



At the Council Chamber, Whitehall

THE 26th DAY OF MAY 2021

BY THE LORDS OF HER MAJESTY'S MOST HONOURABLE
PRIVY COUNCIL

The Privy Council has approved revised Statutes of The Royal Veterinary College as set out in the Schedule to this Order.

Richard Tilbrook

SCHEDULE

REVISED STATUTES OF THE ROYAL VETERINARY COLLEGE

Interpretation

1. These Statutes shall be read with the Charter of the RVC and words and expressions used in the Charter shall, if not inconsistent with the subject or context, bear the same meaning herein.
2. Headings are inserted for convenience only and shall not affect the meaning or construction of these Statutes.

Membership of the Council

3. The Council shall consist of the following members subject to there being a maximum number of fifteen members of whom independent members (being members who are neither staff nor students of the RVC and are otherwise independent of the RVC) shall form the majority.
 - (a) up to eleven independent members, appointed by the Council;
 - (b) the Chief -Executive, *ex officio*;
 - (c) two staff members of the Academic Board of the RVC, nominated by the Academic Board; and
 - (d) One student, appointed by the Council, normally the President of the Students' Union.

4.
 - (a) All independent members of the Council and all Academic Board members shall hold office for three years or for such shorter period as the Council may determine at the time of the appointment. The student member shall hold office for a term of one year.
 - (b) Retiring members, apart from the student member, shall be eligible for reappointment for up to two further terms of up to three years.
5. A Member of the Council shall cease to hold office if they:
 - (a) retire by notifying the RVC in writing;
 - (b) are absent without the permission of the Council from all their meetings held within a period of six months and the Council resolve that their office be vacated;
 - (c) in the written opinion, given to the RVC, of a registered medical practitioner treating that person, has become physically or mentally incapable of acting as a Member of Council and may remain so for more than three months;
 - (d) is disqualified from acting as a charity trustee by virtue of section 178-180 of the Charities Act 2011 (or any statutory re-enactment or modification of that provision);
 - (e) is disqualified from acting as a Company Director by virtue of the Company Directors Disqualification Act 1986 (or any statutory re-enactment or modification of that provision); or
 - (f) is disqualified from acting as a member of Council by other applicable legislation, statute or regulation as may be applicable from time to time.
6. The Council shall appoint a Chair and a Vice-Chair from amongst its independent members. The Chair shall chair any Meeting of Council and in the absence of the Chair, the chair shall be taken at any Meeting by the Vice- Chair.
7. The quorum of a Meeting of the Council shall be seven of which a majority shall be independent members. The quorum shall be made up of those attending in person, by telephone or such other electronic or virtual means in which all participants may communicate simultaneously with all other participants.
8. Save as provided in the Charter, all questions arising at any Meeting of the Council shall be decided by a majority of votes. In the case of an equality of votes the Chair of the Meeting shall have a second or casting vote. No voting by proxy shall be permitted.
9. Subject to the provisions of the Charter and the Statutes, the Council shall have power to make and when made to vary ordinances governing the procedure at its Meetings and the mode of convening the same.

10. (1) The Council may appoint such Committees (including Special and Standing Committees) as it shall deem necessary from time to time consisting of such persons as the Council shall think fit whether or not being members of the Council for such purposes as the Council shall consider necessary. The Council shall have power to dissolve any such Committees at its discretion and may delegate its powers as provided by Article 7 of the Charter.
 - (2) There shall be a Committee of the Council with responsibility for audit.
 - (3) The Chair of the Council and the Chief-Executive of the RVC shall be *ex-officio* members of every Committee, with the exception of the Audit Committee.
 - (4) There shall be a Committee of Council known as Academic Board, which shall oversee teaching and research, and be responsible for the academic quality and standards of the RVC and the admission and regulation of students.
 - (5) The membership, duties, powers and procedures of the Academic Board shall be prescribed in the ordinances.
11. The Council may act at any time notwithstanding any vacancy therein.
 12. All acts *bona fide* done by any Meeting of the Council or of a Committee of the Council or by any person acting as a Member of the Council or of any such Committee shall, notwithstanding that it be afterwards discovered that there was some defect in the appointment of any such Member or person acting as aforesaid or that they or any of them were not eligible as Members or a Member of the Council or of any such Committee, be as valid as if every such person had been duly appointed and was qualified to be a Member of the Council or of any such Committee as the case may be.

