

**ELIZABETH THE SECOND BY THE GRACE OF GOD
OF THE UNITED KINGDOM OF GREAT BRITAIN AND
NORTHERN IRELAND AND OF OUR OTHER REALMS AND
TERRITORIES QUEEN HEAD OF THE COMMONWEALTH DEFENDER
OF THE FAITH:**

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETING!

WHEREAS Her Majesty Queen Victoria did on the fourth day of June in the year of our Lord One thousand eight hundred and eighty-five grant a Charter (hereinafter referred to as "the Charter of 1885") constituting and founding a College in the City of Bangor with the name of "The University College of North Wales" (hereinafter referred to as "the College"):

AND WHEREAS in the year One thousand nine hundred and seventy seven, a Supplemental Charter (hereinafter referred to as "the Supplemental Charter") was granted to the College:

AND WHEREAS an humble Petition has been presented unto Us by the College praying that We should be graciously pleased to grant to it a further Supplemental Charter:

AND WHEREAS We are minded to accede to the prayer of the said Petition:

NOW THEREFORE KNOW YE that We, having taken into consideration the said Petition, have willed and ordained and do, by virtue of our Prerogative Royal and of Our especial grace, certain knowledge and mere motion by these Presents for Us, Our Heirs and Successors, will and ordain that the whole of the Charter of 1885, except that Part of Article I thereof which constituted and founded the College as a body corporate with perpetual succession and a Common Seal, and the whole of the Supplemental Charter shall be and is hereby revoked and the provisions hereinafter contained shall be substituted therefor and so that any reference in any Charter of Incorporation or any deed, will or instrument of any kind to or to any provision of the Charter of 1885 or the Supplemental Charter shall be read and construed as a reference to or to the most nearly corresponding provision or provisions of this Our Supplemental Charter and the Statutes, Ordinances and Regulations made hereunder. Provided that nothing in this revocation shall affect the legality or validity of any act, deed or thing lawfully done or executed under the said revoked provision.

I. The Corporation

The Corporation of the Chancellor, Pro-Chancellors, Treasurer, Governors, Council, and Senate of the University College of North Wales which was established by the Charter of 1885 shall continue as heretofore except that the corporators thereof shall henceforward be the members of Bangor University as in Ordinances defined and that the name and style of such Corporation shall be "Prifysgol Bangor", or "Bangor University" with power in either name to sue and be sued and to hold land and property and to bear arms.

II. Membership

Removed to Ordinances, 2007

III. Authorities

The Authorities of Bangor University shall be the Chancellor, the Pro-Chancellors, the Treasurer, the Vice-Chancellor, the Court, the Council and the Senate.

IV. Objects

The objects of Bangor University shall be to advance and disseminate learning and knowledge by teaching and research and, by its corporate life as well as its academic work, to enable students to obtain the full advantages of a University education.

V. Powers

Bangor University shall have the following powers:

- (i) To provide instruction in such branches of learning as Bangor University may think fit and to make provision for research and for the advancement and dissemination of knowledge in such manner as Bangor University may determine.
- (ii) To admit persons as students of Bangor University or to any course of study or research upon such conditions as Bangor University may think fit.
- (iii) To present for Degrees, Diplomas, Certificates and other academic distinctions of Bangor University or the University of Wales persons who, under the supervision of Bangor University, shall have pursued and successfully completed a scheme of study or research prescribed or approved by Bangor University or the University of Wales.
- (iv) To award and revoke degrees and other distinctions (including without limitation, diplomas, certificates, fellowships, honorary degrees, honorary fellowships, memberships and associateships in its own name and/or jointly with other education institutions.
- (v) To prescribe in the Statutes, Ordinances or Regulations the disciplinary provisions to which students of Bangor University and other persons using the facilities of Bangor University shall be subject and to make such arrangements as may be necessary to secure the observance of such provisions.
- (vi) To provide such lectures and courses of instruction, whether at Bangor University or elsewhere, for persons not members of Bangor University as Bangor University may determine and to grant Diplomas and Certificates to such persons.
- (vii) To affiliate to or associate with other institutions or branches or departments thereof and to admit members thereof to any of the privileges of Bangor University and to recognise any teachers thereof as teachers of Bangor University.

- (viii) To co-operate by means of joint boards or otherwise with other educational authorities for the conduct of examinations and for such other purposes as Bangor University may from time to time determine.
- (ix) To institute Professorships and Readerships and to appoint persons thereto as prescribed by Ordinance; to institute Senior Lectureships, Lectureships and any other offices of any kind, whether academic or not, as may be required by Bangor University and to appoint persons to such offices; and to prescribe the conditions of service of all persons appointed to academic or other posts of Bangor University.
- (x) To remove persons from their offices or positions at Bangor University in accordance with their conditions of service and subject to the Statutes.
- (xi) To institute and award Fellowships, Scholarships, Studentships, Exhibitions, Bursaries and Prizes and other aids to study and research.
- (xii) To establish, maintain, administer, govern and supervise places of residence, feeding, recreation and study for students of Bangor University and other persons using any of the facilities of Bangor University.
- (xiii) To provide for reward or otherwise research, design, development and advisory services; to buy, sell, acquire and otherwise deal in scientific and technological equipment, patents, designs and inventions of all kinds and to engage in printing and publishing and to turn to account in any way goods, articles, designs and processes of all kinds made, executed or invented by members of Bangor University or others; and for these and other purposes to enter into contracts and arrangements (including arrangements for the formation and management of limited companies and for Bangor University to hold shares in such companies and to participate in their affairs and activities, either alone or with other bodies) with any person, companies or institutions as Bangor University may think fit; provided that nothing herein contained shall permit any activities inconsistent with the objects of Bangor University as a place of education and learning.
- (xiv) To provide for reward or otherwise such books and other goods and services for members of Bangor University and other persons using any facilities of Bangor University as may be deemed expedient and consistent with the objects of Bangor University as a place of education and learning.
- (xv) To demand and receive fees.
- (xvi) To act as trustee and manager of any property, legacy, endowment, bequest or gift for purposes of education or research or otherwise in furtherance of the work and welfare of Bangor University and to invest any funds representing the same in accordance with the provisions of the Statutes.
- (xvii) To maintain, manage, deal with, dispose of and invest all the property, money, assets and rights of Bangor University and to enter into engagements and to mortgage and

charge property and to accept obligations and liabilities in all respects without any restriction in the same manner as an individual may manage his own affairs.

