

**BARNET AND SOUTHGATE COLLEGE INSTRUMENT OF GOVERNMENT (MADE 30
May 2013 OCTOBER 2014)**

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Interpretation of the terms used

1. In this Instrument of Government:
 - (a) "the Advisory Committee" means the second chamber established to advise the Board which shall pay regard to their advice;
 - (b) "the Clerk" means the Clerk to the Board;
 - (c) "the Board" means any further education Board of Governance to which this Instrument applies;
 - (d) "the institution" means the institution which the Board is established to conduct and any institution for the time being conducted by the Board in exercise of its powers under the Further and Higher Education Act 1992;
 - (e) "this Instrument" means this Instrument of Government;
 - (f) "meeting" includes a meeting at which the members attending are present in more than one room, provided that by the use of video-conferencing facilities it is possible for every person present at the meeting to communicate with each other;
 - (g) "necessary skills" means skills and experience, other than professional qualifications, specified by the Board as appropriate for members to have;
 - (h) "staff member" and "student member" have the meanings given to them in clause 2;
 - (i) any reference to "the Principal" shall include a person acting as Principal and Chief Executive;
 - (j) "the Secretary of State" means the Secretary of State for Business, Innovation and Skills;
 - (k) "staff matters" means the remuneration, conditions of service, promotion, conduct, suspension, dismissal or retirement of staff;
 - (l) "the students' union" means any association of students formed to further the educational purposes of the institution and the interests of students, as students;
 - (m) a "variable category" means any category of members whose numbers may vary according to clauses 2 and 3.

Composition of the Board

2. (1) The Board shall consist of:
 - (a) up to 12 members who appear to the Board to have the necessary skills to ensure that the Board carries out its functions under article 3 of the Articles of Government;
 - (b) the Principal of the institution;
 - (c) at least one member who is a member of the institution's staff (with the number being settled by the Board from time to time) and has a contract of employment with the institution and who has been nominated and elected by staff ("staff member"); and
 - (d) at least one member who is a student at the institution (with the number being settled by the Board from time to time) and has been nominated and elected by their fellow students, or if the Board so decides, by a recognised association representing such students ("student members").
- (2) A person who is not for the time being enrolled as a student at the institution, shall nevertheless be treated as a student during any period of authorised absence from the institution for study, travel or for carrying out the duties of any office held by that person in the institution's students' union.

Appointment of the members of the Board

3. (1) The Board is the appointing authority in relation to the appointment of its members in category 2(1)(a) above.
- (2) If the number of members falls below the number needed for a quorum, the Board shall immediately appoint members sufficient to form a quorum.
- (3) The appointing authority may decline to appoint a person as a member if:
 - (a) it is satisfied that the person has been removed from office as a member of a further education Board in the previous ten years; or
 - (b) the appointment of the person would contravene any rule or bye-law made under article 22 of the Articles of Government concerning the number of terms of office which a person may serve, provided that such rules or bye-laws make the same provision for each category of members appointed by the appointing authority; or
 - (c) the person is ineligible to be a member of the Board because of clauses 6 or 8.
- (4) Where the office of any member becomes vacant the relevant appointing authority shall as soon as practicable take all necessary steps to appoint a new member to fill the vacancy.

Appointment of the Chair and Vice-Chair

4. (1) The members of the Board shall appoint a Chair, and if the Board determine from time to time a Vice-Chair, from among themselves.
- (2) Neither the Principal nor any staff or student member shall be eligible to be appointed as Chair or Vice-Chair or to act as Chair or Vice Chair in their absence.
- (3) If both the Chair and the Vice-Chair are absent from any meeting of the Board, the members present shall choose someone from among themselves to act as Chair for that meeting.
- (4) The Chair and Vice-Chair shall hold office for such period as the Board decides.
- (5) The Chair or Vice-Chair may resign from office at any time by giving notice in writing to the Clerk.
- (6) If the Board is satisfied that the Chair or Vice Chair (as the case may be) is unfit or unable to carry out the functions of office, it may give written notice, removing the Chair or Vice Chair (as the case may be) from office and the office shall then be vacant.
- (7) At the last meeting before the end of the term of office of the Chair or Vice Chair (as the case may be), or at the first meeting following the Chair's or Vice Chair (as the case may be) resignation or removal from office, the members shall appoint a replacement from among themselves.
- (8) Unless the Board otherwise resolve from time to time at the end of their respective terms of office, the Chair and Vice-Chair shall be eligible for reappointment subject to any maximum terms of office approved by the Board from time to time.