Powers of the Council

13. The Council shall, either itself or through delegated authority where appropriate, conduct the general business of the RVC consistently with the provisions of the Charter and the Statutes and shall exercise all the powers of the RVC provided always that the Council shall not make any decision on any question of educational policy until after the Academic Board shall have had an opportunity of expressing an opinion thereon and the Council shall have considered any opinion so expressed.
14. The Council shall appoint the Chief-Executive (who may go by the title of Principal, Vice-Chancellor (following receipt by the RVC of university title) or such other title as may be determined by the Council from time to time to denote the head of the RVC), the Secretary to the Council, and other officers of the RVC, all members of the teaching staff and all the other members of staff of the RVC upon such conditions as the Council may think fit and shall have power to remove the same. The Council may not delegate the appointment of the Chief-Executive or the Secretary to the Council.

15. (1) For the purposes of this Statute 15:
 - (a) “Academic Staff” means
 - (i) Professors, Readers, Senior Lecturers, Lecturers and Assistant Lecturers or such other academic titles as may be designated by the RVC in regulations from time to time;
 - (ii) senior staff holding academic related posts, being posts recognised by the Council for the purposes of this Statute; and
 - (iii) the Chief Executive; and
 - (b) “Academic Freedom” shall have the meaning ascribed to it by UNESCO from time to time.
- (2) The Council shall adopt from time to time procedures for the disciplining and dismissal of the staff of the RVC and for the handling of grievances raised by the staff of the RVC. Such procedures shall be set out in regulations.
- (3) In determining the procedures to be adopted under paragraph 2 of this Statute, the Council shall apply the following guiding principles:
 - (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, and otherwise to conduct themselves in accordance with the principles of Academic Freedom without placing themselves in jeopardy of losing their jobs or privileges;
 - (b) to enable the RVC to provide education, promote learning and engage in research efficiently and economically; and
 - (c) to apply the principles of justice and fairness.
- (4) Any regulations made under this section shall be construed in every case to give effect to the guiding principles in paragraph 3 of this Statute and to the following principles:
 - (a) Academic Staff shall not be required to sit as a member of any Committee, Tribunal or body appointed under the regulations against their wishes;
 - (b) any appeal against dismissal or a decision in respect of a grievance shall be heard in accordance with the appeals section of the relevant regulations, subject always to the fact that the appeal shall be heard and determined by the Chief-Executive (or their nominee, or, in the case of the Chief Executive, a nominee of Council) and a person appointed by the Council, such person being a person not employed by the RVC and holding, or

having held judicial office or being a barrister or solicitor of at least 10 years' standing;

(c) with regard to any proposed dismissals of Academic Staff on the grounds of redundancy, the Council will be asked to ratify any proposals to enter into redundancy consultation. The Council shall appoint a Redundancy Committee comprising a Chair, 2 members of the Council (not being persons employed by the RVC) and 2 members of Academic Staff nominated by the Academic Board. The Redundancy Committee shall delegate to the RVC's Human Resources Department and the relevant managers of the affected Academic Staff the management of the redundancy consultation process in accordance with the redundancy procedure set out in the regulations, subject always to the fact that the Redundancy Committee shall:

(i) ratify the redundancy selection process and criteria; and

(ii) approve the dismissal of those Academic Staff subsequently selected for redundancy prior to notice of dismissal being given to those Academic Staff; and

(d) in relation to any proposed dismissal of a member of Academic Staff by reason of incapacity on medical grounds, in the event that the member of Academic Staff does not consent to a medical report being obtained, the Chief-Executive (or their nominee) shall refer the case in confidence to a Board comprising one person nominated by the Council, one person nominated by the member of Academic Staff (or, in default of the latter nomination, by the Academic Board) and a medically qualified chair jointly agreed by the Council and the member of Academic Staff (or in default of agreement, to be nominated by the President of the Royal College of Physicians) which shall make a recommendation as to whether or not to dismiss the member of Academic Staff to the person with authority to dismiss under the regulations.

(5) For the avoidance of doubt, any procedure adopted by the Council for the dismissal of staff by reason of redundancy shall not apply to a member of Academic Staff whose appointment was made, or whose contract of employment was entered into, on or before 19 November 1987, and who has not been promoted after that date.

16. The Chief-Executive shall be responsible for the conduct of the RVC and shall have such other powers and duties as may be entrusted to him by the Council.

17. Subject to the Charter and the Statutes the Council may from time to time at any Meeting make alter or revoke ordinances and regulations for the conduct of the business or affairs of the RVC, provided however that notice of an intention to propose any amendment to or annulment of the existing ordinances or regulations or the making

of any new ordinances and regulations shall have been given in the notice calling such Meeting.

18. The Seal of the RVC shall be under the control of the Council and shall be kept and used as the Council may direct.