- (xviii) To give guarantees to building societies, friendly societies, local authorities and insurance companies whether in pursuance of continuing arrangements or not.
- (xix) To take such steps as may from time to time be deemed expedient for the purpose of procuring contributions to the funds of Bangor University and to raise money in such other manner as Bangor University may deem fit.
- (xx) To do all other such acts and things (including if thought necessary the promotion of a Bill or Bills in Parliament) whether incidental to the powers aforesaid or not as may be requisite to further the objects of Bangor University.

V. (A) Official Languages

1. The official languages of Bangor University shall be Welsh and English.
2. If a Welsh language version of this Our Supplemental Charter and the Statutes then in force be prepared by Bangor University , adopted by Special Resolution of the Court and approved by Us, Our Heirs and Successors in Council, then the Welsh language version of this our Supplemental Charter shall be deemed to be incorporated into and form part of this Our Supplemental Charter and the Welsh language version of the Statutes shall be deemed to be incorporated into and to form part of the Statutes.
3. Any act, writing or thing officially done by the proper authority in the name of and on behalf of Bangor University shall be valid and effective whether expressed in Welsh or English.

VI. The Chancellor

There shall be a Chancellor who shall be the head and chief officer of Bangor University.

VII. The Pro-Chancellors

There shall be two Pro-Chancellors, the senior of whom shall exercise and perform all the functions of the Chancellor during a vacancy in that office or his inability to act. Either Pro-Chancellor shall exercise such functions as may be delegated to him by the Chancellor.

VIII. The Treasurer

There shall be a Treasurer of Bangor University.

IX. The Vice-Chancellor

There shall be a Vice-Chancellor who shall be the chief academic and administrative officer of Bangor University.

X. The Secretary and Registrar and other Officers

There shall be a Secretary and Registrar and such other officers of Bangor University as the Council may from time to time appoint.

XI. The Court

There shall be a Court of Bangor University which shall receive reports on the administration and academic work of the University of Wales, Bangor and shall have the right to revoke, vary or add to any of the provisions of this Our Charter subject to the provisions hereinafter appearing, and to discuss matters relating to Bangor University and to convey its opinions thereon to the Council, and shall exercise such other functions as may be conferred upon it by the Ordinances.

XII. The Council

There shall be a Council of Bangor University which shall have the custody and use of the Common Seal and which shall be responsible for the management and administration of the revenue, property and investments of Bangor University and shall have general control over the conduct of the affairs of Bangor University and shall have all such other powers and duties as may be conferred upon it by the Statutes.

XIII. The Senate

There shall be a Senate of Bangor University which, subject to this Our Supplemental Charter and the Statutes, shall be the academic authority of Bangor University and shall be responsible for the academic work of Bangor University both in teaching and research and for the regulation and superintendence of the education and discipline of the students of Bangor University. The Senate may exercise such other functions as may be conferred upon it by the Ordinances.

XIV. Faculties and other Academic Organisations

There shall be established such Faculties, Boards, Schools, Departments and other academic and administrative organisations of Bangor University as Bangor University may from time to time consider desirable.

XV. The Students' Organisation

There shall be an Organisation of the Students of Bangor University.

XVI. The Statutes

1. Subject to the provisions of this Our Supplemental Charter, the Statutes of Bangor University (in this Our Supplemental Charter referred to as "the Statutes") may prescribe or regulate as the case may be:
 - (i) The status, appointment and continuance in office and the powers and duties of the Chancellor, Pro-Chancellors, Treasurer, Vice-Chancellor and other officers of Bangor University.
 - (ii) The constitution, powers, duties and functions of the Court, the Council, the Senate and other academic and administrative organisations of Bangor University.
 - (iii) Such other matters as Bangor University may determine with respect to the governing of Bangor University, its members, or otherwise for the promotion of the objects of this Our Supplemental Charter.
2. The Statutes set out in the Schedule to this Our Supplemental Charter shall be the Statutes of Bangor University and shall remain in force until they shall have to be added to, amended or revoked in the manner herein prescribed.
3. The Council may by Special Resolution, as defined in Article XXIII of this Our Supplemental Charter, make Statutes for Bangor University which may add to, amend or revoke the Statutes for the time being in force, provided that such Statutes shall not be repugnant to the provisions of this Our Supplemental Charter and that any Statute relating to the powers, functions and constitution of the Court shall have the prior approval of that body. No such Statutes shall have effect until approved by the Lords of Our Most Honourable Privy Council, of which a certificate under the hand of the Clerk of Our said Privy Council shall be conclusive evidence.
4. The Senate shall have the power to propose to the Council Statutes to be made by the Council.

