The College Handbook is divided into four sections.

The **first section** contains the text of a **contract** governing the relationship between the College and its junior members and should be read in conjunction with the comparable contract provided by the University of Oxford. Junior members will be asked to confirm their acceptance of both contracts by signature when they are admitted to the College and the University.

The **second section** contains **information** about:

(i) The status of junior members;

(ii) The organisation and management of the College;

(iii) Provision of an academic, financial, welfare, domestic or recreational nature made by the College for junior members, and policies and procedures that apply to dealings between the College and junior members;

(iv) Statutory, contractual and other legal obligations that are placed on the College in its dealings with junior members.

The **third section** contains detailed **regulations** that apply to junior members in their dealings with the College, including statutory, contractual and other legal obligations.

The **fourth section** contains the text of the agreement that governs the provision of **accommodation** by the College to junior members.

Many of the regulations, agreements and undertakings contained in the College Handbook create legally binding obligations on the College and on junior members. All legal obligations are governed by English Law.

Before coming into residence at the College, junior members must sign and return a statement that they have read and understood these regulations and agreements and undertake to abide by them. All junior members should therefore read the College Handbook carefully and seek advice where necessary.

The College aims to achieve the highest outcomes in education, learning and research at national and international level. It in turn aims to provide an inclusive environment which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected to assist them in reaching their full potential. The College will work to remove any barriers which might deter people of the highest potential and ability from applying to Oxford, either as staff or students. The College’s equality objectives are set out in the Single Equality Scheme in Appendix 9.
# CONTENTS

**INFORMATION FOR JUNIOR MEMBERS**................................................................. 8

1. Junior Members ............................................................................................................ 8

2. Academic Calendar ....................................................................................................... 9

3. The Governing Body and College Officers .................................................................. 9

4. College Staff .................................................................................................................. 11

5. Academic Supervision of Undergraduates ................................................................ 13

6. Academic Supervision of Graduates ......................................................................... 14

7. Undergraduate Scholarships and Prizes .................................................................... 15

8. Graduate Scholarships and Prizes ............................................................................. 16

9. Financial Assistance for Junior Members ................................................................. 16

10. Data Protection .......................................................................................................... 20

11. Junior Common Room and Middle Common Room ................................................. 21

12. Welfare ......................................................................................................................... 22

13. Medical ......................................................................................................................... 24

14. Disabilities .................................................................................................................... 25

15. Chapel .......................................................................................................................... 26

16. Accommodation and Ancillary Services ................................................................ 27

17. Security ......................................................................................................................... 33

18. Insurances ..................................................................................................................... 34


20. Meals ............................................................................................................................ 38

21. Post and Email ............................................................................................................. 39

22. Degrees ......................................................................................................................... 40

23. Assistance with Visa Applications ............................................................................. 40

24. Website, Intranet and Social Media .......................................................................... 40

25. Development and Alumni Relations, and Brand Guidelines ................................... 41

**REGULATIONS APPLYING TO JUNIOR MEMBERS**.................................................. 43

26. Adherence to Regulations .......................................................................................... 43

27. Amendments to Regulations ..................................................................................... 43

28. Communication .......................................................................................................... 43

29. Enforcement of Regulations ...................................................................................... 44

30. Residence ..................................................................................................................... 45

31. Matriculation and Academic Dress .......................................................................... 46
The College Handbook is also available on the college website at www.merton.ox.ac.uk/handbook, and on the college intranet at https://intranet.merton.ox.ac.uk/handbook. The intranet acts as an additional repository of information for current students.

If any amendments are made to the Handbook during the 2017-18 academic year, junior members will be alerted by email, and the intranet and website versions of the document will be updated.

Bylaws XI A-D (set out in Appendix 3-6) are in the course of revision. An updated version of the Handbook will be issued once the revised Bylaws have been approved by Governing Body.

The College Handbook refers to documents that are published on the University of Oxford website www.ox.ac.uk. Further information for current Oxford students is available at www.ox.ac.uk/students/.
STUDENT-COLLEGE CONTRACT

Contract with the College

1. As a student at Oxford University you will be a member both of the University and of one of its Colleges or Permanent Private Halls. For convenience this document refers to both Permanent Private Halls and Colleges as “Colleges”.

2. You will have two separate contracts: one with the University and one with your College.

3. The purpose of these terms and conditions is to set out the contractual basis for your relationship with the College, and to draw your attention to key terms.

4. Your contract with the College is made up of:
   a) The documents provided with these Terms and Conditions. These include:
      i. these Terms and Conditions;
      ii. the College Handbook www.merton.ox.ac.uk/handbook;
      iii. accommodation contract;
      iv. the Offer Letter from your College.
   b) The College Statutes and Bylaws, and rules and policies made under them (see paragraph 9 below)

5. You will enter into your contract with the College before you begin your studies at the University and/or the College.

University and College Membership

6. You must be a member of a College in order to be a member of the University.

7. Your continuing relationship with your College is linked to your continuing relationship with the University. Similarly, your Offer from your College is linked to your Offer from the University. If you decline either offer, or if you fail to meet the conditions of either offer, you will lose your place at both your College and the University.

8. If your University membership is terminated (e.g. for breach of University rules and regulations), your membership of the College will also end. If you are suspended by the University, or subject to other sanctions, the College may impose similar, or other appropriate sanctions.

College Statutes, ByLaws and Policies

9. By entering into this contract you agree to comply with the College Statutes and Bylaws as amended from time to time and with the College Rules, Regulations and
Codes of Policy, Practice and Procedure which are made under them. Links to these are set out at www.merton.ox.ac.uk/about/college-policies. They include:

a) the College Handbook www.merton.ox.ac.uk/handbook. This sets out behaviour which is considered unacceptable by students and which may result in disciplinary action.

b) other regulations governing your relationship with the College concerning your studies, payment of fees and charges, residence, conduct and behaviour: examples are regulations relating to examinations, the ownership and exploitation of intellectual property, harassment, the use of IT and library facilities, health and safety issues and legislative requirements such as data protection.

10. By entering into this contract you agree that the College may take disciplinary action against you for breach of its Statutes and Bylaws and the College Rules, Regulations and Codes of Policy, Practice and Procedure, including the Code of Discipline. Such action would take place under the appropriate procedure and could result in sanctions including suspension or expulsion.

Your Responsibilities

11. You are required to comply with College rules on:

a) matters including, but not limited to, behaviour, IT usage and academic studies. You should refer to the College Handbook.

b) fees and other charges being paid when they are due. You are responsible for any non-payment even if your fees are being paid by a third party. The College will collect University fees and transmit them to the University.

c) obtaining an appropriate visa if necessary and abiding by any visa conditions. Failure to do so may result in disciplinary sanctions in addition to any legal consequences. Support and information are available from Student Information and at www.ox.ac.uk/students/visa.

Teaching Arrangements

12. The College will make provision for students as follows:

a) For undergraduate courses as it reasonably decides is necessary for their courses of study, taking account of any relevant departmental norms. Teaching may include tutorials, classes, seminars, and may be carried out by tutors or other fellows or lecturers of the College, or by any other persons considered by the College to be suitably qualified. Teaching provision for specialist options is subject to availability and may not be provided in all cases. Some teaching will be delivered by the department and this will vary between Colleges. Given the variation in courses of
study, it is not possible to specify a minimum amount of teaching for undergraduates in all subjects.

b) For graduate courses (including research degrees) the College will provide such support as it reasonably decides to be necessary in connection with the pursuit of the relevant course.

Library and IT Facilities

13. The College will provide library and IT facilities in connection with your studies and on the conditions and at the times set out in the College Handbook, which may vary from time to time. Facilities may be withdrawn in the event of adverse circumstances beyond the control of the College.

Accommodation and Meals

14. The College will maintain a stock of residential accommodation that may be provided to you in connection with your studies and on the terms and conditions and in accordance with the procedures set out in the College Handbook, which includes the Accommodation Agreement, which may vary from year to year.

15. The College will provide meals on the terms and conditions set out in sections 20 and 48 of the College Handbook, which may vary from time to time.

Personal Data

16. By signing and returning this document, you agree to the collection, processing and use of individual personal data (including in appropriate circumstances, sensitive personal data) by the College for purposes connected with your studies, for the protection of health and safety whilst on College premises, for maintenance of alumni relations, and for any other lawful purposes. This includes information which you supplied in connection with your application to study. You also agree to the sharing by the College of such data for the same purposes with the University. This will be done in accordance with the principles set out in the Data Protection Act 1998, as outlined in section 10 of the College Handbook.

Complaints Procedure

17. The College Complaints procedure including subsequent rights of appeal are explained in Appendix 8 of the College Handbook.

Jurisdiction

18. Your contract with the College and any dispute arising from it (including non-contractual disputes) shall be governed by the law of England and Wales and shall be subject to the exclusive jurisdiction of the English Courts.
INFORMATION FOR JUNIOR MEMBERS

1. JUNIOR MEMBERS

1. A junior member is a person who has been admitted to Merton College (the College) for the purposes of attending a course of study leading to conferral of a degree in the University of Oxford (the University) or any other course of study for which College approval has been granted.

All junior members are encouraged to participate in the academic, social, cultural and recreational life of the College in the broadest sense.

2. In order to be admitted as a junior member a person:

(i) Must receive and accept a written offer from the College enrolling her or him on a course of study, and

(ii) Must agree to abide by College and University Regulations, and

(iii) Must matriculate as a member of the University and attend at a College Ceremony of Admission.

3. A person ceases to be a junior member when the course of study is completed or is terminated for any other reason.

4. An undergraduate is a junior member who is enrolled on a course of undergraduate studies at the University of Oxford.

5. A graduate is a junior member who is enrolled on a course of graduate studies at the University of Oxford.

6. A second BA student is an undergraduate who has already obtained a degree qualification at another institution, or who is deemed by the College to have equivalent academic standing. A second BA student may be dispensed from sitting the First Public Examination, thereby allowing for completion of an undergraduate degree course within two years. Such students are deemed to have ‘senior status’. A second BA student has the same academic obligations as an undergraduate. However, for the purposes of residence and provision of accommodation by the College, a second BA student is normally treated as a graduate. The term ‘undergraduate’ in this Handbook shall be taken to include second BA students except where specifically indicated to the contrary.

7. A visiting student is a junior member who is not enrolled on a course of undergraduate or graduate studies at the University of Oxford.

8. An exchange student is a junior member who has migrated to the College from another higher studies institution in exchange with a junior member who has in turn migrated from the College to that other institution. Exchange students may be classified as being of undergraduate or graduate status, depending upon the circumstances in which they are admitted.
2. ACADEMIC CALENDAR

1. The academic year runs from 1 October to 30 September and is divided into three terms, Michaelmas term (autumn), Hilary term (spring), and Trinity term (summer).

2. Full term is of eight weeks’ duration, each week commencing on Sunday. Certain subjects require undergraduates to be in residence for extended terms in some years of their degree.

3. Weeks in Full term are referred to by number: 1st Week, 2nd Week, etc. Weeks out of Full term may also be referred to by number: 0th Week, 9th Week, etc.

4. College terms commence on Thursday in 0th Week and end on Saturday of 8th Week. Undergraduates must return to residence by Thursday of 0th Week (whether or not they are due to sit College collections) unless they have, in advance, sought and received permission from the Senior Tutor.

5. Vacation periods between terms are referred to as the Christmas Vacation, Easter Vacation and Long Vacation (summer).

6. Full terms in the 2017-18 academic year are as follows:

<table>
<thead>
<tr>
<th>Term</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michaelmas</td>
<td>8 October 2017 to 2 December 2017</td>
</tr>
<tr>
<td>Hilary</td>
<td>14 January 2018 to 10 March 2018</td>
</tr>
<tr>
<td>Trinity</td>
<td>22 April 2018 to 16 June 2018</td>
</tr>
</tbody>
</table>

3. THE GOVERNING BODY AND COLLEGE OFFICERS

1. The College is administered by its Governing Body which comprises the Warden, who chairs its meetings, and Fellows who are normally employees either of the College or of the University.

2. The Fellows include Tutors, Research Fellows, College Officers and Professorial Fellows.

3. The Governing Body meets three times each term and meetings in which open business is discussed are attended by the Presidents of the Junior and Middle Common Rooms.1

4. The day-to-day affairs of the College are administered by the following College Officers, who are normally Fellows acting in a full-time or part-time capacity:

   (i) The Sub Warden, who deputises for the Warden, convenes the Governing Body and administers College bylaws;

   (ii) The Senior Tutor, who is responsible for the overall administration of academic business;

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1 See section 11 below
(iii) The **Principal of the Postmasters**, and her or his **Deputy**, who are responsible for administering discipline among junior members;

(iv) The **Finance Bursar**, who is responsible for the overall administration of financial business;

(v) The **Domestic Bursar**, who is responsible for the overall administration of domestic business;

(vi) The **Land Agent**, who is responsible for administration of the College’s estates and buildings;

(vii) The **Dean**, who arranges supplication for degrees and other ceremonies;

(viii) The **Dean of Graduates**, who is responsible for pastoral care of graduates: Tutors are responsible for the pastoral care of undergraduates;

(ix) The **Chaplain**, who, as well as being responsible for the Chapel, also has responsibility for the welfare of junior members and convenes the Student Support Sub-Committee; he is supported in the Chapel by an **Associate Chaplain** and, in his welfare role, by two **Junior Deans for Welfare** and the **College Nurse**;

(x) The **Librarian**, who is responsible for all aspects of the College libraries, special collections and archives, and is supported by an Assistant Librarian and an Archivist. In addition the Librarian administers the College pictures;

(xi) The **Development Director**, who is responsible for the College’s Fundraising and Alumni Relations (to include Alumni Events and Publications);

(xii) Other College Officers, including the **Garden Master**, the **Computer Officer**, the **Senior Treasurers of the Junior Common Room and Amalgamated Clubs**, the **Equality Adviser**, the **Reed Rubin Organist and Director of Music & Director of College Music**, and the **Prevent Officer**.

5. The College is administered through a series of standing committees, each of them reporting to the Governing Body. Those of particular importance to junior members are:

(i) The **Warden and Tutors’ Committee**, convened by the Senior Tutor, which has authority to make and enforce regulations on all matters concerning undergraduate junior members, including academic work, use of College facilities and disciplinary matters;

(ii) The **Graduate Committee**, convened by the Senior Tutor, regulates all matters concerning graduate junior members, including academic work, use of College facilities and disciplinary matters;

(iii) The **Domestic Committee**, convened by the Domestic Bursar, which is responsible for oversight of the domestic management of the College, including suggestions, requests and complaints bought to it by junior members, who are represented on the Committee by the Presidents of the Junior and Middle Common Rooms;
(iv) The **Finance Committee**, convened by the Finance Bursar, which is responsible for oversight of the financial management of the College, including charges to junior members;

(vi) The **Library and Archives Committee**, convened by the Librarian, responsible for the oversight of the college Library and Archives and related services provided to the college community. Undergraduates and graduates are represented on the Committee and play an important role in developing policy and services;

(vii) The **Development and Alumni Relations Committee**, convened by the Director of Development, oversees the College’s fundraising and alumni relations activities. Both elements of its work are of great benefit to the student body and junior members of the College are represented on the Committee by the Presidents of the Junior and Middle Common Rooms.

### 4. COLLEGE STAFF

1. The following members of College staff are of particular importance to junior members:

(i) The **College Accountant** and **Bursary Clerks** are responsible for collection of fees, charges and other College bills. The **Finance Bursary** is on the ground floor of the Finlay Building;

(ii) The **Academic Registrar**, **Graduate Officer**, **Academic Administrator** and **Academic Officer** are responsible for the administration of academic matters relating to junior members. The **Academic Office** is on the ground floor of Fellows’ Quad Staircase 4;

(iii) The **Schools Liaison and Access Officer** and **Admissions Officer** work with schools and individuals to encourage applications and to widen access, liaise with the JCR Access Representative over junior members’ involvement in these projects, and also work with the student teams for Open Days and the Undergraduate Admissions Process;

(iv) The **Head of Conference and Accommodation** and **Housekeeper** are responsible for the administration of all accommodation provided for junior members, and ancillary services, including furnishings, equipment and cleaning. Their offices are on the ground floor of the Finlay Building;

(v) The **Conference and Events Manager** is responsible for the booking of all term time meeting rooms within the College and arrangements for all vacation time conference business in College. The **Events Office** is responsible for the booking of all term time teaching rooms within the College and co-ordinating all College events which are held in the College Hall, the Savile Room and the Senior Common Rooms. The Events office is on the ground floor of the Finlay Building;

(vi) The **Steward** is responsible for the service of meals in Hall. The Steward’s office is on the ground floor of the Finlay Building;

(vii) The **Head Porter** and **Lodge Porters** are responsible for security, issuing keys and administration of post. The main Lodge is at the entrance to the College in
Merton Street. There is also a Lodge at the entrance to Holywell Buildings in Holywell Street;

(viii) The **IT Department** is responsible for administration of the College data network and computer rooms. The **Head of IT** oversees IT in Oriel, Corpus Christi & Merton Colleges. The IT Office is located at 6 Merton Street. During 0th and 1st Week of term, the IT Office is open for ‘drop-in’ sessions Monday to Friday, 9.00 a.m. – 10.00 a.m. and 2.00 p.m. – 3.00 p.m. Outside of these periods, an appointment must be made by email (it-support@merton.ox.ac.uk) or by leaving a message at the Lodge. College IT problems can be reported using the online service desk at https://intranet.merton.ox.ac.uk/servicedesk/it. Alternatively, issues and enquiries can be addressed to the JCR or MCR IT representatives;

(ix) The **Web & Media Officer** is responsible for the college website, intranet and social media channels, as well as for press and media relations. All members are encouraged to contribute content to the College’s online presence. The Web & Media Officer is based in Room 5, 6 Merton Street. Visitors and suggestions are always welcome;

(x) The **Development Office** is responsible for the College’s Fundraising and Alumni Relations. Approximately £4.2 million per year was raised for the College during its 750th Anniversary Campaign, which ended in 2014; approximately £2 million per year currently. Some twenty to thirty alumni events are run each year; junior members are welcome to attend or help at many of these (Alumni Relations Officer); students are also invited to apply for paid employment each on the annual Telephone Campaign (Development Officer); several publications are produced each year, with news from students, Fellows and alumni (Alumni Communications Officer). The Development office is on the top floor of the Finlay Building and primary contact for all enquiries, including College merchandise, is the Development Coordinator;

(xi) The **Chapel Administrator** provides administrative support for the running of the Chapel and College Choir, including bookings for concerts, plays and other events. The Chapel Administrator’s office is on the second floor of Fellows’ Quad, Staircase 4. The **Verger** oversees the use of the Chapel for worship, concerts and other activities. The Verger’s office is the Sacristy;

(xii) The **Student Support Administrator** assists those providing welfare, financial and non-academic support to the student body. The Student Support Administrator shares an office with the Chapel Administrator on the second floor of Fellows’ Quad, Staircase 4.

(xiii) The **Estates Department** is responsible for the upkeep of all external property, buildings and land owned by the College. The **Estates Office** is on the first floor of the Finlay Building;

(xiv) The **College Surveyor** is responsible for overseeing the maintenance of the College Properties; a **College Maintenance Team** carries out repairs and minor works to the College Buildings. The Surveyor is based in the Estates Department; the Maintenance Department can be contacted at maintenance@merton.ox.ac.uk, or via the job book in the Merton Street Lodge.

2. Staff contact information can be found on the student home page of the intranet.
5. ACADEMIC SUPERVISION OF UNDERGRADUATES

1. Undergraduates will be assigned to Directors of Studies who have overall responsibility for the oversight of their teaching, monitoring their progress and encouraging their academic development. Where the undergraduate is on a joint course, there will be a single Director of Studies who will liaise as necessary with the other subject tutors.

2. Undergraduates will be taught by Tutors or Fellows or Lecturers employed by the College or by other persons considered by the College to be suitably qualified.

3. Tutors will set out programmes of work with reasonable amounts of time for completion both during term and during vacation periods. Oxford’s undergraduate courses require that a considerable amount of study will be done in vacations both to consolidate and expand ground covered in the previous term and to prepare for the coming term. Extended essays or other academic exercises may be set. Non-academic commitments should not exceed two weeks in the shorter vacations and eight weeks in the Long Vacation. Undergraduates are advised to plan to be able to access the books and other resources which they will need for vacation study.

4. Academic obligations of undergraduates are outlined in detail in section 33. Tutors may require that undergraduates attend all:

   (i) College tutorials, which undergraduates will normally attend with one or more other undergraduates;

   (ii) College classes or seminars, in which undergraduates will be taught in larger groups;

   (iii) University lectures, classes and practicals.

5. The teaching programme will vary from subject to subject and from term to term and will normally be confined to term. The College will comply with the University’s recommended patterns of teaching for each subject.

6. Tutors will provide prompt and suitable appraisal of all teaching assignments.

7. At the end of every term undergraduates will be provided with a questionnaire to enable comment on the teaching they have received from the College.

8. At the end of every term or when attending an Undergraduate Collection (see below) undergraduates will have an opportunity to discuss academic matters and receive a report on academic performance by their principal tutors that term from Directors of Studies. Tutorial reports are, in general, recorded and held on a web-based system called OxCORT. OxCORT reports are available for undergraduates to view on-line at www.oxcort.ox.ac.uk.

9. Undergraduates will attend once annually an Undergraduate Collection, that is, a formal progress meeting with subject Tutors in the presence of the Warden and Senior Tutor, and will receive a report on academic performance. It is expected that undergraduates will make every effort to attend at the time allocated.
10. Undergraduates may be required to attend College examinations, called **Collections**, at the start of term, and will be advised by Tutors at the end of the preceding term of the subjects on which they are to be examined. Undergraduates will be notified by their Directors of Study of their results and these will be held on file in the Academic Office. Where appropriate, Directors of Study will propose prizes for good performance. Tutors will normally return collections by Friday of 2nd Week.

11. Directors of Study will advise undergraduates on options choices but it will be the individual undergraduate’s responsibility to ensure that their combination of papers complies with the University’s Examination Regulations. Each new undergraduate will be issued with the link to the online document on arrival.

12. Undergraduates may be permitted to change their Tutor for valid academic and other reasons and may expect a sympathetic response to a reasonable request to change tutorial partners. All such requests should be addressed to the Senior Tutor.

13. All requests for alternative examination arrangements in college collections and public examinations (including requirements based on disability, religious obligations and welfare issues) should be addressed to the Academic Registrar at the earliest opportunity, and at the very latest by the end of the 4th Week in the term preceding the term in which the papers are to be sat.

14. If undergraduates have any complaint or grievance concerning teaching arrangements or teaching staff, they may bring it to the Senior Tutor. They may also seek advice from the Academic Affairs Officer of the JCR and this will often be the most appropriate course of action in the first instance. Any complaint that is not resolved by the Senior Tutor within a reasonable timeframe may be referred to the Warden as a formal complaint, in line with the College’s Complaints and Appeals Procedure².

Undergraduates may also take a concern related to academic or other matters to a Tutor in their subject, the Senior Tutor, the Chaplain, or the Junior Deans for Welfare.

**6. ACADEMIC SUPERVISION OF GRADUATES**

1. Graduates will be assigned by the University to academic **Supervisors**, who may be Fellows of the College in some cases. Academic obligations of graduates are outlined in section 34.

2. Graduates will be assigned by the College to **College Advisers**, who, with the Dean of Graduates, may act as a first point of contact for academic and other matters.

3. The College Adviser can:
   - provide pastoral support, for example on health, personal or coping issues, and/or direct to appropriate persons for assistance;
   - monitor progress, by discussing University supervision reports and by being available for consultation, either in person or by email;

² See Appendix 8
• discuss any problems or difficulties a graduate may be experiencing in their Department or Faculty, and/or with their supervisor;

• consult the Dean of Graduates/Senior Tutor if there are concerns about academic progress and if a graduate appears to be experiencing difficulties with their academic work;

• offer guidance on sources of support available within the College and University.

4. In addition the College Adviser may be able to offer advice on academic-related matters such as: applications for research funding, conferences and seminar attendance, publication and career plans.

5. The College Adviser is not expected to perform the role of the Department or Faculty Supervisor(s), and is not responsible for directing the graduate’s academic work or for giving detailed academic guidance.

6. Graduates will first meet their College Adviser during their first term, and are encouraged to contact their College Adviser as and when they need advice or help. (They should also feel free to consult other college officers as necessary.)

7. The College Adviser may be changed during periods of sabbatical or other academic leave. Should there be reasons to seek a change of Adviser, graduates should contact the Dean of Graduates.

8. College Advisers would not normally be expected to provide academic references, as others are better placed to do so. They might provide a reference for other purposes, such as Junior Deanship, or a character reference.

9. The Dean of Graduates and College Advisers have access to the academic progress reports submitted via the Graduate Supervision System: www.gss.ox.ac.uk. Graduates are invited to attend an annual Graduate Progress Meeting with the Warden, Dean of Graduates and their College Adviser. The aim of these meetings is to monitor academic performance and, if required, provide advice and guidance. They are also an opportunity for graduates to provide direct feedback. These meetings are compulsory for all students who are on the first year of their current course, and are optional for students on the second or a later year of their current course. Graduates may view and comment on their own reports via the Graduate Supervision System: www.gss.ox.ac.uk.

7. UNDERGRADUATE SCHOLARSHIPS AND PRIZES

1. Prize scholarships called Postmasterships and Exhibitions may be conferred on undergraduates.

2. Undergraduates placed in the First Class or who obtain a Distinction in the First Public Examination, or whose work is deemed to merit such acknowledgement, will be awarded a prize scholarship, normally an Exhibition in the first instance.

3. Subsequent award of a Postmastership may be made in recognition of sustained excellence, but not normally before the Trinity term in the second year of studies.
4. Postmasterships and Exhibitions may be renewed if undergraduates have worked to a high standard.

5. Scholarship funds are credited in equal instalments at the end of each term to the recipient’s ‘battles’, the traditional terminology for each junior member’s personal account with the College.

6. Undergraduates awarded a Postmastership or Exhibition are entitled to wear a Scholar’s gown at such occasions where an academic gown is required.

7. The Warden and Tutors’ Committee awards prizes in the form of book tokens to undergraduates who have obtained First Class Honours in Final Honour Schools or Honour Moderations, or Distinction in Preliminary Examinations, Law Moderations, or the First BM, or have achieved the standard of Distinction. Prizes may also be awarded for distinguished work in other written examinations, including Collections. A range of subject-specific prizes are also awarded on the basis of academic merit. The College awards book tokens in recognition of University prizes awarded to undergraduates.

8. GRADUATE SCHOLARSHIPS AND PRIZES

1. Scholarships offered to graduates will vary from year to year and details will be made available on the College website www.merton.ox.ac.uk/graduate/graduate-scholarships and through the University’s online funding search tool, available at www.ox.ac.uk/feesandfunding/search/. Many of these are funded or part funded by donations from Mertonians, through the work of the Development Office. Those who receive a scholarship or prize which has been funded in some part by a donor may therefore be asked to write a report on their studies, which will then be forwarded to the donor by the Development Office.

2. The College may award up to four graduate prize scholarships each of £500 each year on the basis of academic excellence. Prize Scholars may have dinner at High Table once a week, in the academic year coinciding with their appointment, without charge, but they may not invite guests to these meals.

3. The College may award book tokens to graduates who have achieved a Distinction in the final public examination of a degree and book tokens in recognition of a graduate being awarded a University prize.

9. FINANCIAL ASSISTANCE FOR JUNIOR MEMBERS

The Oxford Bursary and Oxford Fee Reduction schemes

1. The Oxford Bursary and Oxford Fee Reduction schemes offer non-repayable support to Oxford undergraduates from lower income households, to assist with the cost of attending Oxford. The schemes are funded jointly by the University and the Colleges (in Merton’s case by alumni donations). Together they are among the most generous financial support schemes in the UK. The type and level of support available varies depending on when a student started his or her course. Students from the UK who started their course before 2012 are eligible to be assessed for an Oxford Bursary based on their household income. Students from the UK and the EU who started their course
in or after 2012 are eligible to be assessed for an Oxford Bursary and (for those who started in 2012, 2013, or 2014) a reduction in their tuition fees based on their household income. Further information is available at www.ox.ac.uk/students/fees-funding/ug-funding/oxford-support.

As the Oxford Bursaries are part-funded by generous donors, bursary recipients may be asked by the Development Office to submit a report on their studies at some point during the year.

**Book grants**

2. The College will make a grant of 50% of the cost of books required for academic work and approved by each junior member’s Tutor or Supervisor, up to a maximum grant of £50 per annum. The purchase of e-books and contributions towards the cost of e-readers are also included in the scheme. Details on how to apply are available on the college intranet, and claims must be made by the Friday of 6th Week, Trinity term. Grants will not be awarded to junior members who are out of residence for an academic year.

3. Photocopies from books and journals will qualify for book grant at the rate of 5p per sheet (or at a higher rate if validated by receipts), provided that the applicant signs a declaration that the photocopies have been legally obtained within the provisions of the Copyright, Design and Patents Act 1988.

**Travel grants**

4. The College makes a limited number of grants to undergraduates for the purpose of travel which has an educational benefit. Details on how to apply are available on the college intranet, and applications must be made by the Friday of the 4th Week of the term preceding the proposed travel. Undergraduates who have already held an award may not apply again.

5. The College makes a limited number of grants from the Lancelyn Green Foundation Fund to graduates to further research into English and Classical Literature, or for travel for the purpose of research into classical studies in Greece and the adjacent countries. Applications should be made by letter to the Student Support Sub-Committee, via the Academic Registrar.

6. The College makes a limited number of Gerry Grimstone Travel Awards to undergraduate or graduate students to undertake travel, preferably abroad. The grants, of up to £2,000 each, are not intended to fund student holidays, but are instead intended to support worthwhile travel that may or may not be related to academic studies. Students who have already held an award may not apply again. For Final Year students, awards will not be made for activities taking place after 8th Week of the final Trinity term. Details on how to apply are available on the college intranet, and applications must be made by the Friday of the 4th Week of Trinity term.

**Graduate research expenses grants**

7. Graduates are offered a set amount of funding for research activities for the duration of their degree course, and are welcome to apply for the grant at any point during their studies. The total sum for which a graduate is eligible is related to the length and type of their degree course, and including any agreed extensions. Graduates may make an application for some (or indeed, all) of their allocation in any term of study, up to and
including their final term. If a graduate starts a new course of study, they will be eligible for the allowance pertaining to that course, but will not be entitled to roll over any unspent allowance from the previous course of study.

8. The College will at its discretion pay a supplementary travel grant to any graduate who does not reside in College or private accommodation for approved academic reasons for at least 30 consecutive days in any academic year, and is liable to pay accommodation charges or rent during this period. The grant is payable in addition to any research or other grants that are awarded to the graduate in the academic year. The grant payable to any graduate for this purpose is £300 in any academic year, and if granted will be credited to battels at the end of the academic year to which it relates. To qualify for receipt of grant, the graduate, if living in college accommodation, must first pay the full annual charge. Successful applicants are required to complete arrival and departure cards at the beginning and end of the period of absence, return the keys to the Merton Street Lodge on departure and not return to the accommodation (except in emergency and by prior agreement) at any stage during the period of absence. If the graduate is living in rented accommodation, evidence of payment of rent during the period of absence must be provided.

Grants will not normally be made for applications submitted after the expenses have been incurred. Applications for grants for expenses which will be incurred during a vacation must be made in the preceding term.

Details on how to apply are available on the college intranet, and applications should be submitted using the form on the college intranet at https://intranet.merton.ox.ac.uk/student/graduate-research-expenses-and-supplementary-travel-grant by the Friday of the 4th Week of the term preceding the proposed research or by the deadline in the Long Vacation stipulated at the end of Trinity term by the Academic Registrar.

9. Historians studying any period since 300 AD who are in residence at Merton and are engaged in an M Phil or D Phil (including PRS) are eligible to apply for the Rajiv Kapur and Dacre Trust Research Awards. One Rajiv Kapur award worth £1,000 will be made in 2016-17 to cover research expenses, which may include travel to visit archives, conference attendance, books, computer software or any other research expenses approved by the College. The award will be made to a particular student only once during his/her time at Merton. Two Dacre Trust awards worth £300 each will be made in 2016-17 to cover research expenses, which may include travel to visit archives, conference attendance, books, computer software or any other research expenses approved by the College. Both the Rajiv Kapur and Dacre Trust awards will be made on merit and the recipients will be decided by a small committee consisting of Merton history tutors and other relevant College representatives. Those wishing to apply for either or both awards should submit a one-page description of how they would use the awards to support their research, counter-signed by their supervisor, to the Academic Registrar by 5.00 p.m. on Wednesday of 8th Week, Hilary term.

10. The College expects to make a small number of annual grants, in the form of Doctoral Completion Bursaries, to assist graduates in the completion of their theses, particularly if the thesis is likely to be submitted in a reasonably short time. Alternatively, requests for grants towards other major and exceptional expenses may also be considered, if these cannot be reimbursed from regular funding authorities. In assessing requests, the College will take into account the quality of applicants’ work. Priority will be given to applicants who have experienced difficulties or delays beyond what would normally be expected. Some of these bursaries will be awarded from the
Simms Bursary Fund, available as a result of a generous donation from the Simms family, several of whom are old members of Merton. Applications should be submitted using the form on the college intranet at https://intranet.merton.ox.ac.uk/content/doctoral-completion-bursary-fund-grant-application-form by Friday of 4th Week of term, or by the deadline in the Long Vacation stipulated at the end of Trinity term by the Academic Registrar.

**Undergraduate research grants**

11. The College is able to refund undergraduates for reasonable research expenses towards the cost of Final Honour School theses, up to the equivalent cost of eight out-of-College tutorials. Undergraduates should provide subject Tutors with all receipts in order to obtain reimbursement through the Senior Tutor. Research expenses include, for example, the cost of visiting archives or otherwise obtaining research materials. Reimbursement is not made for the cost of binding or copying the thesis itself.

**Clinical medical students**

12. A refund up to a maximum of £200 towards the cost of items of essential equipment and laundry is made available to clinical medical students (Second BM) during the period of their course. Details on how to apply are available on the college intranet, and claims must be approved by the Supervisor and submitted by Friday of 6th Week, Trinity term.

**Vacation residence grants for undergraduates**

13. The College may at its discretion make grants to undergraduates for the purpose of vacation study\(^3\). Undergraduates may apply to the Academic Registrar by the Monday of 5th Week of each term for the cost of college accommodation in the following vacation for the taking of examinations or for other academic purposes. Students on courses with three years of residency are permitted to apply for up to 30 days of vacation study grant, and students on courses with four years of residency up to 40 days, over the duration of their degree programme.

**Hardship grants**

14. The Student Support Sub-Committee is able to make loans and grants from College funds to assist junior members in unforeseen financial need. There is also a University Hardship Fund to which junior members may apply. Most of both these funds come from donations and bequests to Student Support from Mertonians. Application forms for the University Hardship Fund are available from the Academic Office and should be submitted to the Chaplain. Applicants for College hardship funds should contact the Chaplain. Undergraduates and postgraduates who have Home fee status or indefinite leave to remain are also eligible to apply for assistance from the Access to Learning Fund. Application forms are available from the Academic Office and should be submitted to the Student Financial Support team at the University Examination Schools. Further details are available at www.ox.ac.uk/students/fees-funding/assistance/hardship.

