University Calendar
2020-21

University of Essex, Corporate Governance

Authors: Nicky Jackson
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University Calendar 2020-21

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Caveat

The University of Essex appears on the Office for Students’ register of English higher education providers.

Every effort is made to ensure that the contents of the University Calendar 2020-21 are correct at the time of going to print. However, amendments may be approved by the relevant authorities for immediate implementation during the academic year. These will be incorporated into the online version of the University Calendar at: https://www.essex.ac.uk/about/governance/university-calendar
Dates of Terms, Examinations and Graduation

Dates of Terms

2020-21
Autumn term Thursday 8 October 2020 - Friday 18 December 2020
Spring term Monday 18 January 2021 - Friday 26 March 2021
Summer term Monday 26 April 2021 - Friday 2 July 2021

2021-22
Autumn term Thursday 7 October 2021 - Friday 17 December 2021
Spring term Monday 17 January 2022 - Friday 25 March 2022
Summer term Monday 25 April 2022 - Friday 1 July 2022

2022-23
Autumn term Thursday 6 October 2022 – Friday 16 December 2022
Spring term Monday 16 January 2023 – Friday 24 March 2023
Summer term Monday 24 April 2023 – Friday 30 June 2023

Notes:

Additional term dates
If the course you are studying does not appear within the listings for the following departments your terms days are listed above.

- Edge Hotel School (.pdf)
- School of Health and Social Care courses (.pdf)
- School of Sport, Exercise and Rehabilitation Sciences (.pdf)
- Essex Business School - MBA (part-time) (.pdf)
- Essex Business School - MBA (full-time) (.pdf)
- East 15 Acting School

Please note that some induction and teaching dates for students vary according to your campus, degree level and course. New students should arrive earlier than the start-date shown above to attend University and Departmental welcome events.

If you have a Tier 4 visa to study in the UK you will need to make sure you are aware of the term dates that apply to you and understand your visa conditions and responsibilities. Further information is available to read on our website at: https://www1.essex.ac.uk/students/new/international/default.aspx

Dates of Examinations

2020-21
Further details are available from the Exams Office: https://www1.essex.ac.uk/students/exams-and-coursework/dates-and-timetables.aspx

Dates of Graduation
(Ceremonies are held at the Colchester Campus)
Further information on Graduation can be found on the Graduation website at: https://www1.essex.ac.uk/students/graduation/ (Enquiries should be directed to graduation@essex.ac.uk)

1 Graduation dates are provisional and subject to final approval
University Diary for Academic Year 2020-21

A Timetable of University Weeks can be found at: https://www1.essex.ac.uk/students/course-admin/timetables.aspx

