the Statutes, the Council shall, in addition to all other powers vested in it, have the following powers:

- (1) To appoint the Chancellor, Pro-Chancellor and the Vice-Chancellor in such manner and for such term as shall be prescribed by Ordinance.
- (2) To appoint the Chair and Vice-Chair of the Council in such manner and for such a term as shall be prescribed by Ordinance.
- (3) To appoint staff of the University and to regulate the salaries and conditions of employment of such staff and to institute such offices and posts of the University as may from time to time be considered expedient.
- (4) To confer upon other institutions the status of Accredited Institution or Affiliated Institution of the University.
- (5) On the advice of the Academic Board and under conditions to be prescribed in the Ordinances:
  - (i) to grant to Accredited Institutions and Affiliated Institutions, and to other Associated Bodies, the right to establish and operate schemes of study and programmes of research leading to awards of the University and to enrol students onto such schemes and programmes in such manner and upon such terms and conditions as the University sees fit;
  - (ii) to determine arrangements for the assurance of quality and standards in respect of those schemes of study and programmes of research leading to awards of the University established in accordance with Statute 17(5)(i);
  - (iii) to grant, to any Accredited Institution and Affiliated Institution that shall have been granted its own taught degree awarding powers, delegated responsibility for matters relating to the quality and standards of schemes of study leading to awards of the University where such schemes of study shall be operated by the said institution or by any other Accredited Institution or Affiliated Institution;
  - (iv) to grant, to any Accredited Institution and Affiliated Institution that shall have been granted its own research degree awarding powers, delegated responsibility for matters relating to the quality and standards of programmes of research leading to awards of the University where such programmes of research shall be operated by the said institution or by any other Accredited Institution or Affiliated Institution;
  - (v) from time to time, to review such decisions as may have been taken by the Council further to the provisions of Statute 17(5)(i), Statute 17(5)(ii), Statute 17(5)(iii) and Statute 17(5)(iv) and, as the Council may think fit, to
    - (a) confirm the rights and responsibilities granted under Statute 17(5)(i), Statute 17(5)(iii), and Statute 17(5)(iv) and the arrangements determined under Statute 17(5)(ii);
    - (b) determine conditions for the continuance of the rights and responsibilities granted under Statute 17(5)(i), Statute 17(5)(iii), and Statute 17(5)(iv) and to modify the arrangements determined under Statute 17(5)(ii); or
    - (c) withdraw the rights and responsibilities granted under Statute 17(5)(i), Statute 17(5)(iii) and Statute 17(5)(iv) and to terminate the arrangements determined under Statute 17(5)(ii).

- (6) To confirm the designation of the degrees, diplomas, certificates and other academic distinctions of the University.
- (7) Subject to conditions prescribed in the Ordinances to approve the conferring of Honorary Degrees and other Honorary Distinctions of the University.
- (8) To demand and receive such fees as may be payable to the University in respect of studies leading to Degrees and awards of the University.
- (9) To regulate, after consultation with the Academic Board, the fees and other emoluments to be paid to external examiners and assessors in respect of the examinations of the University.
- (10) To institute, jointly with the Academic Board and subject to any conditions made by the founders, University Fellowships, Studentships, Scholarships, Prizes, Exhibitions and Bursaries and other aids to study and research.
- (11) To approve the association of other bodies and institutions in accordance with Article V(j) of the Charter.
- (12) To appoint a person or persons to visit and report on the general facilities in teaching and research at any body or institution which is now or which may become an Associated Body.
- (13) To call for reports from University organisations, and any Associated Body or Bodies.
- (14) To negotiate on behalf of the University with Government Departments and any other authorities, institutions, companies and persons.
- (15) To repeal, vary or add to the Charter.
- (16) To make Statutes and Ordinances within the limits and subject to the procedures authorised by the Charter, the Statutes and the Ordinances.
- (17) To govern, manage and regulate the finances, accounts, investments, property, business and all affairs whatsoever of the University, and for that purpose to appoint bankers or other agents whom the Council may deem expedient to appoint and to cause proper books of account to be kept for all sources of money received and expended by the University and for the assets and liabilities of the University; so that such books give a true and fair view of the University's affairs and explain its transactions.
- (18) To invest any moneys belonging to the University in such stocks, funds, shares, securities or investments (other than land) whatsoever and wheresoever situate (whether authorised by the general law for the investment of trust moneys or not so authorised) as the Council shall think fit or in the purchase of land in the United Kingdom subject or not subject to leases or tenancies and to vary any such investments including the realisation of existing investments and the re-investments of the net proceeds of the realisation. Provided that in the case of moneys held by the University as trustee the powers hereby conferred shall be exercised subject to the provisions of the law relating to investment by trustees. Provided further that the powers of investment and varying investments hereinbefore contained shall not extend to moneys and investments held by the University as trustee upon special trusts created by a donor or testator.
- (19) To sell, buy, exchange, lease and accept leases of real and personal property on behalf of the University.
- (20) To maintain and dispose of the buildings, premises, furniture and apparatus belonging to or held in trust by the University and to provide such additional buildings as the Council shall consider expedient.

