

CLARE HALL, CAMBRIDGE

CLARE HALL, CAMBRIDGE CB3 9AL

ORDINANCES

Revised 2023

**CLARE HALL, CAMBRIDGE ORDINANCES**

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## INTRODUCTION

By Statute XI, 3, the Governing Body shall have power to make, and when made to revoke, amend or add to standing orders which shall be called “Ordinances”, provided that such Ordinances shall not be inconsistent with the Charter or with the Statutes or with the Statutes of the University. Such Ordinances shall be made, revoked, amended or added to only by the Governing Body.

By Statute XI, 4, Special Ordinances shall be Ordinances substantially determining, modifying or limiting the size of the Governing Body and the number of fellows under Titles A, B, C and D. Special Ordinances shall only be made, revoked, amended or added to by Special Resolution. The decision of the President or of any other person presiding as to whether or not any particular Ordinance falls within these definitions shall be conclusive.

Specific references in the Statutes to matters which are to be prescribed by Ordinance are as follows; By Statute II, 9, Fellows under the several Titles shall enjoy such privileges as may be prescribed by Ordinance of the College and such additional privileges as may from time to time be determined by the Governing Body.

By Statute XI, 5, the Graduate Student members of the Governing Body shall be chosen by the Graduate Student Body in such manner and for such periods as shall be specified by Ordinance of the College.

By Statute XI, 14, reserved business at a meeting of any body constituted by the Charter, the Statutes or the Ordinances or of any other body appointed by such a body shall include, among others, such other matters as may be specified by Statute or Ordinance.

By Statute XVII, 5, the place on Council of any student member who is subject to disciplinary proceeding by the Council shall be taken, at the Council meeting which discusses their case, by another student who shall be appointed by the Graduate Student Body in a manner prescribed by Ordinance.

By Statute XXII, 2, the Governing Body shall by Ordinance approve such rules for the administration of superannuation and pension schemes for the President, College Officers, Fellows and College Staff as they may from time to time think fit provided that such rules are not inconsistent with the provisions of the schemes themselves.

By Statute XXVI, 18, the procedure to be followed in respect of the preparation, hearing and determination of charges by a Disciplinary Committee shall be prescribed by Ordinances made under that Statute.

By Statute XXVI, 23 (4), the procedure to be followed in respect of the preparation, hearing and determination of a case by a Medical Board shall be prescribed by Ordinances made under that section.

By Statute XXVI, 29 (1), where an appeal is commenced under Part V of the Statute the appeal shall, subject to the provisions of section 28 (3) and sub-section (3) of that section, be heard and determined by a person appointed in accordance with Ordinances made under that section.

By Statute XXVI, 30 (1), the procedure to be followed in respect of the preparation, consolidation, hearing and determination of appeals shall be that set out in Ordinances made under that section.

By Statute XXVI, 37, the procedure in connection with the consideration and determination of grievances shall be determined in Ordinances in such a way as to ensure that the aggrieved person and any person against whom the grievance lies shall have the right to be heard at a hearing and to be accompanied by a friend or representative.

**I. THE FELLOWS**

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|---|----|---|
| Grants to Fellows                                 | 1. | Fellows may be awarded grants at the discretion of the Council as follows: to Fellows in all classes, grants for foreign travel or for other expenses incurred in pursuit of their academic work; to Research Fellows annual grants for their maintenance and the pursuit of their academic work; to Visiting Fellows grants towards their research expenses while in Cambridge or grants towards such other expenses as may be deemed appropriate. |
| Commons Allowance                                 | 2. | Every Fellow shall be entitled, for themselves and their guests, to an allowance of free meals to be determined from time to time by the Governing Body up to a maximum of 300 meals per year.  |
| At least one week's notice                        | 3. | No proposal for the election of a Fellow shall be considered at a meeting of the Governing Body of election unless supporting documents have been circulated at least one week before the meeting.  |
| Special Ordinance on election of Official Fellows | 4. | No person may be admitted to an Official Fellowship at a meeting of the Governing Body unless their name has been presented for election at an earlier meeting of the Governing Body held within the previous twelve months.  |
| Election of Research Fellows                      | 5. | The election of Research Fellows shall be carried out by the Governing Body in accordance with procedures laid down from time to time by the Governing Body.  |
| Teaching by Research Fellows                      | 6. | A Research Fellow shall not undertake teaching duties in excess of 120 hours per annum without the permission of the Council.   |
| Re-election of Research Fellows                   | 7. | Application for re-election according to Statute II. C. 20 shall normally be made to the Senior Tutor not later than the end of the term before expiry of the Research Fellowship. Re-election shall be made by the Governing Body during an agenda item at which the Research Fellows will leave the meeting.  |
| Intermission by Research Fellows                  | 8. | The Governing Body may agree that the period of absence or leave requested by a Research Fellow shall be omitted in reckoning the limit of tenure of their Fellowship (Statute XXIII.1), but such omission shall not exceed one year.   |