Appointment of the Clerk to the Board

5. (1) The Board shall appoint a person to serve as its Clerk. The Principal may not be appointed as Clerk.
- (2) In the temporary absence of the Clerk, the Board shall appoint a person to serve as a temporary Clerk, but the Principal may not be appointed as temporary Clerk.
- (3) Any reference in this Instrument to the Clerk shall include a temporary Clerk appointed under paragraph (2).
- (4) Subject to clause 12, the Clerk shall be entitled to attend all meetings of the Board and any of its committees.
- (5) The Clerk may also be a member of staff at the institution.

Persons who are ineligible to be members

6. (1) No one under the age of 18 years may be a member, except as a student member.
- (2) The Clerk may not be a member.
- (3) A person who is a member of staff of the institution may not be, or continue as, a member, except as a staff member or in the capacity of Principal.
- (4) Paragraph (3) does not apply to a student who is employed by the Board in connection with the student's role as an officer of a students' union.
- (5) Subject to paragraphs (6) and (7), a person shall be disqualified from holding, or from continuing to hold, office as a member, if that person has been adjudged bankrupt or is the subject of a bankruptcy restrictions order, an interim bankruptcy restrictions order or a bankruptcy restrictions undertaking within the meaning of the Insolvency Act 1986, or if that person has made a composition or arrangement with creditors, including an individual voluntary arrangement.
- (6) Where a person is disqualified by reason of having been adjudged bankrupt or by reason of being the subject of a bankruptcy restrictions order, an interim bankruptcy restrictions order or a bankruptcy restrictions undertaking, that disqualification shall cease:
 - (a) on that person's discharge from bankruptcy, unless the bankruptcy order has before then been annulled; or
 - (b) if the bankruptcy order is annulled, at the date of that annulment; or
 - (c) if the bankruptcy restrictions order is rescinded as a result of an application under section 375 of the Insolvency Act 1986, on the date so ordered by the court; or
 - (d) if the interim bankruptcy restrictions order is discharged by the court, on the date of that discharge; or
 - (e) if the bankruptcy restrictions undertaking is annulled, at the date of that annulment.

(7) Where a person is disqualified by reason of having made a composition or arrangement with creditors, including an individual voluntary arrangement, and then pays the debts in full, the disqualification shall cease on the date on which the payment is completed and in any other case it shall cease on the expiration of three years from the date on which the terms of the deed of composition, arrangement or individual voluntary arrangement are fulfilled.

(8) Subject to paragraph (9), a person shall be disqualified from holding, or from continuing to hold, office as a member if:

- (a) within the previous five years that person has been convicted, whether in the United Kingdom or elsewhere, of any offence and has received a sentence of imprisonment, whether suspended or not, for a period of three months or more, without the option of a fine; or
- (b) within the previous twenty years that person has been convicted as set out in sub-paragraph (a) and has received a sentence of imprisonment, whether suspended or not, for a period of more than two and a half years; or
- (c) that person has at any time been convicted as set out in sub-paragraph (a) and has received a sentence of imprisonment, whether suspended or not, of more than five years.

(9) For the purpose of this regulation there shall be disregarded any conviction by or before a court outside the United Kingdom for an offence in respect of conduct which, if it had taken place in the United Kingdom, would not have constituted an offence under the law then in force anywhere in the United Kingdom.