XVII. Ordinances

1. Subject to the provisions of this Our Supplemental Charter and the Statutes the Council may make such Ordinances as it considers necessary or desirable for the purpose of furthering the objects of Bangor University and for the good order and government of Bangor University.
2. Ordinances shall be made by resolution of the Council and shall have effect when such resolution shall have been confirmed at a subsequent meeting of the Council held not less than one calendar month and not more than six calendar months after the meeting at which the resolution was first passed. Provided that:

- (i) in cases certified to be urgent by a vote of not less than three-fourths of the members of the Council present and voting at a meeting of the Council, Ordinances may be made and have immediate effect but shall lapse after the expiration of six calendar months unless previously confirmed at a subsequent meeting of the Council held in the manner hereinbefore provided.
 - (ii) Ordinances dealing with any matter for which under this Our Supplemental Charter the Senate is responsible shall not be made, added to, amended or repealed except on the recommendation of the Senate.
3. Ordinances may add to, amend or repeal Ordinances from time to time in force.

XVIII. Regulations

1. Subject to the provisions of this Our Supplemental Charter, the Statutes and Ordinances the Senate may make such Regulations as it considers necessary or desirable for the purpose of carrying out its functions as defined in the Charter.
2. Regulations may add to, amend or repeal Regulations for the time being in force.

XIX. Standing Orders

Subject to this Our Supplemental Charter, the Statutes, Ordinances and Regulations the Council and other academic and administrative organisations of Bangor University shall each have power to make Standing Orders to govern their own respective procedures with power from time to time to amend or repeal any such Standing Orders.

XX. Tests

No religious, racial or political test shall be imposed on any persons in order to entitle them to be admitted as members of Bangor University or to hold office therein or to graduate thereat or to hold any advantage or privilege thereof and men and women shall be equally eligible for any office or appointment in Bangor University and all courses of study in Bangor University shall be open to men and women alike.

XXI. Distribution

Bangor University shall not make any dividend, gift, division or bonus in money unto or between any of its members except by way of prize, reward or special grant.

XXII. Alterations to Charter

1. Any of the provisions of this Our Supplemental Charter except this Article and Article XXIII may be revoked, varied or added to by Special Resolution of the Court but so that no such revocation, variation or addition shall take effect until it shall have been allowed by Us, Our Heirs and Successors in Council.
2. Subject to the Statutes sufficient notice shall be given to the Secretary and Registrar and the members of the Court of any intention to propose a resolution for any revocation of or variation or addition to this Our Supplemental Charter with particulars of the revocation, variance or addition proposed.
3. The Council and the Senate shall be given an opportunity of commenting on any proposed alteration before it is presented to the Court.

XXIII. Special Resolution

A Special Resolution means a resolution of the Authority concerned passed by not less than two-thirds of the members of the Authority present and voting.

XXIV. Existing Statutes and Standing Orders

All Statutes, Regulations, Bye-laws, Standing Orders and Resolutions passed or made under any Charter, Statute or other enabling provision then in force shall continue in full force and effect unless the same shall be inconsistent with any provision of this Our Supplemental Charter and unless, or until revoked, varied or replaced hereunder.

XXV. The Visitor

There shall be a Visitor of the University who shall be appointed by the Privy Council, on the nomination of the Council, from those who hold or who have held high judicial office.

IN WITNESS whereof We have caused these Our Letters to be made patent.

THE SCHEDULE

THE STATUTES OF BANGOR UNIVERSITY

I. Definitions

1. In these Statutes and in the Ordinances and Regulations the following terms shall, except where the context otherwise requires, have the meanings hereby assigned to them:
 - (i) "the Charter" means the Supplemental Charter of Bangor University granted in the year 1977 as repealed, varied or added to from time to time.
 - (ii) "the Court", "the Council" and "the Senate" mean respectively the Court, the Council and the Senate of Bangor University.
 - (iii) "Faculty" means any of the Faculties of Bangor University.
 - (iv) "School" means a School of Studies of Bangor University.
 - (v) "Department" means any of the academic Departments of Bangor University.
 - (vi) "Student" means any person currently registered for the receipt of instruction in Bangor University.
 - (vii) "Ordinance" means any Ordinance made pursuant to the Charter or these Statutes.
 - (viii) "Regulation" means any Regulation made pursuant to the Charter, these Statutes or the Ordinances.
 - (ix) "Standing Order" means a resolution made by any body constituted by the Charter or these Statutes for the purpose of regulating its own procedure.
 - (x) subject to Statute XX "the Academic Staff" means the Vice-Chancellor, the Pro-Vice-Chancellor or Pro-Vice-Chancellors, those members of staff who qualify as members of academic staff under the provisions of Regulation III, and such other members of the staff of Bangor University as the Senate may resolve should have academic status.
 - (xi) "the Students' Organisation" means the Organisation of the students which is established by the Charter and referred to in these Statutes.
 - (xii) "the Old Students' Association" means the association of former students recognised by Bangor University in accordance with these Statutes and the Ordinances.
2. (i) Words defined in the Charter shall have the same meaning in these Statutes, the Ordinances and Regulations, unless the context be repugnant of them.

- (ii) Words signifying the masculine shall include the feminine, words in the singular shall include the plural and words in the plural shall include the singular unless the contrary intention appears.

II. The Chancellor

1. The Chancellor shall be appointed by the Court on the nomination of the Council and shall preside at the meetings of the Court.
2. The Chancellor shall hold office for five years, or until his previous death, resignation or removal from office pursuant to Statute XIX and shall be eligible for reappointment.

III. The Pro-Chancellors

1. The Pro-Chancellors shall be appointed by the Court on the nomination of the Council. The Court shall by Standing Orders provide for the conduct of the appointment including nomination, periods of notice and method of election.
2. The Pro-Chancellors shall hold office for five years or until their previous respective deaths, resignations, or removal from office pursuant to Statute XIX. A Pro-Chancellor going out of office shall not be eligible for reappointment.