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Week</th>
<th>Committee</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer vacation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>03-Aug-20</td>
<td>Mon</td>
<td>45</td>
<td>Monday Management Meeting</td>
<td>16:00-17:00</td>
</tr>
<tr>
<td>04-Aug-20</td>
<td>Tue</td>
<td>45</td>
<td>University Steering Group</td>
<td>09:00-12:00</td>
</tr>
<tr>
<td>18-Aug-20</td>
<td>Tue</td>
<td>47</td>
<td>University Steering Group</td>
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<tr>
<td>26-Aug-20</td>
<td>Wed</td>
<td>48</td>
<td>Professional Services Group</td>
<td>10:00-12:00</td>
</tr>
<tr>
<td>01-Sep-20</td>
<td>Tue</td>
<td>49</td>
<td>University Steering Group</td>
<td>09:00-12:00</td>
</tr>
<tr>
<td>04-Sep-20</td>
<td>Fri</td>
<td>49</td>
<td>AQSC virtual meeting - paper circulation</td>
<td></td>
</tr>
<tr>
<td>07-Sep-20</td>
<td>Mon</td>
<td>50</td>
<td>Monday Management Meeting</td>
<td>16:00-17:00</td>
</tr>
<tr>
<td>08-Sep-20</td>
<td>Tue</td>
<td>50</td>
<td>Data Insight Advisory Group</td>
<td>15:00-16:00</td>
</tr>
<tr>
<td>11-Sep-20</td>
<td>Fri</td>
<td>50</td>
<td>AQSC virtual meeting - committee decision deadline</td>
<td>N/A</td>
</tr>
<tr>
<td>15-Sep-20</td>
<td>Tue</td>
<td>51</td>
<td>University Steering Group</td>
<td>09:00-12:00</td>
</tr>
<tr>
<td>15-Sep-20</td>
<td>Tue</td>
<td>51</td>
<td>Student Experience Committee</td>
<td>14:00-17:00</td>
</tr>
<tr>
<td>21-Sep-21</td>
<td>Tue</td>
<td>51</td>
<td>Biological Hazards and Genetic Modification Protection Safety Committee [NEW]</td>
<td>13:00-14:00</td>
</tr>
<tr>
<td>23-Sep-20</td>
<td>Wed</td>
<td>52</td>
<td>Professional Services Group</td>
<td>10:00-12:00</td>
</tr>
<tr>
<td>24-Sep-20</td>
<td>Thu</td>
<td>52</td>
<td>Capital Planning Group (joint meeting with PCG)</td>
<td>10:00-13:00</td>
</tr>
<tr>
<td>24-Sep-20</td>
<td>Thu</td>
<td>52</td>
<td>Project Coordination Group (joint meeting with CPG)</td>
<td>10:00-13:00</td>
</tr>
<tr>
<td>29-Sep-20</td>
<td>Tue</td>
<td>53</td>
<td>University Steering Group</td>
<td>09:00-13:00</td>
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<tr>
<td>30-Sep-20</td>
<td>Wed</td>
<td>53</td>
<td>Council Induction meeting</td>
<td>09:00-17:00</td>
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<tr>
<td>07-Oct-20</td>
<td>Wed</td>
<td>1</td>
<td>Education Committee Away Day</td>
<td>09:00-14:00</td>
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<tr>
<td>Autumn term</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>08-Oct-20</td>
<td>Thu</td>
<td>1</td>
<td>AUTUMN TERM BEGINS</td>
<td></td>
</tr>
<tr>
<td>08-Oct-20</td>
<td>Thu</td>
<td>1</td>
<td>CRM Strategy Group</td>
<td>14:00-15:00</td>
</tr>
<tr>
<td>12-Oct-20</td>
<td>Mon</td>
<td>2</td>
<td>Partnerships Advisory</td>
<td>14:00-16:00</td>
</tr>
<tr>
<td>12-Oct-20</td>
<td>Mon</td>
<td>2</td>
<td>Monday Management Meeting</td>
<td>16:00-17:00</td>
</tr>
<tr>
<td>13-Oct-20</td>
<td>Tue</td>
<td>2</td>
<td>University Steering Group</td>
<td>09:00-13:00</td>
</tr>
<tr>
<td>14-Oct-20</td>
<td>Wed</td>
<td>2</td>
<td>Professional Services Group</td>
<td>10:00-12:00</td>
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<tr>
<td>15-Oct-20</td>
<td>Thu</td>
<td>2</td>
<td>Risk Management Group</td>
<td>10:30-12:30</td>
</tr>
<tr>
<td>15-Oct-20</td>
<td>Thu</td>
<td>2</td>
<td>Audit and Risk Management Committee</td>
<td>14:30-16:30</td>
</tr>
<tr>
<td>19-Oct-20</td>
<td>Mon</td>
<td>3</td>
<td>Investment Sub-Committee</td>
<td>10:00-11:00</td>
</tr>
<tr>
<td>Date</td>
<td>Day</td>
<td>Week</td>
<td>Committee</td>
<td>Time</td>
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<tr>
<td>------------</td>
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<td>----------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>19-Oct-20</td>
<td>Mon</td>
<td>3</td>
<td>Policy and Resources Committee&lt;sup&gt;2&lt;/sup&gt;</td>
<td>13:00-17:00</td>
</tr>
<tr>
<td>20-Oct-20</td>
<td>Tue</td>
<td>3</td>
<td>Research Committee</td>
<td>12:00-15:00</td>
</tr>
<tr>
<td>20-Oct-20</td>
<td>Tue</td>
<td>3</td>
<td>Safeguarding Advisory Group</td>
<td>14:00-15:00</td>
</tr>
<tr>
<td>21-Oct-20</td>
<td>Wed</td>
<td>3</td>
<td>Academic Quality and Standards Committee</td>
<td>14:00-16:30</td>
</tr>
<tr>
<td>22-Oct-20</td>
<td>Thu</td>
<td>3</td>
<td>Senior Staff Conference</td>
<td>09:00-17:00</td>
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<tr>
<td>27-Oct-20</td>
<td>Tue</td>
<td>4</td>
<td>University Steering Group</td>
<td>09:00-13:00</td>
</tr>
<tr>
<td>28-Oct-20</td>
<td>Wed</td>
<td>4</td>
<td>People, Culture and Inclusion Advisory Group&lt;sup&gt;3&lt;/sup&gt;</td>
<td>10:00-12:00</td>
</tr>
<tr>
<td>02-Nov-20</td>
<td>Mon</td>
<td>5</td>
<td>CRM Steering Group</td>
<td>12:00-13:00</td>
</tr>
<tr>
<td>03-Nov-20</td>
<td>Tue</td>
<td>5</td>
<td>University Steering Group Away Day</td>
<td>09:00-17:00</td>
</tr>
<tr>
<td>04-Nov-20</td>
<td>Wed</td>
<td>5</td>
<td>Directors’ of Research, Directors’ of Impact and Deputy Deans meeting</td>
<td>09:30-11:30</td>
</tr>
<tr>
<td>04-Nov-20</td>
<td>Wed</td>
<td>5</td>
<td>Senate</td>
<td>14:00-17:00</td>
</tr>
<tr>
<td>09-Nov-20</td>
<td>Mon</td>
<td>6</td>
<td>Nominations Committee</td>
<td>11:00-12:00</td>
</tr>
<tr>
<td>09-Nov-20</td>
<td>Mon</td>
<td>6</td>
<td>People Supporting Strategy Committee</td>
<td>13:30-15:00</td>
</tr>
<tr>
<td>09-Nov-20</td>
<td>Mon</td>
<td>6</td>
<td>Monday Management Meeting</td>
<td>16:00-17:00</td>
</tr>
<tr>
<td>10-Nov-20</td>
<td>Tue</td>
<td>6</td>
<td>University Steering Group</td>
<td>09:00-13:00</td>
</tr>
<tr>
<td>10-Nov-20</td>
<td>Tue</td>
<td>6</td>
<td>Health and Safety Group</td>
<td>14:00-16:00</td>
</tr>
<tr>
<td>11-Nov-20</td>
<td>Wed</td>
<td>6</td>
<td>Professional Services Managers Meetings</td>
<td>11:00-12:00</td>
</tr>
<tr>
<td>11-Nov-20</td>
<td>Wed</td>
<td>6</td>
<td>Academic Staffing Committee</td>
<td>13:00-17:00</td>
</tr>
<tr>
<td>12-Nov-20</td>
<td>Thu</td>
<td>6</td>
<td>Audit and Risk Management Committee</td>
<td>10:30-12:30</td>
</tr>
<tr>
<td>16-Nov-20</td>
<td>Mon</td>
<td>7</td>
<td>Remuneration Committee</td>
<td>10:00-11:00</td>
</tr>
<tr>
<td>16-Nov-20</td>
<td>Mon</td>
<td>7</td>
<td>Policy and Resources Committee&lt;sup&gt;2&lt;/sup&gt;</td>
<td>13:00-17:00</td>
</tr>
<tr>
<td>17-Nov-20</td>
<td>Tue</td>
<td>7</td>
<td>Fees Group</td>
<td>09:00-11:00</td>
</tr>
<tr>
<td>18-Nov-20</td>
<td>Wed</td>
<td>7</td>
<td>Graduate Directors’ Meeting</td>
<td>12:30-14:00</td>
</tr>
<tr>
<td>18-Nov-20</td>
<td>Wed</td>
<td>7</td>
<td>Student Experience Committee</td>
<td>14:00-17:00</td>
</tr>
<tr>
<td>18-Nov-20</td>
<td>Wed</td>
<td>7</td>
<td>Vice-Chancellor’s Autumn Briefing</td>
<td>14:00-16:00</td>
</tr>
<tr>
<td>19-Nov-20</td>
<td>Thu</td>
<td>7</td>
<td>Council Away Day</td>
<td>09:00-17:00</td>
</tr>
<tr>
<td>23-Nov-20</td>
<td>Mon</td>
<td>8</td>
<td>VC’s meeting with Heads of Department and Heads of Section</td>
<td>16:00-17:00</td>
</tr>
<tr>
<td>24-Nov-20</td>
<td>Tue</td>
<td>8</td>
<td>University Steering Group</td>
<td>09:00-13:00</td>
</tr>
<tr>
<td>24-Nov-20</td>
<td>Tue</td>
<td>8</td>
<td>University of Essex International College Joint Academic Board</td>
<td>14:00-16:00</td>
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<tr>
<td>25-Nov-20</td>
<td>Wed</td>
<td>8</td>
<td>Professional Services Group Away Day</td>
<td>09:00-17:00</td>
</tr>
</tbody>
</table>