(10) A person shall be ineligible to be a member if:

- (a) that person is no longer eligible to be a charity trustee; or
- (b) that person is certified by a registered medical practitioner as being physically or mentally incapable of discharging his duties as a member and will remain so for 3 months or more; or
- (c) that person is unfit or unable to discharge his functions as a member or his conduct calls himself or the institution in to disrepute and the Board resolves to remove that member from office.

(11) Upon a member of the Board becoming disqualified from continuing to hold office under paragraphs (5) or (8), the member shall immediately give notice of that fact to the Clerk.

The term of office of a member

- 7. (1) A member of the Board shall hold and vacate office in accordance with the terms of the appointment, but the length of the term of office shall not exceed four years.

(2) Members retiring at the end of their term of office shall be eligible for reappointment, and clause 3 shall apply to the reappointment of a member as it does to the appointment of a member.

(3) Paragraph (2) is subject to any rule or bye-law made by the Board under article 22 of the Articles of Government concerning the number of terms of office which a person may serve.

Termination of membership

8. (1) A member may resign from office at any time by giving notice in writing to the Clerk.
- (2) If at any time the Board is satisfied that any member:
- (a) is unfit or unable to discharge the functions of a member (See also SO 8); or
 - (b) has been absent from meetings of the Board for a period longer than three consecutive months without the permission of the Board,
- the Board may by notice in writing to that member remove the member from office and the office shall then be vacant.
- (3) Any person who is a member of the Board by virtue of being a member of the staff at the institution, including the Principal, shall cease to hold office upon ceasing to be a member of the staff and the office shall then be vacant.
- (4) A student member shall cease to hold office:
- (a) at the end of the student's final academic year, or at such other time in the year after ceasing to be a student as the Board may decide; or
 - (b) if expelled from the institution,
- and the office shall then be vacant.

Members not to hold interests in matters relating to the institution

9. (1) A member to whom paragraph (2) applies shall:
- disclose to the Board the nature and extent of the interest;
- (a) if present at a meeting of the Board, or of any of its committees, at which such supply, contract or other matter as is mentioned in paragraph (2) is to be considered, not take part in the consideration or vote on any question with respect to it and not be counted in the quorum present at the meeting in relation to a resolution on which that member is not entitled to vote; and
 - (b) withdraw, if present at a meeting of the Board, or any of its committees, at which such supply, contract or other matter as is mentioned in paragraph (2) is to be considered, where required to do so by a majority of the members of the Board or committee present at the meeting.
- (2) This paragraph applies to a member who:
- (a) has any financial interest in:
 - (i) the supply of services or work to the institution, or the supply of goods for the purposes of the institution;
 - (ii) any contract or proposed contract concerning the institution;
 - (iii) any other matter relating to the institution; or
 - (b) has any other interest of a type specified by the Board in any matter relating to the institution.

(3) This clause shall not prevent the members considering and voting upon proposals for the Board to insure them against liabilities incurred by them arising out of their office or the Board obtaining such insurance and paying the premium.

(4) Where the matter under consideration by the Board or any of its committees relates to the pay and conditions of all staff, or all staff in a particular class, a staff member:

- (a) need not disclose a financial interest; and
- (b) may take part in the consideration of the matter, vote on any question with respect to it and count towards the quorum present at that meeting, provided that in so doing, the staff member acts in the best interests of the Board as a whole and does not seek to represent the interests of any other person or body, but
- (c) shall withdraw from the meeting if the matter is under negotiation with staff and the staff member is representing any of the staff concerned in those negotiations.

(5) The Clerk shall maintain a register of the interests of the members which have been disclosed and the register shall be made available during normal office hours at the institution to any person wishing to inspect it.