IV. The Treasurer

1. The Treasurer shall be appointed by the Court on the nomination of the Council.
2. The Treasurer shall hold office for five years or until his previous death, resignation or removal from office pursuant to Statute XIX, and shall be eligible for reappointment.
3. The Treasurer shall perform such functions as may be determined by Ordinance.

V. The Vice-Chancellor

1. The Vice-Chancellor shall be appointed by the Council in such manner as may be prescribed by Ordinance.
2. The Vice-Chancellor shall hold office until his retirement pursuant to Statute XXI or until his previous death, resignation or his removal from office pursuant to Statute XX.
3. The Vice-Chancellor shall have general responsibility to the Council for maintaining and promoting the efficiency and good order of Bangor University.

4. The Vice-Chancellor may, without assigning any reason, refuse to admit any person as a student.
5. The Vice-Chancellor shall have the power to suspend any student and exclude him from any part of Bangor University and its precincts, subject to confirmation or otherwise in accordance with Ordinances and shall have such other powers in relation to the discipline of the students and other persons as may be conferred upon him by Ordinance or Regulation.
6. The Vice-Chancellor may delegate his powers under paragraph 5 of this Statute to a Pro-Vice-Chancellor or other officer of Bangor University.
7. In the event of the inability of the Vice-Chancellor to perform his functions owing to illness or otherwise or in case of a vacancy the Council may appoint an Acting Vice-Chancellor for such period and upon such terms as the Council may think fit.

VI. The Pro-Vice-Chancellor or Pro-Vice-Chancellors

1. One or more Pro-Vice-Chancellors in number shall be appointed from among the *ex-officio* members of the Senate by the Council on the nomination of the Vice-Chancellor after consultation with the Senate.
2. A Pro-Vice-Chancellor shall serve for a period to be determined at appointment which shall be at minimum three years and at maximum five years or until his previous death, resignation or removal from office pursuant to Statute XX and shall be eligible for reappointment.
3. A Pro-Vice-Chancellor shall perform such of the functions of the Vice-Chancellor as shall be delegated to him by the Vice-Chancellor.
4. One Pro-Vice-Chancellor may be designated by the Council as Senior Pro-Vice-Chancellor or Deputy Vice-Chancellor.

VII. The Secretary and Registrar

1. The Secretary and Registrar shall be appointed by the Council.
2. The Secretary and Registrar shall be Secretary to the Court, Council, Senate and all Committees of these bodies.
3. The Secretary and Registrar may delegate any of his functions, except that his functions as Secretary to the Court and Council may be delegated only in case of his absence.

VII (A). Heads of Departments

1. The Head of a School (or Such organisational unit as may be approved in accordance with Statute XVI) shall be appointed by the Council in accordance with a procedure defined by Ordinance.
2. Each Head of School (or organisational unit as above) shall have a general responsibility to the Vice-Chancellor and the Council for maintaining and promoting the efficiency and good order of his/her School and for sustaining its academic standards.

VIII. The Auditor or Auditors

1. The Council shall appoint an Auditor or Auditors. Every such Auditor shall be eligible for appointment as an Auditor in accordance with the requirements both of the Companies Acts and Schedule 7 of the Education Reform Act, 1988 as amended by Schedule 8 of the Further and Higher Education Act, 1992.
2. No person shall be appointed Auditor who is or any one of whose partners is a member of the Court, the Council or the staff of Bangor University.
3. The Auditor or Auditors shall be appointed annually by the Council receiving such remuneration as shall be determined by the Council and shall be eligible for re-appointment.
4. The Auditor or Auditors may be dismissed at any time by special resolution of the Council in the event of serious shortcomings on the part of the Auditors being identified. Any Auditor or Auditors faced with dismissal shall be entitled to make representations either in writing or in person to the Council before the decision to dismiss is taken.
5. The Auditor or Auditors shall have a right of access at all reasonable times to the books, records, accounts and vouchers of Bangor University and shall be entitled to require from the officers of Bangor University such information and explanations as may be necessary for the performance of his or their duties.
6. If the office of Auditor or Auditors shall become vacant by death or resignation or any other cause before the expiration of his or their period of office the Council shall forthwith appoint an Auditor in his or their place for the remainder of such period.
7. The Auditor or Auditors shall make a report to the Council once in each year.
8. An Auditor may resign by written notice addressed to the Council.

IX. The Staff

The Council shall appoint such Academic and other Staff as it may deem necessary with such duties and upon such conditions as it may think fit provided that all appointments shall be made in such manner as the Ordinances shall prescribe.

X. The Court
Removed to Ordinances, 2007

XI. The Council

1. The Council shall consist of the following persons:

(i) *Ex-officio* members

- (a) The Chancellor.
- (b) The Pro-Chancellors.
- (c) The Treasurer.
- (d) The Chair of Council (who may be an existing lay member of Council).
- (e) The Vice-Chancellor.
- (f) The Pro-Vice-Chancellor or the Pro-Vice-Chancellors including the Senior Pro-Vice-Chancellor or Deputy Vice-Chancellor
- (g) The President of the Students' Organisation.
- (h) The member elected to represent the Conwy constituency (or whatever constituency in the future might include the City of Bangor) in the National Assembly of Wales.

(ii) Appointed members

- (a) Four persons appointed by the Court.
- (b) Two *ex-officio* members of the Senate.
- (c) One representative of the Academic Staff.
- (d) One representative of the Non-Academic Staff of Bangor University.
- (e) One person appointed by the Old Students' Association.
- (f) One elected officer of the Students' Organisation appointed by the Executive of that Organisation.
- (g) One person appointed by the Court of the University of Wales.