- (21) To borrow money on behalf of the University and, for that purpose, if the Council thinks fit, to mortgage or charge all or part of the property of the University, whether real or personal, and to give such other security as the Council shall think fit.
- (22) To enter into, vary and discharge contracts on behalf of the University.
- (23) To provide for the welfare of all persons who are or were at any time members of the staff of the University and the dependants of such persons including the payment of money, pensions or other benefits and to subscribe to benevolent and other funds for the benefit of such persons.
- (24) To appoint and dissolve committees consisting either wholly or partly of members of the Council and to prescribe the method of appointment of the members and the functions of such committees.
- (25) Under conditions to be prescribed in the Ordinances to confer upon any person the title of Professor, Reader or any other title of the University (and to withdraw any such title).
- (26) To have sole custody and use of the Common Seal of the University.
- (27) Subject to the provisions of the Charter and Statutes to determine all matters relating to the governance, mission, strategy, planning and administration of the activities of the University and its central services.
- (28) Subject to the provisions of the Charter and of the Statutes to take such steps as it may think proper for the purposes of advancing the interests and efficiency of the University and to conduct the executive business of the University.
- (29) Subject to the provisions of the Charter and Statutes to exercise all other powers of the University.
- (30) To delegate any of its powers to Officers and to those committees established under Statute 17(24), for such period and under such conditions as the Council may determine, and to establish and keep under regular review the procedures and limits under which delegated authority will be exercised, provided that
  - (i) nothing shall enable the Council to delegate any of its powers to any committee established under the provisions of Statute 17(24) where a majority of the members of such committee are not also members of the Council;
  - (ii) nothing shall enable the Council to delegate any of its powers with regard to:
    - (a) the determination of any matters relating to the governance, mission and strategy of the University;
    - (b) the approval of the annual estimates of income and expenditure and the financial statements in respect of each financial year;
    - (c) ensuring the solvency of the University and the safeguarding of its assets;
    - (d) the appointment or dismissal of the Vice-Chancellor;
    - (e) the repealing of, varying of or addition to the Charter or the Statutes or the Ordinances.

**18. THE ACADEMIC BOARD**

- (1) Subject to the provisions of Statute 34, the Academic Board shall consist of the following persons:
  - (a) *ex officio members*  
The Vice-Chancellor

The Chairs of such Committees of the Academic Board as may be established from time to time

(b) *appointed members*

Two members of the academic staff from each of those Institutions as shall, under the provisions of the Statutes and Ordinances, and for the time being, be designated as Accredited Institutions

Two members of the staff experienced in Welsh medium provision appointed by the University Council from among those Accredited Institutions that teach through the medium of Welsh

Two students from among those studying for awards of the University

- (2) Subject to the provisions of Statute 18(1), all provisions relating to appointment of members of the Academic Board shall be prescribed in the Ordinances.

**19. POWERS OF THE ACADEMIC BOARD**

(A) General

Subject to the provisions of the Charter and of the Statutes the Academic Board shall, in addition to all other powers vested in it, have the following powers:

- (1) To ensure the maintenance of the highest academic standards in respect of its degrees and other qualifications and to preserve and protect their reputation and integrity, howsoever and wheresoever offered.
- (2) To advise the Council with regard to:
- (i) granting to Accredited Institutions and Affiliated Institutions, and to other Associated Bodies, the right to establish and operate schemes of study and programmes of research leading to awards of the University and to enrol students onto such schemes and programmes;
  - (ii) determining arrangements for the assurance of quality and standards in respect of those schemes of study and programmes of research leading to awards of the University established in accordance with Statute 17(5)(i);
  - (iii) granting, to any Accredited Institution and Affiliated Institution that shall have been granted its own taught degree awarding powers, delegated responsibility for matters relating to the quality and standards of schemes of study leading to awards of the University where such schemes of study shall be operated by the said institution or by any other Accredited Institution or Affiliated Institution;
  - (iv) granting, to any Accredited Institution and Affiliated Institution that shall have been granted its own research degree awarding powers, delegated responsibility for matters relating to the quality and standards of programmes of research leading to awards of the University where such programmes of research shall be operated by the said institution or by any other Accredited Institution or Affiliated Institution;
  - (v) reviewing such decisions as may have been taken by the University further to the provisions of Statute 17(5)(i), Statute 17(5)(ii), Statute 17(5)(iii) and Statute 17(5)(iv);
  - (vi) confirming the rights and responsibilities granted under Statute 17(5)(i), Statute 17(5)(iii) and Statute 17(5)(iv) and the arrangements determined under Statute 17(5)(ii);
  - (vii) determining conditions for the continuance of the rights and responsibilities granted under Statute 17(5)(i), Statute 17(5)(iii) and Statute 17(5)(iv) and modifying the arrangements determined under Statute 17(5)(ii);