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\(^3\) See section 43 below
**Master grants**

15. Limited funds are available to award grants to junior members, undergraduate or graduate, for worthy causes that are ineligible for other forms of College financial support. Applications should be submitted using the form on the college intranet at [https://intranet.merton.ox.ac.uk/student/master-grant-application-form](https://intranet.merton.ox.ac.uk/student/master-grant-application-form) by Friday of 4th Week, or by the deadline in the Long Vacation stipulated at the end of Trinity term by the Academic Registrar. Awards are only given once, and, in the case of final year students, not for activities taking place after the end 8th Week of the final Trinity term.

**Language courses**

16. Support is available from the College for those undertaking courses at the University’s Language Centre ([www.lang.ox.ac.uk/](http://www.lang.ox.ac.uk/)):

- **OPAL (Oxford University Programme in Languages)**
  - The College reimburses part of the fees: half of the cost of the first two terms' fees up front, and the full cost of the third term's fees on successful completion of the course.
- **LASR (Languages for Study and Research)**
  - The College reimburses the full fee.
- **Lambda (Oxford Language Maintenance and Development Project)**
  - The College reimburses the full fee.
- **Priority Booking for LASR courses**
  - The College reimburses the full fee.
- **English for Academic Studies**
  - The College reimburses the full fee.
- **Catch Up Brush Up courses (intensive courses in 9th Week)**
  - The college reimburses the full fee.

Students successful in gaining a place on one of these courses should contact the Academic Registrar for further details.

**Tuition in Analysis for Economics undergraduates**

17. The College offers tutorials in Analysis for any Economics undergraduates wishing to pursue Economics at post-graduate level. Further details are available from the Academic Registrar.

**10. DATA PROTECTION**

1. In order to fulfil its educational, pastoral and administrative responsibilities, the College will collect and process personal data about junior members.

2. The Data Protection Act 1998 requires that such data is processed fairly and lawfully, is held securely and is kept up-to-date.

3. Data collected by the College may be passed to the University, and data collected by the University may be passed to the College.

4. The College will retain data concerning junior members after they have completed their studies, in order to provide references and transcripts, or to confirm academic
attainments to employers, prospective employers, educational institutions or recognised voluntary organisations. The College would not normally disclose information to third parties without the specific consent of the data subject in each case, but may do so without seeking specific consent in the instances cited and in similar circumstances. Information will not be disclosed unless the request is made in writing.

5. College records are normally archived, but the College is not liable for any loss of data. Junior members are advised to retain any correspondence, documents or certificates issued by the College safely and securely.

6. The Data Protection Act 1998 defines ‘sensitive’ personal data as information about racial or ethnic origins; political opinions; religious or other beliefs; trade union membership; health; sex life; criminal allegations, proceedings or convictions.

7. The College has no need or intention to collect data about political opinions; trade union membership; sexual orientation; or religious beliefs or practices, except in so far as junior members might have volunteered information themselves, for example, because of special dietary requirements, or the need for avoiding sitting examinations on certain days, but may compile and publish such summary data in order to fulfil its statutory obligations.

8. It may be necessary to process data about health, for example because of the need to ask for dispensation to miss an examination, or because of a need for special provisions to be made for certain health problems, or in cases of disability.

9. Any junior member who is concerned about the retention of sensitive data as defined by the Act on file should discuss these concerns with the college Data Protection Officer (the Finance Bursar) in the first instance.

10. Unless requested otherwise, the College will add relevant personal data to its alumni records, so that former junior members may receive relevant publications and information about alumni activities, events and programmes.

11. JUNIOR COMMON ROOM AND MIDDLE COMMON ROOM

1. The College has adopted a code of practice for the regulation of its Junior Common Room (JCR) and Middle Common Room (MCR), in conformity with the Education Act 1994.

2. The JCR is an association open to all undergraduates of the College.

3. The MCR is an association open to graduates, and to second BA students and undergraduates who are over 25 years of age or who have been continuously engaged on a course of studies for more than three years since matriculation at the University.

4. The main objects of the JCR and MCR are to promote the interests and welfare of and social activities among junior members and to represent the interests of members to the Officers of the College.

5. Membership is free, but participation in social and other activities sponsored by the JCR and MCR may be conditional on payment of a subscription. This subscription will be
charged on battels unless specific instruction to the contrary is given by the junior member to the President of the JCR or MCR.

6. The JCR and MCR have written constitutions, elect officers and hold regular meetings. A copy of the constitutions of the JCR or the MCR may be inspected on their respective websites.

7. The constitutions of the JCR and MCR contain detailed arrangements for the conduct of elections, the conduct of officers, financial management and reporting, the funding of groups and clubs, affiliation to external organisations including the Oxford University Students Union, and the handling of complaints. The implementation of these arrangements is supervised on behalf of the Governing Body of the College by the Senior Treasurer of the JCR and Dean of Graduates respectively.

8. Membership of the JCR and/or MCR is automatically granted to junior members as appropriate. Anyone who does not wish to take up membership should notify the Secretary of the JCR or MCR not later than the end of 2nd Week of Michaelmas term. Withdrawal from membership will disqualify junior members from standing for office, voting at or attending meetings of the JCR or MCR.

9. The College provides social, recreational and welfare facilities for all junior members, whether or not they are members of the JCR or MCR. These facilities include the premises in the Merton Street precinct called the Junior Common Room and Middle Common Room, the Bar, the TS Eliot Room and the Games Room, and also the Pavilion and communal laundry and other facilities.

10. Complaints about the management of the JCR or MCR should in the first place be made to the respective Presidents, and in the event of dissatisfaction with the outcome may be referred to the Principal of the Postmasters.

11. Persons who are doing research in Oxford at a senior level but who are not reading for Oxford degrees and are not members of another College, Hall or Society of the University shall be eligible for Associate Membership of the Middle Common Room. Any Fellow or Officer of the MCR may nominate a person who is not a junior member but is a member of or is associated with the University for Associate Membership of the MCR, and the Dean of Graduates and President and Treasurer of the MCR shall constitute a committee for the selection of Associated Members. Associate Members may enjoy the social facilities of the MCR but must pay a subscription and do not have any of the other rights or obligations of members of College.

12. WELFARE

1. An induction session by the College welfare team will be arranged for all new junior members at the start of the academic year.

2. Any personal problem, including any problem of an academic, financial, emotional and medical nature, can be raised as a welfare concern in the first instance. Junior members are encouraged to discuss welfare concerns with any member of the College.

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4 Use of the Middle Common Room is restricted to graduates, and to second BA students and undergraduates who are over 25 years of age or who have been continuously engaged on a course of studies for more than three years since matriculation at the University.
welfare team: the Chaplain, the College Nurse, or the Junior Deans for Welfare. The JCR and MCR elect a number of welfare representatives who also provide support to junior members. Further information is available at https://intranet.merton.ox.ac.uk/content/health-welfare.

3. In addition, welfare concerns may be addressed directly to a Tutor or the Senior Tutor in the case of undergraduates, or to a College Adviser or the Dean of Graduates in the case of graduates.

4. Concerns about harassment may be discussed with special College advisers5.

5. In urgent cases, College officers will endeavour to see junior members immediately or as soon as possible. For urgent, out-of-hours (6.00 p.m. – 9.00 a.m.) welfare support, ring the welfare mobile: 07762 906913. A call forwarding system will connect the call to a member of the welfare team or other College officer on duty.

6. The College adheres to the statutory principles of privacy and respect for confidentiality, most recently defined in the Human Rights Act 1998 and the Data Protection Act 1998. Accordingly, information given in confidence by a junior member to an adviser6 will not generally be disclosed to others.

7. The College’s duty of care for the welfare of junior members may make it necessary in certain circumstances for confidential information to be disclosed, but only to officers who need to know such information in order to exercise that care. Advisers will use their professional discretion to assess what information needs to be shared, and with whom.

8. At the outset of any consultation by a junior member, an adviser will normally explain these principles (12.6 and 12.7 above) and, if relevant, attempt to establish the extent of the confidentiality necessary in the particular case.

9. Whenever possible, consent to disclose any necessary information to other officers will be sought from a junior member. The adviser will explain why others may need to know, or why it would be helpful for other advisers to be informed and for advisers to discuss the matter; and that such third parties will also be bound by the same principles.

10. If consent is not given, the adviser will explain that, in certain circumstances, some disclosure and consequent action may be necessary because of the duty to protect the junior member or others from harm. Examples include circumstances where this or another junior member carries a serious infectious medical condition, is thought to be at risk of self-harm, has a tendency to violence, or may have committed a sexual assault.

11. In matters relating to the misuse of drugs and other banned substances, the Chaplain and College Nurse are happy to talk in confidence to any junior member. Disclosure will only be made in accordance with the exceptions outlined in paragraph 12.10 above. Confidentiality cannot be guaranteed if information concerning the misuse of drugs is disclosed to any other person.

5 See section 36 below
6 The term 'adviser' is used here to denote anyone whom a student consults for welfare advice in an official capacity, from the Peer Supporters and JCR/MCR Welfare Representatives to the College Junior Deans for Welfare, Tutors, the Chaplain, the Warden and other College officers. Medical practitioners, clergy and counsellors including those at the University Counselling Service also have their own professional guidelines.
12. Only in rare circumstances will families or nominated persons be contacted without the consent of a junior member, who would normally be informed that such contact had been made.

13. In cases of uncertainty as to whether information should be passed on, or where advisers wish to consult others without betraying confidence, they may do so by outlining the general circumstances of a case anonymously to another adviser or officer.

14. All parties must also respect privacy, including communication by email and in dealings with the press.

15. Junior members, especially those living out, have a responsibility to inform the College of changes in their circumstances likely to have a substantial effect on their ability to work or welfare.

16. College advisers may refer junior members to the University’s Student Counselling Service where appropriate. Alternatively, junior members may contact the Student Counselling Service directly. Further details are published on the University website at www.ox.ac.uk/students/welfare/counselling.

17. In cases where a junior member’s ability to study is affected by health or disability the College will consider, in appropriate consultation with the relevant University authorities, what reasonable adjustments, short of suspension, might be made to enable the student to continue to benefit from the course.

18. Undergraduates do not have an automatic right to suspend study, though the College will consider sympathetically requests on medical or other welfare grounds and make reasonable adjustments (including with regard to these procedures) in cases covered by the Equality Act 2010. The College’s procedures on Suspension are set out in line with Bylaw XI D in Appendix 6.

19. The University has established a common framework across departments/faculties and colleges for cases where questions arise as to whether a student is fit to study, or to return to study after a period of leave on account of medical, psychological, or emotional problems. Most such cases are dealt with under the College’s own procedures, set out in line with Bylaw XI D in Appendix 6, but there is also an overarching Fitness to Study Panel to which serious and difficult fitness to study cases can be referred if all other normal procedures at college or university level have been exhausted or are inappropriate. Further information is available at www.proctors.ox.ac.uk/handbook/handbook/.

20. The College has adopted a Student Maternity and Paternity Leave Policy, details of which may be obtained from the Senior Tutor.

13. MEDICAL

1. An induction session by the College Doctors and College Nurse is arranged for all new junior members at the start of the academic year.

2. The College Nurse attends in the Surgery, Grove 1.3, from 9.30 a.m. to 2.30 p.m. on Mondays, Wednesdays and Fridays, and 9.30 a.m. to 1.30 p.m. on Tuesdays and Fridays, from 0th to 9th Week of term and is on call for emergencies at other times.
During working hours she can be contacted by telephone, 01865 (2)76320, or email nurse@merton.ox.ac.uk. Out of hours, she can be contacted via the Lodge (01865 (2)76310).

3. The College Nurse is also available to counsel individuals, and the College has a direct link with the University Counselling Service.

4. The College Doctor, Dr Laurence Leaver, and his partners Dr Mark O’Shea, Dr Joanna Lambert and Dr Shahzadi Harper have their surgery at the Jericho Health Centre, New Radcliffe House, Walton Street, Oxford, OX2 6NW. Surgery hours are 8.30 a.m. to late morning and afternoons up to 5.30 p.m., Monday to Friday. Appointments should normally be made by telephone, 01865 311234. Please note that the Jericho Health Centre will accept email requests for repeat prescriptions (jerichohc.prescriptions@nhs.net), alongside requests made in person.

5. One of the College GPs is also usually available for consultation in the Grove surgery on Tuesdays from 11.30 a.m. to 12.30 p.m., from 1st to 8th Week of term. Appointments must be made through the Jericho Health Centre (01865 311234). Merton students are also able to access the College Surgery at Oriel College on Thursdays from 11.30 a.m. to 12.30 p.m. Please check that the surgery details have not changed when making the appointment.

6. Junior members from overseas who will be resident in the UK for a period in excess of six months are entitled to be treated under the National Health Service, and must register with a GP on arrival in the UK. However, the National Health Service may decline to treat any medical condition contracted before arrival in Oxford, so those who have such a pre-existing condition are strongly advised to ensure they have sufficient private health insurance. Junior members from overseas who will not be resident in the UK for over six months must ensure that they have fully comprehensive medical insurance (covering full repatriation).

7. Oxford Brookes has set up a dental practice based on Headington Hill Campus which is open to Oxford University students. It is called ‘Studental’ and further details can be found here: www.studental.co.uk/. Emergency treatment and extended work are available to both graduates and undergraduates. Students can also register for the services of Oasis Dental Practice, which is located on Beaumont Street. Further details are available here: www.oasisdentalcare.co.uk/practices/oasis-dental-care-oxford/.

8. Information on dental costs can be found at www.nhs.uk/NHSEngland/Healthcosts/Pages/Dentalcosts.aspx. Students eligible for NHS treatment are reminded to complete a HCI form for help with dental costs. Further details are available at www.nhsbsa.nhs.uk/1874.aspx.

14. DISABILITIES

1. All queries concerning disability issues should be addressed, in the first instance, to the College’s Disability Coordinator, who is the Academic Registrar. The Senior Tutor, as Disability Lead, oversees the College’s provision.

2. The College is committed to providing equality of opportunity for junior members with disabilities.
3. Disabilities can include conditions such as dyslexia and mental health problems as well as mobility or sensory impairments.

4. In a practical way, the College helps with general welfare support, access relating to the facilities which it provides, including accommodation and dietary needs, arrangements relating to the Library and its resources, and official requests for alternative examination arrangements.

5. The College works in partnership with Departments and Faculties, the University Disability Advisory Service (see www.ox.ac.uk/students/welfare/disability) and with individual junior members themselves.

6. Junior members are responsible for explaining their needs, applying for funding, using any support provided appropriately and communicating any changes in their circumstances.

7. It is not obligatory to disclose a disability but early disclosure will help the College to make the adjustments necessary to help junior members with disabilities to study effectively.

8. If disclosure is not made at the time of application, it may not be possible for the College to make accommodation arrangements in response to individual circumstances. The College may require independent verification of the particular requirements claimed.

9. In cases where a disability was declared through the application process both the College and University will contact junior members before they come into residence. Junior members with a disability who have not been contacted should notify the Academic Registrar.

10. Small additional funds are available to support students with disabilities. This has been made possible through the generosity of an Old Mertonian. The College may assist financially with disability-related expenses incurred where other sources of funding have been exhausted.

11. Merton is aware of its obligations to extend accessibility for people with disabilities. We should be very pleased to receive comments and suggestions. Those of a non-academic nature should be directed to the Domestic Bursar while those bearing on academic matters should be directed to the Senior Tutor.

15. CHAPEL

1. Chapel services follow the rites of the Church of England, but all members of the College and their guests are welcome to attend.

2. The main Sunday service, alternately Evensong and College Eucharist, is at 5.45 p.m., and is followed by drinks in the Ante-Chapel.

3. There is also a Sunday morning service at 9.00 a.m. followed by breakfast and daily services during Full Term.
4. Full details of services can be found on the termly Chapel card and Chapel services booklet, College website and on the Chapel notice board in the Lodge.

5. The Chaplain is happy to speak in confidence with any member of the College regardless of any religious affiliation (or none) concerning any matter.

6. As well as being responsible for the Chapel, the Chaplain also co-ordinates the various College welfare bodies and convenes the Student Support Sub-Committee. He is generally available to members of the College on weekdays (except Fridays) and at weekends during Full Term.

7. The Associate Chaplain assists the Chaplain in the day-to-day running of the Chapel and has particular responsibility for the pastoral care of the Chapel community.

16. ACCOMMODATION AND ANCILLARY SERVICES

1. The College owns a stock of accommodation for use by junior members. Accommodation for undergraduates (but not including second BA students) is located in Merton Street and Holywell Street and accommodation for graduates (including second BA students) is located in Holywell Street, Mansfield Road, Manor Place and St Cross Road. Accommodation for couples is provided in Iffley Road.

2. Single accommodation normally comprises a bed-sitting room. Up to 79 units of undergraduate accommodation have en-suite toilet facilities and bath or shower rooms and 58 of these units are sets with separate bedrooms. Up to 98 units of graduate accommodation have en-suite toilet facilities and bath or shower rooms. There are communal toilet and bath or shower facilities in all other accommodations.

There are communal kitchens in all properties in Holywell Street and Manor Place, Mansfield Road and St Cross Road. There are communal kitchens in the Junior and Middle Common Rooms, otherwise in the Merton Street precinct there is only limited communal kitchen provision in 21 Merton Street, Rose Lane North Lodge, and in Rose Lane 5. Breakfast, lunch and dinner are available in Hall at the times specified in section 20 below.

3. Couples’ accommodation is self-contained and comprises living room, bedroom, bathroom and kitchen.

**Fixtures, furniture and furnishings**

4. All accommodation is provided with lighting and heating, and is furnished with carpets, curtains/blinds, bed, desk, desk chair, shelving, wardrobe or clothes hanging space and waste disposal and recycling bin (some accommodations have additional items of furniture).

5. The College does not supply sheets, pillows, pillow-cases, duvets, towels, crockery, cutlery, glassware, electric kettles, and bed-side or desk lamps except where there are special requirements e.g. in the case of disability.
Services

6. Single accommodation includes provision of cleaning and ancillary services. College staff will endeavour to:

(i) Empty waste bins every weekday, except for those for kitchen food waste (which are the responsibility of the resident students);

(ii) Clean, dust or polish furniture once each week;

(iii) Vacuum carpets once each week; and

(iv) Clean sinks, baths and showers in rooms once each week, all in accordance with cleaning schedules that are published on notice boards.

Priority will be given to cleaning communal bath and shower rooms and kitchens to maintain standards of communal hygiene. It may not be possible to maintain levels of service during periods of staff absence or where staff have only limited access, or are unable to gain access to rooms. Access to rooms must be given on designated cleaning days.

7. Cleaning services are not provided by the College to residents in couples’ accommodation.

8. All accommodation offered to junior members is currently covered by the University wireless network data services; cabled Ethernet connections are considered on request and a practical or academic justification will usually be required. The exception to these data arrangements are residential properties that are let from time to time on a shorthold tenancy basis, which may have different facilities. Wireless and Ethernet use are free of charge. The College does not provide computer equipment for personal use.

9. Card-operated laundry facilities are located in the basements of St Alban's Quadrangle, Staircase 3, 2 Holywell Street; and on the ground floor of Rose Lane 5. Laundry Cards are available from the machine located in the students’ post room. Initially, cards will cost £5 which will include a £2.50 credit. Then the card can be topped up with either £5 or £10 using the top-up machine which is also located in the post room or online via the website http://laundrywatch.laundryserv.co.uk/.

10. The College will endeavour to rectify minor failures in lighting or heating services within one working day of notification, and minor leaks to tap and shower heads within five working days of notification. Any defective fixtures, fittings, furniture or equipment provided by the College that pose a safety risk will be withdrawn from use immediately and the College will endeavour to replace them within five working days. The College will endeavour to rectify or replace other defective fixtures, fittings, furniture or equipment within four weeks of notification.

If you encounter any issues or problems during your time at Merton, these can be reported using the Service Desk via the intranet. There are currently five categories of reporting:
• IT Support;
• Health & Fire Safety;
• Housekeeping;
• Maintenance; and
• Lodge & Security

You can access the Service Desk via the intranet, at https://intranet.merton.ox.ac.uk/servicedesk

Simply fill out a short form giving brief details of the problem, and click submit - you will then get an email with a ticket number for reference, and the team responsible will contact you to help resolve the issue. You can even submit a picture or screenshot to help you explain the problem.

11. In the event of emergencies or major defects, including flooding, failure of electrical supplies, risk of electrocution and serious structural damage, the College will arrange if possible to move junior members immediately to alternative accommodation while the situation is remedied.

12. Complaints about defects in accommodation and services should be referred to the Head of Conference and Accommodation in the first instance and thereafter if required to the Domestic Bursar. Complaints about data network services should be referred to the IT Office in the first instance (it-support@merton.ox.ac.uk).

13. Any complaint that is not resolved to the satisfaction of a junior member within a reasonable time frame may be referred to the Warden as a formal complaint, in line with the College’s Complaints and Appeals Procedure7.

Allocation of accommodation

14. Undergraduates (excluding second BA students) are normally offered single accommodation in Merton Street precinct in their first year of studies. In subsequent years of study accommodation is allocated by ballot organised by the JCR. Students who have specific accommodation requirements on medical, disability, religious, or other grounds are given an opportunity to apply for special consideration rather than enter the ballot. The Chaplain, Disability Co-ordinator, and Senior Tutor assess each of these applications.

15. Graduates (including second BA students) are normally offered single accommodation in Holywell Street precinct or in Manor Place in their first year of study. In subsequent years of study accommodation is allocated by ballot organised by the MCR. Those who commence their first year of study later than Michaelmas term are included in the ballot. Students who have specific accommodation requirements on medical, disability, religious, or other grounds are given an opportunity to apply for special consideration rather than enter the ballot. The Chaplain, Disability Co-ordinator, and Senior Tutor assess each of these applications.

16. It is College policy to offer single accommodation to all undergraduates so far as possible for the normal duration of their studies, that is for two, three or four years. Second BA students are normally accommodated for the duration of their degree.

7 See Appendix 8
17. In exceptional circumstances it may not be possible to provide College accommodation to all undergraduates, for example in the event of damage to College buildings through fire, flood or other emergency.

18. It may not be possible to provide College accommodation to undergraduates returning after a period of deferral, interruption or suspension of studies on grounds of ill-health or any other grounds.

19. The College is normally able to offer single accommodation to graduates for two years of study, but, in view of the variable length of graduate courses and variable size of the College’s graduate population, it is not possible to give a specific undertaking to do so. In particular, it may not be possible to offer accommodation for the first year of graduate study, especially in case of late application.

20. The College will use its best endeavours to accommodate new graduates who are required by their faculty or department to come into residence before the start of the academic year. However, the College’s ability to offer accommodation is dependent upon the early, voluntary departure of graduates who are already on course, and it may be necessary to make temporary arrangements in these circumstances.

21. In allocating couples’ accommodation, the College will give precedence to couples moving to Oxford from other locations. The College does not undertake to provide couples’ accommodation for longer than one year and reserves the right to allocate accommodation by ballot if demand exceeds supply.

22. The College is not able to offer accommodation to families with children.

**Accommodation agreement**

23. Occupancy of College single accommodation by junior members is governed by the agreement published in this Handbook together with all other regulations and undertakings concerning the provision and use of accommodation that are contained in this College Handbook.

Visitors are allowed to stay in junior members’ rooms for short stays. It is not permitted that a junior member has a permanent live-in guest. The guest has to be booked in at one of the Lodges on each occasion and the junior member is responsible for the guest at all times.

The College intends that all residents should enjoy occupancy of accommodation with as little disruption or disturbance as possible. The agreement and all other regulations relating to accommodation are intended to reflect the interests of all parties and to reflect the fact that the College is a mixed-use amenity as well as a residential community.

24. Occupancy of College couples’ accommodation by junior members is governed by separate agreement that will be provided by the Domestic Bursar.

**Guest room**

25. A JCR Guest Room is available for use by overnight guests of junior members, one or two persons aged 16 or over only, for a maximum of three consecutive nights per stay. In the interests of fairness to all, junior members are not permitted to make consecutive guest bookings. It is twin-bedded, and can be booked online via the Merton
Street Lodge. A charge is payable when guests arrive. Your University card must be valid when the room is occupied.

**Power and water supplies**

26. The College will install residual current devices or miniature circuit breakers where possible to power supplies to College premises.

27. All portable electrical appliances that are supplied by the College for use of College members or College staff are subject to at least one safety check by a qualified electrician each year.

28. Any electrical appliance that appears to pose a safety risk may be isolated by College staff and contractors and withdrawn from use at any time, whether it is supplied by the College or otherwise.

29. Safety checks on domestic water supplies and equipment are scheduled and carried out by a qualified engineer with all results recorded.

30. Ambient temperatures in residential accommodation are controlled by residents. All space heating is fitted with thermostatic controls and/or timers.

31. The College will endeavour to maintain water temperatures at levels required to prevent legionella infection.

**Quadrangles and pathways**

32. Most College quadrangles are stone paved and are kept clean and regularly sprayed with fungicide.

33. In the event of snow or icy conditions, or obstruction by leaf fall, the College will endeavour to grit or clear paved areas on the same day where possible or otherwise by the next working day.

**Environmental policy**

34. The College adheres where possible to the University’s environmental policy which is published on the University website at www.admin.ox.ac.uk/estates/aboutus/strategiesandpolicies/.

35. The College participates in schemes to recycle waste materials, primarily glass, metals and paper and card products. The College endeavours to reduce waste and minimise purchases of environmentally harmful products and participates in schemes for their collection and safe disposal.

36. Where possible the College purchases energy-efficient supplies and installs energy-efficient equipment, including low-energy fluorescent light fittings, daylight sensors, induction hobs, and energy-efficient refrigerators, washing machines, photocopiers and computer equipment.

37. The College participates in an energy purchasing group which negotiates on behalf of the University and colleges and which endeavours to procure carbon emission-free electricity on favourable terms.
38. Recent College building work has been carried out to high standards in terms of thermal conductivity and heat recovery. Given the variegated and dispersed nature of the College’s estate, and the antiquity of many of its buildings, it is difficult to install and manage environmental control systems. It is also necessary to maintain ambient temperatures to preserve the fabric, water temperatures to take account of legionella infection, and lighting to illuminate fire exits.

39. Junior members are encouraged to assist the College with the reduction in wasteful use of energy, water and supplies and to participate in recycling schemes, which are also supported and in some cases organised by the JCR and MCR Committees. The College is included in the provisions of the new law covering the Carbon Reduction Commitment (CRC). Every member of College has a part to play in reducing energy consumption and therefore our carbon output, on an ongoing basis, as the targets and penalties increase on an annual basis. Simple measures are all important, so switching off all heating and electrical appliances including computers and lighting when not required will help reduce our carbon output.

**Bicycles and cars**

40. Junior members who keep a bicycle in Oxford are strongly advised to acquaint themselves with the Highway Code and to exercise due care on the City’s busy and crowded streets.

41. The College accepts no responsibility for damage to or loss of bicycles and junior members are advised not to bring expensive bicycles to Oxford. All junior members are required to join the University of Oxford Cycle Registration Scheme (further details and packs are available from the Porters’ Lodge.)

42. Bicycles may be kept in the bicycle stores in the Old Warden’s Lodgings Yard or at North Lodge, Rose Lane and in the basement of Holywell Buildings. Bicycles may not be kept in student rooms or in communal areas of the College, including residences in Holywell Street, Manor Road, and Manor Place, except bicycle stores. No bicycles shall be left near or against College buildings on the south side of Merton Street as this creates difficulties for wheelchair and pushchair users.

43. Junior members are discouraged from bringing motor cars and motor cycles into Oxford because of tight traffic restrictions, the scarcity of parking places and the incidence of car crime.

44. The College accepts no responsibility for damage to or loss of cars.

45. If it is strictly necessary for a junior member to keep a car in Oxford, there are a limited number of parking spaces at the Pavilion. There is a charge of £90 per car per term plus a deposit of £10 on the entry card. Application for car parking should be made to the Porters’ Lodge (mclodge@merton.ox.ac.uk).

46. Junior members returning to College in the following year who wish to leave fridges at their own risk over the Long Vacation must contact the current occupant of the room to which they will be moving for permission to store their fridge there by the end of Trinity term. Fridges must be labelled with name and the room number for the new academic year. The College will dispose of unmarked fridges.
17. SECURITY

1. The Merton Street Lodge gate is locked by 11.00 p.m. in term-time and by 10.30 p.m. during vacations. The Holywell Lodge gate is locked by 11.00 p.m. Junior members are provided with access through the late gates at other times.

2. Close circuit television (CCTV) surveillance is installed on College premises to deter and detect crime and disorder. CCTV data is subject to Data Protection procedures and legislation.

3. Junior members are provided with room keys and house or staircase keys. Entry phone systems are installed in staircases and houses, except in Manor Place, and on staircases I, II and III in Front Quad and I in St Alban’s Quad which do not have staircase doors.

4. Undergraduate accommodation keys for Merton Street and Precinct rooms are issued from the Merton Street Lodge. Undergraduate accommodation keys for Holywell Street rooms and keys for Graduate accommodation are issued from the Holywell Lodge. All other keys are issued from the Merton Street Lodge.

5. Room keys are issued to residents only and will not be issued to any other persons apart from College staff or contractors for the purposes of carrying out necessary cleaning, security and maintenance duties.

6. Cleaning rosters will be publicised on notice boards in staircases and houses. Maintenance staff will so far as possible give one day’s notice if they need to visit any room. Cleaning staff may enter rooms to carry out their duties when residents are absent and maintenance and security staff may do so if necessary. Staff will keep a record of any unscheduled visits to unoccupied rooms.

7. Junior members will be issued with electronic keys that will provide access to late gates, libraries, laundries, common rooms and other communal areas.

8. Junior members who have lost or mislaid keys and are unable to gain access to the College should telephone the Merton Street Lodge on 01865 276310 or 07880 600921. Junior Members have 24 hours from the time the spare keys are issued to return the spare key or fob to the main Lodge. If that key or fob has not been returned to the main Lodge in that time the junior member in question should email the Head Porter as to the circumstances of the loss. If the Head Porter has not received an email the Head Porter will email the junior member asking for the circumstances of the loss. If no response is received after another 24 hours from the time of the Head Porter’s email that person will be fined in accordance with Appendix 1 Tariff of Possible Fines and this will not be refunded.

9. The main College site in Merton Street is open to the public between the hours of 2.00 p.m. and 4.00 p.m. between Monday and Friday and between the hours of 10.00 a.m. and 4.00 p.m. on Saturday and Sunday, except when the College is closed in the Easter and Christmas vacation. It is a condition of the College’s premises licence that children under the age of 16 must be supervised by a responsible adult at all times when on College premises.
10. Public access is normally restricted to Front Quad, Fellows’ Quad, St Alban’s Quad, Mob Quad and the Chapel. Guided tours of the Upper Library are available from time to time. Junior members wishing to visit the Upper Library are available from time to time should contact the Librarian. Individual visits may depend upon the availability of library staff. Other College premises, gardens and grounds may be open to the public on special open days.

11. Junior members are advised that they should lock doors and shut windows to their rooms whenever they leave them and that they should not leave valuables unattended in public places, for example, in the Hall, Common Rooms, Library, seminar rooms or in the College Sports Pavilion and Boathouse.

12. Guests of junior members are permitted to enter College up to 10.30 p.m. or later if accompanied by a member of the College. Junior members should be responsible for escorting their guests out of the College when the main gates are closed.

18. INSURANCES

Property

1. The College insures against loss and damage to property of residents caused by fire, lightning and explosion, subject to a limit of £500 per person and an excess of £50 per claim. It is the responsibility of junior members to insure their own belongings against other accidental damage, loss and theft. The Student Support Sub-Committee is unable to assist junior members who failed to take out personal property insurance.

2. Junior members who leave belongings in their rooms or elsewhere on College premises at any time do so at their own risk.

Personal accident

3. College insurances do not cover any personal accident suffered by junior members. Junior members may wish to insure themselves against personal accident, especially if they engage in activities of a hazardous nature, which may include sports activities (see below).

Public and products liability

4. The College is insured against liabilities to third parties in respect of accidental bodily injury, loss or damage that may arise in connection with the business of the College from the actions of junior members in the United Kingdom. These insurances do not apply with respect to activities that are not connected with the business of the College or that are of a hazardous nature, and public liability coverage is not available with respect to acts of terrorism other than through the Government scheme.

5. Junior members who are authorised to be engaged on College business in a voluntary capacity are deemed to have the status of employees for this purpose.
Sports and cultural activities

6. The College’s public liability insurances provide indemnities against legal liabilities that the College may owe to participants in sports and cultural activities, spectators and others on College premises.

7. College insurances do not necessarily apply to other premises, or travelling to and from other premises, or in respect of especially hazardous kinds of activity, and do not apply at all outside Great Britain, Northern Ireland, the Channel Islands and the Isle of Man. Special insurance arrangements must be arranged or confirmed by organisers and team leaders for away fixtures and especially hazardous kinds of activity.

8. As noted in paragraph 18.3 above, College insurances do not cover any personal accident suffered by junior members, nor do they apply to purely accidental injuries or injuries arising from careless, reckless or aggressive behaviour. Junior members should consider obtaining personal insurance against such contingencies, especially if they are active and frequent participants in sports.

9. Although accidental injury is an ‘occupational hazard’ for any person participating in sport, junior members have a duty of care under common law to other participants and may be held personally responsible for inflicting injury upon them. Junior members must be familiar with the regulations and procedures governing sports in which they participate, and abide by the decisions and directions of referees, umpires and College officials responsible for their regulation.

19. LIBRARIES, COMPUTER ROOMS, SPORTS AND MUSIC FACILITIES

Libraries

1. The main College Library is in the Old Warden’s Lodgings (OWL) in Merton Street and houses collections relating to the majority of subjects taught at Merton. There are additional open-access collections and study spaces in the Lower Library in Mob Quad. The Library aims to provide a selection of essential reading list books for undergraduate and some postgraduate areas of study. All members of the college are welcome to use the library collections and study space, and to suggest books for purchase, using the online form https://intranet.merton.ox.ac.uk/library/suggest-book. Multifunction printers are located on the ground floor of Old Warden’s Lodgings and in the computer room of the Lower Library in Mob Quad. Visits to the medieval Upper Library and research consultation of items from historic and special collections may be arranged by appointment with the Librarian. Further information is available in the Library section of the college intranet https://intranet.merton.ox.ac.uk/library.

2. Opening hours for College Libraries during term are as follows:

Old Warden’s Lodgings
   7.30 a.m. – midnight
   Information desk/library office: Monday – Friday 8:30 a.m. – 6:00 p.m.

Mob Quad
   8.30 a.m. – 2.00am
   Vacation hours are posted at the end of each term.

See also section 39 below
Computer rooms

3. Communal computer rooms for use by junior members are on the ground floor of Old Warden’s Lodgings, in the Lower Library in Mob Quad, and in the basement of Block A Holywell Buildings.

4. The Mob Quad computer room is accessible during Library hours. Other computer rooms are accessible at all times.

Sports Ground, Pavilion and Boathouse

5. The Sports Ground and Pavilion are located at Manor Road. The Boathouse is in Christ Church Meadow.

6. Pitches at the Sports Ground are laid out for football, rugby, cricket, hockey and other team sports and there is a hard paved tennis court.

7. The Pavilion contains 2 squash courts and changing areas.

8. The Pavilion also contains a bar and social area which is used for JCR and other activities.

9. Use of sports facilities is administered by the Amalgamated Clubs and the Boat Club. Claims for essential costs incurred by College sports teams may be submitted once a term to the Amalgamated Clubs. Further information is available at: www.mertonjcr.org/repository/AMALGAS_Funding_Information.pdf

10. The Pavilion is normally open between 9.00 a.m. and 10.00 p.m. during term and by arrangement with the Groundsman during vacation periods. The squash courts are accessible by key. Keys are available from the Finance Bursary and a deposit of £10 is required.