(6) No member shall without the consent of the Charity Commission or other principal regulator of the institution from time to time be paid for acting as a member except that:

- (a) Members may be paid reasonable expenses for attendance at meetings of the Board and any committee thereof;
- (b) Members may be beneficiaries of the institution;

Meetings

10. (1) The Board shall normally meet at least once in each month during term time, and shall hold such other meetings as may be necessary.
- (2) Subject to paragraphs (4) and (5) and to clause 13(4), all meetings shall be called by the Clerk, who shall, at least seven calendar days before the date of the meeting, send to the members of the Board written notice of the meeting and a copy of the proposed agenda.
- (3) If it is proposed to consider at any meeting the remuneration, conditions of service, conduct, suspension, dismissal or retirement of the Clerk, the Chair shall, at least seven calendar days before the date of the meeting, send to the members a copy of the agenda item concerned, together with any relevant papers.
- (4) A meeting of the Board, called a "special meeting", may be called at any time by the Chair or at the request in writing of any five members.
- (5) Where the Chair, or in the Chair's absence the Vice-Chair, decides that there are matters requiring urgent consideration, the written notice convening the special meeting and a copy of the proposed agenda may be given within less than seven calendar days.
- (6) Every member shall act in the best interests of the Board and shall not be bound to speak or vote by mandates given by any other body or person.

(7) Members may participate in any meeting irrespective of where any member is or how the members communicate with each other but so that such members shall be required to be able to hear each other. If members participate in a meeting when they are not all in the same place then they may decide that meeting is treated as taking place wherever any of them is.

(8) Any decision that could be made by a meeting of the Board or any committee thereof shall be capable of being validly made if a resolution in writing is signed to that effect by all persons eligible to be at the relevant meeting.

(9) Any meeting or communication with a member of the Board or any committee thereof shall be capable of being made by electronic means (as defined in section 1168(3) to (6) (inclusive) Companies Act 2006).

Quorum

11. (1) Meetings of the Board shall be quorate if the number of members present is at least 40% of the total number of members, determined according to clause 3.
- (2) If the number of members present for a meeting of the Board does not constitute a quorum, the meeting shall not be held.
- (3) If during a meeting of the Board there ceases to be a quorum, the meeting shall be terminated at once.
- (4) If a meeting cannot be held or cannot continue for lack of a quorum, the Chair may call a special meeting as soon as it is convenient.

Proceedings of meetings

12. (1) Every question to be decided at a meeting of the Board shall be decided by a majority of the votes cast by members present and entitled to vote on the question.
- (2) Where, at a meeting of the Board, there is an equal division of votes on a question to be decided, the Chair of the meeting shall have a second or casting vote.
- (3) A member may not vote by proxy.
- (4) No resolution of the members may be rescinded or varied at a subsequent meeting unless consideration of the rescission or variation is a specific item of business on the agenda for that meeting.
- (5) Except as provided by procedures made pursuant to article 16 of the Articles of Government, a member of the Board who is a member of staff at the institution, including the Principal, shall withdraw:
 - (a) from that part of any meeting of the Board, or any of its committees, at which staff matters relating solely to that member of the staff, as distinct from staff matters relating to all members of staff or all members of staff in a particular class, are to be considered;
 - (b) from that part of any meeting of the Board, or any of its committees, at which that member's reappointment or the appointment of that member's successor is to be considered;