- (viii) withdrawing the rights and responsibilities granted under Statute 17(5)(i), Statute 17(5)(iii) and Statute 17(5)(iv) and terminating the arrangements determined under Statute 17(5)(ii).
- (3) To determine the academic strategy and policy of the University.
- (4) To propose Statutes and Ordinances, and to make and maintain Regulations and Standing Orders and to resolve questions of interpretation or non-compliance arising from such Regulations and Standing Orders.
- (5) To provide for the establishment and constitution of such academic organisations of the University as the Academic Board may from time to time consider desirable, and to prescribe the constitution, powers, duties and functions of such academic organisations and to provide for the dissolution of any academic organisation so established.
- (6) To appoint and dissolve such and so many committees consisting either wholly or partly of members of the Academic Board and to prescribe the method of appointment of such members and the functions of such committees.
- (7) To delegate any of its powers to Officers and to those committees established under Statute 19(6), for such period and under such conditions as the Academic Board may determine, and to establish and keep under regular review the procedures and limits under which delegated authority will be exercised, provided that:
  - (i) nothing shall enable the Academic Board to delegate any of its powers to any committee established under the provisions of Statute 19(6) where a majority of the members of such committees are not also members of the Academic Board;
  - (ii) nothing shall enable the Academic Board to delegate its powers to make Regulations and Standing Orders.
- (8) To advise the Council on the designation of the degrees, diplomas, certificates and other academic distinctions of the University.
- (9) Under conditions to be prescribed in the Ordinances to authorise the admission to Degrees of persons who shall have pursued an approved scheme of study or research and who shall have passed the examinations of the University and to deprive any person of any Degree as aforesaid on what the Academic Board shall in its unfettered discretion consider to be good cause and at any time to restore such Degree to any person so deprived.
- (10) Under conditions to be prescribed in the Ordinances to confer and grant Diplomas, Certificates or other academic awards on and to persons who have pursued an approved scheme of study and to revoke any such awards made on what the Academic Board shall in its unfettered discretion consider to be good cause and at any time to reinstate any such award so revoked.
- (11) To call for reports from University organisations and such bodies and institutions which are now or which may become an Associated Body.
- (12) To appoint a person or persons to visit and report on the general facilities in teaching and research at any body or institution which is now or which may become an Associated Body.
- (13) To institute, jointly with the Council and subject to any conditions made by the founders, University Fellowships, Studentships, Scholarships, Prizes, Exhibitions and Bursaries, and other aids to study and research.



- (14) To award and withdraw Fellowships, Studentships, Scholarships, Prizes, Exhibitions and Bursaries, and other aids to study and research and to regulate the conditions governing such awards.
- (15) To prescribe the design and format of degree and other awards certificates.
- (16) To express an opinion on any matter pertinent to the University and its affairs and to make recommendations or reports to the Council thereon.
- (17) To appoint two of its members to the Council, in a manner to be prescribed by Ordinance.

(B) Validated Provision

Subject to the provisions of the Charter and of the Statutes the Academic Board shall, in addition to all other powers vested in it, have the additional following powers in respect of Validated provision:

- (1) To prescribe Regulations for taught and research schemes of study.
- (2) To regulate matriculation to postgraduate schemes, all examinations of the University and the appointment of external examiners, as prescribed in Ordinances.
- (3) To consider and resolve all questions of interpretation of Regulations and Standing Orders and to consider and resolve all special cases not fully complying with such Regulations.
- (4) To advise the Council on the fees and other emoluments to be paid to external examiners and assessors in respect of University examinations and other assessments.
- (5) Under conditions approved by the University, to approve schemes of study or programmes of research which shall subsequently be listed in the Ordinances.

20. **DELETED**

21. **DELETED**

22. **DELETED**

23. **DELETED**

24. **DELETED**

25. **WITHDRAWAL OF UNIVERSITY STATUS OR TITLE**

- (1) This Statute shall only apply to persons who are not employed by the University.
- (2) Any University Status or title held by a member of the Staff of a body or institution shall *ipso facto* lapse upon the holder thereof ceasing to be a member of the Staff of that body or institution unless the Academic Board resolves that the holder should retain such status or title.

**26. ACADEMIC STAFF**

**PART I - CONSTRUCTION, APPLICATION AND INTERPRETATION**

***Construction***

- (1) This Statute and any Ordinance or Regulation 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 Academic Staff have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges;
  - (b) to enable the University to provide education, promote learning and engage in research efficiently and economically; and
  - (c) to apply the principles of justice and fairness.

***Reasonableness of decisions***

- (2) No provision in Part II or Part III shall enable the body or person having the duty to reach a decision under the relevant Part to dismiss any member of the Academic Staff unless the reason for his or her dismissal may in the circumstances (including the size and administrative resources of the University) reasonably be treated as a sufficient reason for dismissing him or her.

***Application***

- (3) (1) This Statute shall apply:
- (a) to the Secretary General and the members of the staff of the University paid on academic scales;
  - (b) to the members of the staff of the University paid on academic related scales who shall have been accepted by Resolution of the Council as being included within this Statute;
  - (c) to the Vice-Chancellor to the extent and in the manner set out in the Annex to this Statute.
- (2) In this Statute any reference to “Academic Staff” is a reference to persons to whom this Statute applies.

***Interpretation***

***Meaning of “dismissal”***

- (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 95 of the Employment Rights Act 1996.

***Meaning of “good cause”***

- (5) (1) For the purposes of this Statute “good cause” in relation to the dismissal or removal from office or place 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 a Tribunal appointed under Part III to be such as to render the person convicted unfit for the execution 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 conditions of office; or
  - (d) physical or mental incapacity established under Part IV.
- (2) In this paragraph -
- (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.

*Meaning of “redundancy”*

- (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 University has ceased, or intends to cease, to carry on the activity for the purposes of which the member of the Academic Staff concerned was appointed or employed by the University, or has ceased, or intends to cease, to carry on that activity in the place in which the member concerned worked; or
  - (b) the fact that the requirements of that activity for members of the Academic Staff to carry out work of a particular kind, or 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.