<sup>2</sup> Previously known as Resources Committee

<sup>3</sup> Previously known as Human Resources and Equality and Diversity Group
<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Week</th>
<th>Committee</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>26-Nov-20</td>
<td>Thu</td>
<td>8</td>
<td>Capital Planning Group (joint meeting with PCG)</td>
<td>10:00-13:00</td>
</tr>
<tr>
<td>26-Nov-20</td>
<td>Thu</td>
<td>8</td>
<td>Project Coordination Group (joint meeting with CPG)</td>
<td>10:00-13:00</td>
</tr>
<tr>
<td>30-Nov-20</td>
<td>Mon</td>
<td>9</td>
<td>Council</td>
<td>09:00-13:30</td>
</tr>
<tr>
<td>01-Dec-20</td>
<td>Tue</td>
<td>9</td>
<td>Research Committee</td>
<td>12:00-15:00</td>
</tr>
<tr>
<td>02-Dec-20</td>
<td>Wed</td>
<td>9</td>
<td>Partnerships Education Committee</td>
<td>10:00-12:00</td>
</tr>
<tr>
<td>02-Dec-20</td>
<td>Wed</td>
<td>9</td>
<td>Data Insight Advisory Group</td>
<td>11:00-12:00</td>
</tr>
<tr>
<td>02-Dec-20</td>
<td>Wed</td>
<td>9</td>
<td>Faculty Education Committee (Humanities)</td>
<td>14:00-17:00</td>
</tr>
<tr>
<td>02-Dec-20</td>
<td>Wed</td>
<td>9</td>
<td>Faculty Education Committee (Science &amp; Health)</td>
<td>14:00-17:00</td>
</tr>
<tr>
<td>02-Dec-20</td>
<td>Wed</td>
<td>9</td>
<td>Faculty Education Committee (Social Sciences)</td>
<td>14:00-17:00</td>
</tr>
<tr>
<td>03-Dec-20</td>
<td>Thu</td>
<td>9</td>
<td>Partnerships Advisory Group</td>
<td>14:00-16:00</td>
</tr>
<tr>
<td>08-Dec-20</td>
<td>Tue</td>
<td>10</td>
<td>University Steering Group</td>
<td>09:00-13:00</td>
</tr>
<tr>
<td>09-Dec-20</td>
<td>Wed</td>
<td>10</td>
<td>Academic Staffing Committee</td>
<td>13:00-17:00</td>
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<tr>
<td>11-Dec-20</td>
<td>Fri</td>
<td>10</td>
<td>AQSC virtual meeting - paper circulation</td>
<td>N/A</td>
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<tr>
<td>14-Dec-20</td>
<td>Mon</td>
<td>11</td>
<td>University Steering Group Away Day</td>
<td>09:00-17:00</td>
</tr>
<tr>
<td>14-Dec-20</td>
<td>Mon</td>
<td>11</td>
<td>CRM Steering Group</td>
<td>12:00-13:00</td>
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<tr>
<td>14-Dec-20</td>
<td>Mon</td>
<td>11</td>
<td>Monday Management Meeting</td>
<td>16:00-17:00</td>
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<tr>
<td>15-Dec-20</td>
<td>Tue</td>
<td>11</td>
<td>University Steering Group Away Day</td>
<td>09:00-17:00</td>
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<tr>
<td>16-Dec-20</td>
<td>Wed</td>
<td>11</td>
<td>Professional Services Group</td>
<td>10:00-12:00</td>
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<tr>
<td>16-Dec-20</td>
<td>Wed</td>
<td>11</td>
<td>Education Committee</td>
<td>14:00-17:00</td>
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<tr>
<td>17-Dec-20</td>
<td>Thu</td>
<td>11</td>
<td>Ethics Committee</td>
<td>14:00-17:00</td>
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<tr>
<td>18-Dec-20</td>
<td>Fri</td>
<td>11</td>
<td><strong>AUTUMN TERM ENDS</strong></td>
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</tr>
<tr>
<td>18-Dec-20</td>
<td>Fri</td>
<td>11</td>
<td>AQSC virtual meeting - committee decision deadline</td>
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**Winter vacation**