- (h) Two persons appointed by public bodies in North Wales in accordance with the Ordinances.

(iii) Co-opted members

Such other persons not exceeding eight in number as may be appointed by the Council in accordance with the Ordinances.

2. The Council shall make Standing Orders to regulate the appointment of its Chairman and Deputy Chairman or Chairmen.
3. *Ex-officio* members shall continue in membership so long as they occupy the positions by virtue of which they become members. Appointed and co-opted members shall hold office for four years and may be re-appointed. However, appointed and co-opted members shall hold consecutive office for a maximum of two terms of four years.
4. The representatives on the Council of the Senate, of the Academic Staff not being members of the Senate *ex-officio*, and of the Non-Academic Staff shall be appointed in such manner as shall be prescribed by Ordinance.
5. No member of the Academic or Non-Academic Staff shall be eligible for membership of the Council otherwise than as an *ex-officio* member or as a member appointed under paragraph 1(ii)(b), (c) and (d) of this Statute. No student shall be eligible for membership otherwise than as an *ex-officio* member or as a member appointed under paragraph 1(ii)(f) of this Statute.
6. Ten members shall be a quorum.
7. The Council shall meet upon such occasions as shall be determined by Ordinance or as the Chairman of the Council may direct, or if requested by written notice signed by at least seven members of the Council provided such notice states the purpose for which the meeting is required.
8. The Council may establish, whether from within its own membership or otherwise, such committees as it may think fit and may delegate to such committees functions which it is itself competent to perform, provided that in all cases such committees report their decisions to the Council. The Council may suspend or dissolve any such committee or may withdraw its delegation therefrom at any time.
9. Notwithstanding the provisions of paragraph 8 above the Council alone is competent to determine the final form of all strategic plans, budgets and financial forecasts of the University and to approve each year the Audited Statement of Accounts.

XII. Powers of the Council

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

- (i) To co-opt members of the Council as provided for in these Statutes.
- (ii) To appoint the Vice-Chancellor, the Pro-Vice-Chancellor or Pro-Vice-Chancellors, the Secretary and Registrar, Heads of School and Heads of any other organisational Unit as may be approved in accordance with Statute XVI and the Auditor or Auditors as prescribed in Statutes V, VI, VII and VIII.
- (iii) To nominate the Chancellor, the Pro-Chancellors and the Treasurer for appointment by the Court as prescribed in Statutes II, III and IV.
- (iv) To appoint or control the appointment of the Academic and other Staff as prescribed in Statute IX.
- (v) To authorise or control the establishment and disestablishment of academic and other posts in Bangor University, except offices created by the Charter and these Statutes and after consultation with the Senate in respect of academic posts.
- (vi) Subject to the Charter and these Statutes to make, add to, amend or revoke Statutes and Ordinances.
- (vii) To institute, either from the general funds of Bangor University or from the gift of a benefactor and in either case on the recommendation of the Senate and subject to any conditions acceptable to the Senate and the Council that may be made by the founders, Fellowships, Studentships, Scholarships, Exhibitions, Bursaries and Prizes and other such grants for the encouragement of study and research.
- (viii) (a) To authorise the Senate to award degrees and other distinctions (including without limitation, diplomas, certificates, fellowships, honorary degrees, honorary fellowships, memberships and associateships) in the name of Bangor University and/or jointly with other education institutions.
- (b) After consultation with the Senate, to revoke degrees and other distinctions (including without limitation, diplomas, certificates, fellowships, honorary degrees, honorary fellowships, memberships and associateships) awarded in the name of Bangor University and/or jointly with other education institutions.
- (c) No person shall be deprived of any Degree, Diploma, Certificate or other distinction granted to him by Bangor University under the power contained in Article V(iv) of the Charter unless, before a recommendation for revocation has been made by the Senate, the person concerned has been informed of the reason therefore and has been given a reasonable opportunity of appearing before and stating his case to the Senate or a Committee thereof. If he shall avail himself of such opportunity the report of the Senate or of such Committee shall be placed before the Council for consideration.
- (ix) To determine, demand and receive fees for tuition, residence and other services for which Bangor University may see fit to charge.

- (x) To govern, manage and regulate the finances, accounts, investments, property, business and all affairs whatsoever of Bangor University and for that purpose to appoint bankers or other agents whom it may seem expedient to appoint, provided that, before determining any question of finance which directly affects the academic policy of Bangor University, the Council shall take into consideration any recommendation or report thereon by the Senate.
- (xi) To invest any moneys belonging to or held by Bangor University in such stocks, funds, shares or securities as the Council shall from time to time think fit, whether within or without the United Kingdom and whether involving liabilities or not, or in the purchase of freehold or leasehold hereditaments in the United Kingdom or elsewhere including rents, provided:
 - (a) that in the case of moneys held by Bangor University as trustee the powers conferred by this clause shall be exercised subject to the provision of the law relating to investment by trustees, and
 - (b) that in the case of moneys held by Bangor University as trustee upon trusts declared by a Will or Settlement, being for purposes other than the general purposes of Bangor University, the powers conferred by this clause shall not be exercisable by Bangor University, but Bangor University shall in relation thereto have such powers of investment as may be granted by such Will or Settlement or as may be granted by the law relating to investment by trustees.
- (xii) To authorise such contracts, arrangements and investments as may be needed to exercise the powers contained in Article V (xiii) of the Charter.
- (xiii) To sell, buy, exchange, lease and accept leases of real and personal property on behalf of Bangor University.
- (xiv) To borrow money on behalf of Bangor University, and for that purpose, if the Council thinks fit, to mortgage or exchange or charge all or any part of the property of Bangor University, whether real or personal, and to give such other security, whether upon real or personal property or otherwise, as the Council may think fit.
- (xv) Subject to the powers of the Senate, to take such steps as it shall think fit for the purpose of advancing the interests of Bangor University, maintaining its efficiency, making provision for and encouraging teaching, the pursuit of learning and the prosecution of research and providing for the well being of the students and staff.
- (xvi) To provide and maintain the buildings, premises, grounds, furniture, apparatus and other means needed for carrying on the work of Bangor University.
- (xvii) To administer and supervise places of residence, feeding and recreation maintained by Bangor University, subject to the provisions of Article XIII of the Charter in respect of the discipline of the students.

