

## The Ordinances Part 3: Dismissal, Discipline, Grievance Procedures and related matters pursuant to Statute 7

### 3.1 Application of Statute and Academic Freedom [Statute 7, Part I clauses 1(ii) and 1(2)]

#### *Application of Statute 7*

- I. Subject to paragraph 4 below, the provisions of Statute 7 shall apply to:-
- II. Members of the academic staff.
- III. Members of staff with a grade of Level 4 or above in the University's grading structure, or an equivalent grade.
- IV. For the purposes of Statute 7 and any Ordinances promulgated under Statute 7 "members of the academic staff" shall mean those members of staff whose contracts of employment state either that they are members of the academic staff or that they are subject to academic and research terms and conditions of service, and a statement in a contract of employment that a member of staff is employed at a certain level and/or with certain terms and conditions, or that a particular post is equivalent in grade to the grade referred to in paragraph 1(b) above shall be deemed conclusive proof of those facts.
- V. If the grade referred to in paragraph 1(b) above is subsequently renumbered or otherwise reclassified, the grade for the purposes of paragraph 1(b) shall be such renumbered or otherwise reclassified grade.

#### *Application of Academic Freedom Provisions*

- VI. The protection provided by clause 2 (1)(i) of Statute 7 (hereafter referred to as "academic freedom") shall apply to all members of staff with either substantive or honorary contracts in the ERE Careers Pathway.