***Incidental, transitional and supplementary matters***

- (7) (1) In any case of conflict, the provisions of this Statute shall prevail over those of any other Statute and over those of the Ordinances and Regulations and the provisions of any Ordinance made under this Statute shall prevail over those of any other Ordinance:  
 Provided that Part III of and the Annex to this Statute 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.
- (2) Nothing in any appointment made, or contract entered into, shall be construed as over-riding 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 nothing in this sub-paragraph shall prevent waivers made under section 203 of the Employment Rights Act 1996 from having effect.
- (3) Nothing in any other Statute or in any Ordinance or Regulation made thereunder shall authorise or require any officer of the University to sit as a member of any Committee, Tribunal or body appointed under this Statute or to be present when any such Committee, Tribunal or body is meeting to arrive at its decision or for the purpose of discussing any point of procedure.
- (4) References to numbered Parts, paragraphs and sub-paragraphs are references to Parts, paragraphs and sub-paragraphs so numbered in this Statute.

**PART II - REDUNDANCY**

***Purpose of Part II***

- (8) This Part enables the Council, as the appropriate body, to dismiss any member of the Academic Staff by reason of redundancy.

***Exclusion from Part II of persons appointed or promoted before 20th November 1987***

- (9) (1) Nothing in this Part shall prejudice, alter or affect any rights, powers or duties of the University or apply in relation to a person unless -
- (a) his or her appointment is made, or his or her contract of employment is entered into, on or after 20th November 1987; or
  - (b) he or she is promoted on or after that date.
- (2) For the purposes of this paragraph in relation to a person, a reference to an appointment made or a contract entered into on or after 20th November 1987 or to promotion on or after that date shall be construed in accordance with subsections (3) to (6) of section 204 of the Education Reform Act 1988.

***The Appropriate Body***

- (10) (1) The Council shall be the appropriate body for the purposes of this Part.
- (2) This paragraph applies where the appropriate body has decided that it is desirable that there should be a reduction in the Academic Staff -
- (a) of the University as a whole; or
  - (b) of any department or other similar area of the University by way of redundancy.
- (11) (1) Where the appropriate body has reached a decision under paragraph 10 (2) it shall appoint a Redundancy Committee to be constituted in accordance with sub-paragraph (3) of this paragraph to give effect to its decision by such date as it may specify and for that purpose
- (a) to select and recommend the requisite members of the Academic Staff for dismissal by reason of redundancy; and
  - (b) to report their recommendations to the appropriate body.
- (2) The appropriate body shall either approve any selection recommendation made under sub-paragraph (1), or shall remit it to the Redundancy Committee for further consideration in accordance with its further directions.
- (3) A Redundancy Committee appointed by the appropriate body shall comprise –
- (a) a Chairman; and
  - (b) two members of the Council, not being persons employed by the University; and
  - (c) two members of the Academic Staff.

***Notices of intended dismissal***

- (12) (1) Where the appropriate body has approved a selection recommendation made under paragraph 11 (1) it may authorise an officer of the University as its delegate to dismiss any member of the Academic Staff so selected.
- (2) Each member of the Academic Staff selected shall be given separate notice of the selection approved by the appropriate body.
- (3) Each separate notice shall sufficiently identify the circumstances which have satisfied the appropriate body that the intended dismissal is reasonable and in particular shall include -
- (a) a summary of the action taken by the appropriate body under this Part;
  - (b) an account of the selection processes used by the Redundancy Committee;
  - (c) a reference to the rights of the person notified to appeal against the notice and to the time within which any such appeal is to be lodged under Part V (Appeals); and
  - (d) a statement as to when the intended dismissal is to take effect.

**PART III – DISCIPLINE, DISMISSAL AND REMOVAL FROM OFFICE*****Disciplinary Procedures***

- (13) (1) Minor faults shall be dealt with informally.
- (2) Where the matter is more serious but falls short of constituting possible good cause for dismissal the following procedure shall be used -

*Stage 1 - Oral Warning*

If conduct or performance does not meet acceptable standards the member of the Academic Staff will normally be given a formal oral warning. The member will be advised of the reason for the warning, that it is the first stage of the disciplinary procedure and of the right of appeal under this paragraph. A brief note of the oral warning will be kept but it will be spent after 12 months, subject to satisfactory conduct and performance.

*Stage 2 - Written Warning*

If the offence is a serious one, or if a further offence occurs, a written warning will be given to the member of the Academic Staff by the Head of the Department. This will give details of the complaint, the improvement required and the timescale. It will warn that a complaint may be made to the Personnel Director seeking the institution of charges to be heard by a Tribunal appointed under paragraph 16 if there is no satisfactory improvement and will advise of the right of appeal under this paragraph. A copy of this written warning will be kept by the Head of the Department but it will be disregarded for disciplinary purposes after 2 years subject to satisfactory conduct and performance.

*Stage 3 - Appeals*

A member of the Academic Staff who wishes to appeal against a disciplinary warning shall inform the Secretary General within two weeks. The Vice-Chancellor shall hear all such appeals and his or her decision shall be final.