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| Contacts                           | 9.  | The President or the Chair of the Fellowship Committee shall ensure that a member of the College, normally a member of the Governing Body, shall be the contact of a Visiting Fellow with the responsibility of introducing them to the College.                 |
| Short-term visitors                | 10. | Visiting Fellowships shall not normally be offered to visitors coming to Cambridge for less than three months unless authorised by the Governing Body. (I thought the Fellowship Committee decided this based on the academic and their reason for coming here?) |
| No re-election of Visiting Fellows | 11. | A Visiting Fellow shall not normally be re-elected for a second period unless authorised by the Governing Body.  |
| Establishment charges              | 12. | All Visiting Fellows shall be liable to pay such establishment charges as Council may from time to time determine.   |
| Number of Visiting Fellows         | 13. | The maximum number of Visiting Fellows at any one time shall normally not exceed 42 unless authorised by the Governing Body.   |

## II. THE COLLEGE OFFICERS

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|--------------------|--|--|
| Annual Re-election |  | <p>Any College Officer appointed by the Governing Body shall be appointed in the first instance for one academical year only or, if first appointment of such Officer takes effect during an academical year, until the end of the academical year in which such Officer is first appointed and for the ensuing year.</p> <p>Re-appointments by the Governing Body of any College Officer shall in each case be for one academical year at a time, with the exception of the President, Vice President, Senior Tutor and Bursar.</p> |
|--------------------|--|--|

## III. THE GOVERNING BODY

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|---|----|---|
| Suspension of Ordinances                      | 1. | The Governing Body may suspend (i.e. temporarily revoke) any Ordinance but a Special Ordinance may be suspended only by Special Resolution. (Ref. Statutes XI.4 and XI.12)  |
| Dates and Duration of Governing Body Meetings | 2. | The dates of meetings of the Governing Body in any year shall be agreed not later than the last meeting of the Easter Term in the previous year. Meetings of the Governing Body shall be restricted to two hours duration, unless the Governing Body votes to extend the time of a meeting in progress by not more than 30 minutes. |

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| Subjects eligible for voting on         | 3. | No subject which is unrelated to an item on the agenda or to a motion already submitted shall be put to the vote at a Governing Body meeting, except with permission of the Chair.   |
| Special ordinance size                  | 4. | The following limitations shall be placed on the size of the Governing Body: the number of Official Fellows shall not exceed 24. The Needham Research Fellowship shall be counted in addition to the normal ceiling of 24 Research Fellows.  |
| Meeting to discuss size and composition | 5. | Once per year the meeting of the Governing Body shall have as its principal item of business the discussion of the size and composition of the College, with a view to laying down guidelines for the following twelve months in respect of the numbers of Fellows of all titles and of Senior Members, and the balance between different academic fields in the Fellowship. |
| Circulation of minutes                  | 6. | Minutes of each Governing Body meeting shall be circulated as soon as convenient after the meeting, and proposed corrections to the minutes shall be communicated to the Bursar well in advance of the next meeting.   |

#### **IV CONFLICTS OF INTEREST**

##### **1. Purpose of Policy**

The purpose of this Policy is to avoid the danger of Governing Body members being influenced, or appearing to be influenced, by their private interests in the exercise of their duties as members of the Governing Body.

##### **2. Material Interests**

A material interest is any matter which may influence the judgement of the person possessing it, or may reasonably appear as capable of influencing that person's judgement, so that the judgement may not be, or may not appear to be, exercised wholly and exclusively in the interests of the College.

But an interest shall not be a material interest unless the person having the interest either knew about it or should reasonably have been aware of it.

Any position as a company director or charity trustee shall not constitute a material interest unless there is a reasonable possibility that the company or the charity, as the case may be, may be engaged in some business, appeal, or the transaction involving the College.

If the President considers that any member of the Governing Body may have a material interest in an item of business, then the President may refer the matter to the Governing body, who shall, in the member's absence but after hearing their views, determine the matter. The determination of the Governing Body shall be binding the member concerned.