11. Students may use Merton College punts and kayaks on the river, according to a booking system managed by the JCR. Before using kayaks students must familiarise themselves with the rules applicable. These can be obtained from the JCR or MCR Admiral. In particular, students are required to wear both a lifejacket and helmet when using kayaks and are not allowed to go out if the Isis stretch of the Thames does not have a green flag status as advertised by OURCs. Room keys will be taken as deposit. Returning a boat late inconveniences other users. Returning a boat after the closure of the Boathouse disturbs those living in the vicinity and risks access to the river for all Merton students. Those returning boats late may be fined in line with the standard tariffs laid out in Appendix 1.

12. An air-conditioned Fitness Room is available to all Junior Members. It is located in Rose Lane and has both cardio-vascular and resistance equipment and is open from 6.00 a.m. until 10.00 p.m. Junior Members must undertake a short induction programme prior to using the facility. Induction courses are run at the beginning of each term. Rules for use of the Fitness Room are on display and must be followed at all times. Further details are available from the JCR Sports Rep.

9 See also section 40 below
10 See also section 47 below
13. The Student Support Sub-Committee welcomes applications for Master Grants to enable participation in non-College sporting activities, including membership and facility fees and travel costs. Applications should be submitted using the form on the college intranet at https://intranet.merton.ox.ac.uk/student/master-grant-application-form by Friday of 4th Week, or by the deadline in the Long Vacation stipulated at the end of Trinity term by the Academic Registrar. Awards are only given once, and, in the case of final year students, not for activities taking place after 8th week of the final Trinity term.

Music

14. Students at Merton have access to 3 Ensemble Rooms and 2 Music Rooms in staircase 4 of St Alban’s Quad. These practice rooms were refurbished in early 2017 and all five rooms include a Yamaha B2 piano. There is also a Music Room situated at the bottom of the Fellows’ Garden. Whilst these rooms are available on a first-come-first-served basis, they can be booked in advance if you need to rehearse in a particular room. First study pianists (i.e. music students for whom piano is their first instrument) are able to book time on the College's Steinway which is housed in the TS Eliot Theatre.

15. The College Music Society organises a regular concert series, including lunchtime recitals most weeks during term and occasional evening concerts. The Chapel, the TS Eliot Theatre and the Mure Room are all used for performances and occasionally the College joins forces with University College to perform a concert in the Sheldonian Theatre. The Fidelio Orchestra and Kodaly Choir are both student-led and offer all College instrumentalists and singers an opportunity to make music together. The College Choir consists of 30 undergraduate and post-graduate singers, many of whom are choral scholars. The choir sings services on Sunday, Tuesday and Thursday during term and is directed by the Director of Music.

16. The Student Support Sub-Committee welcomes applications for Master Grants for music tuition, for the repair and maintenance of musical instruments, and for participation in non-College musical activities. Applications should be submitted using the form on the college intranet at https://intranet.merton.ox.ac.uk/student/master-grant-application-form by Friday of 4th Week, or by the deadline in the Long Vacation stipulated at the end of Trinity term by the Academic Registrar. Awards are only given once, and, in the case of final year students, not for activities taking place after 8th week of the final Trinity term.

Withdrawal of library, computer, sports and music facilities

17. Access to facilities may be withdrawn during maintenance, refurbishment and cleaning programmes, during stock taking, and on account of staff leave. Notice of closure will be given where possible.

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11 See also section 9 above
12 See also section 9 above
20. MEALS

The meal booking information in paragraphs 8, 9 and 10 is currently under review and may be subject to change. Notice of any changes will be communicated as necessary.

1. Meals are normally served to junior members in Hall at the following times, except when the College is closed in the Easter and Christmas vacation:

<table>
<thead>
<tr>
<th>Time</th>
<th>Days</th>
<th>Meal Type</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakfast</td>
<td>Monday to</td>
<td></td>
<td>8.15 a.m. - 9.15 a.m. (8.30-9.00 a.m. during vacations)</td>
</tr>
<tr>
<td></td>
<td>Saturday</td>
<td></td>
<td>11.00 a.m. - 1.00 p.m. (11.30 a.m. – 12.30 p.m. during vacations)</td>
</tr>
<tr>
<td></td>
<td>Sunday Brunch</td>
<td></td>
<td>8.30 - 9.00 a.m. during vacations</td>
</tr>
<tr>
<td>Lunch</td>
<td>Monday to Friday</td>
<td></td>
<td>12.00 p.m. - 1.30 p.m.</td>
</tr>
<tr>
<td></td>
<td>Saturday</td>
<td></td>
<td>12.00 p.m. - 1.30 p.m.</td>
</tr>
<tr>
<td></td>
<td>Sunday Brunch</td>
<td></td>
<td>11.00 a.m. - 1.00 p.m. (11.30 a.m. - 12.30 p.m. during vacations)</td>
</tr>
<tr>
<td>Dinner</td>
<td>Monday to Friday</td>
<td></td>
<td>Supper 6.00 p.m. - 6.15 p.m. (6.00-6.30 p.m. during vacation)</td>
</tr>
<tr>
<td></td>
<td>Saturday</td>
<td></td>
<td>Supper 6.00 p.m. - 6.15 p.m. (6.00-6.30 p.m. during vacation)</td>
</tr>
<tr>
<td></td>
<td>Sunday</td>
<td></td>
<td>Supper 6.00 p.m. - 6.15 p.m. (6.00-6.30 p.m. during vacation)</td>
</tr>
</tbody>
</table>

2. Meal times may be subject to variation. In certain circumstances, meals may be cancelled when the Hall is required for other purposes.

3. During Long Vacation meals may be served in the Savile Room instead of in Hall.

4. Formal Hall is served at table, other meals are self-service. Gowns are worn by all members of College at Formal Hall. The dress code is jacket and tie, or equivalent.

5. The following Latin Grace is read before Formal Hall by the senior Postmaster or Exhibitioner present:


(The eyes of all wait upon thee O Lord, and thou givest them their food in due season. Thou openest thine hand, and fillest all things living with plenteousness. Bless to our use, O Lord, all these gifts, of which by thy bounty we are about to partake. Through Jesus Christ our Lord. Amen.)

6. Junior members must book for evening meals through the college intranet at [http://epos.merton.ox.ac.uk](http://epos.merton.ox.ac.uk).

7. New Junior members will have their meal accounts credited with £20 which will be added to their first battels bill. After that advance payments, minimum £20, may be made online through the meal booking system, or by cheque, cash, or most debit and credit cards at the Finance Bursary. Any unused credits will be refunded on battels at the end of the course of studies.
8. During Full Term booking for supper and Formal Hall must be completed by 10.00 a.m. for dinner on the same day. There are restrictions on the numbers that may book in for supper and Formal Hall.

9. During Full Term it is not necessary to book in advance for breakfast or lunch. Payment for the meal is completed by swiping the University card on the terminal in the Hall at mealtimes.

10. During all vacation periods weekday lunches and dinners must be booked by 10.00 a.m. on the same day. Weekend meals (Saturday lunch and dinner, and Sunday brunch and dinner) must be booked by 10.00 a.m. on the Friday before the weekend. During the Long Vacation there is joint dining with the SCR, details of which are announced in advance. During this period, junior members dine with members of the SCR in either the Savile Room or the Senior Common Room. Junior members are not permitted to bring guests to meals during the period which joint dining arrangements are in place for reasons of space.

11. Bookings for guest meals may be made via the College website. Up to three guests may be invited for any meal.

12. Special Guest Nights are normally held in Hall on Fridays of 2nd, 4th and 6th Weeks.

13. Copies of the menu (subject to last minute changes due to unavoidable circumstances) are published on a weekly basis on the intranet and online booking system.

14. Junior members can keep up to date with the Merton Kitchen by following its Facebook page, www.facebook.com/MertonCollegeKitchenOxford.

15. Junior members who are medically allergic to any of the 14 allergens listed below must indicate this each and every time they sign in for a meal in College. The Kitchen will be pleased to prepare an alternative meal free of the specified allergen(s). In addition, to avoid any possible mix up, junior members with a medical allergy to any of these allergens must identify themselves to the Dining Hall Supervisor before the meal begins and ask a member of the Catering/Dining Hall/Waiting staff if the food provided is safe for them before they start eating.

The allergens are: cereals containing gluten, crustaceans, molluscs, eggs, fish, peanuts, nuts, soya, milk, celery, mustard, sesame, lupin, and sulphur dioxide (at a level above 10mg/kg or 10mg /litre).

21. POST AND EMAIL

1. Junior members are allocated individual mail boxes (‘pigeonholes’) in the Merton Street student mail room. All mail delivered by Royal Mail, mail carriers and internal mail addressed to a junior member at Merton College must be collected from the student mail room area; this includes parcels. All Recorded / Special Delivery Mail delivered by the Royal Mail will be recorded in a register in the Lodge; the Lodge staff will then notify that junior member of the arrival of this type of mail by means of email and or notification in the junior member’s pigeonhole. That junior member will then be required to sign for the item before it is released. Any courier deliveries will be signed
for by the Lodge staff and notification and or email will be placed in that junior member’s pigeonhole. This type of mail will be put in the student mail room. All junior members must be aware that the Lodge staff may ask to see identification before an item of mail may be released.

The College’s postal address is Merton College, Merton Street, Oxford, OX1 4JD.

2. Any written communication from the College to a junior member who is in residence (see section 28 below) will be delivered to her or his pigeonhole at the Merton Street Lodge.

3. Each junior member is allocated an email address in the domain @merton.ox.ac.uk by the University IT Services. Written instructions concerning the activation and use of email will be issued at the start of each academic year and are available at http://help.it.ox.ac.uk/nexus/start.

4. Any electronic communication from the College to a junior member who is in residence (see section 28 below) will be delivered to her or his email address in the domain @merton.ox.ac.uk.

22. DEGREES

1. Information about presentation for and conferment of degrees can be obtained at www.merton.ox.ac.uk/alumni-and-friends/alumni-information/degree-graduation-information.

2. Taught course students will receive an email invitation from the University’s Degree Conferrals Team at the start of their final year with information about booking a degree ceremony. Research students granted leave to supplicate will also receive an email invitation from the University’s Degree Conferrals Team with information about booking a degree ceremony. Further details are available at www.ox.ac.uk/students/graduation/ceremonies/.

23. ASSISTANCE WITH VISA APPLICATIONS

1. The University’s Student Immigration team is able to assist international students applying to extend their leave to remain in the UK. For further information see www.ox.ac.uk/students/visa.

24. WEBSITE, INTRANET AND SOCIAL MEDIA

1. The College's online presence consists of the website, the intranet and the College's social media channels. These are maintained, managed and developed by the Web & Media Officer, in conjunction and consultation with other members of staff, Fellows and junior members as appropriate.

2. The website is the primary source of public information about the College; it is intended to reflect all aspects of College life and the Merton community, to engage and
interest prospective students and members of staff, and to promote the College’s activities and facilities to alumni, the wider academic community and the general public. Members are encouraged to visit the website regularly, to comment constructively on its content, structure and design, and offer suggestions and material for inclusion on the website.

3. The intranet is the primary source of information for current members of the College. In order to access most information, documentation, and functionality on the intranet, users need to log in using their Oxford Single Sign-On credentials. On logging in students are redirected to the student homepage, which carries information and links of particular interest to the student body. Members are encouraged to visit the intranet at least once a day, as notifications and event listings are added frequently throughout the week. (Notifications appear on the main homepage; access to this does not require a log in.) Anyone who wishes to submit content for inclusion on the intranet—for example, to promote a College club or society event or activity—should contact the Web & Media Officer. This handbook is available on the intranet as both a set of webpages and a downloadable PDF document. Application forms for grants, room booking, summer accommodation and many others can be found on the intranet. There is also a searchable contact list with staff and fellows’ phone numbers and room locations.

4. The College’s social media presence includes its Facebook page (www.facebook.com/MertonCollegeOxford), Twitter account (www.twitter.com/MertonCollege) and YouTube channel (www.youtube.com/MertonCollegeOxford). Members are encouraged to 'like'—and follow—the College on Facebook, to follow @MertonCollege on Twitter, and similarly to engage with the College on other channels where they themselves are active. There are a number of other College-related Facebook pages and Twitter accounts with which members may also wish to engage.

5. Requests and suggestions for content to be added to or shared via any of these channels should be sent to the Web & Media Officer (webmaster@merton.ox.ac.uk), or made direct via the relevant channel (e.g. Twitter DM, Facebook message, etc.).

6. Members are reminded that they should conduct themselves in an appropriate manner when they are using social media and have identified themselves — either explicitly or implicitly — as having an affiliation with the College. Any member whose comments or behaviour online are deemed to have breached College Regulations, or to have otherwise brought the College into disrepute, will be subject to disciplinary procedures.

25. DEVELOPMENT AND ALUMNI RELATIONS

1. The College’s Development Office has two main functions: to maintain contact with alumni, in their lifelong relationship with Merton and as part of a worldwide community of Mertonians, and to raise money to support the core aims of the College set out in its founding statutes (“to advance education, learning, and research for the public benefit”). The Development Director and Senior Development Executive are the principal major gifts fundraisers for the College.

2. Whilst primarily responsible for alumni and external relations to the College, the Development Office provides the following opportunities and services for all students:
• A number of networking events each year, including (but not limited to) gatherings of the College’s Lawyers Association and “Merton in the City” networks;
• The opportunity to volunteer at various events;
• Employment opportunities within the context of the College’s Telephone Campaigns (roughly one per annum);
• A range of publications, summarising College news (for which student input is warmly welcomed);
• Advice on using Merton College branding for publications or in any other instances (via the Alumni Communications Officer, brand guardian for the College);
• Liaison with the University Careers Service to ensure that students are aware of the career mentoring and internship opportunities available to students, both from Mertonians and other Oxford alumni;
• A range of College Merchandise which is available for purchase from the Lodge or Development Office.

3. Current students are welcome to come to the Development Office or contact staff if they have feedback, suggestions, or ideas from their own experience which they think could be of interest to the outside world.

Merton Brand Guidelines

4. Any use of Merton College’s graphic identity, including the College’s coat-of-arm, its colours, logo, font and images, and the crests and logos of subsidiary groups (for example the JCR and MCR), should adhere to the College’s design guidelines, available on the intranet at https://intranet.merton.ox.ac.uk/designtoolkit. All junior members wishing to use the College’s coat-of-arm, colours, images, font and/or logo should contact the Alumni Communications Officer in the Development Office in the first instance.
REGULATIONS APPLYING TO JUNIOR MEMBERS

26. ADHERENCE TO REGULATIONS

1. Before coming into residence, junior members must sign a declaration that they will adhere to the regulations contained in the College handbook, which will include the accommodation agreement in the case of junior members residing in College accommodation, and to the University regulations as set out in the Proctors’ and Assessors’ Memorandum, the Examination Regulations and elsewhere.

2. Copies of amended College regulations will be provided to junior members prior to the commencement of each academic year.

3. Amendments made to College regulations at other times will be communicated to junior members by post or by email when implemented.

27. AMENDMENTS TO REGULATIONS

1. College regulations will be reviewed at least annually in Trinity term by the Senior Tutor, Principal of the Postmasters, Bursars and other College Officers and any proposed material amendments will be discussed with the Presidents of the JCR and MCR and reviewed and approved by Warden and Tutors’ Committee and Graduate Committee after reference to the Statutes and Bylaws Committee.

2. College regulations may be amended at the initiative of any College Officer at other times in response to changes in legislation or other material changes in circumstances and any proposed amendments will be discussed with the Presidents of the JCR and MCR and reviewed and approved by Warden and Tutors’ Committee and Graduate Committee after reference to the Statutes and Bylaws Committee.

28. COMMUNICATION

1. Junior members must regularly check their email both in term and during the vacation, and check their pigeon holes regularly when they are in Oxford.

2. Junior members must respond promptly to communications from Fellows, college staff, and the University.

3. Communications from Fellows and college staff to undergraduates during College term and graduates at any time that are delivered to College pigeonholes or sent to email addresses in the domain @merton.ox.ac.uk will be deemed to have been received after 24 hours, unless the junior member is out of residence.
29. ENFORCEMENT OF REGULATIONS

Principal of the Postmasters

1. The Principal of the Postmasters is responsible for general discipline among junior members, and is assisted by the Deputy Principal of the Postmasters.

2. The Warden and Tutors’ Committee may, in the event of the ill-health or other unavailability of the Principal of the Postmasters, nominate a member of the Governing Body to act in his or her stead. Throughout these regulations, references to the Principal of the Postmasters shall include any such nominee.

3. The Principal of the Postmasters and the Deputy Principal of the Postmasters are empowered to impose fines up to and including £250 and to restrict access to College facilities. A guide to possible fines for some offences is listed in Appendix 1. The cost of rectifying any damage caused may be added to a fine.

4. The Principal of the Postmasters may refer to the Disciplinary Panel any case which appears to warrant a more severe penalty. The Disciplinary Panel is a subcommittee of the Warden and Tutors’ Committee and normally consists of the Warden (or the Warden’s nominee) who shall ordinarily chair the Disciplinary Panel and four other members of the Governing Body elected by the Warden and Tutors’ Committee, at least two of whom shall be Tutors.

5. Misconduct related to drug misuse will be dealt with in accordance with Proctors’ guidelines; see Appendix 2.

6. Junior members may make representations to the Deputy Principal of the Postmasters and thereafter appeal to the Principal of the Postmasters in relation to fines of less than £150. Junior members may appeal to the Disciplinary Panel against fines greater than £150 per offence, but are advised that the Principal of the Postmasters or the Disciplinary Panel respectively may impose additional fines or other penalties in the event of trivial or frivolous appeals, or where the offence is believed to warrant a more severe penalty than that already imposed.

7. The Principal of the Postmasters also has the power, after consultation with the Senior Tutor, to suspend the right of access of a junior member from College premises and facilities. Suspension takes immediate effect for a fixed or indeterminate period where it is believed that the junior member may be guilty of serious misconduct and such suspension appears to be warranted.

8. The Principal of the Postmasters or the Deputy Principal of the Postmasters may order the expulsion of any non-member of the College from its premises at any time.

Other College Officers

9. The Senior Tutor is responsible for enforcement of academic regulations applying to junior members.

10. The Finance Bursar is responsible for enforcement of financial regulations applying to junior members and may impose fines for non-payment of battels.
11. The Librarian is responsible for enforcement of Library regulations and may impose fines in the event that books and other library items are not returned when due, are lost or damaged by junior members, or if there has been a serious or recurring breach of library regulations.

12. The Senior Treasurer of the Amalgamated Clubs is responsible for oversight of the Amalgamated Clubs, the Senior Treasurer of the Junior Common Room is responsible for oversight of the Junior Common Room, and the Dean of Graduates is responsible for oversight of the Middle Common Room.

13. The Principal of the Postmasters may enforce the collection of fines imposed by the Finance Bursar, Librarian, Senior Treasurer of the Amalgamated Clubs, Senior Treasurer of the Junior Common Room, or the Dean of Graduates when requested.

30. RESIDENCE

1. New undergraduates (excluding second BA students) must arrive into residence at the College by 5.00 p.m. on Monday 2 October 2017 and must attend a Ceremony of Admission to the College on Tuesday 3 October at 5.45 p.m. Those who are unable to attend for any reason should advise the Academic Registrar in writing. It is possible on request for international undergraduates to arrive from Thursday 28 September 2017.

2. New graduates (including second BA students) must arrive into residence at the College by 5.00 p.m. on Friday 29 September 2017 and must attend a Ceremony of Admission to the College on Monday 9 October at 6.30 p.m. Those who are unable to attend for any reason should advise the Academic Registrar in writing.

3. Undergraduates must reside in College or at a confirmed address in or near Oxford, normally within six miles of the City centre, for the full length of each College term\(^\text{13}\), unless they have obtained the permission of the Senior Tutor to be absent, or they are unavoidably absent on grounds of ill-health or other grounds, in which case the Academic Registrar must be notified. In order for the college to be able to make plans for the use of its accommodation, the Academic Registrar must be informed if an undergraduate intends to reside in accommodation which is not college-owned. This information must be provided each year no later than Friday of 3rd Week in the previous Hilary term.

4. Graduates must reside in College or at a confirmed address in or near Oxford, normally within 25 miles of the City centre, unless they have applied to their Supervisor for permission to be absent and permission has been granted, or they are unavoidably absent on grounds of ill-health or other grounds. In all cases of absence, the Academic Registrar must be notified.

5. Junior members, whether resident in College accommodation or not, must complete arrival and departure cards at the Merton Street Lodge when coming into and going out of residence. A fine in accordance with Appendix 1 Tariff of Possible Fines will be imposed in the event of failure to submit an arrival or departure card. Undergraduates who are resident in College accommodation will be charged on a daily basis for periods that they are signed into residence.

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\(^{13}\) College terms, covered by the standard accommodation charge, run from Thursday of 0th Week to Saturday of 8th Week inclusive. See section 43 below.
6. Room keys will be issued to junior members who are resident in College accommodation only on receipt of a signed and dated arrival card. Room keys must be surrendered with a signed and dated departure card when going out of residence.

7. Junior members who are not resident in College accommodation must inform the Merton Street Lodge, the Finance Bursary and the Academic Office of their current residential address and telephone number by updating their individual record on Student Self-Service.

8. Undergraduates who wish to be absent from the College for any night in term-time should enter their names, addresses and telephone numbers in the Exeat Book in the Porters’ Lodge before leaving, and must obtain a Tutor’s permission and inform the Academic Registrar in writing for periods of absence of more than three consecutive nights.

9. Graduates should obtain the permission of their Supervisor for periods of absence of more than three consecutive nights and must inform the Academic Registrar in writing.

10. Junior members who have suspended their studies voluntarily with the permission of the Warden and Tutors’ Committee, or have been rusticated, will not ordinarily be permitted the use of College facilities including but not confined to the Library, Hall, College Bar, JCR, Computer Rooms, Sports Pavilion, and Boathouse. Access to College to meet with College Officers or Tutors must be by prior arrangement. Junior members who are suspended will be permitted to visit friends who are junior members of Merton only in their private rooms as accompanied guests. Exceptions to this regulation will require the explicit authorisation of the Senior Tutor. Access to College facilities for junior members who have intermitted for reasons of health or disability will be determined with the Senior Tutor on going out of residence.

31. MATRICULATION AND ACADEMIC DRESS

1. New junior members must attend the University Matriculation Ceremony at 1 p.m. on Saturday 14 October 2017, and must assemble for a College matriculation photograph in Front Quadrangle prior to the Ceremony. Instructions will be issued by the Dean.

2. It is a University requirement that members of the University wear academic dress (called ‘sub fusc’) when attending Matriculation, examinations and presentation for degrees.14

3. Junior members who are prevented from attending the Matriculation Ceremony by ill-health or for any other good reason must inform the Academic Registrar in writing.

14 See www.ox.ac.uk/students/academic/dress?wssi=1. ‘Subfusc’ clothing must be worn with a gown and mortar board or cap, with hoods being worn by graduates at University examinations and presentations for degrees. Those reading for a second BA degree may wear a graduate gown, but when sitting examinations must wear a Commoner’s gown. Visiting Students may wear a Commoner’s gown.
32. MEDICAL

1. On arrival in Oxford all junior members, other than those with a long-term condition or disability, are required to register (either under the National Health Service or privately) with the College Doctor, or with some other practitioner in the Oxford area.

2. Students with long-term or chronic conditions who wish to remain registered with their existing non-Oxford GPs may do so and will be treated, if required, by College or other Oxford Doctors as temporary residents.

3. Junior members intending to register, or to remain registered, with a GP other than the College Doctor must notify the Academic Registrar in writing prior to coming into residence, and they must provide the Academic Registrar with details of the GP with whom they are registered.

4. New junior members are required to complete and submit the necessary registration documents (in the case of the College GPs, this process is online), if necessary with the help of their own doctor, prior to coming into residence.

33. ACADEMIC OBLIGATIONS OF UNDERGRADUATES

1. The offer to an undergraduate of a place at the College is conditional upon studying the course which is specified in the College’s offer letter.

2. No undergraduate may change a course of study without the prior consent of the relevant subject Tutors and the permission of the Warden and Tutors’ Committee.15

3. All junior members are expected to devote themselves exclusively to the course of studies to which they were admitted and must not undertake any other academic or non-academic courses concurrently **unless explicit permission is received from the Senior Tutor.**

4. Undergraduates must apply themselves to their academic work to the satisfaction of their Tutors. Unless prevented by some urgent cause, in which case they should let the Tutor know as soon as possible, undergraduates will:
   
   (i) Attend all their tutorials punctually;

   (ii) Sit all their collections;

   (iii) Attend annually a Progress Meeting with the Warden, Senior Tutor and their subject tutors;

   (iv) Submit all work required of them on time and, if the work has to be read by the Tutor, legibly;

15 Junior members in receipt of fees from public funds must note the conditions laid down by Government concerning changes of course. A change may be made without loss of an award if either (i) the necessary consent is given before the start of the second year of the student’s original course or (ii) the new course ends no later than the original one would have done.
(v) Submit work that is of a reasonable standard, authentically their own, and with appropriate referencing if any is required;

(vi) Participate actively at a reasonable level in tutorials;

(vii) Do whatever reading and writing are required of them during vacations in order to consolidate subjects that they have already studied and/or to prepare for new subjects;

(viii) Ensure that they know of any meetings that they are required to attend or of any information that they are required to supply either to their Tutor(s) or to the Academic Office, by checking their email, their pigeon hole, and the relevant notice board as often as necessary;

(ix) Attend any such meeting, and supply any such information;

(x) Give their Tutors a reasonable amount of time to write references, to endorse applications, or to arrange tutorials for special options;

(xi) Carry out prescribed activities, such as practicals.

In instances where tutorials clash with undergraduates’ religious commitments, it is possible to ask Tutors for the tutorial to be re-arranged.

5. Undergraduates must consult their Director of Studies before undertaking paid employment or any non-academic activity including holding office in a College or University society which is likely to interfere with their academic work. Internships or other full-time employment should normally take up no longer than eight weeks of the Long Vacation unless the explicit permission of the Warden and Tutors’ Committee is obtained. Undergraduates who are subject to the academic disciplinary process may be required not to take up such employment as a condition of academic probation.

6. The College may after following the procedures for formal written warning, academic probation, referral to the Academic Review Panel, and appeal set out in Bylaw XI A, see Appendix 3, suspend, rusticate or expel an undergraduate who in its judgement is not fulfilling the academic requirements.

(i) **Suspension** means that for a specific period of time the junior member ceases to be provided with tuition by the College or to have the use of College facilities. The junior member remains a member of the University of Oxford and may still enter his or her name for its examinations as an individual, and may appear in the Class List, provided that statutable residence has been kept.

(ii) **Rustication** means that the junior member’s right of access to the facilities of the College and/or the University are withdrawn, usually for a specified period or until certain conditions have been fulfilled. The junior member remains a member of the University but ceases to be formally in residence and so cannot complete the required number of statutable terms. The Vice-Chancellor and Proctors have the power to excuse from part of statutable residence any member of the University who has been prevented by illness or other reasonable cause from keeping such residence, every application for such dispensation being made through the College. ‘Reasonable cause’ will be considered to include having been rusticated.
(iii) **Expulsion** means that a junior member is deprived of membership both of the College and of the University and therefore loses the right to enter for University examination or take its degrees.

7. Undergraduates must sit the First Public Examination in their subject at the earliest reasonable opportunity, unless they are senior status students who are exempted from sitting this examination.

8. A candidate who fails to satisfy the Moderators in his or her initial examination for the First Public Examination shall be permitted to re-enter for the First Public Examination on one further occasion (in accordance with the regulations governing the resit in that subject).

9. The College will normally terminate the course of a student who fails to achieve a pass mark or grade at the second attempt in any paper in the First Public Examination. Undergraduates have the right to appeal this decision on the grounds of exceptional circumstances, in line with Bylaw XI C as outlined in Appendix 5.

10. Undergraduates must sit the Second Public Examination in their subject at the earliest reasonable opportunity.

11. Undergraduates who fail to obtain honours in the Second Public Examination at the earliest reasonable opportunity shall normally be regarded as having terminated their course.

12. Under the University’s Examination Regulations progression to Part II in 4-year degrees can be conditional on attainment of a minimum standard during Part I. In Physics this minimum standard has to be reached in the Part A exams at the end of the second year, whereas in other subjects progression depends on satisfying examiners over the whole of Part I.

13. All undergraduates should be aware of the need to avoid plagiarism in their academic work. Definitions, examples and resources can be found at [www.ox.ac.uk/students/academic/guidance/skills/plagiarism](http://www.ox.ac.uk/students/academic/guidance/skills/plagiarism).

### 34. ACADEMIC OBLIGATIONS OF GRADUATES

1. The offer to a graduate of a place at Merton College is conditional upon studying the course which is specified in the University’s offer letter.

2. No graduate may change a course of study without the prior consent of the relevant Faculties and the permission of the Graduate Committee.

3. Graduates are expected to apply themselves to their academic work to the satisfaction of their Supervisors.

4. Graduates must consult their Supervisors (in the case of research students) or Course Director or College Adviser (in the case of taught course students) before undertaking any non-academic activity which is likely to interfere with their academic work. The College expects its graduate students to observe the University’s guidelines on paid work [www.admin.ox.ac.uk/edc/policiesandguidance/policyonpaidwork/](http://www.admin.ox.ac.uk/edc/policiesandguidance/policyonpaidwork/).
5. All junior members are expected to devote themselves exclusively to the course of studies to which they were admitted and must not undertake any other academic or non-academic courses concurrently unless explicit permission is received from the Dean of Graduates. This includes Law Conversion Courses and Legal Practice Courses.

6. Graduates are required to attend a Graduate Progress Meeting with the Warden, Dean of Graduates and their College Adviser in their first year of their current course. These meetings are optional for students on the second or a later year of their current course.

35. CONDUCT

1. Courteous and reasonable conduct is expected from junior members at all times, both in and out of College, and towards other members of the University, University and College staff and members of the public.

2. Junior members are held responsible for the conduct of their guests while on College premises.

3. Unreasonable or offensive conduct, including behaviour that is attributable to the influence of alcohol or illegal drugs, may be the subject of disciplinary action.

4. Serious misconduct by a junior member, whether committed within the College or elsewhere, renders the offender liable to appear before the Disciplinary Panel, the powers of which include requiring a junior member to reside out of College premises, imposing a fine or banning, rusticking or expelling an offender. The Disciplinary Panel may attach such conditions as in the circumstances it sees fit to any penalty.

5. Serious Misconduct includes but is not limited to:

   Violent or threatening behaviour; harassment; failure to comply with the provisions of the Code of Practice on Meetings and Events; intentional or reckless damage to property; contravention of the College’s Computer Regulations; theft, fraud or false accounting; the use of dishonest means in any examination or in fulfilling any academic obligation including but without limitation cheating in any College or faculty collection or in any University examination; producing, procuring, possessing, using or supplying illegal drugs or other dangerous substances, or allowing College premises to be used for these purposes; interference with fire prevention or any other equipment; obstructing a Fellow, College Officer, Tutor or member of staff in the proper discharge of their duty; engaging in conduct resulting in conviction for a criminal offence capable of attracting an immediate sentence of imprisonment (whether or not such a penalty is imposed); wilful or persistent contravention of College Regulations; or engaging in any other conduct which is gravely detrimental to the interests of the College.

6. Junior members who are facing criminal prosecution or have been convicted of a criminal offence capable of attracting an immediate sentence of imprisonment (whether
or not such a penalty was imposed) must inform the Warden and the Principal of the Postmasters.

7. Proceedings before the Disciplinary Panel are governed by Bylaw XI B of the College Bylaws, see Appendix 4.

36. HARASSMENT

1. A person subjects another to harassment where he or she engages in unwanted and unwarranted conduct which has the purpose or effect of:

   (i) Violating that other’s dignity, or

   (ii) Creating an intimidating, hostile, degrading, humiliating or offensive environment for that other.

Harassment may involve repeated forms of unwanted and unwarranted behaviour, but a one-off incident can also amount to harassment.

Acts of harassment may be unlawful. Harassment on grounds of sex, including gender re-assignment, race, religion or belief, disability, sexual orientation or age may amount to unlawful discrimination. Harassment may also breach other legislation and may in some circumstances be a criminal offence e.g. under the provisions of the Protection from Harassment Act 1998.

2. The College is committed to protecting its members, employees, and any other persons for whom it has a duty of care, from harassment.

3. An isolated incident may constitute harassment, if the circumstances are found to be sufficiently serious.

4. All complaints of harassment will be subject to careful and objective evaluation of the circumstances giving rise to complaint. A complaint may not be upheld if it is found to rest solely on personal disagreement or animosity. An accusation of harassment may in some cases be potentially defamatory, and frivolous, false or vindictive accusations may themselves be held to be serious misconduct.

5. All parties involved in a complaints procedure, including the College, the complainants and other parties, must adopt the strictest level of confidentiality compatible with the operation of the procedure.

6. Any junior member who believes that she or he is a victim of harassment may submit a formal complaint to the Principal of the Postmasters, and may wish to do so immediately if the circumstances are sufficiently serious, but is strongly encouraged to discuss the circumstances informally with designated advisers (see below), prior to making a formal complaint. Informal consultation is intended to encourage discussion and understanding of the problem, and in some cases may lead to its resolution without submission of a formal complaint.

7. The College has designated two senior members whose names are listed in section 49 as advisers who may be consulted informally by junior members who believe they may be victims of harassment, or who are merely seeking advice. These advisers may be
approached directly or indirectly through one of the JCR or MCR Officers or any other member of the College or other person.

8. On receipt of a formal complaint, the Principal of the Postmasters may invoke the College’s disciplinary procedures if the complaint is against a Junior Member, or refer the matter to the Sub-Warden or Domestic Bursar if the complaint is against a senior member of the College or member of College staff. This may give rise to disciplinary action against a member of the College or College employee. Complaints against persons who are not members or employees of the College may, where appropriate, be referred to the University for adjudication.

37. FREEDOM OF SPEECH

1. It is a requirement of law that junior members observe the Code of Practice on Meetings and Events (replacing the Code of Practice on Freedom of Speech) adopted in compliance with Section 43 of the Education (no.2) Act 1986. The Code of Practice on Meetings and Events is set out in Appendix 10, and is also available at www.ox.ac.uk/media/global/wwwoxacuk.localsites/gazette/documents/supplements2016-17/Code_of_Practice_on_Meetings_and_Events_-_1_to_No_5142.pdf. The College’s regulations on holding meetings or parties on college premises are set out in Appendix 7.

38. COMMUNAL AREAS AND FACILITIES

1. All areas of the College must be kept clean and tidy by those who use them. It is especially important that kitchens, laundries, baths, showers and lavatories are kept clean. Penalties may be imposed on any junior member littering or unreasonably soiling common rooms and other communal spaces and the grounds and gardens.

2. Junior members must not deface the quadrangles, lawns and gardens by leaving cigarette ends and litter about, or by wearing paths across the lawns.

3. Junior members must not walk on the lawns of Fellows’ Quad, St Alban’s Quad or Mob Quad.

4. Junior members may use the Fellows’ Garden and the Holywell Gardens for work or relaxation but may not take food or drink into them, or play games there. Students may not gather in the Fellows’ Garden or Holywell Gardens between 12.30 a.m. and 6.30 a.m. without permission from the Deputy Principal of the Postmasters.

5. Junior members may play croquet but no other game on the Chestnut Tree lawn during Trinity term between the hours of 9.00 a.m. and 9.00 p.m.