***Preliminary examination of serious disciplinary matters***

- (14) (1) If there has been no satisfactory improvement following a written warning given under Stage 2 of the procedure in paragraph 13, or in any other case where it is alleged that conduct or performance may constitute good cause for dismissal or removal from office, a complaint seeking the institution of charges to be heard by a Tribunal appointed under paragraph 16 may be made to the Secretary General who shall bring it to the attention of the Vice-Chancellor.
- (2) To enable the Vice-Chancellor to deal fairly with any complaint brought to his or her attention under sub-paragraph (1) he or she shall institute such investigations or enquiries (if any) as appear to him or her to be necessary.
- (3) If it appears to the Vice-Chancellor that a complaint brought to his or her attention under sub-paragraph (1) relates to conduct or performance which does not meet acceptable standards but for which no written warning has been given under paragraph 13 or which relates to a particular alleged infringement of rules, regulations or byelaws for which a standard penalty is normally imposed in the University, department or other relevant area, or is trivial or invalid he or she may dismiss it summarily, or decide not to proceed further under this Part.
- (4) If the Vice-Chancellor does not dispose of a complaint under sub-paragraph (3) he or she shall treat the complaint as disclosing a sufficient reason for proceeding further under this Part and, if he or she sees fit, he or she may suspend the member on full pay pending a final decision.
- (5) Where the Vice-Chancellor proceeds further under this Part he or she shall write to the member of the Academic Staff concerned inviting comment in writing.

- (6) As soon as may be following receipt of the comments (if any) the Vice-Chancellor shall consider the matter in the light of all the material then available and may -
- (a) dismiss it himself or herself; or
  - (b) refer it for consideration under paragraph 13; or
  - (c) deal with it informally himself or herself if it appears to the Vice-Chancellor appropriate to do so and if the member of the Academic Staff agrees in writing that the matter should be dealt with in that way; or
  - (d) direct the Secretary General to prefer a charge or charges to be considered by a Tribunal to be appointed under paragraph 16.
- (7) If no comment is received within 28 days the Vice-Chancellor may proceed as aforesaid as if the member concerned had denied the substance and validity of the alleged case in its entirety.

***Institution of Charges***

- (15) (1) In any case where the Vice-Chancellor has directed that a charge or charges be preferred under paragraph 14(6)(d), he or she shall request the Council to appoint a Tribunal under paragraph 16 to hear the charge or charges and to determine whether the conduct or performance of the member of the Academic Staff concerned constitutes good cause for dismissal or otherwise constitutes a serious complaint relating to the member's appointment or employment.
- (2) Where the Council has been requested to appoint a Tribunal under paragraph 16 the Secretary General or, if he or she is unable to act, another officer appointed by the Vice-Chancellor shall take charge of the proceedings.
- (3) The officer in charge of the proceedings shall formulate, or arrange for the formulation of, the charge or charges and shall present, or arrange for the presentation of, the charge or charges before the Tribunal.
- (4) It shall be the duty of the officer in charge of the proceedings -
- (a) to forward the charge or charges to the Tribunal and to the member of the Academic Staff concerned together with the other documents therein specified, 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 Tribunal.

***The Tribunal***

- (16) A Tribunal appointed by the Council shall comprise:
- (a) a Chairman; and
  - (b) one member of the Council, not being a person employed by the University; and
  - (c) one member of the Academic Staff employed by the University.

***Provisions concerning Tribunal procedure***

- (17) (1) The procedure to be followed in respect of the preparation, hearing and determination of charges by a Tribunal shall be that set out in Ordinances made under this paragraph.
- (2) Without prejudice to the generality of the foregoing such Ordinances shall ensure -
- (a) that the member of the Academic Staff concerned is entitled to be represented by another person, whether such person be legally qualified or not, in connection with and at any hearing of charges by a Tribunal;

- (b) that a charge shall not be determined without an oral hearing at which the member of the Academic Staff concerned and any person appointed by him or her to represent him or her are entitled to be present;
- (c) that the member of the Academic Staff and any person representing the staff member may call witnesses and may question witnesses upon the evidence on which the case against him or her is based; and
- (d) that full and sufficient provision is made for -
  - (i) postponements, adjournments, dismissal of the charge or charges for want of prosecution, remission of the charge or charges to the Vice-Chancellor for further consideration and for the correction of accidental errors; and
  - (ii) appropriate time limits for each stage (including the hearing) to the intent that any charge thereunder shall be heard and determined by a Tribunal as expeditiously as reasonably practicable.

***Notification of Tribunal decision***

- (18) (1) A Tribunal 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 Vice-Chancellor and to each party to the proceedings.
- (2) A Tribunal shall draw attention to the period of time within which any appeal should be made by ensuring that a copy of Part V (Appeals) accompanies each copy of its decision sent to a party to the proceedings under this paragraph.

***Powers of the appropriate officer where charges are upheld by Tribunal***

- (19) (1) Where the charge or charges are upheld and the Tribunal finds good cause and recommends dismissal or removal from office, but in no other case, the appropriate officer shall decide whether or not to dismiss the member of the Academic Staff concerned.
- (2) In any case where the charge or charges are upheld, other than where the appropriate officer has decided under sub-paragraph (1) to dismiss the member of the Academic Staff concerned, the action available to the appropriate officer (not comprising a greater penalty than that recommended by the Tribunal) may be -
  - (a) to discuss the issues raised with the member concerned; or
  - (b) to advise the member concerned about his or her future conduct; or
  - (c) to warn the member concerned; or
  - (d) to suspend the member concerned for such period as the appropriate officer shall think fair and reasonable, not to exceed 3 months after the Tribunal's decision; or
  - (e) any combination of any of the above or such further or other action under the member's contract of employment or terms of appointment as appears fair and reasonable in all the circumstances of the case.