- (c) from that part of any meeting of the Board, or any of its committees, at which the matter under consideration concerns the pay or conditions of service of all members of staff, or all members of staff in a particular class, where the member of staff is acting as a representative (whether or not on behalf of a recognised trade union) of all members of staff or the class of staff (as the case may be); and
 - (d) if so required by a resolution of the other members present, from that part of any meeting of the Board or any of its committees, at which staff matters relating to any member of staff holding a post senior to that member's are to be considered, except those relating to the pay and conditions of all staff or all staff in a particular class.
- (6) Student member who is under the age of 18 shall not vote at a meeting of the Board, or any of its committees, on any question concerning any proposal:
- (a) for the expenditure of money by the Board; or
 - (b) under which the Board, or any members of the Board, would enter into any contract, or would incur any debt or liability, whether immediate, contingent or otherwise.
- (7) Except as provided by rules made under article 18 (3) of the Articles of Government relating to appeals and representations by students in disciplinary cases, a student member shall withdraw from that part of any meeting of the Board or any of its committees, at which a student's conduct, suspension or expulsion is to be considered.
- (8) In any case where the Board, or any of its committees, is to discuss staff matters relating to a member or prospective member of staff at the institution, a student member shall:
- (a) take no part in the consideration or discussion of that matter and not vote on any question with respect to it; and
 - (b) where required to do so by a majority of the members, other than student members, of the Board or committee present at the meeting, withdraw from the meeting.
- (9) The Clerk:
- (a) shall withdraw from that part of any meeting of the Board, or any of its committees, at which the Clerk's remuneration, conditions of service, conduct, suspension, dismissal or retirement in the capacity of Clerk are to be considered; and
 - (b) where the Clerk is a member of staff at the institution, the Clerk shall withdraw in any case where a member of the Board is required to withdraw under paragraph (5).
- (10) If the Clerk withdraws from a meeting, or part of a meeting, of the Board under paragraph (9), the Board shall appoint a person from among themselves to act as Clerk during this absence.
- (11) If the Clerk withdraws from a meeting, or part of a meeting, of a committee of the Board, the Board shall appoint a person from among themselves to act as Clerk to the committee during this absence.

Minutes

13. (1) Written minutes of every meeting of the Board shall be prepared, and, subject to paragraph (2), at every meeting of the Board the minutes of the last meeting shall be taken as an agenda item.
- (2) Paragraph (1) shall not require the minutes of the last meeting to be taken as an agenda item at a special meeting, but where they are not taken, they shall be taken as an agenda item at the next meeting which is not a special meeting.
- (3) Where minutes of a meeting are taken as an agenda item and agreed to be accurate, those minutes shall be signed as a true record by the Chair of the meeting.
- (4) Separate minutes shall be taken of those parts of meetings from which staff members, the Principal, student members or the Clerk have withdrawn from a meeting in accordance with clause 12(5), (6), (7), (8) or (9) and such persons shall not be entitled to see the minutes of that part of the meeting or any papers relating to it.

Public access to meetings

14. The Board shall decide any question as to whether a person should be allowed to attend any of its meetings where that person is not a member, the Clerk or the Principal and that decision shall be detailed in the Board Standing Orders.

Publication of minutes and papers

15. (1) The Board shall ensure that a copy of:
- (a) the agenda for every meeting of the Board;
 - (b) the draft minutes of every such meeting, if they have been approved by the Chair of the meeting; and
 - (c) the signed minutes of every such meeting,
- shall as soon as possible be made available during normal office hours at the institution to any person wishing to inspect them.
- (2) There shall be excluded from any item made available for inspection any material relating to:
- (a) a named person employed at or proposed to be employed at the institution;
 - (b) a named student at, or candidate for admission to, the institution;
 - (c) the Clerk; or
 - (d) any matter which, by reason of its nature, the Board is satisfied should be dealt with on a confidential basis.
- (3) The Board shall ensure that a copy of the draft or signed minutes of every meeting of the Board, under paragraph (1), shall be placed on the institution's website, and shall, despite any rules the Board may make regarding the archiving of such material, remain on its website for a minimum period of 12 months.
- (4) The Board shall review regularly all material excluded from inspection under paragraph (2)(d) and make any such material available for inspection where it is

satisfied that the reason for dealing with the matter on a confidential basis no longer applies, or where it considers that the public interest in disclosure outweighs that reason.

Copies of the Instrument of Government

16. A copy of this Instrument shall be given free of charge to every member of the Board and at a charge not exceeding the cost of copying or free of charge to any other person who so requests a copy, and shall be available for inspection at the institution upon request, during normal office hours, to every member of staff and every student.

Change of name of the Board

17. The Board may change its name with the approval of the Secretary of State.

Indemnity

18. The members shall be entitled to be indemnified out of the assets of the Board against any liability properly incurred by that member for acting as member subject to any limitations imposed by law from time to time.