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Week</th>
<th>Committee</th>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td>12-Jan-21</td>
<td>Tue</td>
<td>15</td>
<td>University Steering Group</td>
<td>09:00-13:00</td>
</tr>
<tr>
<td>13-Jan-21</td>
<td>Wed</td>
<td>15</td>
<td>Professional Services Group</td>
<td>10:00-12:00</td>
</tr>
<tr>
<td>14-Jan-21</td>
<td>Thu</td>
<td>15</td>
<td>CRM Strategy Group</td>
<td>14:00-15:00</td>
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</table>

**Spring term**

<table>
<thead>
<tr>
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<th>Day</th>
<th>Week</th>
<th>Committee</th>
<th>Time</th>
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<tbody>
<tr>
<td>18-Jan-21</td>
<td>Mon</td>
<td>16</td>
<td><strong>SPRING TERM BEGINS</strong></td>
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</tr>
<tr>
<td>19-Jan-21</td>
<td>Tue</td>
<td>16</td>
<td>University Steering Group Away Day</td>
<td>09:00-17:00</td>
</tr>
<tr>
<td>19-Jan-21</td>
<td>Tue</td>
<td>16</td>
<td>Ionising Radiation Protection Sub-Committee</td>
<td>10:00-12:00</td>
</tr>
<tr>
<td>20-Jan-21</td>
<td>Wed</td>
<td>16</td>
<td>Safeguarding Advisory Group</td>
<td>09:00-10:00</td>
</tr>
<tr>
<td>21-Jan-21</td>
<td>Thu</td>
<td>16</td>
<td>Capital Planning Group (joint meeting with PCG)</td>
<td>10:00-13:00</td>
</tr>
<tr>
<td>Date</td>
<td>Day</td>
<td>Week</td>
<td>Committee</td>
<td>Time</td>
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<td>---------------------------------------------------------------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>21-Jan-21</td>
<td>Thu</td>
<td>16</td>
<td>Project Coordination Group (joint meeting with CPG)</td>
<td>10:00-13:00</td>
</tr>
<tr>
<td>25-Jan-21 to 31-Jan-21</td>
<td>Mon</td>
<td>17</td>
<td>Holocaust Memorial Week</td>
<td>N/A</td>
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<tr>
<td>25-Jan-21</td>
<td>Mon</td>
<td>17</td>
<td>Nominations Committee</td>
<td>15:00-16:00</td>
</tr>
<tr>
<td>26-Jan-21</td>
<td>Tue</td>
<td>17</td>
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<td>Tue</td>
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<td>27-Jan-21</td>
<td>Wed</td>
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<td>Professional Services Managers Meetings</td>
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<td>Wed</td>
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<td>Academic Quality and Standards Committee</td>
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<td>04-Feb-21</td>
<td>Thu</td>
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<td>08-Feb-21</td>
<td>Mon</td>
<td>19</td>
<td>Directors' of Research, Directors' of Impact and Deputy Deans meeting</td>
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<td>01-Mar-21</td>
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**Spring vacation**

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**Summer term**

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<td>29-Apr-21</td>
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<td>Research and Impact Awards</td>
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<td>Graduate Directors' Meeting</td>
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<td>People, Culture and Inclusion</td>
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<td>18-May-21</td>
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<td>20-May-21</td>
<td>Thu</td>
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<td>Capital Planning Group (joint meeting with PCG)</td>
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<td>20-May-21</td>
<td>Thu</td>
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<td>Project Coordination Group (joint meeting with CPG)</td>
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<td>24-May-21</td>
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<td>Directors’ of Research, Directors’ of Impact and Deputy Deans meeting</td>
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<td>Professional Services Group</td>
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<td>Academic Quality and Standards Committee</td>
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<td>02-Jun-21</td>
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<td>03-Jun-21</td>
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<td>Professorial Salary Review</td>
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<td>21-Jun-21</td>
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<td>21-Jun-21</td>
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<td>22-Jun-21</td>
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<td>10:00-12:00</td>
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<td>24-Jun-21</td>
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<td>29-Jun-21</td>
<td>Tue</td>
<td>39</td>
<td>Research Committee</td>
<td>12:00-15:00</td>
</tr>
<tr>
<td>30-Jun-21</td>
<td>Wed</td>
<td>39</td>
<td>Senate</td>
<td>14:00-17:00</td>
</tr>
<tr>
<td>02-Jul-21</td>
<td>Fri</td>
<td>39</td>
<td>SUMMER TERM ENDS</td>
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</tr>
</tbody>
</table>