***Appropriate Officers***

- (20) (1) The Vice-Chancellor shall be the appropriate officer to exercise the powers conferred by paragraph 19 and any reference to the appropriate officer includes a reference to a delegate of that officer.
- (2) Any action taken by the appropriate officer shall be confirmed in writing.

**PART IV - REMOVAL FOR INCAPACITY ON MEDICAL GROUNDS**

- (21) (1) This Part makes separate provision for the assessment of incapacity on medical grounds as a good cause for dismissal or removal from office.
- (2) In this Part references to medical grounds are references to capability assessed by reference to health or any other physical or mental quality.
- (3) In this Part references to the appropriate officer are references to the Vice-Chancellor or an officer acting as his or her delegate to perform the relevant act.
- (4) References to the member of the Academic Staff include, in cases where the nature of the alleged disability so requires, a responsible relative or friend in addition to (or instead of) that member.
- (22) (1) Where it appears that the removal of a member of the Academic Staff on medical grounds would be justified, the appropriate officer -
- (a) shall inform the member accordingly; and
- (b) shall notify the member in writing that it is proposed to make an application to the member's doctor for a medical report and shall seek the member's consent in writing in accordance with the requirements of the Access to Medical Reports Act 1988.
- (2) If the member shares that view the University shall meet the reasonable costs of any medical opinion required.
- (3) If the member does not share that view the appropriate officer shall refer the case in confidence, with any supporting medical and other evidence (including any medical evidence submitted by the member), to a Board comprising one person nominated by the Council; one person nominated by the member concerned or, in default of the latter nomination, by the Academic Board; and a medically qualified chairman jointly agreed by the Council and the member or, in default of agreement, to be nominated by the President of the Royal College of Physicians.
- (4) The Board may require the member concerned to undergo medical examination at the University's expense.

***Termination of Employment***

- (23) If the Board determines that the member shall be required to retire on medical grounds, the appropriate officer shall direct the Secretary General or his or her delegate to terminate the employment of the member concerned on those medical grounds.

**PART V - APPEALS**

***Purpose of Part V***

- (24) 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.

***Application and interpretation of Part V***

- (25) (1) This Part of this Statute applies -
- (a) to appeals against the decisions of the Council as the appropriate body (or of a delegate of that body) to dismiss in the exercise of its powers under Part II;
- (b) to appeals arising in any proceedings, or out of any decision reached, under Part III other than appeals under paragraph 13 (Appeals against disciplinary warnings);
- (c) to appeals against dismissal otherwise than in pursuance of Part II or Part III;



- (d) to appeals against discipline otherwise than in pursuance of Part III; and
  - (e) to appeals against decisions reached under Part IV
- and “appeal” and “appellant” shall be construed accordingly.
- (2) No appeal shall however lie against -
    - (a) a decision of the appropriate body under paragraph 10 (2);
    - (b) the findings of fact of a Tribunal under paragraph 18 (1) save where, with the consent of the person or persons hearing the appeal, fresh evidence is called on behalf of the appellant at that hearing;
    - (c) any finding by a Board set up under paragraph 22 (3).
  - (3) In this Part references to “the person appointed” are references to the person appointed by the Council under paragraph 28 to hear and determine the relevant appeal.
  - (4) The parties to an appeal shall be the appellant and the Secretary General and any other person added as a party at the direction of the person appointed.

***Institution of Appeals***

- (26) A member of the Academic Staff shall institute an appeal by serving on the Secretary General, within the time allowed under paragraph 27, notice in writing setting out the grounds of the appeal.

***Time for appealing and notices of appeal***

- (27) (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-paragraph (3).
- (2) The Secretary General shall bring any notice of appeal received (and the date when it was served) to the attention of the Council and shall inform the appellant that he has done so.
- (3) Where the notice of appeal was served on the Secretary General outside the 28 day period the person appointed under paragraph 28 shall not permit the appeal to proceed unless he or she considers that justice and fairness so require in the circumstances of the case.

***Persons appointed to hear and determine appeals***

- (28) (1) Where an appeal is instituted under this Part the Council shall appoint a person described in sub-paragraph (2) to hear and determine that appeal.
- (2) The persons described in this sub-paragraph are persons not employed by the University 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 or she considers that justice and fairness will best be served by sitting with two other persons.
- (4) The other persons who may sit with the person appointed shall be -
  - (a) one member of the Council not being a person employed by the University; and
  - (b) one member of the Academic Staff for the purposes of this Statute.