Notices

19. Any notice given by post shall be made by first class pre-paid post and shall be deemed to be delivered on the business day following its posting. Notices served by hand or by electronic means shall be deemed to be delivered on the business day of delivery or if not a business day then the next business day.

Application of the seal

20. The application of the seal of the Board shall be authenticated by:
 - (a) the signature of either the Chair or of some other member authorised either generally or specially by the Board to act for that purpose; and
 - (b) the signature of any other member.

DRAFT ARTICLES OF GOVERNMENT

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Interpretation of the terms used

1. In these Articles of Government:
 - (a) any reference to "the Principal" shall include a person acting as Principal;
 - (b) "the Articles" means these Articles of Government;
 - (c) "Chair" and "Vice-Chair" mean respectively the Chair and Vice-Chair of the Board appointed under clause 6 of the Instrument of Government;
 - (d) "the Clerk" has the same meaning as in the Instrument of Government;
 - (e) "the Board" has the same meaning as in the Instrument of Government;
 - (f) "parent member", "staff member" and "student member" have the same meanings as in the Instrument of Government;
 - (g) "the Secretary of State" means the Secretary of State for Business, Innovation and Skills;
 - (h) "senior post" means the post of Principal and such other senior posts as the Board may decide for the purposes of these Articles;
 - (i) "the staff" means all the staff who have a contract of employment with the institution;
 - (j) "the students' union" has the same meaning as in the Instrument of Government.

Conduct of the institution

2. The institution shall be conducted in accordance with the provisions of the Instrument of Government, these Articles, any rules or bye-laws made under these Articles and any trust deed regulating the institution.

Responsibilities of the Board, the Principal and the Clerk

3. (1) The Board shall be responsible for the following functions:
 - (a) the preservation and development of the educational character and mission of the institution and the oversight of its activities;
 - (b) publishing arrangements for obtaining the views of staff and students on the determination and periodic review of the educational character and mission of the institution and the oversight of its activities;
 - (c) approving the quality strategy of the institution;
 - (d) the effective and efficient use of resources, the solvency of the institution and the Board and safeguarding their assets;
 - (e) approving annual estimates of income and expenditure;
 - (f) the appointment, grading, suspension, dismissal and determination of the pay and conditions of service of the holders of senior posts and the Clerk, including, where the Clerk is, or is to be appointed as, a member of staff, the Clerk's appointment, grading, suspension, dismissal and determination of pay in the capacity of a member of staff; and
 - (g) setting a framework for the pay and conditions of service of all other staff.

(2) Subject to the responsibilities of the Board, the Principal shall be the Chief Executive of the institution, and shall be responsible for the following functions:

- (a) making proposals to the Board about the educational character and mission of the institution and implementing the decisions of the Board;
- (b) the determination of the institution's academic and other activities;
- (c) preparing annual estimates of income and expenditure for consideration and approval by the Board, and the management of budget and resources within the estimates approved by the Board;
- (d) the organisation, direction and management of the institution and leadership of the staff;
- (e) the appointment, assignment, grading, appraisal, suspension, dismissal and determination, within the framework set by the Board, of the pay and conditions of service of staff, other than the holders of senior posts or the Clerk, where the Clerk is also a member of the staff; and
- (f) maintaining student discipline and, within the rules and procedures provided for within these Articles, suspending or expelling students on disciplinary grounds or expelling students for academic reasons.

(3) The Clerk shall be responsible for the following functions:

- (a) advising the Board with regard to the operation of its powers;
- (b) advising the Board with regard to procedural matters;
- (c) advising the Board with regard to the conduct of its business; and
- (d) advising the Board with regard to matters of governance practice.

The establishment of committees and delegation of functions generally

4. (1) The Board may establish committees for any purpose or function, other than those assigned in these Articles to the Principal or Clerk and may delegate powers to:

- (a) such committees;
- (b) the Chair, or in the Chair's absence, the Vice-Chair; or
- (c) the Principal.

