

**ORDINANCE 20**  
**ACADEMIC STAFF**

**DEFINITION**

‘**Academic staff**’ includes all staff employed under Academic Terms and Conditions, as defined in their contracts of employment.

In the case of academic staff employed in any areas of the University other than the School of Advanced Study or University of London Worldwide, the panels described in the Annexes shall be constituted by analogy with the arrangements set out in Annex 2.

**DISCIPLINE**

1. Disciplinary action will be taken in accordance with the procedures laid down in the University’s Disciplinary Procedure, as published by the Human Resources

may use the University’s Grievance  
es Department and amended from time

academic staff shall be constituted

need for a reduction in the numbers of  
artment, Institute or other organisational

## ORDINANCE 20

8.4

**ORDINANCE 20 ANNEX 1**

**CONSTITUTION OF PANELS**

**School of Advanced Study**

**REDUNDANCY COMMITTEE**

1. When required under paragraph 7 of Ordinance 20, the Vice-Chancellor shall establish a Redundancy Committee which shall consist of at least five members including:

One member of the Collegiate Council who shall be chair;

## **ORDINANCE 20 ANNEX 1**

6. If the Grievance is brought by the Dean, the Panel shall be established by the Vice-Chancellor and shall comprise two members of the Collegiate Council.
7. Panels constituted to hear cases where the member of staff claims that the grievance arises from their exercise of academic freedom as defined in Statute 20.1 shall include at least one member with particular knowledge of the academic area involved.

### **APPEAL PANELS**

8. Appeal Panels established under paragraphs 2, 5 and 9 of Ordinance 20 shall be set up by the Vice-Chancellor and shall comprise two members, neither of whom shall have had previous involvement in the case:

One member of the Collegiate Council who shall be chair; and

One Director or Head of Department from elsewhere in the University.

9. Panels constituted to hear appeals where the member of staff claims that the selection for redundancy, disciplinary action or grievance arises from their exercise of academic freedom as defined in Statute 20.1 shall include at least one member with particular knowledge of the academic area involved.

### **APPEALS OVER NON-RENEWAL OF FIXED TERM CONTRACTS**

10. The Panel set up in accordance with paragraph 14 of Ordinance 20 shall be established by the Dean in consultation with the Director of Human Resources and shall consist of three members, none of whom shall previously have had involvement in the case, including:

At least one Director of an Institute of the School of Advanced Study, or a member of academic staff senior to the member of staff concerned; and

At least one Director or Head of Department from elsewhere in the University.

27 January 2021



## **ORDINANCE 20 ANNEX 2**

### **APPEAL PANELS**

8. Appeal Panels established under paragraphs 2, 5 and 9 of Ordinance 20 shall be set up by the Vice-Chancellor and shall comprise two members, neither of whom shall have had previous involvement in the case:

One member of the Collegiate Council who shall be chair; and

One Director or Head of Department from elsewhere in the University.

9. Panels constituted to hear appeals where the member of staff claims that the selection for redundancy, disciplinary action or grievance arises from their exercise of academic freedom as defined in Statute 20.1 shall include at least one member with particular knowledge of the academic area involved.

### **APPEALS OVER NON-RENEWAL OF FIXED TERM CONTRACTS**

10. The Panel set up in accordance with paragraph 14 of Ordinance 20 shall be established by the PVC (International) in consultation with the Director of Human Resources and shall consist of three members, none of whom shall have had previous involvement in the case, including:

A member of academic staff senior to the member of staff concerned;

At least one Director or Head of Department from elsewhere in the University.

27 January 2021