### **3. Register of Interests**

- a) The Bursar shall maintain a Register of Interests of members of the Governing Body, into which shall be entered such information as may be required by this Ordinance or as may reasonably be requested by the Bursar.
- b) The Register of Interests shall include a statement of membership of any Faculty or Department in the University, any directorships or trusteeships (whether paid or unpaid) and other paid employment (excluding Cambridge University undergraduate supervisions and subject to a de minimis of £50/year for any individual employment). It shall also include any other matters as may be specified by the Governing Body by Ordinance.
- c) The Bursar shall seek information for entry into the Register of Interests from members of the Governing Body when they become members, and also annually. Members of the Governing Body shall notify the Bursar of changes in their information relevant to the Register of Interests as they occur.
- d) The Register of Interests shall be available for inspection in the College Office.

### **4. Declaration of Interests**

- a) Each agenda for a meeting of the Governing Body or Council shall contain an early item "Declaration of Interests".
- b) A member of the Governing Body or Council who has a material interest in an item of business shall declare that fact on each occasion that the business is under consideration. But that shall not be required:
  - i) for business solely for report which is not discussed by the Governing Body or Council;  
or
  - ii) where the interest arises from the holding of an office or position in the College, where the other persons holding such an office or position in the College have a similar interest;  
or
  - iii) where the interest arises from membership of a faculty or department in the University, or the holding of an office or position in the University, where the other members of the Faculty or Department or the other persons holding such an office or position in the University as the case may be, have a similar interest;
- c) a member of the Governing Body or Council declaring an interest shall withdraw from any part of a meeting at which the business is under consideration, and shall not speak or vote on the matter.
- d) but if the interest is not a pecuniary interest, then the Governing Body or Council may resolve that the member may remain present, and may further resolve to permit the member to speak or to vote on the matter;
- e) where a member withdraws from a meeting in accordance with Rule 4 (c), that fact shall be recorded in the minutes of the meeting. Any resolution of the Governing Body or Council under Rule 4 (d) shall be recorded in the minutes of the meeting at which it is made.

## **5. Special Decisions**

- a) A special decision of the Governing Body or Council is one in which a majority of the decision-makers have a material interest.
- b) For this purpose the decision-makers shall be taken to comprise the members of the Governing Body or Council present when the decision is made, except for any member who is not entitled to vote in consequence of this Ordinance or for any other reason.
- c) Before the Governing Body or Council make a special decision they will consider, having taken full regard of all the circumstances of the matter
- d) whether the nature of the conflict of interest is so pervasive throughout the Governing Body or Council that they have no alternative but to surrender their discretion by seeking the direction of the Charity Commission in the matter; or
- e) whether, notwithstanding the conflict of interest, they are nevertheless fairly and reasonably to take the decision; and, in that case,
- f) whether, before making their decision, they should seek the advice of the Charity Commission in the matter.

## **6. Committees and Other Bodies**

- a) The above rules shall apply with necessary modifications to committees, working parties and other bodies within the College, as they apply to the Governing Body and Council.
- b) But Ordinances 2 (d), 4 and 5 shall not apply, and any other rule may be disapplied either generally or for specified items of business by decision of the Governing Body.

## **V COMMITTEES AND OTHER BODIES**

|               |           |   |
|---------------|-----------|---|
| <b>Number</b> | <b>1.</b> | There shall be the following Committees and Sub-Committees of the Governing Body:   |
|               | i)        | Reporting directly to the Governing Body:<br>Council<br>The Official Fellowship Committee<br>The Fellowship Committee<br>College Students Complaints Committee<br>Panel for Disciplinary Committee under Statute XXVI,III,6<br>The Bell Collection at Clare Hall Management Board |
|               | ii)       | Reporting to the Governing Body via Council:<br>The Finance Committee<br>Social Events Committee<br>Archives Advisory Group<br>Art Committee<br>Music Committee<br>Development Committee<br>Health and Safety Committee   |



Stewardship Committee  
Communications Committee  
Information Technology Committee  
Gardens Advisory Group  
Environment Committee  
Buildings and Estates Committee  
The Tanner and Ashby Lectureship Committee  
Prevent Committee  
Remuneration Committee

- iii) Reporting to the Governing Body via the Fellowship Committee:  
Research Fellowships Committees
- iv) Reporting to Council via the Finance Committee:  
Investment Committee

**Quorum** A Committee shall pass recommendations only if at least half the members of the Committee are present.

#### **V.A. THE COUNCIL**

The composition, secretary, meetings, functions and voting requirements of Council are all as laid down in Statute XII.