**Summer vacation**

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Week</th>
<th>Committee</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>05-Jul-21</td>
<td>Mon</td>
<td>40</td>
<td>Monday Management Meeting</td>
<td>16:00-17:00</td>
</tr>
<tr>
<td>06-Jul-21</td>
<td>Tue</td>
<td>40</td>
<td>University Steering Group</td>
<td>09:00-13:00</td>
</tr>
<tr>
<td>07-Jul-21</td>
<td>Wed</td>
<td>35</td>
<td>Professional Services Managers Meetings</td>
<td>11:00-12:00</td>
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<tr>
<td>08-Jul-21</td>
<td>Thu</td>
<td>40</td>
<td>Joint Away Day of Senate and Council</td>
<td>10:00-13:00</td>
</tr>
<tr>
<td>08-Jul-21</td>
<td>Thu</td>
<td>40</td>
<td>CRM Strategy Group</td>
<td>14:00-15:00</td>
</tr>
<tr>
<td>13-Jul-21</td>
<td>Tue</td>
<td>41</td>
<td>University Steering Group Development</td>
<td>09:00-17:00</td>
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<tr>
<td>13-Jul-21</td>
<td>Tue</td>
<td>41</td>
<td>Ionising Radiation Protection Sub-Committee</td>
<td>10:00-12:00</td>
</tr>
<tr>
<td>14-Jul-21</td>
<td>Wed</td>
<td>41</td>
<td>Professional Services Group</td>
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<tr>
<td>14-Jul-21</td>
<td>Wed</td>
<td>41</td>
<td>Academic Staffing Committee</td>
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<tr>
<td>15-Jul-21</td>
<td>Thu</td>
<td>41</td>
<td>Council and Council Forum</td>
<td>09:00-17:00</td>
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<tr>
<td>19-Jul-21</td>
<td>Mon</td>
<td>42</td>
<td>Graduation [TBC]</td>
<td>09:00-18:00</td>
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<tr>
<td>Date</td>
<td>Day</td>
<td>Week</td>
<td>Committee</td>
<td>Time</td>
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<td>20-Jul-21</td>
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<td>42</td>
<td>Graduation</td>
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<td>21-Jul-21</td>
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<td>Graduation</td>
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<td>22-Jul-21</td>
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<td>42</td>
<td>Graduation</td>
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<tr>
<td>23-Jul-21</td>
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<td>Graduation</td>
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<td>27-Jul-21</td>
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<td>University Steering Group</td>
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<tr>
<td>02-Aug-21</td>
<td>Thu</td>
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<td>CRM Steering Group</td>
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<td>10-Aug-21</td>
<td>Tue</td>
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<td>University Steering Group</td>
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<td>24-Aug-21</td>
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<tr>
<td>25-Aug-21</td>
<td>Wed</td>
<td>47</td>
<td>Professional Services Group</td>
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<tr>
<td>14-Sep-21</td>
<td>Tue</td>
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<td>University Steering Group</td>
<td>09:00-12:00</td>
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<tr>
<td>15-Sep-21</td>
<td>Wed</td>
<td>50</td>
<td>Professional Services Group</td>
<td>10:00-12:00</td>
</tr>
<tr>
<td>28-Sep-21</td>
<td>Tue</td>
<td>52</td>
<td>University Steering Group</td>
<td>09:00-13:00</td>
</tr>
</tbody>
</table>
University Governance

Principal Officers of the University

Chancellor
The Right Honourable John Bercow, MP DU BA

Pro-Chancellor
Jane Hamilton BCom FRICS (Chair of the Council)
Paul Jackson, BSc (Eng) CEng FIET IMA
Milan Makwana, BA MSc FCIPD

Vice-Chancellor
Professor Anthony Forster, FHEA FLF AMinstLM

Treasurer
Tim Porter, MA FCA

Deputy Vice-Chancellor
Professor Lorna Fox O’Mahony, LLB PhD PGCHET

Pro-Vice-Chancellor (Education)
Professor Madeline Eacott, DPhil

Pro-Vice-Chancellor (Research)
Professor Christine Raines, PhD

Pro-Vice-Chancellor (Research) (Designate)
Professor Chris Greer, PhD MSc FASS FRSA

Deputy Pro-Vice-Chancellor (Research)
Dr Leila Musavian, PhD (until 31 December 2020)

Executive Deans

Humanities
Professor Andrew Le Sueur, LLB Barrister

Science and Health
Professor Maria Fasli, PhD BSc SELETE

Social Sciences
Professor Moya Lloyd, BA PhD

Deans

Postgraduate Research and Education
Professor Sanja Bahun, BA MA PhD

Deputy Dean (Postgraduate Research Training)
Annecy Lax, MPhil PGDip BA FHEA
**Partnerships**
Professor Dominic Micklewright, PhD CPsychol MSc BSc PGCertHE FHEA (until 30 June 2021), Professor Nancy Kula (Education) / Professor David O’Manhony (Research) (from 1 July 2021)