- (xviii) To provide for the welfare of and to make provision for schemes of insurance, superannuation, pensions, retirement benefits, gratuities or benevolent arrangements for all employees and former employees of Bangor University and their dependants and relations.
- (xix) To provide for the establishment of committees including representatives of the Council and such other persons as the Council may determine and to prescribe the method of appointment and the functions of such committees.
- (xx) To have the sole custody and use of the Common Seal of Bangor University with full power to break or make anew the said Seal.
- (xxi) Subject to the Charter and Statutes of the University of Wales and after consultation with the Senate, to accept the affiliation to or association with Bangor University of other institutions or departments or branches thereof upon such terms and conditions as the Council shall think fit and to affiliate Bangor University to or to associate Bangor University with any other institution of higher education whose objects are compatible with those of Bangor University.
- (xxii) To appoint representatives of Bangor University on other bodies.
- (xxiii) To exercise all such powers as are or may be conferred on Bangor University by the Charter, these Statutes and the Ordinances except when such powers have expressly been conferred on another authority of Bangor University, and to do such acts as may be necessary to carry the Charter, these Statutes, and the Ordinances into effect.

XIII. The Senate

Removed to Ordinances, 2007

XIV. Powers of the Senate

Removed to Ordinances, 2007

XV. Reserved Areas of Business

1. In any case where a student attends any meeting of the Court, the Council, the Senate or any other body established under or in accordance with the Charter and these Statutes (other than the Students' Organisation). The student shall withdraw from the meeting when it is declared by the Chairman that the meeting is about to discuss a reserved area of business and shall not return until the discussion on the reserved area of business is concluded.
2. Reserved business shall constitute consideration of matters relating to the personal position of individual members of staff or of matters relating to the admission, academic assessment or personal position of individual named students. Subject to the above the Chairman of the meeting shall decide whether any matter falls within the reserved area of business and his decision shall be final.

XV (A). Declarations of Interest

1. Any member of the Court, Council, Senate or any Committee thereof having a personal financial or beneficial interest in any matter under consideration in any transaction shall disclose this interest prior to consideration of this matter.
2. The Council shall prescribe by Ordinance the procedures to be adopted by Bangor University regarding all declarations of interest made in accordance with this Statute.

XVI. Academic Organisations

1. The academic work of Bangor University, shall be managed within organisational units, which shall be called Faculties, Schools, Departments or other academic sections as approved by the Council.
2. Each member of the academic staff shall be a member of one approved organisational unit.
3. In each organisational unit there shall be a Board of Studies, the constitution and function of which shall be prescribed by Regulation.
4. Each organisational unit shall have a Head, who shall be responsible for the work of the unit, and who shall be appointed by the Council upon such terms and conditions as it shall think fit.

XVII. The Students' Organisation

The constitution of the Students' Organisation, its powers and functions, and all other matters which it may be thought proper to regulate shall be as prescribed by Ordinance, provided that such constitution shall provide for the election of a President and of such other officers or representatives as may be required to serve on the Court, the Council, the Senate or on committees established by the Court, the Council or the Senate.

XVIII. The Old Students' Association

The Council shall have the power to recognise any body of former students as the Old Students' Association and may by Ordinance prescribe conditions subject to which such recognition is afforded.

XIX. Removal of Officers

1. The Chancellor, the Pro-Chancellors and the Treasurer may be removed from office by Special Resolution of the Court for good cause. Provided that no person shall be removed from office unless he has had a reasonable opportunity of being heard.

2. "Good cause" shall for the purpose of this Statute mean:
 - (a) conviction for an offence which may be deemed by the Council and the Court sitting together to be such as to render the person convicted unfit for the execution of the duties of the office; or
 - (b) conduct of an immoral, scandalous or disgraceful nature incompatible with the duties of the office; or
 - (c) conduct constituting failure or persistent refusal or neglect or inability to perform the duties or comply with the conditions of office whether such failure results from physical or mental incapacity or otherwise.

XX. Academic Staff

Part I : Construction Application and Interpretation

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 members of the Academic Staff of Bangor University 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 Bangor University 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 or Part III shall empower the body or person whose duty it is to reach a decision to dismiss a member of the Academic Staff unless the reason for the dismissal may in the circumstances (including the size and administrative resources of Bangor University) reasonably be treated as a sufficient reason for dismissal.

Application

3. (1) This Statute shall apply:
 - (a) to members of the Academic Staff (save for the Vice-Chancellor) described in Statute I. 1(x);
 - (b) to staff paid on academic related scales, being staff designated by the Council for the purposes of this Statute; and
 - (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 current legislation.