***Provisions concerning appeal procedures and powers***

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

- (2) Without prejudice to the generality of the foregoing such Ordinances shall ensure -
- (a) that an appellant is entitled to be represented by another person, whether such person be legally qualified or not, in connection with and at any hearing of his or her appeal;
  - (b) that an appeal shall not be determined without an oral hearing at which the appellant, and any person appointed by him or her to represent him or her are entitled to be present and, with the consent of the person or persons hearing the appeal, to call witnesses;
  - (c) that full and sufficient provision is made for postponements, adjournments, dismissal of the appeal for want of prosecution and for the correction of accidental errors; and
  - (d) that the person appointed may set appropriate time limits for each stage (including the hearing itself) to the intent that any appeal shall be heard and determined as expeditiously as reasonably practicable.
- (3) The person or persons hearing the appeal may allow or dismiss an appeal in whole or in part and, without prejudice to the foregoing, may -
- (a) remit an appeal from a decision under Part II to the Council as the appropriate body (or any issue arising in the course of such an appeal) for further consideration as the person or persons hearing the appeal may direct; or
  - (b) remit an appeal arising under Part III for re-hearing by a differently constituted Tribunal to be appointed under that Part; or
  - (c) remit an appeal from a decision of the appropriate officer under Part IV for further consideration as the person or persons hearing the appeal may direct; or
  - (d) substitute any lesser alternative penalty that would have been open to the appropriate officer following the finding by the Tribunal which heard and pronounced upon the original charge or charges.

***Notification of decisions***

- (30) The person appointed shall send the reasoned decision, including any decision reached in exercise of his or her powers under paragraph 29(3)(a), (b) or (c), on any appeal together with any findings of fact different from those come to by the Council as the appropriate body under Part II or by the Tribunal under Part III, as the case may be, to the Vice-Chancellor and to the parties to the appeal.

**PART VI - GRIEVANCE PROCEDURES**

***Purpose of Part VI***

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

***Application***

- (32) 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 University,
- not being matters for which express provision is made elsewhere in this Statute.

***Exclusions and Informal Procedures***

- (33) (1) If other remedies within the department or other relevant areas have been exhausted the member of the Academic Staff may raise the matter with the Head of the department or other relevant area.
- (2) If the member of the Academic Staff is dissatisfied with the result of an approach under sub-paragraph (1) or if the grievance directly concerns the Head of the department or other relevant area, the member may apply in writing to the Vice-Chancellor for redress of the grievance.
- (3) If it appears to the Vice-Chancellor that the matter has been finally determined under Part III, IV or V or that the grievance is trivial or invalid, he or she may dismiss it summarily, or take no action upon it. If it so appears to the Vice-Chancellor he or she shall inform the member and the Grievance Committee accordingly.
- (4) If the Vice-Chancellor 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;
  - (b) a determination under Part IV; or
  - (c) an appeal under Part V
- he or she shall defer action upon it under this Part until the relevant complaint, determination or appeal has been heard or the time for instituting it has passed and he or she shall notify the member and the Grievance Committee accordingly.
- (5) If the Vice-Chancellor does not reject the complaint under sub-paragraph (3) or if he or she does not defer action upon it under sub-paragraph (4) he or she shall decide whether it would be appropriate, having regard to the interests of justice and fairness, for him or her to seek to dispose of it informally. If he or she so decides he or she shall notify the member and proceed accordingly.

***Grievance Committee Procedure***

- (34) If the grievance has not been disposed of informally under paragraph 33 (5), the Vice-Chancellor shall refer the matter to the Grievance Committee for consideration.
- (35) The Grievance Committee to be appointed by the Council shall comprise -
- (a) a Chairman; and
  - (b) one member of the Council not being a person employed by the University; and
  - (c) one member of the Academic Staff for the purposes of this Statute.

***Procedure in connection with determinations; and right to representation***

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

***Notification of decisions***

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

## ANNEX

## Paragraph 3(1)(c)

**PROVISIONS AS TO THE VICE-CHANCELLOR**

1. The Council may request its Chairman to remove the Vice-Chancellor from office for good cause in accordance with the procedure described in this Annex.
  - (1) A complaint seeking the removal from office of the Vice-Chancellor for good cause may be made by not less than three persons being members of the Council to the Chairman of the Council.
  - (2) If it appears to the Chairman of the Council, on the material before him or her, that the complaint raises a *prima facie* case and that this could, if proved, constitute good cause for dismissal or removal from office he or she shall request the Council to appoint a Tribunal to hear and determine the matter.
  - (3) If it appears to the Chairman of the Council that a complaint made to him or her under sub-paragraph (1) does not raise a *prima facie* case or is trivial or invalid, he or she may recommend to the Council that no further action be taken upon it.
  - (4) When the Council has appointed a Tribunal under sub-paragraph (2) it shall instruct a solicitor or other suitable person to formulate a charge or charges and to present, or arrange for the presentation of, the charges before the Tribunal.
  - (5) A Tribunal appointed by the Council shall comprise:
    - (a) an independent Chairman;
    - (b) one member of the Council, not being a person employed by the University; and
    - (c) one member of the Academic Staff for the purposes of this Statute.
  - (6) Subject to the principles of justice and fairness the Tribunal may determine its own procedure.
  - (7) The Tribunal shall send its reasoned decision on any charge referred to it together with its findings of fact regarding the charge and its recommendations, if any, as to the appropriate penalty to the Chairman of the Council and to the Vice-Chancellor drawing attention to the period of time within which any appeal should be made.
  - (8) Persons appointed to hear such an appeal shall be persons independent of the University holding, or having held, judicial office or being barristers or solicitors of at least ten years' standing and the person so appointed shall, subject to the principles of justice and fairness, determine the procedure to be adopted in hearing the appeal.
  - (9) A person appointed shall send the reasoned decision on the appeal, together with any findings of fact different from those come to by the Tribunal and his or her recommendations, if any, as to the appropriate penalty, to the Vice-Chancellor and to the Chairman of the Council.
  - (10) Where a charge or charges have been upheld by the Tribunal and not dismissed on appeal, the Chairman of the Council shall decide whether or not to dismiss the Vice-Chancellor.
2. Where a complaint is to be referred to a Tribunal under this Statute, the Chairman of the Council may suspend the Vice-Chancellor from his or her duties and may exclude the Vice-Chancellor from the Central Administration Offices of the University without loss of salary and benefits.
3. "Good cause" in this Annex has the same meaning as in paragraph 5 of this Statute.