6. Junior members who keep a bicycle in Oxford are reminded that it is an offence to ride a bicycle on the pavement, unless it is marked as a cycle path, or to ride a bicycle at night without lights.

7. Bicycles must not to be brought into College quadrangles, houses, rooms or corridors.

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20 See section 35 above
8. Bicycles, roller skates, roller blades and skateboards are not to be ridden in the College.

9. Junior members are not allowed to park vehicles on College premises, unless they have been allocated one of the limited number of spaces at the Sports Ground, for which a charge will be made, at present £90 per term plus a deposit of £10.

10. Junior members may neither possess nor use water pistols, water guns, water balloons, or similar objects in College. Students may not deliberately hurl, drop or project anything from a College window or building, including water, particularly at members of the public.

11. No member of the College shall within any College building or within 100 yards of any College building or in the Fellows’ Garden or any College garden or quadrangle throw, pour, spray, apply or use any thing or substance in a way which is intended, or is likely, (a) to cause injury to any person, or (b) to cause damage to, or defacement or destruction of, any property (whether or not with the consent of the owner of that property), or (c) to cause litter.

39. LIBRARY

1. The Library is for the use of members of Merton College only, and others may not be admitted, except with the prior permission of the Librarian or when accompanied by a Fellow of the College. A guide to the libraries is available through the college intranet at https://intranet.merton.ox.ac.uk/library.

2. Books may be borrowed only by members of the College when in residence. Exceptions may be granted by the Senior Tutor or by the Librarian, to whom written application should be made.

3. The Librarian, Assistant Librarian, Archivist and other library staff are happy to assist members of the college with research enquiries and with questions about access to other collections. The OWL Library is staffed Monday to Friday, 8.30 a.m. to 6.00 p.m. Staff may be contacted by email to arrange consultations at other times.

4. Books of reference and certain sets of journals and periodicals are confined to the Library, and may not be removed. Books marked ‘Confined to the Library’ may not be borrowed by junior members. All items published before 1851 are deemed to be ‘Confined’.

5. Each volume borrowed must either be issued to the borrower on the computerised issue system or be signed out in legible handwriting on the self-issue slips.

6. It is an offence to remove a book from the Library without recording it on the computerised system or on an issue slip, even if the book is only taken to another part of the building, including the computer room in Old Wardens Lodgings. Those who do not record volumes they remove will be fined and, if the offence is persistent, excluded from the Library.

7. Borrowers retain full responsibility for any books that they have borrowed from the Library.

8. No one may have in his or her possession more than twenty College Library books at any time without the permission of the Librarian or Assistant Librarian.
9. Books borrowed from the Library must be returned by 11.45 p.m. on the day on which they are due.

10. Term-time loan periods and renewal privileges are as follows: undergraduates: 28 days, with three renewals online; graduates: one term, with three renewals online. Once the renewal limit is reached, books must be brought to the library and discharged before being re-borrowed. Once it is overdue, a book can only be renewed by a member of library staff. Books borrowed for a vacation must be returned or renewed on or before the Wednesday of 1st Week of the succeeding term.

11. A book may be recalled if required by another reader. See Appendix 1 Tariff of Possible Fines.

12. Fines will be charged for the late return or renewal of books and non-book material. See Appendix 1 Tariff of Possible Fines.

13. All fines will be added to battels at the end of the term in which the fines have been incurred.

14. Students whose books are more than a month overdue and who fail to respond to communications from the library may have their college library privileges suspended and may additionally be charged the fine normally charged for lost books. See Appendix 1.

15. Members of College going out of residence or at the end of their course must return all Library books before going down. Requests for exceptions should be directed in writing to the Senior Tutor. Books not returned before a student leaves College at the end of their final term will be deemed 'lost', and the fine for lost books will apply. See Appendix 1.

16. It is a serious offence to mark or deface Library books or to use adhesive bookmarks in Library books. A fine for each damaged, defaced or lost book will be charged to the persons responsible for the damage or loss (normally the person to whom the item has been issued). See Appendix 1.

17. The library workstation computers are to be used only for access to library catalogues, e-journals and other electronic research resources. They may not be used for other purposes, including email, running applications or programming.

18. Readers should consult a member of Library staff if they wish to photograph Library or Archive items. Copyright or preservation restrictions may apply.

19. No food including chewing gum, or drink, other than water in a bottle with a sports top, may be brought into the Library. Temporary exceptions may be made at the Librarian’s discretion. Open containers of food or drink will be removed by staff immediately and discarded.

20. So far as is possible, silence should be maintained in the Library. Mobile telephones and other devices brought into the Library must be switched to silent mode.

21. Personal possessions not needed for a reader’s work may not be brought into the Library.
22. Library study space is limited and must be shared with others. Guidelines on whether and how books and papers may be left overnight in the library may vary according to the term and will be posted. Readers are asked to follow these guidelines and normally should tidy books and papers when leaving the library for more than a short break, so that others can use the desk space. Staff reserve the right to clear tables and desks when necessary.

23. All visitors to the Upper Library must be accompanied by a Fellow of the College, or by a member of the Library staff. All visitors’ bags other than small handbags must be left at the foot of the stairs; parties of more than 8 persons may be admitted only by permission of the Librarian; and visitors must not enter the bays or touch any book. Members of College and up to two personal guests may attend the summer college tours provided by College Guides free of charge.

24. Most of the regulations applying to books should be understood to apply also to information objects in other formats (CDs, DVDs, etc.). Special borrowing periods and fine schedules may apply to items in non-printed formats. See Appendix 1.

40. COMPUTERS

1. Junior members must observe both College and University regulations governing the use of computing facilities. University regulations can be obtained from Oxford University IT Services and are posted at www.it.ox.ac.uk/rules.

2. The Principal of the Postmasters or Deputy Principal of the Postmasters may instigate disciplinary proceedings if warranted and may impose fines on, or withdraw network and computer room services from, junior members who are found to be in breach of regulations. Contravention of computer regulations may constitute serious misconduct, rendering the offender liable to appear before the College Disciplinary Panel. In some circumstances, junior members may be subject to criminal proceedings in the event of computer misuse. Junior members are reminded that other rules, in particular those relating to conduct and harassment, fully apply to their online activities.

3. IT facilities are provided to junior members principally for academic and administrative purposes that are related to College and University activities. Junior members have no right to use IT facilities for any other purposes. Reasonable personal use is expected but members are asked to give way to those wishing to complete academic work when using shared facilities.

4. Junior members must not use IT facilities to access, store, print, process or transmit offensive or abusive material, or for commercial or illegal purposes. Attention is drawn to the Regulations Relating to the Use of Information Technology Facilities and that students are prohibited from the use of IT facilities with the intention of drawing people into terrorism (contrary to the College’s statutory duty under Prevent).


6. Duplication of software licensed to the College is forbidden.

7. The College accepts no liability for loss of data or consequential damage arising from use of IT facilities.
8. The College accepts no liability for loss of network connectivity. The College will endeavour to give at least one day’s notice of withdrawal of services arising from repair or maintenance of IT facilities.

9. For network security purposes, and in order to investigate breaches of the computing regulations, the College reserves the right to monitor network access by users and restrict the use of any computer connected to the network.

10. The Computer Officer or any member of the IT department may suspend access to network services or computer room accounts, with or without notice as appropriate, if the integrity or security of the network is compromised, or if consumption of network resources or bandwidth is unreasonable or wasteful.

Computer rooms

11. Junior members must not install software on College computers, or change system settings or interfere with any equipment or materials that are the property of the College or its contractors. Any computer malfunction must be reported to the IT department.

12. A College computer account may be used only by the designated user. Junior members must not divulge their passwords to other users.

13. Users must log off at the end of any session. Workstations must not be left unattended during any session. Junior members who habitually fail to log off, or leave a workstation unattended, may be barred from the system.

14. No food including chewing gum or drink may be brought into the computer rooms.

15. Personal belongings and College library books should not be left unattended in the computer rooms and may be removed by College staff.

16. IT facilities are provided for the benefit of all members of College. Users should vacate workstations promptly if required by IT staff or by other users requiring access to a specific program or facility. Complaints against unjustifiably protracted or excessive use of IT facilities should be referred to the Computer Officer or IT department.

17. Computer rooms are designated for normal use in Old Warden’s Lodgings, Mob Library, and Holywell Buildings Block A.

18. The playing of games on College computer equipment is forbidden.

Personal computer equipment

19. The College accepts no responsibility for the installation or maintenance of computer hardware and software that is not in its ownership. Junior members are personally responsible for personal computer equipment and software, and should keep it secure at all times.

20. Only persons who are members of the University of Oxford are permitted to use University network facilities. Junior members must not permit or provide access to University network facilities by persons who are not members of the University of
Oxford. Junior members may be held responsible for use of College or personal computer equipment by unauthorised persons.

21. Where provided, use of an Ethernet socket in College residential accommodation is confined to the authorised resident. Only computer equipment that is registered with the College may be installed on the network.

22. Only a single Ethernet interface may be connected to an Ethernet socket. The use of routers, switches or hubs is forbidden.

23. The use of wireless access points other than communal wireless access points provided by the College is forbidden.

24. All network equipment connected to wireless or cabled networks within College must be set to have an IP address assigned by the College DHCP Server – the most common default setting for such devices. Static IP addresses must not be configured, and disciplinary sanctions may be applied to persons who use static IP addresses, including permanent withdrawal of College IT facilities, unless they have special reasons to do so and have first obtained the express permission of the Head of IT.

25. Junior members may not run a games server, email server, web server or any other form of server or file/resource services on the network.

26. Junior members must install a fully licensed anti-virus program on their personal computer. Operating system patches and anti-virus updates must be installed as soon as they become available.

27. Junior members should seek the advice of the IT department before using file sharing or port sharing P2P (peer to peer) programs, Torrent programs and film/television/music streaming/downloading services. The use of such programs may be illegal or, where legal, may be subject to regulation and restriction to prevent excessive use of bandwidth for purposes unconnected with College or University activities.

From September 2016, individual students must be covered by a TV Licence to download or watch any BBC programmes on iPlayer - live, catch up or on demand. This could be on any device, including a TV, desktop computer, laptop, mobile phone, tablet, games console, digital box or Blu-ray/DVD/VHS recorder. Further information is available from TV Licensing at www.tvlicensing.co.uk/check-if-you-need-one/for-your-home/students-aud1.

28. The use of social networking sites such as Facebook, Instagram, Twitter and YouTube, including any material posted on such websites, is subject to College Regulations. Students who use university or college IT facilities in order to access such websites (even indirectly), or in particular who post material about other members of the University on such sites, are acting in a university context and must observe all the College’s and University’s regulations. Further information is available from the Proctors’ Office.

29. Wireless access is available and provided by Oxford University IT Services’ ‘eduroam’ service: http://help.it.ox.ac.uk/network/wireless/services/eduroam/. In order to connect to this service, junior members will need to have registered for a remote access account through Oxford University IT Services: http://help.it.ox.ac.uk/network/remote/.
41. PHOTOCOPYING AND COPYRIGHT

1. Junior members must ensure that photocopying and printing from the internet is carried out by them within the terms of the Copyright Designs and Patent Act 1988. If, without the authority of the copyright owner, a person copies outside the very limited “fair dealing” exceptions of the Copyright, Designs and Patents Act, 1988 (which allows copying for, amongst other things, research or private study by individuals), that person may not only be infringing copyright but be committing a criminal offence.

2. It is the duty of the licensed institution (in this case the University of Oxford and the College itself) to ensure that junior members are kept properly informed concerning photocopying and copyright law. This Regulation, together with notices that appear beside each College photocopier, constitutes information to junior members for this purpose.

3. The College, as the licensed institution, may bring disciplinary charges against any junior member who infringes photocopying and copyright law.

42. LICENSING

1. The College holds premises licences authorising licensable activities on College premises.

2. All activities on College premises are subject to College regulations, whether they are authorised by license or otherwise.

3. Licensable activities that are authorised are the supply of alcohol and late night refreshment, performances of plays, films, live and recorded music and dance.

4. College premises that are licensed are the main College site in Merton Street and the Pavilion. The Boathouse is licensed for the supply of alcohol only. All other College premises are unlicensed, including all premises in Holywell Street, Jowett Walk, Mansfield Road, St Cross Road, Manor Road and Manor Place.

5. Licensable activities may take place only at the following times:

<table>
<thead>
<tr>
<th></th>
<th>Merton Street</th>
<th>Pavilion</th>
<th>Boathouse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supply of alcohol</td>
<td>10.00 a.m. to 12.00 midnight daily, or until 2.00 a.m. on the following day on not more than 24 occasions each calendar year subject to 10 days’ notice to the Licensing Authority and</td>
<td>10.00 a.m. to 2.00 a.m. on the following day on not more than 24 occasions each calendar year subject to 10 days’ notice to the Licensing Authority and Police and the</td>
<td>12 midnight to 12 midnight on the following day.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Late night refreshment</th>
<th>11.00 p.m. to 5.00 a.m. on the following day.</th>
<th>11.00 p.m. to 5.00 a.m. on the following day.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performances of plays, films, live and recorded music and dance</td>
<td>12 midnight to 12 midnight on the following day. See further below for College Ball and comparable events.</td>
<td>12 midnight to 12 midnight on the following day.</td>
</tr>
</tbody>
</table>

6. No supply of alcohol may be made by the College unless there is a Designated Premises Supervisor in post who holds a valid Personal Licence. The Designated Premises Supervisor for the time being is the Domestic Bursar.

7. Every supply of alcohol made by the College must be made by or authorised by the Designated Premises Supervisor or by a person who holds a Personal Licence.

8. Alcohol may be supplied only to members and employees of the College and their guests or to persons attending private functions or conferences or other persons in residence during vacation periods.

9. It is illegal for any person under the age of 18 to be served with alcohol by the College, or to purchase or endeavour to purchase alcohol from the College, or to consume alcohol purchased from the College on her or his behalf. However, it is permissible to serve wine, beer or cider provided with a table meal to a person aged 16 or 17, provided she or he is accompanied by an adult.

10. Alcohol supplied by the College must not be removed from College premises other than in sealed containers.

11. All external doors and windows must be kept closed other than for access and egress in all rooms in which events involving amplified music and speech are taking place.
12. Music and speech may not be relayed through external speakers without the prior consent of the Licensing Authority.

13. Drones, or fireworks or other pyrotechnics may not be deployed without the prior consent of the Licensing Authority.

14. Children under the age of 16 must be supervised by a responsible adult at all times when on College premises.

15. Where a film in the 12A, 15 or 18 categories is displayed no person appearing to be under the age of 12 and unaccompanied, 15 or 18 as appropriate may be admitted and a notice to that effect must be displayed.

16. With respect to College Balls and to any comparable events that may be approved by the College:

   (i) The Ball Committee (or comparable organising committee) must give three months’ notice to the Licensing Authority and the Environmental Health Office of the date for the College Ball (or comparable event).

   (ii) Each Ball (or comparable event) will be subject to a noise risk assessment in accordance with the current Oxford City Council Code of Practice which must be submitted by the organising committee to the Environmental Health Office three months in advance of the date for the event.

   (iii) The organising committee must invite representatives from the Licensing Authority and other relevant authorities to discuss the event one month in advance of the date for the event.

   (iv) The organising committee must notify residents in the immediate vicinity two weeks in advance of the event by means of a leaflet stating dates and times and providing a telephone number and contact person to whom complaints can be directed.

   (v) Any amplified music played at a College Ball or comparable event in the open air or in a marquee must cease by 3.00 a.m.

43. VACATION RESIDENCE FOR UNDERGRADUATES

1. The Regulations in this section do not apply to second BA students.

2. College terms, covered by the standard accommodation charge, run from Thursday of 0th Week to Saturday of 8th Week inclusive (i.e. the first night covered by the charge is Thursday of 0th Week and the last night is Friday of 8th Week). Undergraduates must return to residence by Thursday of 0th Week (whether or not they are due to sit college collections) unless they have, in advance, sought and received permission from the Senior Tutor.

3. Provided the College is not officially closed, undergraduates may return to residence from Sunday of 0th Week of each term without special permission. Rooms may not have been serviced by Sunday of 0th Week, and evening meals will not normally be available, since arrival will usually be past the deadline for meal booking.
4. Undergraduates without prior permission for vacation residence are required to vacate their rooms by 10.00 a.m. on Saturday of 8th Week in Michaelmas term, by noon on Saturday of 8th Week in Hilary term, and by noon on Sunday of 9th Week in Trinity term.

5. All other vacation residence requires explicit permission and objective justification. Priority will be accorded to those sitting University Examinations and with extended terms. Other valid reasons include a requirement to be in Oxford for laboratory based projects or to research a dissertation or thesis. Vacation residence expires at 10.00 a.m. on the day of departure; this departure time applies throughout the vacations, not just on the weekends at the end of term.

6. In special circumstances, vacation residence may be approved on compassionate grounds.

7. If accommodation is available and a good case can be made, short stays to enable participation in University sport, music or other extracurricular activities may be possible.

8. Permission will not be granted to cover intervals of time before parents can collect undergraduates and their belongings. The dates of term are well-publicised and arrangements should be made accordingly.

9. Charges will be levied at the prevailing conference rate for any period of vacation residence for which permission has not been obtained.

10. Except as provided above, junior members wishing to remain in residence beyond the end of one term or to return before the beginning of the next, including those awarded or applying for vacation study grants and including candidates for University examinations during a vacation, must submit applications to the Academic Registrar by Monday of 5th Week.

The College has put in place a supplementary deadline of 31 July for cases where there is a genuinely unforeseen reason why the Monday of 5th Week deadline cannot be met in Trinity term.

11. Applications for residence during a period in the Long Vacation that is not contiguous with term should be made to the Academic Registrar by the same date. They must be supported by evidence of an approved programme of work for the requested period in the form of a letter of appointment to a suitable employment, an assignment of a laboratory project, a thesis or extended essay to be prepared for a University examination, or a detailed programme of study.

12. The application forms for vacation residence and vacation study grants will be circulated by email during 3rd Week of each term.

13. Requests, in exceptional circumstances, for any variation in an approved period of vacation residence must be the subject of a renewed application.

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21 Sitting exams in this context means being in residence after the end of term to take papers, not revising for exams in the following term.
14. Permission for vacation residence confers no right to retain term-time rooms, which may be required for other College purposes. In particular, with the exception of those sitting University examinations, junior members housed within the main College precinct will be required to vacate their rooms by 10.00 a.m. on Saturday of 8th Week in Michaelmas term, by noon on Saturday of 8th Week in Hilary term, and by noon on Sunday of 9th Week in Trinity term. Accommodation elsewhere will be allocated if rooms are available.

15. Undergraduates whose home address is in England or Wales cannot remain in residence when the College is closed, for instance at Christmas and Easter. Any other undergraduate wishing to remain in residence during a period when the College is closed must seek explicit permission and provide objective justification. Under 18s will not be permitted to remain in residence when the College is closed and at other periods in the vacations when the College determines it is unable to offer appropriate supervision.

16. Undergraduates require the authorisation of the Senior Tutor to use the Library and Computer Rooms during vacations. This authorisation is automatic for those with vacation residence permission. Non-resident undergraduates should email the Academic Registrar by the end of 8th Week to request permission.

17. Only with express permission may undergraduates leave any belongings in a College room during the vacations, even after a period of approved vacation residence.

44. NOISE AND NUISANCE

1. Excessive noise is antisocial. No junior member or any other person should have to suffer from an unreasonable and avoidable disturbance.

2. Permission must be obtained for any gathering of more than ten persons or for any College party on College premises. Detailed regulations are set out in Appendix 7.

3. Playing musical instruments or sound systems in the open air is forbidden, except where prior permission is granted by the Principal of the Postmasters.

4. In order not to disturb those wishing to work or sleep, music, whether live or reproduced, is allowed only between 1.00 p.m. and 5.00 p.m. and between 7.00 p.m. and 11.00 p.m. daily and on Sundays from 10.00 a.m. to 11.00 p.m., in any room in College except in the Music Rooms.

5. Music played within the permitted times must be kept to a tolerable level.

6. The Music Rooms must be used for musical activities only and food and drink must not be taken into them. The playing of amplified music in the Music Rooms is forbidden except by express permission of the Principal of the Postmasters.

7. Permission must be sought from the Warden and Tutors’ Committee before music or drama rehearsals or any similar activity is held in the gardens. The application should be made through the Senior Member of Merton Floats (in the case of drama) or the Principal of the Postmasters (in the case of any other activity) and in all cases the Garden Master must be consulted. (Permission is likely to be withheld during times proximate to public examinations.) Performances of music and drama are activities that are regulated by the College’s premises licence, see section 42.
8. Junior members who have mobile phones must ensure they are switched off during tutorials, classes and lectures and at all other times when they might cause disruption, including during Formal Hall.

9. A penalty in accordance with Appendix 1 Tariff of Possible Fines will be imposed for the setting off of a fire alarm in communal kitchens between the hours of 11.00 p.m. and 6.00 a.m. Any noise caused by the use of the kitchen facilities or other communal areas for preparing or consuming food during quiet hours should be minimised.

45. SMOKING

1. Smoking is only permitted in the quadrangles and gardens of the College, excluding all covered passageways between quadrangles, or in close proximity to doors and open windows or of flammable materials or liquids. Students are requested not to smoke in Front Quad.

2. Smoking is not permitted in internal areas of the College, including personal accommodation, Hall, Chapel, Bar, Pavilion, Boathouse, libraries, seminar rooms, common rooms and music rooms, corridors, staircases or any substantially enclosed areas (more than 50% enclosed with a roof).

3. It is the responsibility of smokers to dispose of smoking materials in a safe and tidy manner in the smoking bins provided.

4. The use of e-cigarettes or vaping is not permitted inside any college building.

46. HEALTH AND SAFETY

1. New junior members will be inducted in key aspects of health and safety, in particular fire safety, at the start of the academic year. All new junior members and those who are being readmitted as graduate students are obliged to attend these induction sessions. The sessions are optional for returning students (who have already taken a graduate course at Merton) provided they have already attended the sessions as a new student within the last two years.

2. Junior members are expected to behave in a responsible and considerate manner and to take reasonable care to avoid injury to themselves and to others. A junior member who contravenes safety regulations or who carelessly or wilfully puts at risk the safety of any person may be subject to disciplinary action.

Accidents and emergencies

3. If any person is injured in an accident on College premises, or in case of any medical emergency, the Merton Street Lodge must be informed immediately, telephone (2)76310.

4. In case of minor injuries, the Lodge staff may summon medical assistance or administer first-aid. If the injury or medical condition is serious, the emergency services
should be summoned immediately by dialling 999 or 112, giving clear instructions as to
the precise location of the accident.

5. Any junior member who is involved in or witnesses an accident or potentially
dangerous occurrence on College premises must record the circumstances as fully as
possible in the Accident Book at the Lodge as soon as possible.

6. Any junior member who suffers from a medical condition that may require
emergency medical treatment is strongly advised to inform the College Doctor or
College Nurse when submitting a medical form or at any subsequent stage.

**Fire safety**

7. Junior members are required to familiarise themselves with the fire notices posted in
their room and to attend fire drills when they are in residence. The first fire drill in
Michaelmas will be announced; thereafter fire drills will be unannounced. Whenever the
fire alarm sounds, except at the time of a designated test, the building must be
evacuated and junior members must not return until the all clear is given by either the
Lodge Porter or by the Fire Officer. It is an offence not to evacuate the building in the
event of a fire alarm, even if it is believed that the reason for the alarm is known.

8. It is an offence to misuse a fire extinguisher, a smoke detector, fire alarm, or any fire
equipment, to obstruct a fire escape, tamper with break glass boxes, or to behave
recklessly with respect to fire.

9. It is an offence to prop open fire doors or to obstruct corridors and fire exits. All
corridors and escape routes must be kept clear of all items, no matter how small, at all
times.

10. Any malfunctioning alarms and emergency lights or damage to fire equipment must
be reported to the Merton Street Lodge and recorded in the incident book.

11. The use of candles, incense, joss sticks or other flammable materials in College
rooms is prohibited. Smoking is not permitted in personal accommodation.

12. It is an offence to store or ignite flammable, hazardous or explosive substances on
College premises, including but not limited to fireworks, gas cylinders, and all items of
compressed air.

13. Cooking and the use of microwaves, toasters and similar devices, is not permitted in
any accommodation. Junior members are not permitted to bring any of the following
electric appliances into College: cooking appliances (including microwaves, toasters and
sandwich makers), heaters (including non-electric heaters), irons or any other
appliances that may constitute a hazard.

14. Kettles must be of the automatic switch-off type.

15. Barbeques are not permitted. It is an offence to possess barbeque equipment in
College premises, whether inside or adjacent to a student residence.

16. The drying of clothes on top of electric heaters constitutes a fire hazard and junior
members must use the laundry facilities provided.
College buildings and equipment

17. Climbing on College buildings, including roofs, walls, ladders and scaffolding, or fire escapes unless in an emergency, is prohibited.

18. It is an offence to interfere with any tools, fixtures, equipment or materials that are the property of the College or its staff or contractors.

19. Any malfunctioning equipment including sports equipment, heating equipment, laundry equipment and computer equipment should be withdrawn from use and reported to the appropriate College Officer or to the Lodge at the first opportunity.

20. Trucks and trolleys used for the transportation of personal effects must not be removed from the premises. Junior members are advised that they use these items at their own risk. It is recommended that two people are in control of any truck or trolley when used on public pavements and roads.

21. Junior members should not enter areas of the College that have been cordoned off while building, maintenance or cleaning activities are taking place.

22. The College is an institution of considerable antiquity. Junior members should exercise due care at all times, especially when climbing or descending steps and staircases, and when traversing paths and stone paving, particularly when icy or wet.

Electrical appliances

23. Members of the College who wish to use in their rooms any mains-operated electric appliances other than those furnished by the College should have these appliances correctly wired to an undamaged plug of the safety-sleeve type and carrying BS number 1363, the cable secured in the cable clamp and a fuse of the correct rating fitted. Every appliance must carry the appropriate British Standard number or Kitemark, and flexible cables must be in good condition and not worn, perished, split, stretched or twisted.

24. Electrical appliances that are over two years old must be tested by a qualified electrician and certified as fit for use before being introduced into College. The College may at any time inspect certification or require that appliances be made available for testing by the College electrician, for which a fee may be payable. Appliances failing a safety check will not be allowed in College rooms.

25. It is an offence to interfere with electrical fittings, to connect appliances to a lighting circuit or connect multi-way adapters or extension cables to a socket outlet. Alterations or attachments may be made to the electric circuits or fittings only by the College electrician.

Firearms and other offensive weapons

26. Firearms, ammunition or other offensive weapons may not be introduced into College without the written permission of the Principal of the Postmasters.
47. COLLEGE SPORTS

1. Junior members are required to familiarise themselves with the rules and safety regulations applying to any sports activities organised by the Amalgamated Clubs of Merton and Mansfield Colleges in which they participate.

2. College sports are administered by the Senior Treasurer of the Amalgamated Clubs. The Men’s and Women’s Captains of Boats are the team leaders for Rowing. The College Boat Club has its own constitution and has instigated special safety procedures required for water sports. The Junior Treasurer of the Amalgamated Clubs is the overall team leader for College sports other than rowing; each sport may have its own team leader in turn.

3. The sports officers will carry out risk assessments of sports activities and record their findings in writing. Junior members must be made aware of any significant risks attaching to sports in which they participate in the induction procedure.

4. Junior members must adhere to the regulations and codes of conduct applying to any sport in which they participate.

5. Captains or team leaders should be familiar with the regulations and codes of conduct promulgated by the relevant National Governing Body of the sport and should ensure that junior members have been suitably inducted before participating in it.

6. In some cases, College teams are formally affiliated to the relevant National Governing Bodies, and captains and team leaders may be affiliated in a personal capacity.

**Personal fitness**

7. Junior members must achieve the required level of fitness to engage in any sporting activity. Captains or team leaders should provide induction in fitness training, including warming up and warming down exercise programmes that should be adhered to prior to and immediately after physical exertion.

8. Any junior member who suffers from a medical condition that may be aggravated by physical exercise is strongly advised to inform the captain or team leader before embarking on any training programme or fixture, so that assistance may be provided in the event of illness or injury. Such information may be kept confidential, but will be divulged to protect personal safety in the event of medical emergency.

**Equipment**

9. The College is responsible for maintaining the Pavilion and the sports equipment that is provided to the Amalgamated Clubs.

10. Junior members should ensure that they are familiar with the requirements for clothing and equipment applying to any sport in which they participate. They should report any defect in clothing or equipment provided by the College to the Senior Treasurer of Amalgamated Clubs as soon as it is detected.
11. The College is not responsible for personal clothing or equipment but reserves the right to debar junior members from participation in any sport if it is judged defective or inadequate.

**Accidents and emergencies**

12. There is an Accident Book at the College Pavilion. Irrespective of the cause, the circumstances of any non-trivial accident or near miss sustained on the premises must be recorded in the accident book by the person suffering or narrowly avoiding injury or by a witness, and the accident record returned as soon as possible to the Domestic Bursar, who has overall responsibility for health and safety within the College. This is a statutory requirement.

13. There is a first-aid kit at the College Pavilion. The captain or team leader should locate the kit, ensure it is adequately stocked and verify first-aid procedures before each fixture. If the captain or team leader is not qualified in first aid, s/he should verify whether the referee, umpire or any other person present is qualified. The Groundsman is qualified in first-aid, but may not be available to be summoned. The College Nurse, Lodge Porters and other College staff are also qualified in first-aid, but it would take time to summon them to the Sports Ground and they might not be available. First-aid will normally be administered only in relatively trivial cases of injury, or in serious cases, as a holding measure while the emergency services are summoned.

14. The telephone in the College Pavilion, or any available mobile phone, may be used to summon assistance. The captain or team leader should ensure prior to the fixture that the approach road to the Pavilion is clear for vehicular access.

15. If any person becomes ill or is injured, other than in case of minor cuts, bruises etc., arrangements should be made to accompany and transport him/her back to the College, or to the doctor’s surgery or hospital as appropriate. A taxi may be summoned through the Merton Street Lodge for this purpose, if necessary.

16. In cases of serious injury or illness, the ambulance service should be summoned on 999 or 112, giving clear instructions as to the precise location of the incident, and providing a telephone contact number. No attempt should be made to move a person who is immobilised by injury, prior to the arrival of the emergency services.

17. A member of the Welfare Team should be advised as soon as possible in case of any serious injury or emergency.

**Away fixtures**

18. Most sporting activities take place in Oxford on college or University premises. In the exceptional event that any College club fixture or event is booked at a remote location, the Senior Treasurer of the Amalgamated Clubs must be consulted and the following trip registration procedures will apply.

19. The captain or team leader (who must be a person attending the event) will provide to the Senior Treasurer the following details in writing and advance:

   (i) The nature of the event and an itinerary for it, including the date, time, duration and precise location (address) of the event.

   (ii) Estimated times for departure and return.
(iii) Contact telephone numbers for team leader and at least one deputy, and the host if possible.

(iv) Names of all participants.

(v) Transport arrangements, including details of vehicles and drivers.

(vi) First aid arrangements.

(vii) Insurance arrangements, including transportation in private vehicles.

**Fitness Room**

20. An air-conditioned Fitness Room is available to all Junior Members. It is located in Rose Lane and has both cardiovascular and resistance equipment and is open from 6.00 a.m. until 10.00 p.m. Junior Members must undertake a short induction programme prior to using the facility. Induction courses are run at the beginning of each term. Rules for use of the Fitness Room are on display and must be followed at all times. Further details are available from the JCR Sports Rep.

48. **FINANCIAL**

**Liability for academic fees**

1. Tuition fees are payable both to the College and to the University.

All students are liable to pay college fees except full-time undergraduate students from the UK and other EU member states taking their first course of higher education.

College fees payable for academic year 2017-2018 are as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Home/EU undergraduates and Home/EU PGCE students</td>
<td>£Nil</td>
</tr>
<tr>
<td>Other undergraduates and visiting students</td>
<td>£7,350</td>
</tr>
<tr>
<td>MBA</td>
<td>£3,150</td>
</tr>
<tr>
<td>EMBA</td>
<td>£1,467</td>
</tr>
<tr>
<td>Other graduates, BCL and MJur</td>
<td>£3,021</td>
</tr>
</tbody>
</table>

University fees are charged at one of four rates depending on fee status. These rates are Home, EU, Islands and Overseas.

University fees for the majority of junior members commencing studies in 2017-2018 are summarised below. Further details concerning University fees, including fees payable by junior members who are on course prior to 2017-2018, can be found on the University website at [www.ox.ac.uk/students/fees-funding/fees/](http://www.ox.ac.uk/students/fees-funding/fees/), and you are advised to check the fee liability for your course of study carefully from the website.
University fees for full-time courses commencing 2017-2018:

<table>
<thead>
<tr>
<th>Undergraduate courses:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Home/EU</td>
<td>£9,250</td>
</tr>
<tr>
<td>Non Home/EU</td>
<td>£15,755-£23,190</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Graduate courses:</th>
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<tbody>
<tr>
<td>Home/EU</td>
<td>£4,195-£48,850</td>
</tr>
<tr>
<td>Non Home/EU</td>
<td>£15,755-£48,850</td>
</tr>
</tbody>
</table>

All queries about fee status should be addressed to the Fees Clerk in the Finance Bursary (lorraine.reveley@merton.ox.ac.uk).

2. Information on how to apply for student finance can be found on www.gov.uk/apply-for-student-finance. This page contains separate links for students from England, Scotland, Wales, Northern Ireland and the European Union.

3. Each funding body has its own deadlines for submitting application forms and it is important that forms are submitted before these deadlines.

4. Home and EU undergraduates are personally liable for the University tuition fee of £9,250, but they may receive financial assistance from their student funding body if they have elected to be financially assessed on their application form. Undergraduates can apply for a student loan to cover all or part of their University tuition fee. Any part of the fee not covered by a student loan is payable to the College, which collects fees on behalf of the University.

5. In cases where all or part of an undergraduate’s tuition fees are paid by Student Finance England or similar fee paying body, the College will claim the fees due from the body concerned. However, the undergraduate is ultimately responsible for the payment of University and College fees, regardless of the amount of assistance they receive from funding bodies. Every offer of a place at the College is conditional on accepting this obligation.

**Accommodation Charges**

6. Charges for single accommodation are made termly in advance on the basis set out in the licence agreement.

7. Charges for undergraduate vacation residence are charged to battels in arrears.

8. Rents for couples’ accommodation are payable calendar monthly in advance.

9. Charges for single accommodation payable for the academic year 2017-18 are set out in the licence agreement.

10. Charges for couples’ accommodation payable for the academic year 2017-18 are from £808 per calendar month for accommodation with one bedroom.

11. The charge for use of a guest room is £31.00 per night for the academic year 2017-18.
Meal Charges

12. Meal charges for the academic year 2017-18 are as follows:

- Breakfast £1.87
- Lunch £3.40
- Dinner £4.19

The College operates a prepaid meal system. Sufficient funds must be available on a student's meal card to eat a meal in Hall.

Electricity Charges

13. Electricity supplied to most rooms in College is measured through a separate meter. There is no charge for the first 1,000 units of electricity consumed each term, but undergraduates will be charged for electricity consumed in excess of 1,000 units at the prevailing rate set out in the licence agreement. Graduates will be charged for consumption in excess of 1,000 units per billing period.

14. Electricity is charged to battels in arrears.

Other Charges

15. Other miscellaneous items, such as JCR and MCR levies, will also be charged to battels.

Payment

16. University and College tuition fees are charged annually in advance and must be paid in full by Friday of 1st Week of Michaelmas term.