- |                                |    |   |
|--------------------------------|----|---|
| Review of activities           | 1. | At the first meeting of the Governing Body in each term, the President shall present a brief review of the Council's activities since the last review, including all major executive decisions.   |
| Casual vacancies               | 2. | The Governing Body shall fill any casual vacancy in the number of elected Fellows on the Council by electing a Fellow who shall serve for the remainder of the period of service of the elected Fellow whose departure from the Council created the vacancy.  |
| Meetings, procedure and notice | 3. | Ordinary meetings of the Council shall be held at such times and be subject to such regulations as to procedure as shall from time to time be determined by the Council. All members of the Council shall be notified of an ordinary meeting at least seven days before the date of the proposed meeting. |
| Special meetings               | 4. | The President may at any time and shall, if requested by four members of the Council, call a special meeting of the Council.  |
| Non-attendance                 | 5. | If an elected member of the Council fails to attend two consecutive meetings except for a cause approved by at least two-thirds of the Council, exclusive of themselves, their membership of the Council shall forthwith terminate.   |

#### **V.B. FINANCE COMMITTEE**

CLARE HALL, CAMBRIDGE

The composition, secretary, meetings, functions and voting requirements of the Finance Committee are all as laid down in Statute XIII.

## **V.C REMUNERATION COMMITTEE**

There shall be a Remuneration Committee, reporting to Council, whose duty shall be to approve on the annual basis the remuneration to be paid to all College Officers. The Remuneration Committee shall consist of the Vice President (ex officio), one Professorial Fellow who is not in receipt of any remuneration from the College, to be elected by the Governing Body, and three external members who are not Members of the College, to be elected by the Governing Body, one of whom shall serve as Chair. The Bursar shall, ex officio, be Secretary of the Remuneration Committee, with no voting rights. Elected members of the Remuneration Committee shall serve for three years in the first instance and shall be eligible to be re-elected for one further three year term.

## **V.D. OFFICIAL FELLOWSHIP COMMITTEE**

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|----------------------------|----|---|
| Composition                | 1. | The Official Fellowship Committee shall consist of the President (as Chair), Vice-President and Senior Tutor (ex officio), and eight Official, Professorial or Supernumerary Fellows serving for two years and taken in sequential rotation from a list of all such Fellows, and two Research Fellows elected to the Committee by the Governing Body for two years or until the end of their Research Fellowship. The said list of Fellows shall be drawn up or supplemented by the President and Vice-President and submitted to the Governing Body annually.  |
| Meetings                   | 2. | The President shall call a meeting of the Official Fellowship Committee at least once in each academical year.  |
| Secretary                  | 3. | The Bursar shall, ex officio, be Secretary of the Official Fellowship Committee with no voting rights except when under the rota of membership, the Bursar is a member. The Secretary shall be responsible, in consultation with the President, for arranging meetings and for preparing Minutes of meetings for submission to the Governing Body.  |
| Consideration of Proposals | 4. | Proposals from members of the Governing Body of candidates for election to Official, Professorial and Honorary Fellowships shall be sent to the President, with supporting documents, at least two weeks before the date of a meeting of the Committee. These proposals, together with the list of University Officers who are not Fellows of a college, and together with any proposals put forward by members of the Committee, shall be considered by the Committee with a view to making recommendations to the Governing Body. Every effort shall be made to allow members of the Governing Body to meet those candidates who are recommended to the Governing Body. |

## V.E. FELLOWSHIP COMMITTEE

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|-----------------------------------|----|---|
| Composition                       | 1. | The Fellowship Committee shall consist of Official, Professorial, Supernumerary and Research Fellows elected to the Committee by the Governing Body annually on the advice of the Fellowship Committee. In advising the Governing Body, the Fellowship Committee shall keep in mind the need to maintain a balance between different academic fields in the Committee. The President and Senior Tutor shall be members of the Committee ex-officio.   |
| Chair                             | 2. | The Governing Body shall elect one member of the Fellowship Committee to be Chair and Convenor for the academical year.   |
| Meetings, recommendations, advice | 3. | The Fellowship Committee shall meet in sufficient time to ensure that its recommendations can be included in the formal Agenda of the Governing Body Meeting at which the recommendations and advice are to be considered.  |
| Function                          | 4. | <p>The Fellowship Committee shall make recommendations to the Governing Body on the following matters:</p> <p>Elections and Re-elections to Research Fellowships<br/>Elections to Visiting Fellowships and Guest Scholarships<br/>Elections to Affiliated Post-doctoral Memberships<br/>Admissions to Associateship status<br/>Elections to Emeritus Fellowships<br/>Elections to Fellow Commoner status<br/>Any other matters which the Governing Body may from time to time direct the Committee to consider.</p> |
| Co-option                         | 5. | The Fellowship Committee shall have power to co-opt additional members for the selection procedure for Research Fellowships within limits determined from time to time by the Governing Body  |