**Deputy Dean of Partnerships**
Professor Nancy Kula, PhD MA BA

**Deputy Dean of Partnerships (Europe)**
Dr Nadine Rossol, PhD PGCHE BA FHEA

**Deputy Dean (Education) (Humanities)**
Professor Ilaria Boncori, PhD SFHEA FLF

**Deputy Dean (Research) (Humanities)**
Professor Susan Oliver, PhD BA

**Deputy Dean (Postgraduate Research Education) (Humanities)**
Professor David O’Mahony MPhil MA BSocSc

**Deputy Dean (Education) (Science and Health)**
Dr Murray Griffin, PhD

**Deputy Dean (Research) (Science and Health)**
Professor Edward Codling, PhD

**Deputy Dean (Postgraduate Research Education) (Science and Health)**
Dr Leanne Andrews, PhD CPsychol MSc BA

**Deputy Dean (Education) (Social Sciences)**
Professor Natasha Lindstaedt BA PhD

**Deputy Dean (Research) (Social Sciences)**
Professor John Preston, PhD MA BA

**Deputy Dean (Postgraduate Research Education) (Social Sciences)**
Professor Andrew Canessa, PhD BA

**Registrar and Secretary**
Bryn Morris, MA
# Heads of Departments/Schools

<table>
<thead>
<tr>
<th>Departments/Schools</th>
<th>Heads of Department/Director/Dean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life Sciences</td>
<td>Professor Leo Schalkwyk</td>
</tr>
<tr>
<td>Computer Science and Electronic Engineering</td>
<td>Professor Anthony Vickers</td>
</tr>
<tr>
<td>East 15 Acting School</td>
<td>Dr Chris Main</td>
</tr>
<tr>
<td>Economics</td>
<td>Professor Christian Ghiglino</td>
</tr>
<tr>
<td>Edge Hotel School</td>
<td>Andrew Boer</td>
</tr>
<tr>
<td>Essex Business School</td>
<td>Professor Neil Kellard</td>
</tr>
<tr>
<td>Essex Pathways Department</td>
<td>Dr Nilüfer Demirkan-Jones</td>
</tr>
<tr>
<td>Government</td>
<td>Professor Shane Martin</td>
</tr>
<tr>
<td>Health and Social Care</td>
<td>Professor Victoria Joffe</td>
</tr>
<tr>
<td>History</td>
<td>Dr Andrew Priest</td>
</tr>
<tr>
<td>Language and Linguistics</td>
<td>Professor Monika Schmid</td>
</tr>
<tr>
<td>Law</td>
<td>Dr Matthew Stone</td>
</tr>
<tr>
<td>Literature, Film, and Theatre Studies</td>
<td>Professor Elizabeth Kuti</td>
</tr>
<tr>
<td>Mathematical Sciences</td>
<td>Professor Berthold Lausen</td>
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<tr>
<td>Philosophy and Art History</td>
<td>Dr Diana Bullen Presciutti</td>
</tr>
<tr>
<td>Psychology</td>
<td>Professor Paul Hibbard</td>
</tr>
<tr>
<td>Psychosocial and Psychoanalytic Studies</td>
<td>Dr Chris Nicholson</td>
</tr>
<tr>
<td>Social and Economic Research, Institute for</td>
<td>Professor Emily Grundy (until 30 September 2020), Professor Peter Lynn (from 1 October 2020)</td>
</tr>
<tr>
<td>Sociology</td>
<td>Professor Pam Cox</td>
</tr>
<tr>
<td>Sport, Rehabilitation and Exercise Sciences</td>
<td>Professor Ian Maynard</td>
</tr>
<tr>
<td>UK Data Archive</td>
<td>Professor Matthew Woollard</td>
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</table>

## Research Institutes

<table>
<thead>
<tr>
<th>Research Institutes</th>
<th>Directors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights Centre</td>
<td>Dr Andrew Fagan</td>
</tr>
<tr>
<td>Institute Analytics and Data Science (IADS)</td>
<td>Professor Maria Fasli</td>
</tr>
<tr>
<td>Research Centres</td>
<td>Directors</td>
</tr>
<tr>
<td>-----------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Accountability and Global Development (CAGD), Centre for</td>
<td>Professor Thankom Arun (Essex Business School)</td>
</tr>
<tr>
<td>Computational Finance and Economic Agents (CCFEA), Centre for</td>
<td>Dr Carmine Ventre (School of Computer Science and Electronic Engineering)</td>
</tr>
<tr>
<td>Computational Intelligence Centre</td>
<td>Professor Hani Hagras (School of Computer Science and Electronic Engineering)</td>
</tr>
<tr>
<td>Creative Writing, Centre for</td>
<td>Professor Philip Terry (Department of Literature, Film, and Theatre Studies)</td>
</tr>
<tr>
<td>Criminology (C4C), Centre for</td>
<td>Professor Nigel South (Department of Sociology)</td>
</tr>
<tr>
<td>Curatorial Studies, Centre for</td>
<td>Dr Gavin Grindon (School of Philosophy and Art History) / Dr Michael Tymkiw (School of Philosophy and Art History)</td>
</tr>
<tr>
<td>Digital History Centre</td>
<td>Dr Lisa Smith (Department of History)</td>
</tr>
<tr>
<td>Environment and Society, Centre for</td>
<td>Professor Kelum Jayasinghe (Essex Business School)</td>
</tr>
<tr>
<td>ESRC Business and Local Government Data Research Centre</td>
<td>Professor Maria Fasli (Essex Business School)</td>
</tr>
<tr>
<td>Essex Accounting Centre (EAC)</td>
<td>Dr Shazad Uddin (Essex Business School)</td>
</tr>
<tr>
<td>Essex Biomedical Sciences Centre (EBSC)</td>
<td>Professor Elena Klenova (School of Life Sciences)</td>
</tr>
<tr>
<td>Essex Centre for Experimental Social Sciences (ExCESS)</td>
<td>Dr Patrick Nolen (Department of Economics)</td>
</tr>
<tr>
<td>Essex Centre for Macro and Financial Econometrics</td>
<td>Professor Rob Taylor (Essex Business School)</td>
</tr>
<tr>
<td>Essex Finance Centre (EFiC)</td>
<td>Professor Claudia Girardone (Essex Business School)</td>
</tr>
<tr>
<td>Essex Plant Innovation Centre (EPIC)</td>
<td>Professor Tracy Lawson (School of Life Sciences)</td>
</tr>
<tr>
<td>Film and Screen Media, Centre for</td>
<td>Professor Jeffrey Geiger (Department of Literature, Film, and Theatre Studies)</td>
</tr>
<tr>
<td>Ideology and Discourse Analysis (CIDA), Centre for</td>
<td>Professor David Howarth (Department of Government)</td>
</tr>
<tr>
<td>Intimate and Sexual Citizenship, Centre for (CISC)</td>
<td>Dr Roisin Ryan-Flood (Department of Sociology)</td>
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<tr>
<td>Jean Monnet European Centre of Excellence</td>
<td>Professor Emil Kirchner (Department of Government)</td>
</tr>
<tr>
<td>Latin American and Caribbean Studies, Centre for (CLACS)</td>
<td>Dr Lisa Blackmore (School of Philosophy and Art History)</td>
</tr>
<tr>
<td>The Michael Nicholson Centre for Conflict and Cooperation</td>
<td>Professor Kristian Gleditsch (Department of Government)</td>
</tr>
<tr>
<td>Center</td>
<td>Professor/Head</td>
</tr>
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<tr>
<td>Microsimulation and Policy Analysis (CeMPA), Centre for</td>
<td>Professor Matteo Richiardi (Institute for Social and Economic Research (ISER))</td>
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<tr>
<td>Migration Studies, Centre for</td>
<td>Dr Renee Luthra (Department of Sociology)</td>
</tr>
<tr>
<td>Myth Studies, Centre for</td>
<td>Professor Roderick Main (School of Psychosocial and Psychoanalytic Studies)</td>
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<tr>
<td>Politics of Representation in Crisis, Centre on the (CPRC)</td>
<td>Professor Ismene Gizelis (Department of Government)</td>
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<tr>
<td>Public Engagement, Centre for</td>
<td>Professor Jules Pretty</td>
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<tr>
<td>Public History, Centre for</td>
<td>Dr Alix Green (Department of History)</td>
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<tr>
<td>Research in Economic Society and Innovation (CRESI), Centre for</td>
<td>Professor Linsey McGoey (Department of Sociology) (Department of Sociology)</td>
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<tr>
<td>Research in Language Development throughout the Lifespan (LaDeLi), Centre for</td>
<td>Professor Florence Myles (Department of Language and Linguistics)</td>
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<tr>
<td>Research on Entrepreneurship Innovation Management and Internationalisation, Centre for (REIMI)</td>
<td>Professor Suma Athreye (Essex Business School)</td>
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<td>Social and Economic Network Analysis, Centre for</td>
<td>Professor Christian Ghiglino (Department of Economics)</td>
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<tr>
<td>Theatre Research, Centre for</td>
<td>Professor Elizabeth Kuti (Department of Literature, Film, and Theatre Studies)</td>
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<tr>
<td>Trauma, Asylum and Refugees, Centre for (CTAR)</td>
<td>Professor Renos Papadopoulos (Department of Psychoanalysis and Psychoanalytic Studies)</td>
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<tr>
<td>Work, Organization and Society, Centre for (CWOS)</td>
<td>Dr Ed Barratt (Essex Business School)</td>
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**Administrative Sections**