17. Charges for accommodation and all other charges must be paid by the Friday of 1st Week of each term as set out in the licence agreement. The College will accept payment by cheque, bank transfer or most debit/credit cards. Payment is deemed to take place only when cleared funds are received in the College's bank account. A cheque drawn on a UK bank can take three or four days to clear and particularly when an overseas bank is involved money can take several weeks to arrive.

18. If for any reason a junior member is unable to pay fees or charges by the due date, she or he must explain the reasons to the Finance Bursar by email prior to the due date.

Financial problems experienced by junior members will be treated by the College in a sympathetic and constructive fashion provided reasonable explanations are disclosed to the Finance Bursar before the due date. Junior members may also discuss financial difficulties with members of the College's welfare team. Junior members who experience unforeseen financial hardship may qualify for hardship assistance from University, College or government funds.

19. Any person who fails to pay fees or charges by the due date is automatically fined (see Appendix 1 Tariff of Possible Fines), unless they have given advance notice to the Finance Bursar and obtained his express consent to late payment.

20. Where special circumstances warrant it, for example where a junior member is funded from a third party source at times that do not permit settlement of fees or
charges by the due date, application should be made to the Finance Bursar, who may agree to an individual payment schedule other than the standard termly one. In order to conform with the Consumer Credit Act 1974, annual fees must be paid within twelve months and in no more than four instalments.

21. Persistent failure to pay fees or charges without reasonable explanation may be deemed to be serious misconduct.

22. Under University Examination Regulations (Appendix 1 Regulations of Financial Matters paragraph 14) it is the duty of the Finance Bursar to notify any junior member who has not paid the University tuition fee in full by the due date (see paragraph 16 above) or by the agreed date (see paragraph 20 above) that, in the event that fees due are not paid in full within four weeks of that date, he or she shall be liable for suspension from access to and facilities of the University including the Examination Schools and other places of examination from the end of the four week period until such time as outstanding fees are paid in full. A junior member may be suspended from access to and facilities of the College during any period for which he or she is suspended from access to and facilities of the University for the purposes of this regulation.

**Increases in fees and charges**

23. Fees and charges are normally set annually in advance immediately prior to the academic year to which they apply.

24. Increases in fees and charges will normally reflect increases in underlying costs incurred by the College and the University, and proposals to make any such increases that are at the College’s discretion will be notified to and discussed with the Presidents of the JCR and MCR not later than during Trinity term preceding the date of implementation.

25. The College does not have any discretion with respect to fees and charges made by the University, and may have only limited discretion with respect to fees that are charged by the College but that are linked to general levels of funding provided to the higher education sector or other external factors.

26. The College will use its best endeavours to give the maximum possible period of notice of any proposals to make extraordinary increases in charges for accommodation and meals that reflect extraordinary increases in underlying costs or that exceed increases in underlying costs. Such proposals will where possible be notified to and discussed with the Presidents of the JCR and MCR at least twelve months before implementation.

**Refunds of fees and charges**

27. Junior members who wish to terminate or suspend studies must give notice in writing to the Senior Tutor, and will be invited to discuss their reasons.

28. When a course of studies is terminated or suspended, the College will refund a fair proportion of any College fees that have been paid in advance. As appropriate, the refund will be calculated:
On a time basis from the effective date of suspension or termination, \textit{or}

With reference to the proportion of course material that has been delivered by the College.

29. Refunds of University fees may be made in accordance with the prevailing policies applied by the University, which may vary from course to course.

30. Refunds of accommodation charges may be made in accordance with the provisions contained in the licence agreement.

31. Credit balances on meal cards will be refunded through battels.
49. COLLEGE OFFICERS

Sub-Warden: Professor Judith Armitage (2016-18)
Professor Jennifer Payne (2018-20)
Professor Mindy Chen-Wishart (2020-22)

Finance Bursar: Mr Charles Alexander
Domestic Bursar Mr Timothy Lightfoot
Land Agent & Estates Bursar: Mr John Gloag
Senior Tutor: Dr Rachel Buxton
Development Director Dr Duncan Barker
Principal of the Postmasters: Professor Jonathan Thacker (2016-end 2017)
Prof Sergi Pardos-Prado (from Jan 2018- )

Deputy Principal of the Postmasters: Mr Cristian Regep
Dean: Fra’ John Eidinow (to 2020)
Keeper of the Statutes and Bylaws: Fra’ John Eidinow
Secretary to the Harmsworth Trust: Dr Jonathan Prag (2017-20)
Dean of Graduates: Dr Matthew Grimley (2014)
Garden Master: Professor Irene Lemos (2017/18 only to cover Professor Timothy Guilford (2014) sab leave)

Steward of Common Room: Professor Alex Shekochihiin (2017/18 only to cover Professor Richard McCabe (2015) sab leave)

Senior Treasurer of the JCR: Professor Simon Hooker (2003)
Senior Treasurer of the Amalgamated Clubs: Dr Jonathan Prag (2010)
Chaplain: The Revd Canon Dr Simon Jones
Associate Chaplain: The Revd Dr Jarred Mercer (2017-21)
Reed Rubin Organist and Director of Music & Director of College Music: Mr Benjamin Nicholas
IT Officer: Mr Charles Alexander
Head of IT: Mr Simon Mortimore
Librarian: Dr Julia Walworth
Research Convener: Professor Matt Higgins (2017-20)
Archivist: Mr Julian Reid
Equality Adviser: Dr Bassel Tarbush (2017-20)
Prevent Officer: Dr Kate Blackmon (2016) MT17 only
Mr Timothy Lightfoot assisted by Professor Patricia Thornton (H/TT18 only)

Wine Steward: Mr Charles Alexander (2014)
Junior Deans for Welfare: Ms Jenny Barrett
Mr Sebastian Wylie
Harassment Advisers to Junior Members: Professor Simon Saunders (2014)
Dr Matthew Hosty (Jan 2018-Jan 2019 only to cover Professor Saunders)
Professor Rhiannon Ash (2015)
College Advisers on Staff Harassment Policy: Dr Rachel Buxton
The Revd Canon Dr Simon Jones
Health & Safety Representative for Academic Staff: Dr Ralf Bader (2017)

Three members, appointed by the College, of the Committee for the College Compassionate Fund: Warden, Professor Chen-Wishart, & the Chaplain
ACCOMMODATION AGREEMENT

LICENCE AGREEMENT FOR THE ACADEMIC YEAR 2017-18
Between The Warden and Fellows of Merton College ('the College') and the Junior Member ('the Licensee')

Definitions

Accommodation  A single room or en-suite room to be allocated to the Licensee by the College

Accommodation  The fixtures, fittings and equipment in the Accommodation as specified in paragraph 16 of the College Handbook

Accommodation  For Licensees who are undergraduates:
Period  5 October 2017 to 2 December 2017
11 January 2018 to 10 March 2018
19 April 2018 to 16 June 2018

For Licensees who are graduates and second BA students:
1 October 2017 to 31 July 2018

All accommodation is offered contingent on the occupant remaining a current junior member of the University and College. If this status ceases then the accommodation must be vacated immediately.

Charges  For the Accommodation Period:

For all Licensees who are undergraduates £3,472 for a single room or £3,677 for an en-suite room payable in three equal instalments in advance on or before the Payment Dates. This sum includes the price of the Services and 1,000 units of electricity supplied during each academic term. Electricity over 1,000 units supplied to the Accommodation during each academic term will in addition be charged at 5p per unit.

For all Licensees who are graduates or second BA students £5,582 payable in 3 equal instalments in advance on or before the Payment Dates. This sum includes the price of the Services and 1,000 units of electricity supplied during each academic term. Electricity over 1,000 units supplied to the Accommodation during each academic term will in addition be charged at 5p per unit.

For the Vacation Period:

For all Licensees who are undergraduates £19.84 per day for a single room or £21.01 per day for an en-suite room.

For Licensees who are graduates or second BA students, no charge will be made for the vacation period for the licence period 1 October 2017 to 31 July 2018.
College Merton College

College Contents The fixtures, fittings and equipment at Merton College which are for use by Licensees but which are not allocated to the Accommodation

College Handbook The publication entitled ‘Merton College Handbook for Junior Members’

Contents The Accommodation Contents and the College Contents

Common Parts Any shared facility such as kitchen, bathroom, common or other room allocated to the Accommodation and those parts of Merton College’s property which are necessary for the purpose of gaining access to the Accommodation

Designated Days The days designated for cleaning of the Accommodation by College staff in accordance with the published cleaning schedules

Merton College Merton College, Oxford, OX1 4JD and all buildings deployed by the College to accommodate junior members

Payment Dates Friday 13 October 2017
Friday 19 January 2018
Friday 27 April 2018

Rights (a) To occupy the Accommodation during the Accommodation Period
(b) To use the Contents
(c) To use the Common Parts
(d) To use the Services
(e) To take meals in Merton College’s Hall on the basis set out in paragraph 20 of the College Handbook at the charges set out in paragraph 48 of the College Handbook

Services (a) Repair of Merton College
(b) Lighting and heating of Merton College
(c) Provision of hot and cold running water to the Accommodation and/or Common Parts
(d) Provision of an electricity supply to the Accommodation
(e) Disposal of rubbish deposited in proper receptacles, except for kitchen food waste
(f) Cleaning of the Accommodation and the Common Parts

The terms ‘junior member’, ‘undergraduate’, ‘graduate’, ‘second BA student’ and ‘term’ will have the meanings defined in paragraphs 1 and 2 of the College Handbook.

This Agreement is not intended to confer exclusive possession on the Licensee or to create the relationship of Landlord and Tenant between the parties. The Licensee shall not be entitled to any tenancy, or to any assured shorthold or assured tenancy, or to any statutory protection under the Housing Act 1988, or to any other statutory security of tenure now or upon the determination of the Licence.

The College agrees to provide the Accommodation and the Licensee agrees to occupy the Accommodation on the conditions set out in this Agreement and in the College Handbook.
1. Obligations of the Licensee

1. To pay the Charges to the College in advance on or before the Payment Dates.

2. To check the Accommodation and Contents and report any problems to the College’s Domestic Bursar within seven days of the start of the Accommodation Period.

3. To keep the Accommodation and the Accommodation Contents in a clean and tidy condition and not to damage them nor to damage the College Contents and Common Parts.

4. At the end of the Accommodation Period and, in the case of Licensees who are undergraduates, on 2 December 2017 and 10 March 2018 to leave the Accommodation in a clean and tidy condition and clear of all rubbish and personal belongings and to return to the College the keys to the Accommodation.

5. To allow the College, at reasonable times and after giving reasonable notice, to enter the Accommodation for the purpose of viewing, inspection, maintenance or repair. No notice will be given in an emergency, for routine cleaning on the Designated Days, or where the need for repair or any other matter affecting the suitability of the Accommodation for habitation was reported by the Licensee, but otherwise the College will endeavour to give seven days’ prior notice for planned maintenance work and twenty-four hours’ prior notice for other purposes.

6. To comply with all applicable legislation to avoid the actions or negligence of the Licensee having an adverse effect on the College or The University of Oxford or on the owners or occupiers of nearby property.

7. To comply with the Regulations of The University of Oxford and with the Regulations in the College Handbook.

8. To report to the Head of Conference and Accommodation any damage or want of repair at the College or failure of the Services as soon as reasonably practicable and in any event within twenty four hours of becoming aware of it.

9. To pay to the College all costs reasonably incurred in enforcing the Licensee’s obligations in this agreement or arising from a breach of them including an administration charge of £30 and compound interest at the rate of 2% above the prevailing UK base interest rate for each day payment of Charges is overdue.

10. Promptly to send to the College’s Domestic Bursar a copy of any communication the Licensee receives which is likely to affect the College or the Accommodation.

11. Not to alter, add to or do anything which may cause damage to the electrical installation or equipment in Merton College or which may be a fire risk or in any other way put the health and safety or security of others or the College’s or other people’s property. Any portable electrical appliance must comply with the Regulations contained in the College Handbook paragraph 46. The Licensee must within three days of request either provide a safety certificate for, or remove from the College, any appliance which in the College’s reasonable opinion is unsafe, otherwise the College may remove it without further notice to the Licensee, charge any storage costs to the Licensee, and return it to the Licensee at the end of the Accommodation Period.
12. If the Accommodation is on the ground or first floor, not to leave the Accommodation unoccupied without first closing and locking the window and not at any time to leave the Accommodation unoccupied without locking the door, and not to leave open any door to the Common Parts or any door or gate providing access to Merton College (other than those at the main entrances to Merton College adjacent to the Porter’s Lodge).

13. To comply with the University of Oxford’s environmental policy (available at [www.admin.ox.ac.uk/estates/aboutus/strategiesandpolicies/](http://www.admin.ox.ac.uk/estates/aboutus/strategiesandpolicies/)) and in particular to take reasonable steps to avoid wasting fuel by turning off lights and electrical equipment when not in use, or water and to participate in any waste recycling schemes operated by the College or by others.

14. Not to put anything harmful, or which is likely to cause blockage, in any pipes or drains.

15. Not to remove from, affix to, change, damage or attempt to repair the structure or decorative finish of any part of Merton College or the Contents.

16. Not to move furniture from the Accommodation into communal areas or another member’s Accommodation, nor to bring additional furniture into Merton College, without the prior written consent of the College’s Domestic Bursar. Sofas, inflatable mattresses, hammocks, futons or any portable beds, etc., are not permitted.

17. Not to use the Accommodation for any purpose other than as a study bedroom, or as a study and a bedroom where the Accommodation is a set of rooms.

18. Not to share the use of the Accommodation or allow any person to use it or sleep in it. Occasional overnight visitors are permitted to reside in guest rooms on the conditions set out in the College Handbook paragraph 16. Unaccompanied visitors will not be admitted to Merton College after 10.30 p.m. or before 7.30 a.m.

19. Not to cause any nuisance, offence, disruption, harassment or persistent disturbance to others.

20. Not to add to or change the telephone services or the information technology services installation to the Accommodation.

21. Not to bring into Merton College any animal (including any bird, fish or insect) unless it is an aid for a person with a disability. The junior member is requested to notify the College’s Domestic Bursar in advance if an assistance animal is needed at Merton College, as adjustments may need to be made to accommodate it. Licensees will be responsible for the proper care and control of assistance animals and any damage or nuisance which an animal causes.

22. Not to keep any vehicle or vehicle parts in any part of Merton College other than bicycles in the designated cycle storage areas, or mobility assistance vehicles, and not to ride or drive any vehicle in Merton College unless it is a mobility assistance vehicle. Users of mobility assistance vehicles are requested to contact the College’s Domestic Bursar in advance as the College may need to make reasonable adjustments to accommodate it without imposing any obligation on the College if the vehicle cannot reasonably be accommodated.
23. Not to cause any obstruction of the common parts or to render inoperative any door designed as a fire door.

24. Where the Licensee becomes aware of damage to the College caused by an intruder, to report the incident to the Porter’s Lodge immediately or as soon as reasonably practicable.

2. Obligations of the College

1. To provide the Services, subject to regulations and undertakings in the College’s Handbook paragraph 16 which include reporting procedures and response times for repairs, details of arrangements for refuse collection and expected clearance times for ice, snow and leaves from Merton College grounds.

2. Except in the case of an emergency or serious disrepair, for disrepair reported by the Licensee or other matter preventing the Accommodation from being used and for cleaning on designated days to give the Licensee at least seven days’ notice prior to entering the Accommodation during term-time.

3. Not to interrupt the Licensee’s use of the Accommodation more than is reasonably necessary.

4. Not to disclose personal information obtained from the Licensee except as permitted by clause 3.2 of this agreement or where there is serious risk of harm to the Licensee or to others or the College’s property.

5. To make available to the Licensee for inspection where necessary by prior arrangement with the College’s Domestic Bursar the College’s risk assessments with respect to Merton College, the Accommodation and/or Common Parts and the College’s Portable Appliance Testing procedures. The Universities UK Code of Practice for the Management of Student Housing is available at www.thesac.org.uk/.

6. To give a receipt for any of the Licensee’s property which is removed under the terms of this agreement.

7. To ensure security staff are clearly identified, and that any member of staff or contractor requiring access to the Accommodation carries and allows the Licensee to inspect appropriate identification documents.

8. To maintain any kitchen facilities provided for the use of the Licensee in good order and repair, and keep any equipment there in proper working order.

9. To ensure clear and appropriate instructions for use are given for any equipment which the Licensee needs to operate in the College.

3. Other conditions

1. The Licensee is responsible for the conduct of any person invited by her or him to the Accommodation or the College.

2. The Licensee hereby authorises the College to use her or his personal data for all lawful purposes in connection with this agreement including debt recovery, crime prevention and all matters arising from the Licensee’s membership of the College and The University of Oxford.
3. The College’s liability for loss or damage to person or property is excluded unless the loss or damage is caused by the College’s negligence or breach of its obligations in this agreement and personal belongings left at the College are at the Licensee’s own risk.

4. The College is not liable to repair any damage caused by the Licensee unless the cost is met by insurance or by the Licensee any excess on the policy being payable by the Licensee. This clause shall not apply where the College has an overriding statutory obligation to make the College safe.

5. The College may temporarily suspend use of the Common Parts if they are not kept in a clean and tidy condition by the Licensees using them.

6. This agreement does not affect the disciplinary powers of the College or of the University of Oxford (see http://www.admin.ox.ac.uk/statutes/352-051.shtml).

7. The College is entitled, at the Licensee’s expense, to remove from the Accommodation or the Common Parts any article which constitutes an obstruction or a fire or health or safety risk but unless perishable will if requested return it to the Licensee on the termination of this agreement. The College is further entitled, at the Licensee’s expense, to remove any item left in College by the Licensee at the end of the Accommodation Period. The College shall not be obliged to return any item to the Licensee but shall be entitled to dispose of it in any way that the College thinks fit whether the item has value or not. Should any such item have value and be sold the Licensee agrees to the College retaining the proceeds of sale for the College’s use.

8. Save in the case of emergency, notices under this agreement must be in writing. Notices, other than notice to terminate this agreement given to the College’s Domestic Bursar, may be given by email. Notices in writing given to the Licensee will be placed in the Licensee’s mail box in the Merton Street Lodge. If the College has reason to believe that such notice will not come to the Licensee’s notice within seven days, notice will also be sent by post to the home address given to the College by the Licensee. Where the address is within the United Kingdom service shall be deemed to be effected seven days after posting whether received or not.

9. This agreement is not intended to confer any benefit to anyone who is not party to it.

10. This agreement and the policies referred to in it and in the College Handbook contain all the terms agreed to by the College and the Licensee at the time it comes into effect and any variation to the terms will only be effective if agreed between the Licensee and the College’s Domestic Bursar. The College will confirm any agreed variation to the Licensee in writing at the time the variation is made.

4. Termination of this Licence agreement

1. Unless the Licensee has made arrangements with the College’s Domestic Bursar for late arrival this Accommodation agreement will automatically terminate if the Licensee has not taken up residence by the first day of the Accommodation Period.

2. The College may terminate this Licence agreement at any time if:

(a) Any payment is overdue by 21 days or more unless the Licensee has secured the permission of the College’s Domestic Bursar to defer payment in accordance with the procedures described in paragraph 48 of the College Handbook or
(b) The Licensee is in serious or persistent breach of any of his or her obligations in this agreement or

(c) The Licensee does not have status as a junior member of the College or as a member of the University of Oxford or

(d) In the reasonable opinion of the College the health or behaviour of the Licensee constitutes a serious risk to herself or himself or others or the College’s or other people’s property

3. The Licensee may only terminate this Agreement in accordance with this clause, and will remain liable for the Charges until:

(a) The Licensee has given four weeks’ notice to the College’s Domestic Bursar that she or he wishes to leave and

(b) The Licensee makes payment for, or puts right, to the College’s reasonable satisfaction any breach of his or her obligations in this Agreement.

4. If this Agreement is terminated by either the College or the Licensee the College will refund a fair proportion of pre-paid Charges (after making any proper deductions to cover its losses) as soon as possible after the termination becomes effective.

5. The College reserves the right to relocate the Licensee to comparable alternative accommodation where it is reasonable to do so but unless the reason for relocation is because the junior member is in breach of one or more of their obligations in this Agreement the junior member will have the right to terminate this Agreement without having to comply with the conditions in clause 4.3 as an alternative to relocating.

6. The College’s acceptance of the keys at any time shall not in itself be effective to terminate this Agreement.

5. Accommodation during the Vacation Period

1. Undergraduates may reside in their Accommodation during the Vacation Period only on the terms described in paragraph 43 of the College Handbook.

2. Graduates and second BA students may reside in their Accommodation during the Vacation Period on condition they apply in writing to and obtain the express permission of the College’s Domestic Bursar four weeks before the commencement of the Vacation Period.

If departing during the Vacation Period, the date of departure should be advised at the earliest possible time to the Accommodation Manager by email.

3. The College reserves the right to allocate alternative Accommodation for the purpose of residence during the Vacation Period.

4. The College does not undertake to make the Accommodation clean and serviceable prior to the first day of each Accommodation Period.

5. Charges for periods of residence during the Vacation Period will be payable on the next Payment Date or on or before 30 September in the year they are incurred if later.
APPENDIX 1: TARIFF OF POSSIBLE FINES

**Keys** (see Regulation 17 Security)

- Loss of room key, electronic fob or any other key which is the junior member’s responsibility, or failure to return room key on request or on departure: £75
- Obtaining an unauthorised copy of a key or providing a key for use by an unauthorised person: £75

**Library** (see Regulation 39)

- Overdue books: 10p per day per volume accruing to a maximum of £2 per volume for late return or renewal; 50p per volume for ignoring a recall notice, plus £5 (more at discretion of Librarian) if two recall notices are ignored. 20p a day per overdue DVD accruing to a maximum of £20 per DVD for late return or renewal. Fines will be added to battels in the term in which the fines have been incurred.
- Damage to and loss of books: £80 per item (non-refundable).

  For lost books or books deemed lost (see below), the fine is reduced to £20 if the item is returned after the fine incurred. Fines will be added to battels in the term in which the fines have been incurred; upon return of items (deemed) lost after battels have been paid, £60 per returned item are refunded.

  If a borrower with items overdue for more than a term does not respond to communications from the library, the items may be deemed lost and a fine charged. Additionally library privileges may be withdrawn until the issue is resolved. Library items not returned before a student leaves at the end of their final term will normally be deemed ‘lost’ and relevant fines will apply.

- Infringement of other library rules: £30 and up depending on circumstances

- **Computer misuse** (see Regulation 40): £30 and up depending on circumstances
Battels

Late payment (see Regulation 48) £30 plus interest 2% above UK base rate on the final battels

Bounced cheques £30

Failure to complete an arrival/departure card (see Regulation 30) £30

Disciplinary

Excessive noise/disturbance and unauthorised parties (see Regulation 44) £30-£75 depending on severity

Smoking in areas designated as non-smoking (see Regulation 45) £30

Health and safety and fire safety breaches e.g. letting off fire alarms in a non-emergency situation, failure to evacuate a building when the fire alarm sounds, storing hazardous substances on College property including fireworks, gas and compressed air cylinders, burning candles, cooking (including toasting) in all areas except designated kitchens, unauthorised barbeques (see Regulation 46) £30-£250 depending on severity

Damage to College rooms, premises, grounds, Property, including littering and soiling £30-£250 depending on severity plus costs

The above list of fines should be regarded as illustrative only, not definitive. The amounts may also be varied depending on aggravating or mitigating circumstances.

The Principal of the Postmasters and Deputy Principal of the Postmasters have discretion to exact other penalties in addition to or instead of fines.

In serious cases, the Principal of the Postmasters will refer the case to the Disciplinary Panel if it appears that a penalty in excess of £250 is likely to be called for.
APPENDIX 2: PROCTORS’ OFFICE GUIDELINES ON DEALING WITH DRUG MISUSE

The use of specified drugs is illegal within the UK, and is inimical to the University’s primary objectives of the pursuit of academic study and research. The presence of drugs within the University community is detrimental to the welfare of its members generally, and will not be tolerated. Taking illegal substances, including so-called ‘soft’ drugs, has a rapid and serious effect on academic study, and is likely to lead to long-term health problems. Although addiction to drugs is sometimes curable, it is often not, and therapy is a prolonged, expensive and specialised treatment, which is certainly disruptive. There are secondary but very real health risks such as exposure to infection with hepatitis, and AIDS. The University also recognises its duty to take firm action to protect people who may be affected or put at risk by drug misuse by other people, such as through dealing and supplying, or from the anti-social behaviour consequent upon misuse. The Colleges and the University are forbidden by law knowingly to allow drug misuse to take place on their premises. Students should be aware that the pastoral and disciplinary frameworks for action set out below, apply to activities within a ‘University context’ which under the University Statutes is defined as activities on University or College premises; in the course of University activity within or outside Oxford, whether academic, sporting, social, cultural, or other’.

The Pastoral Framework

One step which anyone who has become involved with drugs needs to take is to recognise that a problem exists. The University and its constituent Colleges also recognise the need to provide appropriate support to students needing help. A variety of sources of help is available. All consultations will be treated in strict confidence subject to the provisions of the law.

1. **Advice** is available at both college and University level. **Colleges** will supply details of persons within the College (e.g. College Advisers, Chaplain), to whom individuals might turn for advice. **The Student Counselling Service** provides a source of confidential counselling outside the College context. **OUSU’s Student Advice Service** will assist students in finding appropriate support.

2. **Medical Help.** One practical way to start the process of recovery is to recognise the medical issues, and to seek help, from a college doctor, who will be able to provide medical help, and will be bound by the conventions of medical confidentiality. Self-referral to The Ley Clinic at Sandy Croft, Sandy Lane, Yarnton, could be considered. Free and confidential advice can be obtained from LIBRA (01865 749800), or from the National Drugs Helpline ‘FRANK’ (0800 776600), and other contacts are available at [www.talktofrank.com](http://www.talktofrank.com).

The Disciplinary Framework

Those involved with using or supplying drugs should be aware, however, that the University and its constituent Colleges must operate within the framework of national legislation. This is reflected in the University Statutes. Statute XI, section 2.(1)(l) makes it a disciplinary offence for members of the University intentionally or recklessly to possess, use, offer, sell, or give to any person drugs, the possession or use of which is illegal.
**Personal use of drugs.** Students found using illegal drugs within their own Colleges or in College-owned accommodation are likely to be subject to the provisions of their College’s disciplinary code. Students found using illegal drugs in another College or on University premises will be referred to the Proctors. In the case of use or possession for personal use of Class C drugs, the University and its constituent Colleges, on the advice of the local police, will normally on the occasion of the first offence, issue formal warnings, together with such conditions (such as drugs counselling) as they think appropriate to enable the student to address the problem. A record will be made of such formal warnings. Disciplinary action (e.g. a fine) may be appropriate at this stage, depending on the circumstances. Further offences, or failure to address the problem, will lead to more serious disciplinary action. In the case of Class A and B drugs (e.g. cannabis, heroin, amphetamine sulphate, LSD, cocaine, crack, ecstasy), the University or College authorities will as a matter of policy report suspects to the local police, and will consider suspending the student while police and court proceedings take place. The University Statutes provide that if a student has been convicted of a criminal offence of such seriousness that a term of imprisonment might have been imposed (whether or not such a sentence was in fact imposed upon the student member), then the Proctors may refer the case to the Student Disciplinary Panel. The Disciplinary Panel has the power to rusticate or expel student members.

**Supplying and dealing in drugs** will be treated severely. Those suspected of dealing in any drugs (including cannabis) can expect to be referred to the local police. Students should be aware that 'supply' includes all forms of passing drugs to someone else, irrespective of whether payment is made. For example, passing a cannabis joint around a group involves a series of 'supplies'. Suspension while police and court proceedings take place will be considered, and criminal convictions may be treated as indicated above.

[amended 24 October 2011]
APPENDIX 3: BYLAW XI A: ACADEMIC DISCIPLINE

Introduction

1. (a)(i) Merton College promotes academic excellence and seeks to support all its undergraduates in fulfilling their academic potential. When joining the College, undergraduates contract to pursue satisfactorily the studies which are required of them. Academic obligations are set out in detail in Section 33 of the College Handbook.
   (ii) The primary sources of academic advice and support for undergraduates are the Directors of Studies assigned to them each year and their Tutors. Information on their role is set out in Section 5 of the College Handbook.

(b)(i) The Academic Disciplinary process outlined below is intended to be followed in cases where an undergraduate is deemed to be in breach of academic obligations.
   (ii) Undergraduates should be aware that they are also subject to the University’s regulations concerning student conduct and that they are therefore expected to observe two sets of (complementary) disciplinary regulations. The University's Student Handbook (Proctors’ and Assessor’s Memorandum) provides more information on the University’s remit, see www.proctors.ox.ac.uk/handbook/handbook/.

(c) The College’s process is presented in a flowchart at the end of the Bylaw.

Disciplinary Offences

2. The use of dishonest means in any examination or in fulfilling any academic obligation is a serious disciplinary offence. If an undergraduate is alleged or is suspected to have committed such an offence, the procedures set out at Bylaw XI B shall apply.

Informal Warning

3. Academic obligations include and are not confined to attending all tutorials and classes punctually; completing the work set to a standard that is commensurate with their ability and by the deadlines that their tutors prescribe; and sitting such collections as their tutors prescribe, and achieving in them a standard that is commensurate with their ability.

4. If in the opinion of any of his or her tutors an undergraduate is in breach of any of the academic obligations, his or her director of studies shall normally in the first instance remind him or her informally of these obligations.

5. (a) This reminder shall normally take place at an individual, face to face meeting at which the director of studies shall clarify that an informal warning is being given, specify the breaches of academic obligations which have prompted it, give the undergraduate an opportunity to comment, and agree with the undergraduate actions needed to improve performance.

(b) The director of studies shall make a note of the date of the informal warning and it shall usually be considered spent within one year after it has been issued, provided there has been no further breach of academic obligations, unless the director of studies specifies otherwise.
Formal Warning

6. (a) Should the breach be serious or persistent, the director of studies shall specify the shortcomings in writing and issue a formal written warning that failure to rectify them will result in the invoking of probation, the breach of whose terms could, after subsequent reference to the Academic Review Panel, lead to severe penalties including expulsion from the College.

(b) The undergraduate shall be given the opportunity to put his or her case and to draw attention to any mitigating circumstances that may apply.

7. (a) Mitigating circumstances are to be understood as significantly disruptive and/or unexpected events which are beyond the undergraduate’s control (e.g., illness or bereavement) but which might affect academic performance when submitting assessed work or sitting examinations.

(b) Circumstances or events that would not normally merit consideration include consequences of paid employment and sporting commitments.

(c) The College may require independent confirmation of mitigating circumstances, for example a medical certificate from the College Doctor in cases of illness or equivalent proof in other circumstances.

8. (a) The director of studies’ specification of shortcomings and written warning and any representations made by the undergraduate will be placed on file and reported in writing to the Senior Tutor, who shall ensure that the undergraduate understands what is required of him or her and the implications of failure to comply.

(b) The Formal Warning shall be considered spent one year after it has been issued, provided there has been no further breach of academic obligations.

9. If the Senior Tutor is interested in the matters relating to the undergraduate or is otherwise unable to act, the Warden and the Tutors’ Committee shall nominate another member of the Governing Body to act in the Senior Tutor’s place. Throughout this Bylaw, references to the Senior Tutor shall include any such nominee.

Probation

10. (a) If within reasonable time of the written warning the undergraduate fails to respond by meeting in full his or her academic obligations, the undergraduate’s director of studies shall recommend a period of probation normally of not less than eight weeks, at least five of the weeks being in Full Term.

(b)(i) The director of studies shall propose the duration and conditions of probation in writing to the Senior Tutor, who shall seek the undergraduate’s agreement to them.

(ii) If agreement is reached, the Senior Tutor shall confirm the duration and conditions in writing to both the director of studies and the undergraduate and shall report the probation to the Warden and Tutors’ Committee.
(iii) The Senior Tutor shall send a copy of this Bylaw to the undergraduate and shall draw attention to the possible consequences of failure to satisfy the terms of probation.

11. (a) In the event of failure to agree, the undergraduate shall have the right to ask for the imposition of probation or its conditions to be referred for decision by the Academic Review Panel under the provisions of (17) below.

(b) The Academic Review Panel’s decision shall be reported to the Warden and Tutors’ Committee.

12. If the probationary terms include a requirement to achieve a specified standard in a collection, the latter shall be externally marked. The marker shall be told that the collection is a penal one but not the standard required.

**Review of probation**

13. At the end of the stated period of probation or sooner at the request of the director of studies, the director of studies shall report in writing to the Senior Tutor, with a copy to the undergraduate, stating whether the terms of probation have been satisfied.

14. If all the terms of probation have been satisfied, the Senior Tutor shall inform the undergraduate in writing that probation has been purged and report accordingly to the Warden and Tutors’ Committee.

15. (a) (i) If the director of studies reports that any probationary terms have been breached, one (but not normally more than one) extension of probation may be proposed, under the same terms as before or subject to different conditions.

(ii) The director of studies shall not be obliged in any case to seek an extension of probation and a breach of the probationary terms may lead directly to a reference to the Academic Review Panel under paragraph 18 below.

(b) The Senior Tutor shall seek the undergraduate’s agreement to any extension of probation and its conditions, observing in every respect the provisions of paragraphs 10-12 above.

**Referral to the Academic Review Panel**

16. (a) The Academic Review Panel reports to the Warden and Tutors’ Committee and consists of six members of the Governing Body including at least three person holding the office of Tutor. The Senior Tutor shall not be a member.

(b) Any tutor of the undergraduate whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined as any person who has acted as that undergraduate’s director of studies or has filed or will file an academic report on that undergraduate’s work during the course of the current academic year.

(c) The members of the Academic Review Panel as constituted after any replacements have been co-opted shall elect one from among their number to take the chair.
The Academic Review Panel may regulate its proceedings as it sees fit including (without limitation) setting time limits on the evidence to be called and the representations to be made by either the undergraduate or the director of studies consistent with providing a fair opportunity for each of them to present relevant evidence whilst ensuring that the matter is heard and determined expeditiously.

(e) At any hearing concerning a breach of probation the burden of proving the charges shall be on the director of studies and the standard of proof shall be the balance of probabilities.

Hearings concerning the imposition or extension of probation

17. (a) If the undergraduate requests referral of the imposition or extension of probation or its conditions to the Academic Review Panel, the Senior Tutor shall send its Chair:
   (i) copies of the director of studies’ specification of shortcomings and written warning (and, in the case of a proposed extension to probation, the director of studies’ report on probation and recommendations as to its extension); and
   (ii) the director of studies’ proposals for the duration and conditions of probation or its extension; and
   (iii) any representations previously made by the undergraduate.

(b) The undergraduate shall state in writing his or her objections to the proposals, and the director of studies shall be invited to respond, a copy of any such response being sent to the undergraduate.

(c) (i) The Academic Review Panel shall meet to consider the case and may ask the undergraduate and the director of studies to attend the meeting and interview them.
   (ii) The undergraduate may attend at his or her own request.
   (iii) The Academic Review Panel may proceed in the undergraduate’s absence.

(d) (i) The Academic Review Panel shall have the power to accept or reject or to amend as it sees fit the proposals relating to probation or its extension.
   (ii) The adjudication of the Academic Review Panel shall be communicated in writing to the Senior Tutor, the director of studies and to the undergraduate and shall be final.

Hearings concerning a breach of probation

18. Except as provided for by extension of probation the Senior Tutor shall send to the Chair of the Academic Review Panel a written statement (“the Charge Sheet”) setting out (a) the conditions of probation, (b) the report of the director of studies, (c) any correspondence with the undergraduate in relation to the probation and any warning leading to the probation, and (d) any other information which the Senior Tutor deems relevant, including recommendations as to penalty.