(2) The number of members of a committee and the terms on which they are to hold and to vacate office, shall be decided by the Board.

(3) The Board may also establish committees under collaboration arrangements made with other further education institutions or maintained schools (or with both), and such joint committees shall be subject to any regulations made under section 166 of the Education and Inspections Act 2006(4) governing such arrangements.

The search committee

5. (1) The Board shall establish a committee, to be known as the "search committee", to advise on:

- (a) the appointment of members (other than as a staff or student member); and
- (b) such other matters relating to membership and appointments as the Board may ask it to.

(2) The Board shall not appoint any person as a member (other than as a staff or student member) without first consulting and considering the advice of the search committee.

(3) The Board may make rules specifying the way in which the search committee is to be conducted. A copy of these rules, together with the search committee's terms of reference and its advice to the Board, other than any advice which the Board is satisfied should be dealt with on a confidential basis, shall be published on the institution's website.

(4) The Board shall review regularly all material excluded from inspection under paragraph (3) and shall make any such material available for inspection where it is satisfied that the reason for dealing with the matter on a confidential basis no longer applies, or where it considers that the public interest in disclosure outweighs that reason.

The audit committee

6. (1) The Board shall establish a committee, to be known as the "audit committee", to advise on matters relating to the Board's audit arrangements and systems of internal control.

(2) The audit committee shall consist of such persons and operate in such way as is approved by the Board from time to time subject to compliance with any criteria imposed on the Board by the Skills Funding Agency (or any successor body) from time to time.

Composition of committees

7. Any committee established by the Board may include persons who are not members of the Board.

Access to committees by non-members and publication of minutes

8. The Board shall ensure that:

- (a) a written statement of its policy regarding attendance at committee meetings by persons who are not committee members; and
- (b) the minutes of committee meetings, if they have been approved by the Chair of the meeting,

are published on the institution's website.

Delegable and non-delegable functions

9. (1) The Board shall not delegate the following functions:

- (a) the determination of the educational character and mission of the institution;
- (b) the approval of the annual estimates of income and expenditure;
- (c) the responsibility for ensuring the solvency of the institution and the Board and for safeguarding their assets;
- (d) the appointment of the Principal or holder of a senior post ;
- (e) the appointment of the Clerk, (including, where the Clerk is, or is to be, appointed as a member of staff the Clerk's appointment in the capacity of a member of staff); and
- (f) the modification or revocation of these Articles

- (2) The Board may not delegate:
 - (a) the consideration of the case for dismissal; and
 - (b) the power to determine an appeal in connection with the dismissal of the Principal, the Clerk or the holder of a senior post, other than to a committee of members of the Board.
- (3) The Board shall make rules specifying the way in which a committee having functions under paragraph (1) shall be established and conducted.
- (4). The Principal may delegate functions to the holder of any other senior post other than:
 - (a) the management of budget and resources; and
 - (b) any functions that have been delegated to the Principal by the Board.

Appointment and promotion of staff

- 10. (1) Where there is a vacancy or expected vacancy in a senior post, the Corporation shall determine whether the vacancy should be filled and the appropriate steps to ensure the process complies with employment law and good HR practice.
- 11. The Principal shall have responsibility for selecting for appointment all members of staff other than:
 - (a) senior post holders; and
 - (b) where the Clerk is also to be appointed as a member of staff, the Clerk in the role of a member of staff.

Rules relating to the conduct of staff

- 12. After consultation with the staff, the Board shall make rules relating to their conduct.

Academic freedom

- 13. In making rules under article 11, the Board shall have regard to the need to ensure that academic staff at the institution have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without putting themselves at risk of losing their jobs or any privileges which they may enjoy at the institution.

Grievance, suspension and disciplinary procedures

- 14. (1) After consultation with staff, the Board shall make rules setting out:
 - (a) grievance procedures for all staff;
 - (b) procedures for the suspension of all staff; and
 - (c) disciplinary and dismissal procedures for
 - (i) senior post-holders, and
 - (ii) staff other than senior post-holders

and such procedures shall be subject to the provisions of articles 3(1)(e), 3(2)(e), 9(1)(d), 9(1)(e), 9(2) and 14.