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 Bangor 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 Bangor 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, Supplementary and Transitional 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 any Ordinances and Regulations and the provisions of any Ordinance or Regulation made under this Statute shall prevail over those of any other Ordinance or Regulation:
- 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 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.
 - (3) Nothing in any other Statute or in any Ordinances or Regulations made thereunder shall authorise or require any person 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) [deleted, 2007]
 - (5) In this Statute references to numbered Parts, paragraphs and subparagraphs 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 Bangor University or apply in relation to a person unless:
- (a) his appointment is made, or his contract of employment is entered into, on or after 20th November 1987; or
 - (b) he is promoted on or after that date.
- (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 Bangor University as a whole; or
 - (b) of any Faculty, Department, School or other similar area of Bangor 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 Bangor University; and
 - (c) two members of the Academic Staff nominated by the Senate.

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 Bangor 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 Department or School. This will give details of the complaint, the improvement required and the timescale. It will warn that a complaint may be made to the Secretary and Registrar 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 Department or School 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 and Registrar within two weeks. A Pro-Vice-Chancellor shall hear all such appeals and his 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 and Registrar 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 attention under sub-paragraph (1), he shall institute such investigations or enquiries (if any) as appear to him to be necessary.
- (3) If it appears to the Vice-Chancellor that a complaint brought to his 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 bylaws for which a standard penalty is normally imposed in Bangor University or within the

Faculty, Department, School or other relevant area, or is trivial or invalid, he 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 subparagraph (3), he shall treat the complaint as disclosing a sufficient reason for proceeding further under this Part and, if he sees fit, he may suspend the member on full pay pending a final decision.
- (5) Where the Vice-Chancellor proceeds further under this Part, he 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
 - (b) refer it for consideration under paragraph 13; or
 - (c) deal with it informally himself 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 and Registrar 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 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 and Registrar or, if he 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) a member of the Council, not being a person employed by Bangor University; and
 - (c) one member of the Academic Staff nominated by the Senate:

Provided that in any case where the member of the Academic Staff concerned holds status or title in the University of Wales, the Tribunal shall include, in addition to the members referred to under sub-paragraphs (b) and (c), two members nominated by the University of Wales not being persons employed by the University of Wales, Bangor.

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 to represent him 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 is based; and
 - (d) that full and sufficient provision is made:

- (i) for 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) for 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 Decisions

- 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, as defined in paragraph 20, 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 future conduct;
 - (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 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, Bangor 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 Senate; 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 expense of Bangor University.

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 and Registrar or his 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 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 and Registrar 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 and Registrar, within the time allowed under paragraph 27, notice in writing setting out the grounds of 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 and Registrar 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 and Registrar outside the 28 days period, the person appointed under paragraph 28 shall not permit the appeal to proceed unless he 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 Bangor 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 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) a member of the Council not being a person employed by Bangor University; and
 - (b) one member of the Academic Staff nominated by the Senate.

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 the 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 extent 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 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 and to the Senior Vice-Chancellor of the University of Wales in the case of an appeal by a member of the Academic Staff who holds status or title in the University of Wales.

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 Faculty, Department, School 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 Bangor 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 Faculty, Department, School or other relevant area have been exhausted, the member of the Academic Staff may raise the matter with the Head of the Faculty, Department, School 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 Faculty, Department, School 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 may dismiss it summarily, or take no action upon it. If it so appears to the Vice-Chancellor he 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 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 and the Grievance Committee accordingly.

- (5) If the Vice-Chancellor does not reject the complaint under sub-paragraph (3) or if he does not defer action upon it under sub-paragraph (4), 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.

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) a member of the Council not being a person employed by Bangor University; and
 - (c) one member of the Academic Staff nominated by the Senate.

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 found and if it is well-found the Committee shall make such proposals for the redress of the grievance as it sees fit.

Annex to Statute XX

Provisions as to the Vice-Chancellor

- 1. The Council may request the Chancellor of Bangor University 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 members of the Council to the Chancellor of Bangor University.
- (2) If it appears to the Chancellor of Bangor University on the material before him, that the complaint raises a prima facie case and that this could, if proved, constitute good cause for dismissal or removal from office, he shall request the Council to appoint a Tribunal to hear and determine the matter.
- (3) If it appears to the Chancellor of Bangor University that a complaint made to him under sub-paragraph (1) does not raise a prima facie case or is trivial or invalid, he 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; and
 - (b) a member of the Council not being a person employed by Bangor University; and
 - (c) one member of the Academic Staff.
- (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 Chancellor of Bangor University 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 Bangor University holding, or having held, judicial office or being barristers or solicitors of at least 10 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 recommendations, if any, as to the appropriate penalty to the Vice-Chancellor and to the Chancellor of Bangor University.

- (10) Where a charge or charges have been upheld by the Tribunal and not dismissed on appeal, the Chancellor of Bangor University 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 Chancellor of Bangor University may suspend the Vice-Chancellor from his duties and may exclude him from the precincts of Bangor University or any part thereof without loss of salary.
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 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 Chancellor of Bangor University;
 - (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 Chancellor of Bangor University, as the appropriate officer, to decide whether or not to terminate the appointment of the Vice-Chancellor on those medical grounds."

XXI. Retirement

Subject to the terms of their appointment the members of the Academic Staff and the holders of any other posts specified for this purpose shall retire at such time and upon such conditions as may be prescribed by Ordinance.

XXII. Discipline of Students

The provisions governing the expulsion, suspension and exclusion of students, the imposition of other disciplinary penalties and the constitution of the Appeal Board referred to in this Statute shall be prescribed by Ordinances. Except where expulsion, suspension or exclusion is based upon the failure of the student to satisfy Bangor University of his academic progress, such Ordinances shall include provision for the right of any student to be informed of the allegations against him and to be heard in person by the Senate or by a Committee thereof before any decision to expel, suspend or exclude or to impose other disciplinary penalties on such a student is taken by the Senate or a duly authorised Committee thereof, and for a right of appeal to an Appeal Board whose decision shall be final. Such Ordinances shall also provide that a student electing to be heard as aforesaid whether at the original hearing or at the appeal may be accompanied by one other person of his own choice who may speak on his behalf and that a student or his representative may

call witnesses and question witnesses upon whose evidence the case against him is based and that a student shall be informed of the allegations which have been found proved against him.