19. The Charge Sheet and this by-law shall be copied to the undergraduate.

20. (a) The Chair of the Academic Review Panel shall call a meeting of the Academic Review Panel, giving the undergraduate at least five days’ notice (not including Saturday and Sunday) unless the undergraduate agrees to shorter notice being given.
(b) The undergraduate shall be told in writing the time of the meeting and that written material may be submitted up to 48 hours before the Academic Review Panel meets.

21. (a) Without prejudice to the Academic Review Panel’s right to regulate its own proceedings, the following procedure shall normally be adopted.

(b)(i) The undergraduate and the director of studies shall attend the meeting and may be interviewed by the Academic Review Panel provided that if the undergraduate fails or refuses to attend the Academic Review Panel may proceed in his or her absence.

(ii) The undergraduate may be accompanied by a current member of the University or an OUSU sabbatical officer as an advisor.

22. (a) The director of studies shall explain the undergraduate’s breach of the conditions of probation.

(b) The undergraduate shall be given an opportunity to respond, or to say anything that he or she considers relevant.

23. (a) The Academic Review Panel shall then decide whether the undergraduate has breached the terms of probation.

(b) If the Academic Review Panel finds that a breach has occurred, the Chair shall inform the undergraduate of this fact and of the Senior Tutor’s recommendation as to penalty and invite the undergraduate to make a plea in mitigation.

(c)(i) The Academic Review Panel shall then consider the appropriate penalty.

(ii) The penalty may include: banning, rustication or expulsion from the College. The Academic Review Panel may attach such conditions as it sees fit to any penalty.

(d) The undergraduate shall be told in writing of the Academic Review Panel’s decision and its reasons and shall also be advised of the right of appeal to the Appeals Panel.

24. (a) The Chair of the Academic Review Panel shall at once report the Academic Review Panel’s decision to the Principal of the Postmasters, and to the Senior Tutor who shall report it to the Warden and Tutors’ Committee, and shall inform the Proctors if appropriate and any College staff affected by the decision.

(b)(i) The full communication to the undergraduate shall not normally be circulated, but shall be held in the Warden’s office.

(ii) In the event of any appeal, it shall be available to members of the Appeals Panel.

25. The words “banning”, “rustication” and “expulsion” shall bear the meanings given to them in Part A of Statute XI of the University’s Statutes and Regulations (substituting “the College” for “the University” in such definitions).

26. **Banning** means that for a specific period of time the undergraduate ceases to be provided with tuition by the College or to have the use of College facilities. The undergraduate remains a member of the University of Oxford and may still enter his or her name for its examinations as an individual, and may appear in the Class List, provided that statutable residence has been kept.
27. **Rustication** means that the undergraduate’s right of access to the facilities of the College and/or the University are withdrawn, usually for a specified period or until certain conditions have been fulfilled. The undergraduate remains a member of the University but ceases to be formally in residence and so cannot complete the required number of statutable terms. The Vice-Chancellor and Proctors have the power to excuse from part of statutable residence any member of the University who has been prevented by illness or other reasonable cause from keeping such residence, every application for such dispensation being made through the College. ‘Reasonable cause’ will be considered to include having been rusticated.

28. **Expulsion** means that an undergraduate is deprived of membership both of the College and of the University and therefore loses the right to enter for University examination or take its degrees.

29. (a) If the undergraduate is alleged to have committed any disciplinary offences as well as breaches of probationary conditions, the Senior Tutor may propose, in the interests of dealing fairly and expeditiously with the matters concerning the undergraduate, that the matters should be referred solely to the Disciplinary Panel.

(b) The Disciplinary Panel in such a case shall include at least three Tutors and shall, with regard to the alleged breaches of probationary conditions, comply with the procedures set out in this Bylaw and be treated as the Academic Review Panel for the purposes of this Bylaw.

**Appeal**

30. (a) The Appeals Panel reports to the Warden and Tutors’ Committee.

(b)(i) The members of the Appeals Panel shall in cases of academic discipline under Bylaw XI A be the Warden (or the Warden’s nominee) and four other members of the Governing Body of whom at least two shall hold the office of Tutor. Members of the Academic Review Panel shall not be members.

(ii) Any tutor of the undergraduate whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined as any person who has acted as that undergraduate’s director of studies or has filed or will file an academic report on that undergraduate’s work during the course of the current academic year.

(c) The Warden or the Warden’s nominee shall ordinarily chair the Panel when it is convened for the purposes of Bylaw XI A. If the Warden or the Warden’s nominee is replaced the Panel as constituted after any replacements have been co-opted shall elect one from among their number to take the chair.

(d) The Appeals Panel may regulate its proceedings as it sees fit.

31. Any appeal must be made in writing to the Chair of the Appeals Panel within five days (not including Saturday and Sunday) of the communication of the Academic Review Panel’s decision to the undergraduate, stating the basis of the appeal.

32. (a) The undergraduate may appeal on the following basis:

   (i) errors in the Academic Review Panel’s findings (which must be specified by the undergraduate); and/or
(ii) the disproportionality of the penalty to the gravity of the breach of academic obligations.

(b) The undergraduate shall not be entitled to bring an appeal which challenges the academic judgment of the Academic Review Panel.

33. The Chair of the Appeals Panel shall copy the undergraduate’s appeal to the Chair of the Academic Review Panel who shall respond in writing to the Chair of the Appeals Panel within five days (not including Saturday or Sunday). The Chair of the Appeals Panel shall then copy that response to the undergraduate.

34. (a) The Chair of the Appeals Panel shall call a meeting of the Appeals Panel giving the undergraduate at least five days’ notice (not including Saturday or Sunday) of such meeting, unless the undergraduate agrees to shorter notice being given.

34. (b) The undergraduate shall be told in writing of the time of the meeting.

35. (a) Without prejudice to the Appeals Panel’s right to regulate its proceedings, the following procedure shall normally be adopted. The Appeals Panel shall consider the undergraduate’s basis of appeal and the response of the Chair of the Academic Review Panel.

(b) The undergraduate may attend the meeting with a current member of the University or an OUSU sabbatical officer as an advisor and make oral representations. If the undergraduate elects to attend, the Chair of the Academic Review Panel may also attend (and may bring a current member of the University as an advisor).

(c) The Appeals Panel may in any case request the presence of the undergraduate, the Chair of the Academic Review Panel, and the director of studies and may interview them; in the event that the undergraduate fails or refuses to attend the Appeals Panel may proceed in his or her absence.

36. The Appeals Panel can confirm or amend the decision of the Academic Review Panel. The Appeals Panel may attach such conditions as it sees fit to any penalty. The undergraduate shall be told of the Panel’s decision and its reasons in writing.

37. (a) The decision of the Appeals Panel shall be final in the College although the undergraduate shall have the right to appeal the decision of the Appeals Panel to the Conference of Colleges’ Appeals Tribunal (see https://weblearn.ox.ac.uk/portal/hierarchy/colleges/confcoll/ for further information).

(b) If an undergraduate wishes to bring such an appeal, he or she shall file a written application with the secretariat of the Conference of Colleges within five days of the date of the decision appealed against. The application shall include:

(i) a copy of the decision being challenged;
(ii) a brief statement of the facts and arguments of law on which the application is based;
(iii) the undergraduate’s request for relief;
(iv) where applicable, an application for a stay of the effects of the decision being challenged or for any other preliminary relief of an urgent nature; and
(v) the undergraduate’s address and, where applicable, the electronic mail address at which he or she can be reached for the purpose of the proceedings.

(c) If the Conference of Colleges Appeals Tribunal upholds the College’s decision, the undergraduate may appeal to the Office of the Independent Adjudicator for Higher Education (see www.oiahe.org.uk for further information). Application forms and guidance notes are available from the Academic Office.

38. Where the provisions of paragraph 2 above have had effect, if any appeal made by the undergraduate relates both to disciplinary matters and any alleged breach of probationary matters then the appeals shall be referred solely to an Appeals Panel constituted in accordance with paragraph 19 of Bylaw XI B. That Appeals Panel shall, with regard to any matter of academic discipline, be treated as the Appeals Panel for the purposes of this Bylaw.

39. (a) The Chair of the Appeals Panel shall at once report the Appeals Panel’s decision to the Principal of the Postmasters, and to the Senior Tutor who shall report it to the Warden and Tutors’ Committee, and shall inform the Proctors and any College staff affected by the decision.

(b) The full communication to the undergraduate shall not normally be circulated, but shall be held in the Warden’s office.

Notice

40. In Full Term any document that this Bylaw requires to be sent to an undergraduate shall be deemed to be duly given 24 hours after it has been left for him or her at the College lodge. Out of Full Term an additional copy will be posted to the home address he or she has given the Tutorial Office22, and the document will be deemed to be duly given three days after the date of posting. A copy of all documents served shall also (unless the volume of them is such as to make it unreasonable) be sent by email to the undergraduate’s University email address unless it has been suspended.

22 To be updated to read Academic Office
Bylaw XI A flowchart

Informal Warning → Improvement

Formal Warning → Improvement

Academic Probation → Review

Terms fulfilled Extension of probation

Academic Review Panel

Decision accepted Appeals Panel

Decision Accepted

CCAT

Decision Accepted

OIAHE

[Revised Trinity term 2012]
APPENDIX 4: BYLAW XI B: CONCERNING DISCIPLINE FOR SERIOUS MISCONDUCT

Introduction

1. (a) Junior Members admitted to Merton College undertake to abide by the regulations of the College as set out in the College Handbook. These include the specific rules set out in Part 3 of the College Handbook and for those who reside in College accommodation, the accommodation agreement set out in Part 4.

(b) Responsibility for general discipline is vested in the Principal of the Postmasters, assisted by the Deputy Principal of the Postmasters. Their powers are described in the College Handbook.

2. The Disciplinary process outlined below is intended to be followed in cases of serious misconduct, defined in the College Handbook. A flowchart presents the processes for the handling of serious cases, as well lesser offences.

3. Junior Members should be aware that they are also subject to the University’s regulations concerning student conduct and that they are therefore expected to observe two sets of (complementary) disciplinary regulations. The University Students’ Handbook provides more information on the University’s remit.

The Disciplinary Panel

4. (a) The Disciplinary Panel reports to the Warden and Tutors’ Committee or the Graduate Committee depending on the status of the Junior Member concerned.

(b) The Disciplinary Panel normally consists of the Warden or the Warden’s nominee and four other members of the Governing Body at least two of whom shall hold the office of Tutor. The Principal of the Postmasters shall not be a member.

(c) The Panel may (but shall not be obliged to) ask an assessor, to be known as the Disciplinary Assessor, to be present at its deliberations and to advise it but such person shall have no vote.

(d) Any tutor of the Junior Member brought before the Panel and any other person with an interest in the subject-matter of the allegations made against the Junior Member shall be replaced by other members of the Governing Body co-opted by the other members of the Panel.

(e) For the purposes of Bylaw XI B.4(d) above only a “tutor” shall be defined as follows:
   (i) in the case of an undergraduate as any person who has acted as that undergraduate’s director of studies; and
   (ii) in the case of a graduate student as any person who has acted as that graduate student’s supervisor or college advisor; and
(iii) in either case as including any person who has filed or will file an academic report on that Junior Member’s work during the course of the current academic year.

(f) The Warden or the Warden’s nominee shall ordinarily chair the Panel. If the Warden or the Warden’s nominee is replaced pursuant to Bylaw XI B.4(d) above the most senior of the Tutors present shall chair the Panel.

(g)(i) The Disciplinary Panel may regulate its proceedings as it sees fit.
(ii) The power of the Disciplinary Panel to regulate its proceedings includes (without limitation) the power to set time-limits on the evidence to be called by either the Junior Member or the Principal of the Postmasters consistent with providing a fair opportunity for each of them to present relevant evidence whilst ensuring that the matter is heard expeditiously and determined fairly.
(iii) The Chair of the Disciplinary Panel shall have the power whether on application by the Junior Member or the Principal of the Postmasters or without such an application to extend any time-limit imposed by this Bylaw where it seems expedient to do so (such as to take account of periods when the College will be closed).

(h)(i) A Junior Member who is accused of misconduct shall normally be entitled to see and be provided with copies of all documents and other material that will be put to the Panel, to see all the witness-statements upon which the Principal of the Postmaster intends to rely, to know the identity of the maker of any such statement, and to ask questions of all witnesses.
(ii) The rule stated in Bylaw XI B.4(h)(i) shall be disapplied only in exceptional cases. Such exceptional cases include cases where there is a reasonable fear that a witness may be subjected to intimidation or violent reprisal.
(iii) If the Principal of the Postmasters believes that it is necessary for something to be done which is contrary to the rule stated in Bylaw XI B.4(h)(i) he or she shall apply to the Chair of the Disciplinary Panel in writing for a direction.
(iv) The Junior Member shall be notified of the nature of the application but shall not be provided with any document or information which would render the application pointless. If the Junior Member wishes to respond to the application, he or she shall do so in writing within 5 days (not including Saturday or Sunday).
(v) The Chair of the Disciplinary Panel shall determine the application without an oral hearing unless he or she considers it necessary or expedient to hold one and shall notify the Principal of the Postmasters and the Junior Member in writing of his or her decision.
(vi) Once the Chair has notified the Principal of the Postmasters and the Junior Member of his or her decision no action shall be taken in relation to any material which was the subject of the application until either:
(a) the time in which they could apply for a redetermination has elapsed without such an application being made or
(b) there has been a redetermination.
(vii) If either the Principal of the Postmasters or the Junior Member is dissatisfied with the result of the application to the Chair he or she may apply
for redetermination by the Disciplinary Panel without the participation of the Chair.

(vii) An application for a redetermination shall be made in writing to the Chair of the Disciplinary Panel within five days of receiving his or her decision.

(ix) The Disciplinary Panel shall determine the application without the participation of the Chair. The material upon which the redetermination shall be made shall normally be only the material provided to the Chair. There shall not be an oral hearing unless the Disciplinary Panel considers it necessary or expedient to hold one.

(x) The Disciplinary Panel shall notify the Chair, the Principal of the Postmasters and the Junior Member in writing of its decision and shall give directions accordingly.

(xi) The decision of the Chair (if there has been no redetermination) or of the Disciplinary Panel shall be final and there shall be no right to appeal the decision to the Appeals Panel.

(xii) If the Principal of the Postmasters makes an application which would, if accepted, have the effect of concealing the identity of any person, and the application is rejected, that person’s identity shall nonetheless not be disclosed to the Junior Member without that person’s consent.

(xiii) If a witness refuses to consent to the disclosure of his or her identity to the Junior Member or refuses to be questioned on his or her evidence by or in the presence of the Junior Member or refuses to attend a hearing, the Disciplinary Panel shall exclude the witness’s evidence from consideration in the absence of exceptional circumstances as provided in Bylaw XI B.4(h)(ii). If the Disciplinary Panel does not exclude the evidence from consideration, due weight must be given to the disadvantage to the Junior Member of not knowing the identity of the witness or of being unable to test the witness’s evidence by questions.

(i) In any proceedings before the Disciplinary Panel the burden of proving the allegations shall be on the Principal of the Postmasters and the standard of proof shall be the balance of probabilities.

(j) The Chair of the Disciplinary Panel shall ensure that arrangements are made for a written note to be taken and a sound-recording made of the open proceedings (but not of the Disciplinary Panel’s private deliberations).

(k) (i) All material submitted to the Disciplinary Panel by either party shall be treated as confidential.

(ii) The requirement of confidentiality does not prevent either party or the Disciplinary Panel from taking appropriate advice or seeking appropriate welfare support.

**Referral to the Disciplinary Panel**

5. If the Principal of the Postmasters believes that a Junior Member has committed an offence which, would, if proved, require a more severe penalty than the Principal of the Postmasters can impose, he or she shall refer the case to the Disciplinary Panel.

6. If the Principal of the Postmasters is interested in the matters relating to the Junior Member or is the Junior Member’s tutor (in the sense of Bylaw XI B.4(e)
above) or if the Principal of the Postmasters is otherwise unable to act, the Warden and Tutors’ Committee shall nominate another member of the Governing Body to act in his or her place. Throughout this Bylaw, references to the Principal of the Postmasters shall include any such nominee.

7. (a) The procedures set out in Bylaws XI B.8(b) to XI B.13 shall not apply if a Junior Member has been convicted of a criminal offence capable of attracting an immediate sentence of imprisonment (whether or not such a sentence is imposed). In such circumstances Bylaws XI B.14-19 shall apply instead.

(b) Subject to (a) above, when referring a case to the Disciplinary Panel, the Principal of the Postmasters shall send to the Chair a written statement (the “Statement of Case”) setting out
(i) the provision(s) of the College regulations which have allegedly been broken;
(ii) the facts which form the basis of the allegation;
(iii) the evidence on which the allegation is based including the signed statement of any person the Principal of the Postmasters is proposing to call as a witness; and
(iv) any other information which the Principal of the Postmasters deems relevant, including recommendations as to penalty.

8. (a) The Statement of Case and this Bylaw XI B shall be copied to the Junior Member.

(b) (i) Copies of the Statement of Case shall also be sent to the Junior Member’s director of studies or college advisor, as appropriate, who shall be asked to comment in writing on the character of the Junior Member and any other matter that the director of studies or college advisor thinks should properly be taken into account. These comments shall be copied to the Junior Member.

(ii) At the request of a Junior Member who is a graduate student a copy of the Statement of Case shall also be sent to his or her supervisor who shall be asked to comment in writing in the same manner as the college advisor. These comments shall be copied to the Junior Member.

9. (a) The Chair of the Disciplinary Panel shall call a meeting of the Disciplinary Panel giving the Junior Member at least five days’ notice (not including Saturday or Sunday), unless the Junior Member agrees to shorter notice being given.

(b) The Junior Member shall be told in writing of the time of the meeting and that written material may be submitted up to 48 hours (not including a Saturday or Sunday) before the Disciplinary Panel meets.

(c) If the Junior Member intends to call any person as a witness at the meeting, the Junior Member shall include a written statement signed by such person with the written material submitted to the Disciplinary Panel.

10. (a) Without prejudice to the Disciplinary Panel’s right to regulate its proceedings, the following procedure shall normally be adopted.
(b)(i) The Principal of the Postmasters and the Junior Member whose case has been referred shall attend the notified meeting of the Disciplinary Panel, provided that if the Junior Member fails or refuses to attend the Disciplinary Panel may proceed in his or her absence.

(ii) The Principal of the Postmasters and the Junior Member may each be accompanied by a current member of the University as an advisor or, alternatively, an OUSU sabbatical officer in the case of the Junior Member.

(c)(i) The Principal of the Postmasters shall present the case against the Junior Member in his or her presence (except where the Junior Member fails or refuses to attend and the Disciplinary Panel has decided to proceed in the Junior Member's absence).

(ii) The Principal of the Postmasters may call any witness whose statement he or she has previously submitted to the Disciplinary Panel. The Disciplinary Panel shall ordinarily rely on the submitted statement as the substance of the witness’s evidence but may allow the Principal of the Postmasters to ask questions to clarify any point in the statement.

(iii) The Junior Member may question any witness called by the Principal of the Postmasters.

(iv) After the Junior Member has questioned a witness the Disciplinary Panel may allow the Principal of the Postmasters to ask further questions but only for the purpose of clarifying anything said by the witness in answer to the Junior Member.

(d)(i) After the conclusion of the Principal of the Postmasters’ evidence the Junior Member shall present his or her defence.

(ii) The Junior Member may call any witness whose statement he or she has previously submitted to the Disciplinary Panel. The Disciplinary Panel shall ordinarily rely on the submitted statement as the substance of the witness’s evidence but may allow the Junior Member to ask the witness questions to clarify any point in the statement.

(iii) The Principal of the Postmasters may question any witness called by the Junior Member.

(iv) After the Principal of the Postmasters has questioned a witness the Disciplinary Panel may allow the Junior Member to ask further questions but only for the purpose of clarifying anything said by the witness in answer to the Principal of the Postmasters.

(e)(i) For the avoidance of doubt the members of the Disciplinary Panel may also question any person called as a witness.

(f)(i) If a person who has provided a witness statement is not called as a witness, that person’s evidence shall be excluded from consideration by the Disciplinary Panel unless the Junior Member and the Principal of the Postmasters agree that it should be read by the Disciplinary Panel or there are exceptional circumstances.

(ii) If the Disciplinary Panel does not exclude the evidence from consideration, due weight must be given to the fact that the witness’s evidence has not been tested by questions.

(g)(i) If a person who has provided a witness statement is willing to be questioned on his or her evidence but is not able to be present in Oxford on
the date of the hearing, the Disciplinary Panel may, on the application of the person wishing to call that witness, make arrangements for that witness to be questioned via electronic means which permit the witness to be seen and heard by all those concerned in the hearing.

(h) After the conclusion of the Junior Member’s evidence:
   (i) first the Principal of the Postmasters shall address a concluding statement to the Disciplinary Panel;
   (ii) next the Junior Member shall address a concluding statement to the Disciplinary Panel; and
   (iii) then the Disciplinary Panel shall consider its verdict in the absence of all other persons except the Disciplinary Assessor (if any) who shall remain present to advise the Panel but shall not be entitled to vote.

11. (a) Where the Disciplinary Panel finds the case against the Junior Member to have been proved, the Chair shall announce its decision and invite the Principal of the Postmasters to make a submission as to the appropriate level of penalty.

(b) The Junior Member shall then be entitled to make a plea in mitigation of the offence.

(c) The Disciplinary Panel shall then consider the appropriate sentence in the absence of all other persons except the Disciplinary Assessor (if any) who shall remain present to advise the Panel but shall not be entitled to vote.

(d) (i) The penalty shall be such as the Disciplinary Panel considers fair and proportionate in all the circumstances and may include (without limitation): requiring the Junior Member to reside out of College premises; a fine of any magnitude; banning, suspension, or expulsion from the College.
         (ii) The Disciplinary Panel may attach such conditions as it sees fit to any penalty.
         (iii) (a) “Banning” means withdrawing the right of access to specified land, buildings, facilities or services of the College for a fixed period or pending the fulfilment of certain conditions.
                (b) “Suspension” means withdrawing the right of access to all of the land, buildings and facilities of the College including teaching, examinations, and all related academic services for a fixed period or until the fulfilment of specified conditions. For the avoidance of doubt, this is equivalent to “rustication” as defined in the University’s Statute XI.
                (c) “Expulsion” means depriving a Junior Member permanently of his or her membership of the College.

(e) (i) The Junior Member shall be told in writing of the Disciplinary Panel’s decision and its reasons which shall include all findings of fact made by the Disciplinary Panel
         (ii) The Junior Member shall also be advised of the right of appeal to the Appeals Panel.

12.(a) (i) The Chair of the Disciplinary Panel shall at once report the Disciplinary Panel’s decision to the Principal of the Postmasters and to the
Senior Tutor, and shall inform the Proctors (if appropriate) and any College staff affected by the decision.

(ii) The Senior Tutor shall report the Disciplinary Panel’s decision to the Warden and Tutors’ Committee or to the Graduate Committee, and to the Junior Member’s Director of Studies or the Junior Member’s college advisor as the case may require.

(b) The full communication to the Junior Member shall not normally be circulated, but shall be held in the Warden’s office. In the event of any appeal, it shall be available to members of the Appeals Panel.

Referral to the Disciplinary Panel: Special provisions for criminal convictions

13. (a) The procedures set out in Bylaw XI B.13(b)-18 below shall apply if a Junior Member has been convicted of a criminal offence capable of attracting an immediate sentence of imprisonment (whether or not such a sentence is imposed).

(b) When referring such a case to the Disciplinary Panel, the Principal of the Postmasters shall send to the Chair a written statement (the “Statement of Case”) setting out:
   (i) the fact of the Junior Member’s criminal conviction and
   (ii) any other information which the Principal of the Postmasters deems relevant including his or her recommendations as to penalty.

14. (a) The Statement of Case and this Bylaw XI B shall be copied to the Junior Member.

   (b)(i) Copies shall also be sent to the Junior Member’s director of studies or college advisor, as appropriate, who shall be asked to comment in writing on the character of the Junior Member and any other matter that the director of studies or college advisor thinks should properly be taken into account. These comments shall be copied to the Junior Member.
   (ii) At the request of a Junior Member who is a graduate student a copy of the Statement of Case shall also be sent to his or supervisor who shall be asked to comment in writing in the same manner as the college advisor. These comments shall be copied to the Junior Member.

15. (a) The Chair of the Disciplinary Panel shall call a meeting of the Disciplinary Panel giving the Junior Member at least five days’ notice (not including Saturday or Sunday) , unless the Junior Member agrees to shorter notice.

   (b) The Junior Member shall be told in writing of the time of the meeting and that written material may be submitted on the question of penalty up to 48 hours (not including Saturday or Sunday) before the Disciplinary Panel meets.

16. (a) Without prejudice to the Disciplinary Panel’s right to regulate its proceedings, the following procedure shall normally be adopted.
(b)(i) The Principal of the Postmasters and the Junior Member shall attend the notified meeting of the Disciplinary Panel, provided that if the Junior Member fails or refuses to attend the Disciplinary Panel may proceed in his or her absence.

(ii) The Principal of the Postmasters and the Junior Member may each be accompanied by a current member of the University as an advisor or, alternatively, an OUSU sabbatical officer in the case of the Junior Member.

(c) The Disciplinary Panel shall accept as fact all findings of fact made by the criminal court and the hearing shall proceed on that basis.

(d)(i) The Principal of the Postmasters shall present the case to the Disciplinary Panel and shall make representations concerning the appropriate penalty.

(ii) The Disciplinary Panel may request the attendance of any other person and may question such person in relation to the issue of penalty.

(e) The Junior Member shall then be entitled to make a plea in mitigation of the offence.

17.(a) (i) The Disciplinary Panel shall then decide upon the penalty to be imposed in the absence of all other persons except the Disciplinary Assessor (if any) who shall remain present to advise the Panel but shall not be entitled to vote.

(ii) The penalty may include: requiring the Junior Member to reside out of the College premises; a fine of any magnitude; or banning, suspension, or expulsion from the College.

(iii) The Disciplinary Panel may attach such conditions as it sees fit to any penalty.

(iv) The words “banning”, “suspension” and “expulsion” shall bear the meanings given to them in Bylaw XI B.11(d)(iii) above.

(b) (i) The Junior Member shall be told in writing of the Disciplinary Panel’s decision and its reasons which shall include all findings of fact made by the Disciplinary Panel which have not already been made by the criminal court.

(ii) The Junior Member shall also be advised of the right of appeal to the Appeals Panel.

18.(a) (i) The Chair of the Disciplinary Panel shall at once report the Disciplinary Panel’s decision to the Principal of the Postmasters and to the Senior Tutor, and shall inform the Proctors (if appropriate) and any College staff affected by the decision.

(ii) The Senior Tutor shall report the Disciplinary Panel’s decision to the Warden and Tutors’ Committee or to the Graduate Committee, and to the Junior Member’s Director of Studies or the Junior Member’s college advisor as the case may require.

(b) The full communication to the Junior Member shall not normally be circulated but shall be held in the Warden’s office. In the event of any appeal, it shall be available to the members of the Appeals Panel.
Referral to the Disciplinary Panel: Special provisions for University penalties

19. The procedures set out at Bylaw XI B.20-23 below shall apply if a Junior Member has been expelled, banned or rusticated by the University pursuant to Statute XI of the University Statutes.

20. (i) If the Principal of the Postmasters considers that a more serious penalty than that imposed by the University should be imposed by the College, the Principal of the Postmasters shall refer the case to the Disciplinary Panel.
   (ii) In such a case, the procedures set out in Bylaw XI B.13-18 above shall apply, mutatis mutandis.

21. (a) In any other case a penalty of expulsion, banning or rustication imposed by the University upon a Junior Member shall also apply to College premises and facilities, subject to the right of appeal conferred by Bylaw XI B.22 below.
   (b)(i) The imposition of the College penalty shall be confirmed in writing to the Junior Member by the Principal of the Postmasters, and shall be copied to the Senior Tutor and to any College staff affected by the decision.
   (ii) The Senior Tutor shall report the College penalty to the Warden and Tutors’ Committee or the Graduate Committee, and to the Junior Member’s Director of Studies or the Junior Member’s college advisor as the case may require.
   (c) The Principal of the Postmasters shall advise the Junior Member in writing of the right of appeal to the Disciplinary Panel.

22. (a) A Junior Member penalised under Bylaw XI B.21 above may appeal to the Disciplinary Panel against the application of the University penalty to College premises and facilities.
   (b) Bylaw XI B.33 shall apply to an appeal under this paragraph.

Appeals from decisions of the Disciplinary Panel

23. (a) The Appeals Panel reports to the Warden and Tutors’ Committee or the Graduate Committee depending on the status of the Junior Member concerned.

24. (b) The Appeals Panel shall normally consist in cases of discipline for serious misconduct under Bylaw XI B of the Sub-Warden (or the Sub-Warden’s nominee) and four other members of the Governing Body of whom at least two shall hold the office of Tutor. Neither the Principal of the Postmasters nor any member of the Disciplinary Panel shall be a member.
   (c) The Appeals Panel may (but shall not be obliged to) ask an assessor, to be known as the Disciplinary Assessor, to be present at its deliberations and to advise it but such person shall have no vote.
(d) Any tutor of the Junior Member whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel.

(e) For the purposes of Bylaw XI B.23(d) above only a “tutor” shall be defined as follows:
   (i) in the case of an undergraduate as any person who has acted as that undergraduate’s director of studies and
   (ii) in the case of a graduate student as any person who has acted as that graduate student’s supervisor or college advisor and
   (iii) in either case as including any person who has filed or will file an academic report on that Junior Member’s work during the course of the current academic year.

(f) The Sub-Warden or the Sub-Warden’s nominee shall ordinarily chair the Appeals Panel as constituted under Bylaw XI B. If the Sub-Warden or the Sub-Warden’s nominee is replaced pursuant to Bylaw XI B.23(d) above the most senior of the Tutors present shall chair the Panel.

(g) The Appeals Panel shall regulate its proceedings as it sees fit.

(h) The Chair of the Appeals Panel shall ensure that arrangements are made for a written note to be taken and a sound recording made of the open proceedings (but not of the Appeals Panel’s private deliberations).

25. The Junior Member must lodge any appeal against the findings or penalty of the Disciplinary Panel by writing to the Warden within five days (not including Saturday or Sunday) of the communication of the Disciplinary Panel’s decision to the Junior Member, stating the basis of his or her appeal.

26. (a) The Junior Member may appeal on either or both of the following grounds:
   (i) errors in the Disciplinary Panel’s findings (which must be specified by the Junior Member); and/or
   (ii) the disproportionality of the penalty to the gravity of the offence.

   (b) The Junior Member shall not normally be permitted to introduce new evidence to the Appeals Panel where that evidence could reasonably have been presented to the Disciplinary Panel.

27. (a) The Chair of the Appeals Panel shall copy the Junior Member’s appeal to the Chair of the Disciplinary Panel, who shall respond in writing to the Chair of the Appeals Panel within five days (not including Saturday or Sunday).

   (b) The Chair of the Appeals Panel shall then copy that response to the Junior Member.

28. (a) The Chair of the Appeals Panel shall call a meeting of the Appeals Panel giving the Junior Member at least five days’ notice (not including Saturday and Sunday), unless the Junior Member agrees to shorter notice being given.

   (b) The Junior Member shall be told in writing of the time of the meeting.
29. (a) Without prejudice to the Appeals Panel’s right to regulate its proceedings as it thinks fit, the following procedure shall normally be adopted.

(b) (i) The Junior Member may attend with a current member of the University or an OUSU sabbatical officer as an advisor and make oral representations on his Grounds of Appeal.

(ii) If the Junior Member elects to attend, the Chair of the Disciplinary Panel may also attend (and may be accompanied by a current member of the University as an advisor).

(iii) The Appeals Panel shall in any event normally request the attendance of the Junior Member and the Chair of the Disciplinary Panel but in the event that either fails or refuses to attend may proceed in that person’s absence.

(iv) The Junior Member shall present his or her appeal and the members of the Appeals Panel may put questions to the Junior Member.

(v) At the conclusion of the Junior Member’s presentation the Chair of the Disciplinary Panel shall be invited to respond to the appeal and the members of the Appeals Panel may put questions to the Chair of the Disciplinary Panel.

30. (a) (i) The Appeals Panel shall consider the Junior Member’s Grounds of Appeal and the response of the Chair of the Disciplinary Panel and determine the appeal in the absence of all other persons except the Disciplinary Assessor (if any) who shall remain present to advise the Panel but shall not be entitled to vote.

(ii) The Appeals Panel may quash or confirm the decision appealed against, or make any order in substitution for it which the Disciplinary Panel could have made.

(b) The Junior Member shall be informed in writing of the Appeals Panel’s decision and the reasons for it.

(c) Unless the Appeals Panel merely quashes the decision appealed against, the Appeals Panel’s decision shall be accompanied by (a) a letter informing the Junior Member of his or her right to appeal to the Conference of Colleges’ Appeal Tribunal (as provided in Bylaw XI B.31 below) and the time-limit for filing the appeal-application and (b) a copy of the Conference of Colleges’ Appeal Tribunal Regulations.

31. (a) (i) The Chair of the Appeals Panel shall at once report the Appeals Panel’s decision to the Principal of the Postmasters and to the Senior Tutor and shall inform the Proctors (if appropriate) and any College staff affected by the decision.

(ii) The Senior Tutor shall report the Appeals Panel’s decision to the Warden and Tutors’ Committee or the Graduate Committee, and to the Junior Member’s Director of Studies or the Junior Member’s college advisor as the case may require.

(b) The full communication to the Junior Member shall not normally be circulated, but shall be held in the Warden’s office.
32. The decision of the Appeals Panel shall be final in the College although the Junior Member shall have the right to appeal the decision of the Appeals Panel to the Conference of Colleges Appeal Tribunal.

33. If the Conference of Colleges Appeal Tribunal upholds the College’s decision, the Junior Member may appeal to the Office of the Independent Adjudicator for Higher Education (see www.oiahe.org.uk for further information). Application forms and guidance notes are available from the Academic Office.

**Appeals against the application of University penalties (XI B.21-22)**

34. (a) A Junior Member who wishes to appeal against the application of a University penalty to him or her under Bylaw XI B.21 must send the appeal in writing to the Warden within five days (not including Saturday or Sunday) of receipt of confirmation of the penalty from the Principal of the Postmasters.

(b) The Junior Member’s appeal must fully set out the special circumstances which are alleged to justify not applying the University penalty in his or her case.

(c) The appeal shall be copied to the Principal of the Postmasters, who shall send a response to the Warden within five days (not including Saturday or Sunday).

(d)(i) The Disciplinary Panel shall dispose of the appeal without an oral hearing unless it considers it necessary or expedient to hold one.

(ii) If the Disciplinary Panel is satisfied that there are special circumstances, it may permit the Junior Member concerned to continue to have access to College premises and facilities with or without conditions as to such access.

(e)(i) The Disciplinary Panel’s decision shall be communicated to the Junior Member in writing by the Chair and shall be final. Copies of the decision shall be sent to the Principal of the Postmasters and the Senior Tutor and any College staff affected by the decision.

(ii) The Senior Tutor shall report the decision to the Warden and Tutors’ Committee or the Graduate Committee as the case may require.

**Appeals against fines of less than £150**

35. (a) If the Deputy Principal of the Postmasters has imposed a fine less than £150 on a Junior Member which the Junior Member believes to be unwarranted or excessive the Junior Member may make written representations to the Deputy Principal of the Postmasters requesting a review of the fine imposed.