<table>
<thead>
<tr>
<th>Section</th>
<th>Head of Section</th>
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<tbody>
<tr>
<td>Academic Registrar</td>
<td>Richard Stock</td>
</tr>
<tr>
<td>Campus Manager, Southend Campus</td>
<td>Zoe Manning</td>
</tr>
<tr>
<td>Director of Communications and External Relations</td>
<td>Vanessa Potter</td>
</tr>
<tr>
<td>Director of Estates and Campus Services</td>
<td>Chris Oldham</td>
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<tr>
<td>Director of Finance, Planning and Data Insight</td>
<td>Andrew Keeble</td>
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<tr>
<td>Director of People and Culture</td>
<td>Susie Morgan (until April 2021)</td>
</tr>
<tr>
<td>Director of Innovation and Technology Solutions</td>
<td>Jots Sehmbi</td>
</tr>
<tr>
<td>Director of Research and Enterprise</td>
<td>Rob Singh</td>
</tr>
<tr>
<td>University Librarian and Director of Library Services</td>
<td>Cathy Walsh</td>
</tr>
</tbody>
</table>
The Council

Ex Officio Members

Pro-Chancellors
Jane Hamilton, BCom FRICS (Chair of Council)
Paul Jackson, BSc (Eng) CEng FIET IMA
Milan Makwana, BA MSc FCIPD

Vice-Chancellor
Professor Anthony Forster, FHEA FLF AMinstLM

Treasurer
Tim Porter, MA FCA

Deputy Vice-Chancellor
Professor Lorna Fox O’Mahony, LLB PhD PGCHET

Appointed Members
Dean of Postgraduate Research and Education: Professor Sanja Bahun, BA MA PhD
Dean of Partnerships: Professor Dominic Micklewright (until 30 June 2021), BSc PGCertHE MSc PhD CPsychol FHEA

Elected Members
Five academic staff members of the Senate elected by the Senate:
Dr Nilüfer Demirkan-Jones, BA MA MPhil PhD
Fiona Elsted, MATESOL BA RSA CTEFLA RSA DTEFLA
Professor Shane Martin, BA (Mod) MBS PhD
Professor Monika Schmid, Dipl PhD
Dr Stephen Shukaitis, PhD

One non-academic staff member elected by the non-academic staff:
Dr Ray Lashley, PhD

External Members
Alexa Coates, BSc ACA
Dr Elizabeth Hall, DU Essex MBBS MBE
Simon Hall, MBE DL MA
Kathryn Harrison-Thomas, BSc MBIFM
Stephanie Hilborne, BSc MSc OBE
Pravina Ladva, BA
Melanie Leech, MA FRSA MloD CBE
Danny Lopez, BA MA
Geoffrey Probert, DL
Dr Adam Wright, PhD

Student Member
President of the Students' Union: Molly Purcell, BA

Observer
Obum Ekeke, MSc MBA
The Senate

Ex-Officio Members

Vice-Chancellor
Professor Anthony Forster

Deputy Vice-Chancellor
Professor Lorna Fox O'Mahony

Pro-Vice-Chancellors
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Pro-Vice-Chancellor (Research): Professor Christine Raines
Pro-Vice-Chancellor (Research) (Designate): Professor Chris Greer