#### **V.F. TANNER AND ASHBY LECTURESHIP COMMITTEE**

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|-------------|----|--|
| Composition | 1. | The Governing Body shall from time to time elect from among its members the Tanner and Ashby Lectureship Committee. The President, Vice-President, Senior Tutor and Bursar shall be members ex-officio. Members shall normally be elected for a two- year term and shall be eligible for re-election.  |
| Officers    | 2. | After the conclusion of each Tanner and Ashby Lecture cycle, the Governing Body shall elect one of its members to be Chair and the Committee shall elect one of its members to act as Secretary until the conclusion of the next Tanner and Ashby Lectures and its associated functions.   |
| Co-option   | 3. | The Committee may co-opt additional members as appropriate, who need not be members of Clare Hall.   |
| Function    | 4. | <p>The Committee shall be responsible to Council for the following:</p> <ul style="list-style-type: none"><li>a) Making proposals for the Tanner and Ashby Lectures in each academic year.</li><li>b) Proposing such modification to the guidelines governing the Tanner and Ashby Lectures as seem desirable, and putting such proposals to the Tanner Trustees after due authorisation by Council.</li><li>c) Making all arrangements for the Tanner and Ashby Lectures, seminars or other functions.</li><li>d) Any other matters which Council may from time to time direct the Committee to consider.</li></ul> |

#### **V.G. THE BELL COLLECTION AT CLARE HALL MANAGEMENT BOARD**

|             |    |  |
|-------------|----|--|
| Composition | 1. | The Bell Collection at Clare Hall Management Board shall consist of the President, Vice President, Bursar, a Fellow (preferably an historian of art who is a current or former University Teaching Officer in the Department of History of Art), the College Communications Manager, the responsible Officer for Ceramics at the Fitzwilliam Museum, the Director of the Hamilton Kerr Institute (current and/or former) and occasionally other authorities in the field who may be temporarily members of the College and/or the University at the discretion of the Board. |
| Meetings    | 2. | The Committee shall meet when necessary to discuss the Collection.   |
| Co-option   | 3. | The Committee may co-opt additional members as appropriate who need not be Members of Clare Hall.  |
| Function    | 4. | To manage the Bell Collection at Clare Hall on behalf of the Governing Body. To curate the Collection and manage annual displays.  |

## VI. SENIOR MEMBERS

### VI.A. ASSOCIATES

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|-----------------------|----|---|
| Classes of Associate  | 1. | There shall be the following Classes of Associate: <ul style="list-style-type: none"><li>a) The Master and Fellows of Clare College.</li><li>b) Former Fellows under Titles A, B, C and D.</li><li>c) Associates, admitted by the Governing Body or Council from among scholars visiting Cambridge, normally for not more than one year, known personally to and proposed by Fellows or senior members for the purpose of pursuing a joint research programme.</li><li>d) Associates, admitted by the Governing Body from among scholars resident in Cambridge who are not members of a Cambridge college.</li><li>e) Any persons whom it shall appear to the Governing Body to be in the interest of the College to admit.</li></ul>   |
| Associates            | 2. | The proposal and admission of an Associate shall be subject to the following rules: <ul style="list-style-type: none"><li>a) Any member of the Governing body may propose one person for Associateship whom they feel would benefit from membership of Clare Hall and would contribute to the life of the College. Proposals to the Fellowship Committee should be accompanied by a Curriculum Vitae and a statement indicating why the candidate and the College would benefit from the proposed admission to an Associateship.</li><li>b) The Fellowship Committee will consider the proposals and make recommendations to the Governing Body.</li><li>c) Associates will be admitted for one year in the first instance, but may be considered for annual re-admission for up to four further years.</li><li>d) A member of the Governing Body may either propose or re-propose one candidate each year.</li></ul> |
| Stipend or Grant      | 3. | Associates shall not be eligible to receive any stipend or grant.   |
| Commons Allowance     | 4. | The Governing Body shall determine from time to time on recommendation of Council what allowances of free meals, if any, shall be made to Associates.   |
| Establishment Charges | 5. | All Associates shall be liable to pay such establishment charges as Council may from time to time determine.  |