(b) Any representations to the Deputy Principal of the Postmasters shall be made within two days (not including Saturday or Sunday) of the imposition of the fine.

(c) The Deputy Principal of the Postmasters shall respond in writing within two days of the receipt of the written representations (not including Saturday or
Sunday) and shall either confirm the fine, set aside the fine, or substitute a lesser fine.

(d) If the Junior Member is not satisfied with the decision of the Deputy Principal of the Postmasters he shall be entitled to appeal to the Principal of the Postmasters.

(e) Any appeal to the Principal of the Postmasters shall be made in writing specifying the grounds of the appeal within two days (not including Saturday or Sunday) of the receipt by the Junior Member of the response of the Deputy Principal of the Postmasters.

(f) The only grounds of an appeal to the Principal of the Postmasters shall be errors (which shall be specified) in the findings of fact made by the Deputy Principal of the Postmasters and/or the disproportionality of the fine to the gravity of the offence.

(g)(i) The Principal of the Postmasters shall dispose of all such appeals without an oral hearing unless he considers it necessary or expedient to hold one.

(ii) The Principal of the Postmasters shall have the power on appeal to confirm, reduce or increase the fine.

(iii) The decision of the Principal of the Postmasters shall be communicated to the Junior Member in writing and shall be final.

**Appeals against fines greater than £150**

36. (a) A Junior Member who has been fined a sum in excess of £150 by the Principal of the Postmasters or the Deputy Principal of the Postmasters may appeal this fine to the Disciplinary Panel, which may confirm, reduce or increase the fine.

(b) Any appeal must be lodged in writing with the Warden within five days (not including Saturday or Sunday) of the imposition of the fine stating the basis of the appeal.

(c) The only grounds of appeal shall be errors (which shall be specified) in the findings of the Principal of the Postmasters or the Deputy Principal of the Postmasters and/or the disproportionality of the fine to the gravity of the offence.

(d) The appeal shall be copied to the Principal of the Postmasters or the Deputy Principal of the Postmasters, who shall be asked to respond within five days (not including Saturday or Sunday).

(e) (i) The Disciplinary Panel’s decision, which shall be final, shall be communicated to the Junior Member in writing, giving reasons.

(ii) The Disciplinary Panel shall have the power to impose additional fines or other penalties and may attach such conditions as it sees fit to any penalty: (a) in the event of trivial or frivolous appeals; or (b) where it believes that the event warrants a more severe penalty than that already imposed.
Service of documents

37. (a) Unless the Junior Member’s University email account has been suspended, all documents required by this Bylaw to be sent to a Junior Member shall be sent by email to the Junior Member’s University email address and shall be deemed to be duly delivered when sent.

(b) If the Junior Member’s University email account has been suspended:
   (i) the Junior Member shall be asked to provide an alternative email address and any documents required by this Bylaw to be sent to him or her shall be sent to that address and shall be deemed duly delivered when sent;
   (ii) if the Junior Member has not provided an alternative email address documents shall be left at the College lodge (if he or she is still in residence) and shall be deemed duly delivered 24 hours thereafter or shall be posted to the home address he or she has provided via Student Self Service (if he or she is not in residence), and shall be deemed duly delivered three days after the date of posting.
   (iii) Where any documents are required to be posted to the Junior Member’s home address and he or she resides abroad all necessary steps shall be taken to ensure that the documents arrive within the period provided.

(c) Documents required by Bylaw XI B to be sent to any College Officer or any member of the University other than the Junior Member concerned shall be sent by email to the appropriate University email address and shall be deemed duly delivered when sent.

(d) Notwithstanding the provisions above as to the use of email, if the volume of documents is such as to make sending them by email unwieldy or impracticable the Chair of the Panel may be asked to direct the use of an alternative method for exchanging documents such as the use of any system of file-sharing provided by the University or, if necessary, paper.
Bylaw XI B flowchart – offences warranting lesser penalty

Disciplinary Offence (not warranting fine over £250)

DPOP fine under £150

Paid

Appeal to POP

Fine removed or reduced

Appeal to Disciplinary Panel

DPOP/POP fine over £150 and under £250

Paid

Appearance to Disciplinary Panel
Bylaw XI B flowchart - offences warranting greater penalty

Disciplinary Offence (possibly warranting major penalty) → Disciplinary Panel → Decision accepted

Appeals Panel → Decision Accepted

CCAT → Decision Accepted

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APPENDIX 5: BYLAW XI C: FAILURE IN THE FIRST PUBLIC EXAMINATION

1.  (a) The Senior Tutor shall write to any undergraduate who fails the First Public Examination at the first attempt.

    (b) The Senior Tutor’s letter shall
        (i) clarify the academic support offered in preparing for the re-sit;
        (ii) make clear the possible consequence of termination of the course in the event of a second failure; and
        (iii) remind the recipient of the importance of disclosing any extenuating circumstances which may have affected performance in the First Public Examination.

2.  (a) The Senior Tutor shall write to any undergraduate who fails the First Public Examination at the second attempt to notify him or her that their course will be terminated.

    (b) (i) The undergraduate shall have the right to appeal this decision on the grounds of exceptional circumstances to an Appeals Panel convened by the Warden, or the Sub-Warden in the Warden’s absence. This shall comprise no fewer than three members of the Governing Body of whom at least two shall hold the office of Tutor. The Senior Tutor shall not be a member.

        (ii) Any tutor of the undergraduate whose case has been referred and any other interested person shall be replaced by other members of the Governing Body co-opted by the other members of the Panel. For the purposes of this sub-paragraph only a “tutor” shall be defined as any person who has acted as that undergraduate’s director of studies or has filed or will file an academic report on that undergraduate’s work during the course of the current academic year.

        (iii) The members of the Appeals Panel as constituted under Bylaw XI C after any replacements have been co-opted shall elect one from among their number to take the chair.

3.  (a) (i) Any appeal pursuant to Bylaw XIC.2(b)(i) above must be made in writing to the Chair of the Appeals Panel within five days (not including Saturday or Sunday) of the communication of the Senior Tutor’s letter.

        (ii) The appeal must set out the exceptional circumstances applicable in the case.

        (b) If the undergraduate intends to rely on medical evidence at the hearing, he or she must submit a report from the College Doctor to the Senior Tutor at least 24 hours in advance of the hearing unless the primary treating clinician is not the College Doctor, in which case the medical report must be sent to the College Doctor in the first instance five working days in advance of the hearing so that the College Doctor can advise the College appropriately.
4. (a) The Senior Tutor shall notify the undergraduate of the date of the hearing, giving at least five days’ notice (not including Saturday or Sunday), unless the undergraduate agrees to shorter notice being given.

(b) The hearing shall be conducted and determined by the Appeals Panel.

(c) The undergraduate may attend the meeting with a current member of the University (except the Senior Tutor or his or her subject tutors) or an OUSU sabbatical officer as an advisor.

5. (a) The purpose of the hearing shall be to enable the Appeals Panel to assess whether the exceptional circumstances presented by the undergraduate mean that their course should not be terminated.

(b) At the hearing, the Senior Tutor (or deputy) shall present a report on the circumstances of the case. The Panel may also seek the comments of subject tutors who may attend in person or submit a report as circumstances permit.

(c) The undergraduate shall then have the opportunity to present his or her own view of the situation and any supporting evidence, and to respond to the Senior Tutor’s report and to the subject tutors’ comments.

(d) After this, members of the Appeals Panel shall be given an opportunity to put questions on any aspect of the case.

6. (a) At the end of the hearing, the undergraduate, advisor, the Senior Tutor and subject tutors shall withdraw while the Appeals Panel considers its decision.

(b) The Chair of the Appeals Panel shall write to the undergraduate as soon as possible to communicate the decision, providing a brief account of the reasons for it.

7. (a) If the Appeals Panel decides that exceptional circumstances mean the undergraduate’s course should not be terminated, the undergraduate shall be informed of any conditions which must be met before being allowed to return to residence.

(b) The University’s regulations prevent an undergraduate from progressing to the Final Honour School without passing the First Public Examination. Permission will need to be sought from the University’s Education Committee for any third attempt at the First Public Examination: the College does not have authority to permit this itself.

8. (a) If the Appeals Panel decides that the circumstances presented as exceptional do not justify withholding the usual sanction of terminating the undergraduate’s course, the undergraduate may appeal to the Conference of Colleges Appeal Tribunal, a body independent of the College.
(b) The undergraduate must normally exercise this right to appeal within five working days of receipt of the Appeals Panel’s decision. The Chair’s letter shall explain how to do this. Further information shall also be available from the Tutorial Office.²³

9. If the Conference of Colleges Appeals Tribunal upholds the College’s decision, the undergraduate may appeal to the Office of the Independent Adjudicator for Higher Education (see www.oiahe.org.uk for further information). Application forms and guidance notes shall be available from the Tutorial Office.²⁴

[Adopted Trinity term 2012]

²³ To be updated to read Academic Office
²⁴ To be updated to read Academic Office
APPENDIX 6: BYLAW XI D: SUSPENSION AND FITNESS TO STUDY PROCEDURES

Scope

1. (a) This Bylaw contains two procedures.

(b) The first part (Suspension of Study Procedure) is intended for situations where an undergraduate wishes to suspend study on medical or other grounds and it sets out the procedure which the College shall follow when considering such requests. Graduates are excluded because requests to suspend study are considered by departmental and faculty Graduate Studies Committees.

(c) The second part (Fitness to Study Procedure) details the procedures which the College shall follow when there are concerns about the fitness to study of any Junior Member, whether undergraduate or graduate. A College Fitness to Study Panel (the Panel) plays a role in both procedures.

(d) A Glossary of terms used in the Procedures is provided in the Appendix to this Bylaw

The Fitness to Study Panel

2. (a) (i) The Fitness to Study Panel shall be chaired by the Warden (or the Sub-Warden if the Warden is unavailable or by another Governing Body Fellow nominated by the Warden if the Sub-Warden is also unavailable), with four other Governing Body Fellows of the College, at least two of whom should be Tutors or former Tutors.

(ii) These members shall be drawn by the Chair from a pool of eight Governing Body Fellows who have agreed to sit on the Panel. The Panel shall include both male and female members.

(iii) Should any member of the Panel be the tutor of the Junior Member or have an interest in the case, she or he shall be replaced by another member of the pool (or a member of the Governing Body co-opted by the other members of the Panel in the event that there is no member of the pool available).

(iv) The Panel shall normally require the participation of five members but outside of term in cases of urgency special arrangements may need to be made including reducing the number of members to not less than three.

(b) (i) The Senior Tutor shall provide an anonymised annual report on the work of the Panel to both the Warden and Tutors’ Committee and the Graduate Committee.

(ii) All individual student suspensions of study shall be

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25 For this purpose, a tutor shall be defined as someone who has filed or will file an academic report on a Junior Member’s work or has acted as director of studies for an undergraduate, or as College advisor to a graduate student.
reported to the Warden and Tutors’ Committee or the Graduate Committee, as appropriate, for the official record.

**General considerations**

3. (a) In operating these procedures the College shall take account of all relevant legislation such as the Data Protection Act 1998, the Mental Capacity Act 2005, the Human Rights Act 1998, the Equality Act 2010, and the general rights and expectations of a student of confidentiality.

(b) In cases where Stages 2 or 3 of the Fitness to Study Procedure have been invoked, the Chair shall make a decision about whether the Junior Member’s emergency contact should be informed, and discuss with the Junior Member whether any statutory services should be contacted.

(c) The College acknowledges that as a result of implementing this procedure it will receive sensitive personal data and data of a confidential nature pertaining to the student and other third parties, and shall ensure that all such data is handled, processed and stored in accordance with the College’s legal obligations in this regard.

**Part 1: Suspension of Study Procedure**

4. (a) Undergraduates do not have an automatic right to suspend study, though the College will consider sympathetically requests on medical or other welfare grounds and make reasonable adjustments (including with regard to these procedures) in cases covered by the Equality Act 2010.

(b) (i) Suspensions on medical grounds shall require medical certification in support of the request from the College Doctors.

(ii) The College shall not grant suspension solely on the ground that the Student is or feels ill-prepared for examinations.

(iii) Requests for suspension should be made in a timely manner. Requests should normally be made by the undergraduate but in extreme circumstances the College may permit requests to be made by a representative of the undergraduate.

5. (a) Cases shall first be considered confidentially by the Senior Tutor, Chaplain, and relevant Director of Studies, with the involvement of other subject tutors if appropriate.

(b) Their review shall not only consider the merits of the request to suspend but shall also work through a checklist of items to ensure the suspension from and return to study are properly planned. The checklist shall include:

(i) Agreement of an appropriate treatment plan with the College Doctor

(ii) Appropriate access to facilities while suspended;

(iii) Academic plan for catching up on any work backlog and
preparing for the term of return, including any collections requirements;
(iv) Any expectations regarding the provision of interim reports by the undergraduate;
(v) Consideration of a referral to the Disability Advisory Service;
(vi) Review meeting in the term preceding return;
(vii) Implications for examinations (over standing for honours, changed regulations);
(viii) Conditions attached to return;
(ix) The case for repeating any terms;
(x) Anticipated medical and welfare support on return.

6. The Senior Tutor shall then make a recommendation to the Panel, by notifying the Chair, who shall then convene the Panel.

7. (a) The College expects shortfalls in completed work to be made up and does not ordinarily permit undergraduates to repeat terms if they have received the full tuition. The Panel shall therefore authorise repetition only in rare cases e.g. where there are material gaps in their tuition.

   (b) (i) Where the Panel does not support the request to suspend, or wishes to impose further or other conditions for the student's return or otherwise, the Chair shall set out the reasons for this decision in writing to the undergraduate.

   (ii) Where the Panel supports the request, the Senior Tutor shall convey the Panel's decision and any conditions in writing to the undergraduate and report the resulting suspension of study to the Warden and Tutors' Committee.

8. (a) After an approved suspension on medical grounds and before the undergraduate is permitted to resume study, the College must receive a medical assessment from the College Doctor stating whether or not, in their opinion, the undergraduate is fit to resume study.

   (b) The College Doctor's assessment shall take into account reports provided by other clinicians involved in the care of the undergraduate during the period of suspension.

   (c) The Senior Tutor, Chaplain and the undergraduate’s Director of Studies shall be responsible for determining, in light of the College Doctor’s assessment, whether the undergraduate is fit to study and whether any other conditions for return have also been met.

   (d) (i) If the Senior Tutor, Chaplain and the undergraduate’s Director of Studies are of the view that the undergraduate is fit to return to study and all other conditions for return have been met, the Senior Tutor shall report the undergraduate’s return to the Warden and Tutors’ Committee.

   (ii) If the undergraduate is not considered fit to return to study or other conditions have not been met, and if no alternative
arrangements have been agreed with the undergraduate, the Fitness to Study Procedure may be invoked.

9. In the event that a request to suspend is not supported, or an undergraduate disputes the Panel’s decision, or the undergraduate is found not to be fit to return to study following a period of suspension, the undergraduate may seek a review. The process to be followed is set out at paragraph 13 below.

Part 2: Fitness to Study Procedure

10. This Fitness to Study Procedure has three stages depending on the perceived level of risk, the severity of the problem and the student’s engagement with efforts to respond to it. In urgent cases, at the College’s discretion, stages 1 and 2 may be bypassed. A flowchart to illustrate the operation of the Fitness to Study Procedure is set out at Appendix 2.

11. Throughout the Procedure outlined below, fitness to study is understood as defined by University legislation as:

   (a) a student's fitness:

      (i) to commence a distinct course of academic study; or

      (ii) to continue with his/her current course of academic study; or

      (iii) to return to his/her current or another course of academic study; and

   (b) his/her ability to meet:

      (i) the reasonable academic requirements of the course or programme; and

      (ii) the reasonable social and behavioural requirements of a student member (whether resident in college or not) without his/her physical, mental, emotional or psychological health or state having an unacceptably deleterious impact upon the health, safety and/or welfare of the student and/or other students and/or University or college staff (not withstanding adjustments required by law).

12. The stages of the Fitness to Study Procedure shall be as follows:

   1. **Stage 1- Informal Action by the College**

      1.1 (a) Concerns about a student’s fitness to study can arise in a number of situations. Tutors, members of the Welfare Team, the Principal and Deputy Principal of the Postmasters, other students, and/or members of college staff may observe

26 www.admin.ox.ac.uk/statutes/787-121.shtml
behaviour that suggests that a student’s medical, psychological, or emotional problems are compromising his or her fitness to study.

(b) Any member of college who has such concerns is encouraged to consult a member of the Welfare Team. The Welfare Team will consult about appropriate action, and may make discreet enquiries about the student’s behaviour and academic performance. If the risk is deemed less severe, the Welfare Team may initially direct the student toward appropriate forms of support.

1.2 (a) Should preliminary action in terms of support and guidance be unsuccessful, the Chaplain, along with the student’s Director of Studies or College Advisor if deemed appropriate in consultation with the Chaplain, shall approach the student and explain, in a supportive and understanding manner, that concerns about their fitness to study have emerged. In the case of a student with a disability, a support worker from the Disability Advisory Service may be involved in this meeting.

(b) The student shall be made aware of the precise nature and causes of these concerns. The student shall be given the opportunity to explain his or her own views on the matter, and be encouraged to think about using one or more of the support services offered by the University. It may also be appropriate to look into the possibility of applying academic arrangements or support to enable the student to study effectively, including making reasonable adjustments in the case of a student with a disability.

(c) At this stage the Senior Tutor shall be informed, if not already aware, that there are concerns about the student’s fitness to study.

1.3 It is hoped that in most cases issues can be resolved at this level, and that the student will respond positively, co-operating fully with the process and taking advantage of the support available. It may be necessary to obtain independent corroboration as to whether support offered is being taken up. The responsibility for providing this evidence shall lie with the student.

1.4 (a) A review period shall be determined by agreement between the Welfare Team, the Senior Tutor, and the student during which clear, observable and measurable goals for change shall be set. This review period will allow the student to seek advice and support from any appropriate services.

(b) At the end of this period a meeting shall be held to discuss any steps taken by the student to address the concerns. If the concerns have been addressed satisfactorily, this will be
noted.

(c) Further meetings may be scheduled to continue to monitor the situation/progress and help ensure that continued support is provided to the student to enable them to study effectively. If, however, the concerns have not been addressed, a further review period may be agreed, or the case shall move to the next stage of the procedure.

1.5 (a) The informal discussions, advice and any undertakings made by the College or University and/or the student shall be documented for the benefit of the College, the University and the student, but shall be kept confidential. Copies of documents are to be kept by the Welfare Team.

(b) A letter setting out what has been agreed shall be given to the student.

1.6 If a student is unable or unwilling to co-operate with the above process or modify their behaviour, they shall be informed that more formal action under Stage 2 of this procedure may be considered appropriate.

2. Stage 2- Case Review Group

2.1 (a) If the action taken under Stage 1 has not been successful or if it is felt that the case is too serious to be dealt with informally, Stage 2 of the procedure may be invoked.

(b) (i) A meeting of a Case Review Group shall be convened by the Senior Tutor, made up of the Chaplain, the student's Director of Studies or College Advisor and the Senior Tutor and to include if appropriate the Supervisor in the case of Graduates or Course Director if there is no Supervisor.

(ii) A representative from the Disability Advisory Service, or the College’s designated link to the Counselling Services, may also attend for information and advice if felt appropriate by the Senior Tutor and the Case Review Group may consult with the College Nurse if it considers it appropriate.

(c) In both stage 2 and stage 3 processes the Senior Tutor shall be the point of contact with the student and with all other agencies and individuals. He or she shall keep records of the whole process. The Senior Tutor shall appoint a deputy if unavailable to act at any stage.

2.2 (a) (i) Before the meeting, a medical assessment may be sought from the College Doctors or another qualified practitioner familiar with the Oxford University system and the spectrum of student difficulties.

(ii) The student shall be encouraged to consent to this, as it will ultimately enable the College to address the
student's difficulties in the most effective manner possible and make an accurate assessment of risk.

(b) The medical assessment is to be used to determine the following matters:

(i) the nature and extent of any medical condition from which the student may be suffering;
(ii) the student’s prognosis;
(iii) the extent to which it may affect his/her fitness to study and manage the demands of student life;
(iv) any impact it may have on or risk it may pose to others;
(v) whether any additional steps could be taken by the College, in light of the medical condition, to enable the student to study effectively;
(vi) whether the student will be receiving any ongoing medical treatment or support;
(vii) whether the condition might be viewed as a disability within the terms of the Equality Act 2010.

2.3 (a) (i) The student shall be encouraged to authorise full disclosure of the results of any medical examination to the College of aspects relevant to study.

(ii) The College recognises that any such information disclosed will constitute ‘sensitive personal data’ for the purposes of the Data Protection Act 1998 and it shall be handled, processed and stored accordingly.

(b) Information received at Stage 2 may also be used in the Stage 3 of this procedure.

(c) (i) Should the student refuse to undertake a medical examination, or disclose results, the College may continue this procedure based on the information already in its possession.

(ii) Should the student wish to furnish medical evidence from a practitioner of the student’s own choosing, the College shall require that this evidence is reviewed by the College Doctor or another qualified practitioner.

2.4 (a) The student shall normally be given at least 5 working days’ notice of the convening of a Case Review Group meeting and informed of the purpose of the meeting. This period may be shortened in urgent situations on the advice of the Welfare Team.

(b) The student shall also be provided with any documents that will be considered by the Group, and asked to provide any documentation he or she may wish the Group to consider, in good time for the meeting.

2.5 (a) (i) The student shall have the right to attend the
Case Review Group meeting and may be accompanied at the meeting by an OUSU sabbatical officer, a fellow student, one of the Merton Junior Deans for Welfare, or another current member of the University as an advisor.

(ii) A parent shall not normally be allowed to attend as an advisor, except at the College’s discretion.

(iii) In addition, a designated support worker, if required, may accompany disabled students.

(b) The student shall notify the Senior Tutor at least 24 hours in advance of the meeting if they are to be accompanied and by whom.

2.6 The purpose of the meeting shall be to ensure that:

- the student is made fully aware of the nature of the concerns that have been raised;
- the student's views are heard and taken account of and the best way to proceed is agreed upon;
- the student is fully aware of the possible outcomes if difficulties remain.

2.7 The Case Review Group shall order its proceedings at its own discretion and may call witnesses, including University Student Support Services staff working with the student, and institute enquiries to assist its deliberations.

2.8 The Case Review Group may make one of the decisions (a) to (e) below:

(a) That no further action is required.

(b) To formally monitor the student's progress for a specified period of time.

(i) In this case an action plan shall be agreed with the student, outlining any steps, which the student will need to take, and/or any support to be provided to the student, to address the concerns identified.

(ii) Regular review meetings with the student shall be arranged with a nominated member of College staff, to ensure that the action plan is being appropriately followed and/or that reasonable support to enable the student to study effectively is being provided.

(iii) The student shall be informed of the consequences of any breaches of the action plan, which will normally involve their fitness to study being considered at Stage 3.

(c) To recommend that special academic arrangements or support are put in place.

(i) Such recommendations shall be agreed with the student's department and by the student and approved by
the relevant University authority.

(ii) The student shall be informed that unless these arrangements remedy the concerns to the College's satisfaction, their fitness to study may be considered at Stage 3 of these procedures.

(d) With the consent of the student, to agree that their studies be suspended for a period of time with appropriate application to the relevant University authority.

(e) To refer the case to the Warden, to be considered under Stage 3 of this procedure. This decision will only be appropriate in the most serious of cases, where for example evidence of a serious risk to either the health and safety of the student or others has been identified, and it is thought that the student's suspension of study or banning or medical withdrawal may be the appropriate course of action, or where a particular course of action has been recommended but the student does not agree.

2.9 (a) The decision of the Case Review Group, together with a concise record of the meeting, shall be sent to the student as soon as possible and no later than 5 working days from the date of the meeting, and a copy kept on the student's personal file.

(b) A copy of this documentation shall also be sent to the student's faculty or department where relevant.

3. Stage 3 – Fitness to Study Panel

3.1 Stage 3 of the procedure shall only be implemented:

(a) following a referral from a Stage 2 Case Review Group, or

(b) if in the opinion of the Senior Tutor (having consulted as appropriate) initial concerns have been raised which are sufficiently serious as to warrant the consideration of the student's suspension of studies or banning or medical withdrawal (including, but not limited to, if the student poses a potential threat to the health and safety of him- or herself or others, or to the efficient working of the institution).

3.2 (a) The Warden shall have the power to temporarily ban the student from the College pending further action.

(b) If the Warden is not available, the Sub-Warden or (in the absence of the Sub-Warden) a Bursar may act on his or her behalf.

3.3 A Panel shall be convened in accordance with these procedures.
3.4 At any point in Stage 3 where the case concerns a graduate, the Panel may suspend its procedures and refer the case to the University Fitness to Study Panel.

3.5 The Chair shall fix a date for a meeting of the Panel to hear the case and shall invite the student to attend to discuss the concerns and all relevant issues.

3.6 (a) Whenever possible the student shall be given at least 5 working days’ notice of the meeting of the Panel. This period may be shortened in urgent situations on the advice of the Welfare Team.

(b) The student shall be informed of the purpose of the hearing.

(c) The student shall also be provided with any documents to be considered at the meeting and asked to provide any documentation he or she may wish the Panel to consider, in good time for the meeting.

3.7 (a) The student may be accompanied at the meeting by an OUSU sabbatical officer, a fellow student, a member of the Welfare Team other than the Chaplain, or another current member of the University as an advisor. Disabled students may also be accompanied by a support worker where required.

(b) The student shall notify the Senior Tutor at least 24 hours in advance of the meeting if they are to be accompanied and by whom.

(c) A parent shall not be allowed to attend as advisor except at the discretion of the Panel.

(d) The student may make oral representations at the meeting.

3.8 (a) The purpose of the meeting shall be to consider the evidence available, including the student's perception of these concerns, in order:

(i) to determine whether the objectives of stage 2 have been met by the student

(ii) to determine whether the College has put in place reasonable adjustments to enable the student to continue to study.

(b) If the matter has not been considered at stage 2 because of the severity of the situation, the Panel may also take any actions which would otherwise have been considered at Stage 2.

3.9 (a) The Panel shall regulate its proceedings as it thinks fit
and may call witnesses and institute enquiries to assist its deliberations, and may request further medical assessments of the student’s fitness to study.

(b) It shall also consider any previous assessments of the student’s fitness to study.

(c) The Chair shall ensure that all parties have access to all documents.

3.10 (a) The Chair shall obtain a collective decision from members of the Panel.

(b) The decision may include one or more of the following:
   (i) To formally monitor the student's progress for a specified period of time.
      (a) In this case the Panel shall provide the student with an agreed action plan, outlining any steps which the student will need to take and/or any support to be provided to the student to address the concerns identified.
      (b) Regular review meetings with the student are to be arranged with a nominated member of staff (to ensure that the action plan is being appropriately followed and/or that reasonable support to enable the student to study effectively is being provided).
      (c) The student shall be informed of the consequences of any breaches of the action plan.
   (ii) That, following consultation with the academic Department, and subject to the approval of the relevant University authority, special academic arrangements are to be put in place - or an interruption of studies is to be agreed. The student shall be informed of the consequences should these arrangements fail to remedy to the College's satisfaction the concerns identified.
   (iii) To recommend that the College exercises its statutory power to require the student to suspend or to ban the student or to require his or her medical withdrawal.
   (iv) Any other action considered to be appropriate and proportionate.

(d) Any decision regarding suspension, banning or medical withdrawal shall be communicated by the Senior Tutor to the University and to any support services who have been involved with the student.

3.11 (a) The student shall be notified by the Chair of the decision, with reasons, as soon as possible and no later than 10 working days of the meeting of the Panel.

(b) Communication of the decision to the Junior Member shall normally be undertaken in person in the Warden’s Office and shall be immediately confirmed in writing.
Support shall normally be made available to the student at the time, preferably from a member of the Welfare Team or the student’s Director of Studies or College Advisor.

3.12 If the student does not agree with the decision the Panel may choose

(a) to refer to the University’s Fitness to Study Panel for a recommendation on how to proceed, or

(b) to stand by its decision based on the information gathered during this and preceding levels of intervention.

3.13 If the student is dissatisfied with the decision, he or she may seek a review. The process to be followed is set out below.

4. Return to Study

4.1 (a) After a suspension of study following a decision of the Case Review Group or the Panel, the student may make a request to the College for permission to return to the course.

(b) The Senior Tutor, in consultation with the Welfare Team and relevant medical professionals (including but not limited to the College Doctors), shall identify the issues of concern that the College may have in respect of the student's fitness to study.

(c) The Senior Tutor shall also contact the relevant medical professional for an assessment of the student's ability to manage the demands of returning to studying at Oxford University, drawing attention to the nature and extent of the student's previous problems and the College's concerns about them.

4.2 The student shall be permitted to return only if, after receiving medical or other specialist advice about the likely impact of the student's condition on his or her fitness to study, the Panel is satisfied that the student is fit to study and able to comply with any conditions imposed on their return.

4.3 (a) (i) In cases where the College has any continuing concerns about the individual's fitness to study, it may require a second medical or specialist opinion.

(ii) In this case a student may be asked to submit themselves for medical examinations by doctors or other specialists, including the College Doctor or a consultant, nominated by the College, at the College's expense to allow the situation to be properly evaluated.

(b) (i) In any case where a student has been permitted to return to study following the implementation of the Fitness to Study procedure, the College shall hold an initial
meeting with the student to discuss what support measures need to be put into place for the student's return and establish a return to study plan.

(ii) This initial meeting shall include the student's Director of Studies or College Advisor; the Senior Tutor; a member of the Welfare Team; where applicable, a member of the Disability Advisory Service, and, in the case of graduates, shall take advice from supervisors and taught-course tutors.

(iii) (a) At this initial meeting it may be decided that there should be regular review meetings with the student that can be used to monitor and support a return to study plan. If so, the student must provide their continued cooperation in this respect and such review meetings may continue for part or all of their remaining time at College.

(b) There should be a written record of what is agreed for the return to study plan and a copy given to the student. The Senior Tutor should ensure that, where appropriate, a copy of the plan is sent to the relevant support agencies, who have agreed to help implement the plan and that any necessary support from agencies external to the College is put in place.

(c) The Senior Tutor should make arrangements for monitoring that the support plan is being delivered and accepted.

Review process

13.(a) If the student is not satisfied with any decision made in accordance with the College’s Suspension of Study or Fitness to Study Procedures, then he or she shall have the right to seek a review which shall be conducted by the College’s Appeals Panel.

(b) (i) In Fitness to Study cases where the Warden has chaired a Panel the Appeal Panel shall be chaired by the Sub-Warden with four other members of the Governing Body, of whom at least two are Tutors. The Appeals Panel shall include both male and female members.

(ii) The Members of the Fitness to Study Panel shall not be members of the Appeals Panel (although members of the pool from whom the Panel was drawn may be included on the Appeals Panel). The student’s tutors and any other interested persons shall not be included in the Appeals Panel.

(iii) In the absence of the Sub-Warden there shall be five members of the Appeals Panel who will appoint one among their number to act as chair.

(iv) The Appeals Panel may regulate its proceedings as it sees fit.

14.(a) The student shall set out the case for review in writing to the Chair of the Appeals Panel within five working days of the communication of the Fitness to Study Panel’s decision. The student’s case shall set out any alleged procedural unfairness or failures in the reasoning underlying the decision in question.
(b) The Chair of the Appeals Panel shall copy the student’s appeal to the Chair of the Fitness to Study Panel or the Senior Tutor, as the case may be, who shall respond in writing to the Chair of the Appeals Panel within five working days. The Chair of the Appeals Panel shall then copy that response to the student.

15.(a) The Chair of the Appeals Panel shall convene a meeting of the Appeals Panel giving the student at least five working days’ notice of such meeting, unless the student agrees to shorter notice being given.

(b) The student shall be told in writing of the time and venue of the meeting.

16.(a) Without prejudice to the Appeals Panel’s right to regulate its proceedings, the following procedure shall normally be adopted:

(b) The Appeals Panel shall consider the basis of the student’s appeal and the response of the Chair of the Fitness to Study Panel or Senior Tutor, as the case may be.

(c) (i) The student may be accompanied at the meeting by an OUSU sabbatical officer, a fellow student, a member of the Welfare Team other than the Chaplain, or another current member of the University as an advisor.

(ii) Disabled students may also be accompanied by a support worker where required.

(iii) A parent will not be allowed to attend as advisor except at the discretion of the Panel.

(iv) The student should notify the Chair of the Appeals Panel at least 24 hours in advance of the meeting if they are to be accompanied and by whom.

(v) The student may make oral representations at the meeting.

(d) In the event that the student does not attend the hearing, the Appeals Panel may proceed in his or her absence.

(e) The Appeals Panel can confirm or amend the decision of the Fitness to Study Panel in question and shall issue its decision in writing.

17.(a) The College’s procedures with regard to the matter shall be complete when the Appeals Panel’s decision has been issued.

(b) Should the student remain dissatisfied, the matter may be taken to the Office of the Independent Adjudicator for Higher Education (see www.oiahe.org.uk/). Application forms and guidance notes shall be made available from the Academic Office.
## Appendix 1 Glossary

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ban</strong></td>
<td>Means that for a specific period of time the undergraduate ceases to be provided with either tuition by the College or to have the use of College facilities or both. The undergraduate remains a member of the University of Oxford and may still enter his or her name for its examinations as an individual, and may appear in the Class List, provided that statutable residence has been kept.</td>
</tr>
<tr>
<td><strong>College Adviser</strong></td>
<td>Refers to the senior member assigned to each graduate member of Merton College.</td>
</tr>
<tr>
<td><strong>College Doctor</strong></td>
<td>Refers to the practice of Dr J Bogdanor and Partners, Jericho Health Centre or such other medical practice as the College may nominate from time to time.</td>
</tr>
<tr>
<td><strong>Director of Studies</strong></td>
<td>Refers to the senior member assigned to each undergraduate member of Merton College.</td>
</tr>
<tr>
<td><strong>Medical withdrawal</strong></td>
<td>Refers to the termination of a student’s course either voluntarily or non-voluntarily on medical grounds.</td>
</tr>
<tr>
<td><strong>Suspend</strong></td>
<td>The term used by the University of Oxford to describe an intermission in study during which period the suspended individual does not hold student status, including voluntary and non-voluntary suspension on medical grounds.</td>
</tr>
<tr>
<td><strong>Welfare Team</strong></td>
<td>For the purposes of these procedures the Welfare Team denotes the Chaplain, College Nurse and the Junior Deans for Welfare.</td>
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27 To be updated to read Dr L Leaver and Partners
Appendix 2  
Fitness to Study Procedure Flowchart

Concerns arise about a student’s fitness to study

Following Welfare Team consultation decision made on severity of risk by Chaplain/ST

Stage 1 – Low Risk
- Guidance given on support available
- Informal meeting with student held; ST informed. Review period set.

Stage 2 – More serious
- Case Review Group convened
- Medical assessment sought if required
- CRG Meeting held
  - Successful
    - Student’s progress to be formally monitored
    - Further meetings may be held to monitor progress
  - Unsuccessful
    - Review meeting held

Stage 3 – Potential threat to themselves or others
- Fitness to Study Panel convened
- Warden may temporarily suspend student
- Collective decision from Panel obtained
- Chair writes to UG to inform them of the decision
- If dissatisfied, student may seek a review from the Appeals Panel

- Refer to stage 3
- Student consents to suspend studies
- Special academic arrangements/support needed
- No further action required

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- Special academic arrangements/support needed
- No further action required
APPENDIX 7: HOLDING MEETINGS OR PARTIES ON COLLEGE PREMISES

Obtaining Permission

Permission MUST be obtained from the Deputy Principal of the Postmasters for any gathering of more than ten persons on College premises, which any graduate or undergraduate member of the College seeks to hold. College premises includes all rooms, corridors, and gardens, whether in the main College, Rose Lane, Holywell, Manor Place, Iffley Road, the Sports Pavilion, the Holywell Meadows, or wherever the College has management of a property. Special conditions applying to student gatherings of three or more persons on College premises will apply on specified occasions including the Time Ceremony, College Ball, and end-of-examination celebrations. These conditions will be notified to the JCR and MCR members of College by the Deputy Principal of the Postmasters before such an occasion.