(2) Any rules made under paragraph (1)(b) shall include provision that where a person has been suspended without pay, any appeal against such suspension shall be heard and action taken in a timely manner.

(3) Any rules made under paragraph (1)(c)(i) shall include provision that where the Board considers that it may be appropriate to dismiss a person, a preliminary investigation shall be conducted to examine and determine the case for dismissal.

Suspension and dismissal of the Clerk

15. (1) Where the Clerk is also a member of staff at the institution, the Clerk is to be treated as a senior post holder for the purposes of article 13(1)(c).

(2) Where the Clerk is suspended or dismissed under article 16, that suspension or dismissal shall not affect the position of the Clerk in the separate role of Clerk to the Board.

Students

16. (1) Any students' union shall conduct and manage its own affairs and funds in accordance with a constitution approved by the Board and no amendment to, or rescission of, that constitution, in part or in whole, shall be valid unless approved by the Board.

(2) The students' union shall present audited accounts annually to the Board.

(3) After consultation with representatives of the students, the Board shall make rules concerning the conduct of students, including procedures for their suspension and expulsion (including expulsion for an unsatisfactory standard of work or other academic reason).

Financial matters

17. The Board shall set the policy by which the tuition and other fees payable to it are determined, subject to any terms and conditions attached to grants, loans or other payments paid or made by the Skills Funding Agency or any successor or other body.

Internal audit

18. (1) The Board shall, at such times as it considers appropriate, examine and evaluate its systems of internal financial and other control to ensure that they contribute to the proper, economic, efficient and effective use of the Board's resources.

(2) The Board may arrange for the examination and evaluation mentioned in paragraph (1) to be carried out on its behalf by internal auditors.

(3) The Board shall not appoint persons as internal auditors to carry out the activities referred to in paragraph (1) if those persons are already appointed as external auditors under article 18.

Accounts and audit of accounts

- 19 . (1) The Board shall:
- (a) keep proper accounts and proper records in relation to the accounts; and
 - (b) prepare a statement of accounts for each financial year of the Board.
- (2) The statement shall give a true and fair account of the state of the Board's affairs at the end of the financial year and of its income and expenditure in the financial year.
- (3) The accounts and the statement of accounts shall be audited by external auditors appointed by the Board in respect of each financial year.
- (4) The Board shall not appoint persons as external auditors in respect of any financial year if those persons are already appointed as internal auditors under article 20.
- (5) The "financial year" means the first financial year and, except as provided for in paragraph (7), each successive period of twelve months.
- (6) The "first financial year" means the period from the date the Board was established up to the second 31st July following that date.
- (7) If the Board is dissolved:
- (a) the last financial year shall end on the date of dissolution; and
 - (b) the Board may decide that what would otherwise be the last two financial years, shall be a single financial year for the purpose of this article.

Rules and bye-laws

20. The Board shall have the power to make rules and bye-laws relating to the government and conduct of the institution and these rules and bye-laws shall be subject to the provisions of the Instrument of Government and these Articles.

Copies of Articles of Government and rules and bye-laws

21. A copy of these Articles, shall be given free of charge to every member of the Board and at a charge not exceeding the cost of copying or free of charge, to any other person who requests a copy and shall be available for inspection at the institution upon request, during normal office hours, to every member of staff and every student.

Modification or replacement of the Instrument and Articles of Government

22. (1) Subject to paragraph (2), the Board may by resolution of the members modify or replace its instrument and articles of government, after consultation with any other persons who, in the Board's view, are likely to be affected by the proposed changes.
- (2) The Board shall not make changes to the instrument or articles of government that would result in the body ceasing to be a charity or to disestablish the second chamber (The Advisory Committee)

Dissolution of the Board

23. (1) The Board may by resolution dissolve itself and provide for the transfer of its property, rights and liabilities.