## **VI.B GUEST SCHOLARS**

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| Recommendation | 1. | Persons of great distinction who are visiting Cambridge for less than three months may be recommended to the Governing Body by the President or the Fellowship Committee for election as Guest Scholars. |
| Election       | 2. | Guest Scholars shall be elected by the Governing Body and shall have the status and privileges of Visiting Fellows and are liable for the same obligations.  |

## **VI.C. LIFE MEMBERS**

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|------------|----|--|
| Election   | 1. | The Governing Body may elect to Life Membership any former Visiting Fellow, Guest Scholar, Associate, Graduate Student who has received a degree, diploma or equivalent on completion of a course of study at the College, or any other person whom the Governing Body recognise as having had a close association with the College. |
|            | 2. | Life Membership may be removed from a member where the Governing Body reasonably considers that the Life Member has conducted themselves in a manner that reflects negatively and/or adversely on the reputation of the College or the treatment of College staff.   |
| Privileges | 3. | Life Members shall be entitled to lunching and dining rights at the appropriate senior rate.   |

## **VI.D. PRESIDENT'S AWARD**

Up to 3 individuals may be put forward each year for approval by the Governing Body as President's Award holders. Nominations will be submitted direct to the Governing Body by the President, who will provide a brief written proposal including details of the reason why an Award would be appropriate. Approval shall be by a two thirds majority of those members of the Governing Body present at the meeting.

Nominations will be made at any meeting of the Governing Body in the Michaelmas or Lent Term, and Awards, once approved by the Governing Body, will be handed out at a ceremony prior to a specially designated Formal Hall, to be held in the Easter Term. The Award Holder will receive a gilded certificate and will be entitled to become a Life Member of the College. The names of all Award Holders will be added to a Roll of Honour and all Award Holders will be invited to dine at the College's expense at the Awards Formal Hall each year. An announcement will be made each year in the 'Clare Hall Review'.

## VII. GRADUATE STUDENTS

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|---|----|--|
| Elections to the Governing Body and the Council | 1. | The Senior Tutor shall ensure that the Graduate Student Body of the College arranges an Annual General Meeting of the Graduate Students in the Easter Term for the purpose of electing a Student President and Vice President to serve for one year from election. The Senior Tutor shall furthermore ensure that the Graduate Student Body of the college arranges a General Meeting in the Michaelmas Term for the purpose of electing to serve forthwith until the next Michaelmas Term their Committee and officers. |
| Grants from the Tutors' Fund                    | 2. | Minor Grants may be made to Graduate Students at the discretion of the Tutors within such total sum each year as may be determined by Council.   |
| Vacancies on the Governing Body and the Council | 3. | If a vacancy occurs among the Graduate Student representatives on the Governing Body or on Council, the Senior Tutor shall forthwith ensure that the Graduate Student Body arranges a meeting of all Graduate Students for the purpose of electing a representative.   |
| Numbers   | 4. | The Senior Tutor shall make a report on the number of Graduate Students to the Governing Body in the Michaelmas Term.  |
| Disciplinary                                    | 5. | If a Graduate Student representative on Council is charged with a disciplinary offence, the said Graduate Student is forbidden by Statute XVII.5 to take part in discussions or vote on their own case. Their place on Council at that meeting shall be taken by another representative who shall be nominated by the Committee of the Graduate Student Body.  |

## VIII. SUPERANNUATION

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|--------------|----|--|
| USS          | 1. | The College shall participate in the University's Superannuation Scheme (hereinafter called the USS). The College shall make regulations for the administration of its superannuation arrangements, provided that in so far as such regulations for the administration relate to the USS they shall be compatible with the constitution and rules of the USS.  |
| Staff Scheme | 2. | The College shall participate in the Cambridge Colleges Federated Pension Scheme (hereinafter called the CCFPS) in respect of those persons choosing and entitled to remain in that system. This scheme is closed to new members, who are therefore not entitled to join the CCFPS. For staff who are not entitled to join the CCFPS the College shall provide an appropriate defined contribution pension scheme. |

## IX. GENERAL DISCIPLINE

Members of the College who are members of the university or who are persons in statu pupillari who have not matriculated are subject to University Regulations on Discipline as laid down in the Statutes and Ordinances of the University of Cambridge.