The form for obtaining permission, making a booking, and arranging security and safety is available from the intranet page: https://intranet.merton.ox.ac.uk/student/room-booking-request. The form must be fully completed with accurate and detailed information two weeks in advance. The DPOP must be informed if any substantive changes to the plans for the meeting or party occur after permission has been granted. Only members of Merton College may make bookings for meetings or parties on College premises.

The booking of certain College rooms and other venues requires the consent of College Officers and consultation with staff members before the booking can be accepted by the Deputy Principal of the Postmasters. Documentation of this consent must be submitted with the form. (See below for details of venues and contacts.) The College reserves the right to impose a rental charge for the use of certain College rooms and other venues to Merton students and non-Merton Clubs and Associations.

Permission must be applied for from the Deputy Principal of the Postmasters in writing at least two weeks before the event is to be held.

The College may withhold permission for parties and other events during times proximate to public examinations. A ban on such events is enforced from the start of 4th Week Trinity term, in the interests of those taking examinations.

Organisers must arrange with the Head Porter for clear directions to be available at the Lodge to guests and participants. If necessary, one of the organisers must be present in the Lodge when guests or participants arrive. All guests must be signed in and accompanied. If the Head Porter, in consultation with the Deputy Principal of the Postmasters, deems it necessary, extra staff or security must be arranged by and at the cost of the organisers.
Freedom of Speech

The requirements of the Code of Practice on Meetings and Events must be complied with. Freedom of speech and academic freedom are central tenets of academic life. The legal duties of UK universities to protect free speech is enshrined in legislation, including the Education (No 2) Act 1986 and the Human Rights Act 1998, and academic freedom is protected by the Education Reform Act 1988. All members of the College, including academics, staff, students, and visitors, must have due regard to the need to prevent people from being drawn into terrorism ('Prevent duty') under the Counter-Terrorism and Security Act 2015. Only criminal speech is proscribed. Speakers and audiences must observe the relevant college policies on harassment and conduct civil academic discussions at all times.

The Head Porter must be consulted about security arrangements, especially for functions that are open to outside guests, or where disturbance may reasonably be foreseen. In the case of meetings, organisers must consider difficulties that they may have with participants of opposing views and requirements for physical security. In the case of parties, organisers must consider the possibility of gate crashers or drunkenness.

Responsibilities of Organisers

Organisers are personally responsible for ensuring that a reasonable standard of behaviour is maintained, that noise is kept within reasonable bounds, that the number of guests is within safe and permitted limits, and that all the appropriate conditions are observed. The organiser must be present throughout the event. All parties and meetings must observe music hours, be quiet after 11.00 p.m., and disperse before 11.45 p.m. Music at official JCR or MCR parties held in College may be played up to 11.30 p.m., and special extensions of music hours may be allowed for parties held at the Pavilion upon application to the Principal of the Postmasters.

Organisers must not leave before they have ensured that the venue has been left clean, tidy, and ready for use by others. The Porters and College Officers may check that the organisers have stayed until all work is done. All washing up must be done and all rubbish disposed of. College staff must not have any extra work as a result. All glasses and debris from a party in the room of a member of the College must be cleared before the next visit by the scout/cleaner. Cleaning materials and equipment are usually available from the scout/cleaner, and are provided in the JCR, MCR, Mure Room, and the Pavilion. A charge may be levied in the event that the venue is not fully cleaned.

Organisers of parties or meetings are advised of the importance of observing fire regulations. The maximum number of occupants of each room or venue must be

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28 See Appendix 10 or [www.ox.ac.uk/media/global/wwwoxacuk/localsites/gazette/documents/supplements2016-17/Code_of_Practice_on_Meetings_and_Events_-_1_to_No_5142.pdf](http://www.ox.ac.uk/media/global/wwwoxacuk/localsites/gazette/documents/supplements2016-17/Code_of_Practice_on_Meetings_and_Events_-_1_to_No_5142.pdf)
strictly observed. Barbeques are not permitted. It is an offence to possess
barbeque equipment in College premises, whether inside or adjacent to a
student residence.

Notices advertising events of any kind must be posted on notice boards, not
placed on walls or doors.

The current schedule of fines includes fines for: excessive noise/disturbance
£30-£75 depending on severity; damage to College rooms, premises, grounds,
£30 and up depending on severity + costs property; unauthorised parties £25;
failure to clean up after party/meeting, cost plus fine of £30-£150; unreasonable
mess, cost plus fine of £30-£150.

Any College (or University) group or society wishing to book a College room for a
meeting must give notice to the Deputy Principal of the Postmasters using the
appropriate form available on the intranet
https://intranet.merton.ox.ac.uk/student/room-booking-request. You must
provide full details of the purpose of the meeting, the name of the group or
society, and the names of all outside speakers invited to the meeting. Such
notification must be given at least two weeks before the date of the meeting. If
the Deputy Principal of the Postmasters has not given permission, the meeting
will not be allowed.

Discos or parties to be held in College property may not be advertised outside
the College nor may a charge be made for admission or drinks. Junior Members
are reminded that a licence is normally required for the sale of alcoholic drinks
to persons who are not members of the College or their bona fide guests.

Alcoholic refreshments may be sold at the College Bar only to members of the
College and their bona fide guests. The Bar must close at 11.00 p.m.

Any disco or other electrical equipment to be used must have been inspected
and approved by the College’s electrician. The use of smoke vapour machines is
strictly forbidden except by special permission.

Junior Members are reminded that entertainment licences are required by law
for a "public performance". This does not apply to private events confined to
members of the University and their bona fide guests. For such a performance
not to be public the restriction on the audience must be announced on any
advertisement that the public might see, and all reasonable steps must be taken
to exclude members of the public. Advertisements should be confined to
"private" areas of the University therefore. Even for private performances,
organisers remain responsible for the safety of performers and the audience,
and with respect to the Theatres Act 1968, for requirements regarding such
matters as obscenity, incitement to racial hatred, etc. Junior Members are
advised to consult the Proctors’ Memorandum, Part IV.

Particular attention is drawn to the matter of end-of-examination celebrations.
In the interest of public safety and the reputation of the University, the Proctors
require all candidates to return directly to the College after their examination is over, and to discourage their friends from gathering outside the Examination Schools to meet them. There are ample opportunities for candidates and their friends to celebrate in a civilised way within the College. The Proctors and the College authorities have a duty to ensure that the conduct of junior members does not disturb the outside community or those still sitting examinations.

**Booking**

All bookings must be authorised by the Deputy Principal of the Postmasters. Booking certain College rooms and other venues requires the consent of other College officers and consultation with staff members before the Deputy Principal of the Postmasters will accept the booking. Additional information is given below.

<table>
<thead>
<tr>
<th>Venue</th>
<th>Permission</th>
<th>Additional information</th>
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</table>
| JCR                    | 1. JCR President; and 2. If the gathering is for more than 10 people, the DPOP 3. Head Porter or Deputy Head Porter | Before submitting the request form to the DPOP you must obtain the signature of the JCR President.  
If you have been given permission to hold a party in the JCR, you must write to all residents of St Alban’s staircases and Front V in advance warning them of the event.  
You may only play music at an authorised event in the JCR up to 11.30 p.m. You must turn down the music 15 minutes before this time. |
| MCR/Holywell Music Room| 1. MCR President or MCR Social Secretary, as nominated by the MCR Executive Committee; and 2. If the gathering is for more than 10 people, the DPOP 3. Head Porter or Deputy Head Porter | Before submitting the request form to the DPOP you must obtain the signature of the MCR President or the MCR Social Secretary.  
You may only play music at an authorised event in the MCR up to 11.30 p.m. You must turn down the music 15 minutes before this time. |
| Mure Room              | 1. Domestic Bursar: and 2. If the gathering is for more than 10 people, the DPOP | A charge of £40 may be levied for the use of the Mure Room to non-Merton Clubs and Associations.  
If you have been given permission to hold a party in the Mure Room, you must |
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<tr>
<th>Venue</th>
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<tbody>
<tr>
<td>3. Head Porter or Deputy Head Porter</td>
<td>write to all residents of Rose Lawn staircases in advance warning them of the event. You may not move the Grand Piano. Food, drink, and smoking are prohibited in the Mure Room.</td>
<td></td>
</tr>
<tr>
<td>1. Domestic Bursar and 2. If the gathering is for more than 10 people, the DPOP 3. Head Porter or Deputy Head Porter</td>
<td></td>
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</tr>
<tr>
<td>TS Eliot Theatre 1. Domestic Bursar and 2. If the gathering is for more than 10 people, the DPOP 3. Head Porter or Deputy Head Porter</td>
<td>A charge of £100 may be levied for the use of the TS Eliot Theatre to non-Merton Clubs and Associations. Applications to use the TS Eliot Theatre must be received at least two weeks in advance. Wine and soft drinks may be served in the foyer area, however no glasses (or food) are to be taken into the TS Eliot Theatre or any of the breakouts.</td>
<td></td>
</tr>
<tr>
<td>Sports Pavilion 1. Domestic Bursar; 2. Groundsman; 3. If the gathering is for more than 10 people; the DPOP; and 3. Secretary of Amalgamated Clubs 4. Head Porter or Deputy Head Porter</td>
<td>A charge will be levied to cover the cost of parties at the Pavilion. This charge is currently £100 (£150 for non-Mertonian clubs and associations). Unless a special extension of music hours has been agreed with the Principal of the Postmasters, you may only play music at partisan authorise event held in the Pavilion up to 11.30 p.m. You must turn down the music 15 minutes before this time.</td>
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<tr>
<td>Venue</td>
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<tr>
<td>All musical equipment</td>
<td>All musical equipment must use the designated power points attached to the</td>
<td>You may not play or relay live or amplified music to the grounds outside the Pavilion at any time.</td>
</tr>
<tr>
<td></td>
<td>acoustic control system.</td>
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</tr>
<tr>
<td>Lawns and gardens</td>
<td>1. Domestic Bursar; 2. Garden Master; and 3. Principal of the Postmasters</td>
<td>Use of the lawns and gardens by junior members for parties is restricted.</td>
</tr>
<tr>
<td></td>
<td>4. Deputy Principal of the Postmasters; 5. Depending on circumstances,</td>
<td>Only the Chestnut Lawn may be made available for private parties.</td>
</tr>
<tr>
<td></td>
<td>Senior Member of Merton Floats, Warden &amp; Tutors’ Committee</td>
<td>You may apply to use the Sundial Lawn on behalf of an official College body (e.g., JCR, MCR) or recognised College clubs or societies. Normally a Fellow of the College must agree to be present at the function.</td>
</tr>
<tr>
<td></td>
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<td>Garden functions may not exceed four hours in duration (including set up and close down), except by special permission from the Warden and Tutors’ Committee through the Principal of the Postmasters.</td>
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<tr>
<td></td>
<td></td>
<td>No more than 100 people including the organisers may be invited to an event unless it is an official JCR or MCR event, except by special permission from Warden and Tutors’ Committee through the Principal of the Postmasters.</td>
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<tr>
<td></td>
<td></td>
<td>No student, club or society may hold more than one event in the gardens per term.</td>
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<td><strong>A maximum of three parties per week will be allowed and one party per day.</strong></td>
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<td>All applications for garden parties must be approved by the Garden Master by Friday of 8th Week of Hilary term so that the list of Garden Parties can be approved by the Warden and Tutors’ Committee.</td>
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<tr>
<td>Venue</td>
<td>Permission</td>
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<tr>
<td>You must obtain permission from the Warden and Tutors’ Committee before a music or drama rehearsals or any similar activity is held in the gardens. The Senior Member of Merton Floats must request permission from the Warden &amp; Tutors’ Committee before drama rehearsals or performances. The Principal of the Postmasters must request permission from the Warden &amp; Tutors’ Committee for any other events in the Gardens. A maximum of three parties per week will be allowed and one party per day. You may not play live or amplified music in the Gardens. Special requests to play non-amplified music may be made to the Domestic Bursar and will be considered under exceptional circumstances only.</td>
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</table>

<p>| College House | 1. DPOP 2. Head Porter or Deputy Head Porter | Junior members who wish to hold a party or meeting in a College house or garden, which will total 10 or more persons present either serially or at a single time (unless all of the people to be present are resident in that house), must present the Deputy Principal of the Postmasters with written evidence attached to the form that all members of the house have been consulted and given their agreement to the event. No more than 50 people (not including the residents of that house) may be invited to a party or meeting in a college house or garden associated with the house. Organisers must inform their immediate neighbours of the party or meeting in writing at least one week prior to the event taking place. The common areas of the house or garden must be cleaned and cleared before the cleaner’s next visit or 10.00 |</p>
<table>
<thead>
<tr>
<th>Venue</th>
<th>Permission</th>
<th>Additional information</th>
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<tbody>
<tr>
<td>Holywell Summerhouse</td>
<td>MCR President or Social Secretary; and if the gathering is for more than 10 people, the DPOP</td>
<td>a.m. the next morning, whichever is earlier.</td>
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<tr>
<td></td>
<td></td>
<td>No live or amplified music may be played outside the Holywell Summerhouse. Music may be played inside the Holywell Summerhouse only if the doors and windows are closed and remain closed whilst it is being played.</td>
</tr>
<tr>
<td>Savile Room</td>
<td>1. DPOP 2. Domestic Bursar 3. Head Porter or Deputy Head Porter</td>
<td>Use of the Savile Room for club dinners and other functions is restricted, and permission may well be refused. A Fellow of the College must agree to be present at the function.</td>
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<tr>
<td></td>
<td></td>
<td>You must apply to the Warden for permission to use the Hall, who may also ask for other College officers to be consulted. You should also consult the Catering Manager about availability and catering.</td>
</tr>
<tr>
<td>Hall</td>
<td>1. Warden 2. The Domestic Bursar 3. Steward 4. Head Porter or Deputy Head Porter</td>
<td>You must apply to the Warden for permission to use the Hall, who may also ask for other College officers to be consulted. You should also consult the Catering Manager about availability and catering.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>You must apply to the Warden for permission to use the Hall, who may also ask for other College officers to be consulted. You should also consult the Catering Manager about availability and catering.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>You must apply to the Warden for permission to use the Hall, who may also ask for other College officers to be consulted. You should also consult the Catering Manager about availability and catering.</td>
</tr>
<tr>
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<td></td>
<td>No more than 12 students are permitted to attend a party in a student room at a time. Only one guest may be present in a student room after 12 midnight.</td>
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<td>You may only play music, whether live or reproduced, in your room between 1.00 p.m. and 5.00 p.m. and between 7.00 p.m. and 11.00 p.m. daily and on Sundays between 10.00 a.m. and 11.00 p.m. Music played within the permitted times must be kept to a tolerable level and must not be audible beyond your room. You must clear all glasses and debris must be cleared before the scout’s / cleaner’s next visit.</td>
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<tr>
<td></td>
<td></td>
<td>The Music Rooms may be used for musical activities only. Food, drink, and smoking are prohibited in the Music Rooms.</td>
</tr>
<tr>
<td>Venue</td>
<td>Permission</td>
<td>Additional information</td>
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<tr>
<td>You may not play amplified music in the Music Rooms without the written permission of the Principal of the Postmasters.</td>
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</tr>
<tr>
<td>Chapel and Ante-Chapel</td>
<td>The Chaplain</td>
<td>Requests to use the Chapel and/or Ante-Chapel should be arranged directly with the Chaplain.</td>
</tr>
</tbody>
</table>

Major events require additional consideration, as outlined below.

<table>
<thead>
<tr>
<th>Event</th>
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<tbody>
<tr>
<td>College Ball, Plays, Arts Festival</td>
<td>The date and major venues for the College Ball should be submitted to the Warden &amp; Tutors’ Committee one year in advance.</td>
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<tr>
<td></td>
<td>A complete schedule of events must be submitted to the appropriate College Officers one term in advance.</td>
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<td></td>
<td>You must ensure that any testing of the sound system before the Ball does not cause a disturbance during quiet hours.</td>
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<tr>
<td></td>
<td>You must write to any people who might be affected by the Ball. Students must disperse quietly.</td>
</tr>
<tr>
<td>Bops, discos, etc.</td>
<td>A termcard including the schedule of bops and other events should be submitted by the JCR and MCR respectively to the DPOP in 8th Week of the preceding term. Extensions of this deadline may be arranged directly with the DPOP. The DPOP shall consult with the POP before approval will be given.</td>
</tr>
</tbody>
</table>
APPENDIX 8: JUNIOR MEMBERS’ COMPLAINTS AND APPEALS PROCEDURE

Introduction

1. Merton College fosters a sense of community in which the rights and dignity of all its staff and students are respected. It is grateful for feedback from its members and it takes seriously complaints about any aspect of its operation. Wherever possible, the College endeavours to resolve complaints promptly and locally.

2. The Complaints and Appeals Procedure outlined below is intended to be followed in cases of disagreement with regard to:
   - Domestic matters (e.g. accommodation and services, including catering)
   - Financial matters (e.g. battles for fees and domestic charges, student support)
   - Academic matters (e.g. award of prizes, tutorial arrangements)

3. Typically, complaints will refer to isolated incidents and the provision of services by the College. The College has separate procedures for complaints about individuals which involve harassment (e.g. bullying, victimisation, racial or sexual harassment), detailed in the College Handbook. This policy does not apply to appeals against the outcome of a general or academic or disciplinary procedure. These have their own procedures set out in Bylaws XI A and XI B.

4. The majority of cases will normally be settled by the complainant resolving their grievance directly with the relevant tutor or college staff member or departmental manager. Where this has been attempted and resolution is not possible, complainants can adopt an informal procedure (described in section 2 below), but a formal procedure is also available where a complainant wishes to register a written grievance (described in section 3). This procedure also details how appeals can be made. A flowchart illustrates the various stages of the process (see Appendix 1).

5. Anonymous complainants or complaints made on behalf of someone else will not be considered, unless there are compelling reasons for doing so. Such reasons should be clearly stated.

6. Disciplinary action may be taken against anyone who victimises or retaliates against a student who brings a complaint in good faith, and against any student who brings malicious or vexatious complaints.
Informal Procedure

7. Under the informal procedure, the junior member is asked to raise his or her complaint with the relevant College Officers. The relevant College Officers are as follows:

- for academic matters: the Senior Tutor or Dean of Graduates depending on the status of the junior member
- for issues involving domestic College staff and services e.g. food and accommodation and related financial matters; security; maintenance: the Domestic Bursar
- for financial and computing matters: the Finance Bursar
- other behavioural and general disciplinary matters: the Principal of the Postmasters
- for matters pertaining to the Library: the Librarian
- for matters pertaining to sports facilities: the Senior Treasurer of the Amalgamated Clubs
- for welfare matters: the Chaplain
- for complaints about a College Officer: the Sub-Warden

8. In case of doubt about the appropriate College Officer the Senior Tutor will advise.

9. This informal procedure is intended to encourage discussion and understanding of the problem, and in some cases, may lead to its resolution without submission of a formal complaint. The complainant can be accompanied at any stage of the informal procedure by another member of College.

10. To resolve the complaint the relevant Officer will normally arrange a meeting with the complainant and:

- seek to offer helpful and confidential advice and/or
- try to find a remedy, or a reconciliation (in cases where relations have broken down between individuals, and the complainant does not object to this course);
- note the withdrawal of a complaint where the complainant decides to do so;
- record the outcome in a written response to the complainant.

11. The outcome may involve instigation of action under another College procedure.

Formal Procedure

12. All formal complaints must be made in writing to the Warden, or the Sub-Warden in the Warden’s absence. The formal procedure will normally be used only when the informal procedure has not achieved a resolution. In cases where the complainant has adopted the formal approach immediately,
it will be open to the Warden to refer the complaint back to an earlier stage in this process. Formal complaints will not normally be considered three months after the occasion of the complaint or in cases when the matter is being addressed under another College procedure.

13. If a formal complaint is taken forward, the Warden will convene an ad hoc committee of not less than three members of the Governing Body, not including the student’s tutor(s) or college adviser to hear the complaint. All those chosen will be bound by the requirements of confidentiality. The ad hoc committee will be free to invite a representative of the appropriate Common Room Committee to the hearing. The role of the representative will be to provide a student perspective to inform the committee’s decision.

14. The complainant may take advice in advance of the hearing and may be adequately represented at the hearing itself, being given the chance either to make a written submission, or, if they prefer, to appear before the committee. The complainant may, in the latter case, be accompanied by a member of college. Along with the complainant and their representative, the tutor(s) and any member of staff involved in the presentation of the case against the complaint will withdraw before a decision is made. The committee’s decision will be conveyed in writing to the Governing Body. The committee’s written decision will include all the relevant facts. A copy of it will be given to the complainant.

Conference of Colleges Appeals Tribunal

15. If a complaint remains unresolved after the College’s internal procedures have been exhausted a junior member may appeal to the Conference of Colleges’ Appeals Tribunal, of which Merton is a member. The student should file such an appeal with the Secretariat of the Conference of Colleges within five days of the ad hoc Committee’s determination. Information on the procedure for applying to the Tribunal is available from the Merton College Academic Office. On completing consideration of a complaint, the Tribunal will issue its decision and this concludes the College procedures for the formal examination of a complaint.

Office of the Independent Adjudicator

16. If a complaint remains unresolved after the CCAT procedures have been exhausted a student may ask for the complaint to be reviewed by the Office of the Independent Adjudicator for Higher Education (see www.oiahe.org.uk/ for further information). Application forms and guidance notes are available from the Academic Office. Please note that complaints relating to student discipline and academic matters are also within the scope of the OIAHE. However, complaints relating to matters of academic judgement (i.e. about academic performance or admissions) cannot be dealt with by the OIAHE.
Monitoring Arrangements

17. The Warden’s Office will keep a register of the number of complaints made using the formal procedure in an academic year, and a summary of numbers and outcomes will be collected submitted to the Governing Body, along with recommendations for any action required in response to the issues identified in complaints. The register will indicate how many formal complaints have been registered and what stage they reached (categorised into resolved by the Committee, recommendation to Governing Body in favour of the complainant or not in favour of the complainant, appeal to Conference Tribunal).

[Adopted Trinity term 2012]
APPENDIX 9: SINGLE EQUALITY SCHEME 2015-18

About Merton College

Merton College, the first fully self-governing College in the University, was founded in 1264 by Walter de Merton. Today it is one of the 38 independent, self-governing colleges of the University of Oxford. It is also a Registered Charity, under the Charity Commission.

From the initial foundation of twenty male Fellows, Merton has expanded over the years to a diverse community which today comprises 290 undergraduates, 320 graduates, 66 Governing Body Fellows, 32 Lecturers across a range of academic disciplines supported by 108 non-academic staff, plus 16 casual staff.

Merton College’s Aims

The College’s aims for the public benefit include achieving the highest outcomes in education, learning and research at national and international level. This in turn requires a firm commitment to equality of opportunity, so that the College considers every possible source of talent.

Single Equality Scheme: Legal Context

Merton has long had a published Equal Opportunities Policy and it has previously published specific Disability, Gender and Race Equality Schemes with associated action plans. These are now superseded by this document, Merton College’s Single Equality Scheme, developed in response to the Equality Act 2010.

The Equality Act came into force in October 2010 and has two main purposes – to harmonise discrimination law and to strengthen the law to support progress on equality. Discrimination law protects people on the basis of the following eight protected characteristics: (in alphabetical order)

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

It also applies to marriage and civil partnerships, but only in respect of the requirement to have due regard to the need to eliminate unlawful discrimination in employment. Merton College is subject to the Equality
Act 2010 as an education provider, employer and provider of goods, facilities and services.

In providing a public function, the College has a general duty to:

1. Eliminate discrimination, harassment, victimisation and any other conduct which the Act prohibits;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not;
3. Foster good relations between people who share a relevant protected characteristic and people who do not.

To address point 2 – that is, to advance equality of opportunity – the College must have due regard to the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different to the needs of the persons who do not share it;
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

To address point 3 – that is, to foster good relations – the College must have due regard to the need to:

- Tackle prejudice and
- Promote understanding

The Equality Act requires the College to publish relevant, proportionate information showing compliance with the Equality Duty on a yearly basis and also to publish at least one measurable objective that it thinks it should achieve to meet any of the three aims of the equality duty.

As Merton College is part of the University of Oxford, it is important that this document should be read in conjunction with the University’s approach to Equality and Diversity which is described at www.admin.ox.ac.uk/eop/.

**Aim of the Single Equality Scheme**

Our aim is to embed equality in the culture and systems of the College by ensuring that policy making, service delivery and employment practice are all equality oriented.

Merton College aims to provide an inclusive environment which promotes equality, values diversity, and maintains a working, learning and social
environment in which the rights and dignity of all its staff and students are respected to assist them in reaching their full potential. The College will work to remove any barriers which might deter people of the highest potential and ability from applying to study or work at Merton College.

Responsibility

It is the responsibility of the Governing Body to provide the mechanisms and resources through which the College’s strategic objectives for equality and diversity can be delivered. To support this work, the College established an Equality Forum in June 2011. Its remit is to:

- consider all existing and emerging equality legislation with a view to identifying relevant issues, which are then translated into key College policies for approval by the Governing Body;
- facilitate consultation with specific groups of staff and students;
- identify equality-related training needs of specific groups of staff and students;
- provide monitoring of key strategic issues; and
- draft publications for approval by the Governing Body as appropriate.

The Committee is chaired by the Warden and convened by the Senior Tutor with the following other members: the Domestic Bursar, the Principal of the Postmasters, the Chaplain, a Fellow, the Equality Advisor, the Academic Registrar, a College Lecturer, two JCR representatives drawn from the four JCR Equality Reps, the two MCR Welfare Representatives, two members of staff from different departments, and an external member. It meets once per term and reports to the Governing Body to which it makes a formal report once a year.

All College Committees are responsible for ensuring that this Scheme is embedded in their duties and functions in relation to both students and staff.

The Senior Tutor (with respect to academic matters) and the Domestic Bursar (with respect to non-academic matters) are responsible for the day to day implementation and delivery of the College’s strategic objectives for equality and diversity in accordance with the guidance attached to this policy.

The Domestic Bursar also has primary responsibility for facilitating the accessibility of the College’s buildings for disabled users.

The Harassment Advisors may provide informal advice in the first instance to any member of staff or student prior to bringing any complaint or grievance about harassment.
Publication and Dissemination of the Single Equality Scheme

The Single Equality Scheme is published on the College website and is incorporated into the Staff Handbook; Fellows and Lecturers’ Handbook; and the College Handbook (for junior members).

Merton’s approach to equality is outlined to new members of College as part of induction. For junior members, this means that equality awareness is included in Freshers’ talks and events. Line managers are responsible for covering equality within induction for non-academic staff.

Other areas within the College that need to take account of the College’s Single Equality Scheme include:

- Partnership arrangements, where the College will make clear to partner organisations its duties under the Equality Act 2010.
- Procurement, where the College will be expected to ensure that procurement processes take account of the requirements of this Scheme, and that contractors/suppliers understand and comply with the duties required of the College.
- Communications, including the way that the College communicates to Fellows, students and staff, and potential applicants to study or work at Merton College (e.g. in hard copy, electronic media) in such a way that complies with the spirit of this scheme.
- Managers and supervisors will be expected to be familiar with the provisions of the Scheme and its implications for the areas that they manage or supervise.

Equality Objectives

Please see Appendix 1 for an overview of the College’s equality objectives at www.merton.ox.ac.uk/sites/merton.ox.ac.uk/files/attachments/Merton_College_Single_Equality_Scheme.pdf.

Equality Information

The College will ensure that it publishes information to comply with its public equality sector duty.

See Appendix 2 for information on race, gender, and disability related to Merton staff and students at www.merton.ox.ac.uk/sites/merton.ox.ac.uk/files/attachments/Merton_College_Single_Equality_Scheme.pdf.

Further Information

Further information about the College’s approach to equality for current or prospective staff can be obtained from the Human Resources Manager.
Further information about provisions for students can be obtained from the Academic Office.

**Review**

The Single Equality Scheme is reviewed annually, and updated every three years.

[ Adopted Trinity term 2012; updated Michaelmas term 2015 ]
APPENDIX 10: CODE OF PRACTICE ON MEETINGS AND EVENTS

The following Code of Practice on Meetings and Events was approved by Council on 20 July 2016. It supersedes the Code of Practice on Freedom of Speech (Supplement (1) to Gazette No 5092, 22 April 2015).

Preamble

1 Freedom of speech and academic freedom are central tenets of university life.

2 The University of Oxford seeks to protect robustly civic and academic freedoms and to foster an academic culture of openness and inclusivity, in which members of our community engage with each other, and the public, in debate and discussion, and remain open to both intellectual challenge and change.

3 The legal duty of UK universities to protect free speech is enshrined in legislation, including the Education (No 2) Act 1986 and the Human Rights Act 1998 and academic freedom is protected by the Education Reform Act 1988. Section 43 of the Education (No 2) Act 1986 specifically requires universities to:

   (a) ‘take such steps as are reasonably practicable to ensure that freedom of speech within the law is secured for members, students and employees of the establishment and for visiting speakers’;

   (b) ‘ensure so far as is reasonably practicable, that the use of any premises of the establishment is not denied to any individual or body of persons on any ground connected with

       a. the beliefs or views of that individual or of any member of that body; or

       b. the policy or objectives of that body.’; and

   (c) issue and keep up to date a code of practice for meetings and events29.

4 The central importance of freedom of speech and academic freedom in a university underlies this Code.

Scope

5 This Code of Practice must be followed by all members, students and employees of the University and visiting speakers in respect of:

29 www.legislation.gov.uk/ukpga/1986/61/section/43
(a) all meetings and other events, to be held outdoors or indoors, on University and Oxford University Student Union (OUSU) premises, including those organised by third parties; and

(b) all meetings and other events, which are University funded, affiliated or branded (with the exception of events at Recognised Independent Centres30) regardless of location.

Colleges have their own Codes of Practice for dealing with meetings and events.

6 It is not anticipated that events and meetings which have been organised as part of the academic curriculum or co-curriculum would cause concern such as to require formal referral to the Proctors under the provisions of this Code.

Key principles

7 Freedom of speech and academic freedom must be protected.

8 The University believes that a culture of free, open and robust discussion can be achieved only if all concerned engage critically but courteously with each other. The University does not tolerate any form of harassment or victimisation and expects all members of the University community, its visitors and contractors to treat each other with respect, courtesy and consideration.31 The University is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all members of the University community are respected. All activity must be risk assessed and planned in accordance with the ‘University statement of health and safety policy’.32

Procedure

9 Members, students and employees of the University who are organising meetings or events or are responsible for administering external bookings of University or OUSU premises are responsible for assessing whether there are any major risks or issues in the context of this Code, in particular with reference to paras 7–8 and 10. (If they are in any doubt or have any questions or need for further information, they are encouraged to discuss the situation with colleagues locally in the first instance, and

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30 The University currently has five RICs: the Oxford Centre for Buddhist Studies; the Oxford Institute for Energy Studies; the Oxford Centre for Hebrew and Jewish Studies; the Oxford Centre for Hindu Studies; and the Oxford Centre for Islamic Studies. These RICs will be responsible for implementing a system to support all events with proposed external speakers in accordance with the spirit of this Code. They will undertake the local assessment with/on behalf of any outside organisations involved with the event.
31 www.admin.ox.ac.uk/eop/harassmentadvice/policyandprocedure
32 For details, see www.admin.ox.ac.uk/safety/hsgementpolicy/univpolicy
then seek advice, as appropriate, from University Security Services or the Proctors’ Office.)

10 Events and meetings must be formally notified to the Proctors using the Event Referral Form where there are concerns that the meeting or event:

(a) may give rise to an environment in which people will experience, or could reasonably fear, discrimination, harassment, intimidation, verbal abuse or violence, particularly (but not exclusively) on account of their age, disability, gender reassignment, marriage or civil partnership, pregnancy, maternity, race, religion or belief, sex or sexual orientation;

(b) is likely to pose a risk to the safety of those lawfully on University premises; or that it may prompt a risk to public safety.

As required by section 12 of the Terrorism Act 2000, the University will not give permission to hold a meeting or event where it is known that:

(a) the proposed speaker belongs to, or professes to belong to, a proscribed organisation; or

(b) the proposed speaker will use the event to support, or to further the activities of, a proscribed organisation.

Role of the Proctors

11 In the context of this Code, the Proctors are entrusted with the duty to assess the implications of events formally referred to them and to act in accordance with the University’s legal responsibilities, including:

(a) the importance of academic freedom (as required eg by the Education Reform Act 1988);

(b) the need to ensure that freedom of speech within the law is secured (as required eg by the Education (No 2) Act 1986);

(c) the rights and freedoms enshrined in the European Convention on Human Rights and incorporated into domestic law by the Human Rights Act 1998;

(d) to have due regard to the need to eliminate unlawful discrimination, promote equality of opportunity, and foster good relations between different groups in accordance with the Public Sector Equality Duty; and

33 www.gov.uk/government/publications/proscribedterror-groups-or-organisations--2
(e) the Counter-Terrorism and Security Act 2015 which requires universities and other ‘specified authorities’ to ‘have due regard to the need to prevent people from being drawn into terrorism’ (section 26 (1)) and which also provides that ‘when carrying out the duty imposed by section 26 (1)’, universities ‘must have particular regard to the duty to ensure freedom of speech; and to the importance of academic freedom.’

12 The Proctors shall act in a risk-based and proportionate manner and with the desire, wherever possible, to enable events or meetings to proceed.

Referral

13 In order to refer a meeting or event to the Proctors an Event Referral Form must be completed and submitted to the Proctors’ Office at least seven (7) working days in advance of the meeting or event (although the Proctors may, at their discretion, agree to receive information closer to the time of the meeting than this).

14 An intentional or reckless breach of this Code of Practice or a frivolous, vexatious and/or malicious referral may lead to disciplinary action being taken under the appropriate University procedure.

Decisions

15 The Proctors have the power to postpone or relocate a meeting or event or to impose conditions. The responsibility for fulfilling these conditions rests with the organisers.

16 In the exceptional event that the Proctors consider that the risks cannot be mitigated by the imposition of conditions, or the organisers refuse to comply with the Proctors’ conditions, the Proctors have the right to cancel the meeting or event and they may do so even if an Event Referral Form has not been provided.

17 The Proctors will communicate their decision promptly and will set out the reasons for the decision.

Appeal

18 If an organiser or any member of the University or member of University staff who has consulted the Proctors with concerns about a meeting or event is unhappy with the outcome of a decision of the Proctors they may write to the Vice-Chancellor, setting out clear reasons for their unhappiness with the decision and requesting a reconsideration of the decision.

34 www.legislation.gov.uk/ukpga/2015/6/enacted
19 The Vice-Chancellor or the Vice-Chancellor’s delegate (as appropriate) will communicate their decision on the appeal promptly and will set out the reasons for the decision.

**Review of the operation of the Code**

20 The Registrar, in consultation with the Proctors, shall review the operation of this Code after its first twelve (12) months and report to Council on any recommended changes.

[Approved by Council on 20 July 2016]