XXIII. Ordinances

Subject to the Charter and these Statutes, Ordinances may be made with regard to all such matters as are directed or authorised by the Charter and these Statutes and all other matters which are not otherwise regulated by the Charter and these Statutes.

XXIV. Procedure

1. The following provisions shall, except where other provision is expressly made in the Charter or in these Statutes or in Ordinances or Regulations, apply to the Court, the Council, and the Senate (which bodies are in this Statute called "the Statutory Bodies") and each of them:
 - (i) Any member or the Chairman (other than an ex-officio member or Chairman) may resign his membership or office by notice in writing to the Statutory Body or its Secretary (if any).
 - (ii) Any member who is required to possess any qualification shall vacate his membership if he ceases to possess that qualification.
 - (iii) Any member and any Chairman shall be eligible for reappointment or re-election.
 - (iv) Any casual vacancy occurring in any of the Statutory Bodies by resignation, incapacity or death among any of its nominated, appointed or elected members shall be filled by the person who, or body which, nominated, appointed or elected the member whose place has become vacant. A member of any of the Statutory Bodies who is nominated, appointed or elected to fill a casual vacancy shall hold office only for the unexpired part of the term of office of the member in whose place he is nominated, appointed or elected.
 - (v) Subject to the provisions of the Charter every matter shall be determined by the majority of the members present and voting on the question. In case of equality of votes, the Chairman or other presiding officer shall have a casting vote whether or not he has voted before on the motion.
 - (vi) Any Statutory Body may determine the time and place of meeting and the procedure to be followed thereat.
 - (vii) The Statutory Bodies may appoint and dissolve such and so many committees consisting either wholly or partly of members of the said bodies as they may think fit, and the provisions of this Statute shall apply to any committee of any of the Statutory Bodies. A Statutory Body may delegate, for such period and on such conditions as it may determine, either to any of its committees, or to any other

Statutory Body any of the powers and functions which the Statutory Body as aforesaid itself could exercise. Provided that nothing in this Statute shall enable the Council to delegate its power to reach a decision under paragraph 10(2) of Statute XX.

- (viii) Any Statutory Body may make Standing Orders for the purpose of regulating its procedure.
 - (ix) The proceedings of the Statutory Bodies shall not be invalidated by any deficiency in their numbers or by any defect in the appointment or qualifications of their members.
 - (x) No meeting of any of the Statutory Bodies shall be invalid by reason only of any failure to give notice of such meeting to any person or body entitled under the Charter or these Statutes to receive the same.
2. Any person appointed to an office under these Statutes shall, except as otherwise provided in these Statutes, be eligible for reappointment.

XXV. Service of Notices and Documents

1. Any notice or document required by or for the purposes of the Charter or these Statutes to be given or sent to a person may be given or sent personally or sent by post to him at his last address registered by Bangor University.
2. Where a notice or other document is sent by post, service thereof shall be deemed to have been properly effected at the time at which the letter would in the ordinary course be delivered.

XVI. Interpretation of the Statutes

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

XXVII. Temporary Provisions

1. All acts, matters and things done or transacted by or on behalf of Bangor University under any Charter, Statute or other enabling provision then in force shall continue in full force and effect as if done or transacted under the provisions of these Statutes.
2. All Regulations, Bye-laws, Standing Orders and Resolutions passed or made under any Charter, Statute or other enabling provision then in force shall continue in full force and effect unless the same shall be inconsistent with any provision of the Charter or these Statutes and unless or until revoked, amended or replaced hereunder and for so long as they remain in force and to the extent appropriate to their content they shall be deemed to have the force of Ordinances.

3. The Chancellor, the Pro-Chancellors, the Treasurer, the Vice-Chancellor, the Pro-Vice-Chancellors, the Secretary and Registrar, and all other officers and members of the staff of Bangor University who were in office, or had been appointed on the date these Statutes take effect, shall continue in their office or appointment for the full unexpired period thereof and no successor or successors shall be appointed under these Statutes until such period of office or appointment shall have ceased or until (for whatever other cause) the office shall have become vacant.
4. The Court, the Council and the Senate (which bodies are in this Statute called "the Statutory Bodies") as constituted at the date these Statutes take effect shall continue and shall be the Statutory Bodies for the purpose of these Statutes. All appointed members of the Statutory Bodies at the date these Statutes take effect shall remain members for the full unexpired term of their original appointment (unless they resign earlier) but shall be eligible for reappointment only if their appointment could originally have been made pursuant to these Statutes. No appointment shall be made unless and until any Authority with power to make the appointment shall have fewer of its representatives serving on such Statutory Body than that provided for by these Statutes, but subject thereto, appointments to the Statutory Bodies shall be made hereunder as soon as possible after these Statutes take effect and it shall be no objection that the total number of members of the Statutory Body concerned shall be temporarily greater than that provided for by these Statutes.
5. The Faculties, Faculty Boards, Schools, Departments and all other academic organisations of Bangor University shall remain as constituted at the date these Statutes take effect until varied or replaced under these Statutes.
6. There shall be power by Ordinance to provide for the resolution of any doubt which may arise on any question involving the transition from the previous Charters and Statutes of Bangor University to the provisions of the Charter and these Statutes.