4. For the purpose of the removal of the Vice-Chancellor for incapacity on medical grounds, Part IV of this Statute shall have effect subject to the following modifications:-
- (a) for references to a member of the Academic Staff there shall be substituted references to the Vice-Chancellor;
  - (b) for any reference to the office of Vice-Chancellor there shall be substituted a reference to the office of Chairman of the Council;
  - (c) for paragraph (23) there shall be substituted -  
 “(23) If the Board determines that the Vice-Chancellor should be required to retire on medical grounds, it shall ask the Chairman of the Council, as the appropriate officer, to decide whether or not to terminate the appointment of the Vice-Chancellor on those medical grounds.”

**27. DELETED**

**28. THE ORDINANCES**

- (1) In addition to all powers conferred by the Charter or the Statutes for Ordinances to provide for, or regulate, any matter, there shall, subject to the Charter and the Statutes, be power for Ordinances to provide for any matter for which it may be considered that provision ought to be made and for which no alternative procedure is prescribed by the Charter or the Statutes.
- (2) Any Ordinance made pursuant to the Charter and the Statutes may prescribe that any matter affected thereby may, or shall be, further regulated by Regulation or Standing Order.

**29. DELETED**

**30. DELETED**

**31. PROCEDURE**

Except to the extent that other provision is expressly made in the Charter or the Statutes, Ordinances may provide for any procedures relating to the conduct of the business of the Council, the Academic Board and other University committees.

**32. THE SERVICE OF NOTICES AND DOCUMENTS**

- (1) Any notice or document required by or for the purposes of the Statutes to be given or sent to a person may be given or sent personally or sent by post to him or her at his or her last address registered by the University.
- (2) Where a notice or other document is sent by post, service thereof shall be deemed to have been properly effected on the day following that on which it shall have been posted.

**33. THE INTERPRETATION OF THE STATUTES**

The Statutes shall be interpreted in such manner as not to conflict with the Charter.

**34. TEMPORARY PROVISIONS**

- (1) The arrangements for transferring powers and duties from the Council as constituted immediately before this Statute takes effect (“the Old Council”) to the Council as constituted by the Charter and Statutes (“the New Council”) shall be as directed hereunder.
  - (a) The Old Council shall continue and shall be the Council, exercising the functions, powers and duties bestowed upon the New Council by the Charter and Statutes until the first meeting of the New Council;
  - (b) As soon as practicable after this Statute takes effect all persons, authorities or bodies empowered by this Statute to appoint members of the New Council shall forthwith be informed of their rights and invited to appoint their representatives at the earliest possible date;
  - (c) As soon as practicable after sufficient appointments have been made under the preceding paragraph (b) so as to constitute a simple majority of the New Council, the first meeting of the New Council shall be convened whereupon the New Council shall assume all the powers and duties vested in it by this Statute. The business to be transacted at such meeting shall include:
    - (i) if thought fit, to co-opt not more than two persons as members of the New Council in accordance with paragraph (1)( c) of Statute 15.
    - (ii) to appoint members of committees of the New Council.
    - (iii) to confirm the status of committees established by the Old Council as committees of the new Council.
    - (iv) to approve and adopt such draft Ordinances as may have been made by the Old Council.
  
- (2) The arrangements for transferring powers and duties from the Academic Board as constituted immediately before this Statute takes effect (“the Old Academic Board”) to the Academic Board as constituted by the Charter and Statutes (“the New Academic Board”) shall be as directed hereunder:-
  - (a) the Old Academic Board shall continue and shall be the Academic Board, exercising the functions, powers and duties bestowed upon the New Academic Board by the Charter and Statutes, until the first meeting of the New Academic Board;
  - (b) as soon as practicable after this Statute takes effect all persons, authorities or bodies empowered by this Statute to appoint members of the New Academic Board shall forthwith be informed of their rights and invited to appoint their representatives at the earliest possible date;
  - (c) as soon as practicable after sufficient appointments have been made under the preceding paragraph (b) so as to constitute a simple majority of the New Academic Board, the first meeting of the New Academic Board shall be convened whereupon the New Academic Board shall assume all the powers and duties vested in it by this Statute. The business to be transacted at such meeting shall include:
    - (i) to establish the committees of the New Academic Board;
    - (ii) to appoint members of the committees of the New Academic Board.
  
- (3) Regulations relating to the Old Academic Board shall continue to have effect in relation to the New Academic Board.