Deans
Executive Dean (Humanities): Professor Andrew Le Sueur
Executive Dean (Science and Health): Professor Maria Fasli
Executive Dean (Social Sciences): Professor Moya Lloyd
Partnerships: Professor Dominic Micklewright (until 30 June 2021), Professor Nancy Kula (Education) / Professor David O'Mahony (Research) (from 1 July 2021)
Postgraduate Research and Education: Professor Sanja Bahun

Heads of Department/School
Life Sciences, Professor Leo Schalkwyk
Computer Science and Electronic Engineering, Professor Anthony Vickers
East 15 Acting School, Dr Chris Main
Economics, Professor Christian Ghiglino
Edge Hotel School, Andrew Boer
Essex Business School, Professor Neil Kellard
Government, Professor Shane Martin
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History, Dr Andrew Priest
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Law, Dr Matthew Stone
Literature, Film, and Theatre Studies, Professor Elizabeth Kuti
Mathematical Sciences, Professor Berthold Lausen
Philosophy and Art History, Dr Diana Bullen Presciutti
Psychology, Professor Paul Hibbard
Psychoanalysis and Psychoanalytic Studies: Dr Chris Nicholson
Sociology, Professor Pam Cox
Sport, Rehabilitation and Exercise Sciences: Professor Ian Maynard
The Institute for Social and Economic Research, Professor Emily Grundy (until 30 September 2020), Professor Peter Lynn (from 1 October 2020)
The UK Data Archive, Professor Matthew Woollard

Appointed
Academic Registrar, Richard Stock

Elected Members
Dr Rossella Argenziano
Professor John Bartle
Dr Louise Beard
Professor Katharine Cockin
Professor Edward Codling
Fiona Elsted
Dr Nicolas Geeraert
Dr Helge Gillmeister
Dr Chris Green
Professor Theodore Konstandinides
Dr Matt Lodder
Rudy Marcin
Dr Antonio Marco
Professor Peter Patrick
Dr Clotilde Pégorier
Dr Stephen Shukaitis

Co-opted Members
Deputy Pro-Vice-Chancellor (Research): Dr Leila Musavian (until 31 December 2020)
University Librarian and Director of Library Services: Cathy Walsh
Director for Innovation and Technology Solutions: Jots Sehmbi

Student Members
President of the Students' Union, Colchester Campus: Molly Purcell
Vice-President of the Students' Union (Southend) or President East 15 Loughton: Ria Buachie or Ibraheem Toure
Vice-President of the Students' Union (Education), Colchester Campus: Mark Kiley

Faculty Convenors (3):
Humanities: Lauren Young
Science and Health: Nathan Edwards
Social Sciences: Ej-Francis Caris-Hamer
Postgraduate Taught Students' Officer: To be confirmed
Postgraduate Research Student: James Tague Junior

Observers
Faculty Managers:
Humanities: Carly Peaston-Jones
Science and Health: Alex Seabrook
Social Sciences: Emma Stock

Deputy Dean (Education)
Faculty of Humanities: Professor Illaria Boncori
Faculty of Science and Health: Dr Murray Griffin
Faculty of Social Sciences: Professor Natasha Lindstaedt

Deputy Dean (Research)
Faculty of Humanities: Professor Susan Oliver
Faculty of Science and Health: Professor Edward Codling
Faculty of Social Sciences: Professor John Preston

Deputy Dean (Postgraduate Research Education)
Faculty of Humanities: Professor David O'Mahony
Faculty of Social Sciences: Professor Andrew Canessa
Faculty of Science and Health: Dr Leanne Andrews
Committees of the Council

Audit and Risk Management Committee

EX OFFICIO MEMBERS
University Treasurer:: Tim Porter (Chair)

APPOINTED MEMBERS
Kathryn Harrison-Thomas
Danny Lopez

INDEPENDENT MEMBERS
Nick Folkes
Nick Gerrard
Edward Lord
Robin Paddock
Kash Pandya

OFFICERS IN ATTENDANCE
The Registrar and Secretary
The Director of Finance, Planning and Data Insight
The Head of Internal Audit
A representative from External Audit
Head of Corporate Governance
Governance Support Officer

TERMS OF REFERENCE

(a) Financial and Internal Control
i. To review the effectiveness of the financial and other internal control systems;
ii. to ensure that all significant losses have been properly investigated and that the internal
and external auditors, and where appropriate the Office for Students (OfS) Accounting
Officer, have been informed;
iii. to oversee the University’s policy on fraud and irregularity, including being notified of any
action taken under that policy, and to report to Council accordingly.

(b) External Audit
i. To consider and advise the Council on: the appointment and, if necessary, the dismissal of
the External Auditor; the terms of engagement; the audit fee; and any non-audit services
from the External Auditor;
ii. to agree with the External Auditor the nature and scope of the audit;
iii. to receive and consider the External Auditor’s management letter in connection with the
audit of the University’s Annual Accounts and the management response and any other
matter the external auditor wishes to discuss;
iv. to consider elements of the annual financial statements in the presence of the External
Auditor, including the auditor’s formal opinion, the statement of members’ responsibilities
and any corporate governance statement and make recommendations to Council.

(c) Internal Audit
i. To consider and make recommendations to the Council on the appointment of the Internal
Auditor; the terms of engagement, the audit fee and any non audit services from the
Internal Auditor;
ii. to receive and approve a five-year Strategic Plan for the Internal Auditor;
iii. to receive and approve an Annual Plan for the Internal Auditor and any other matter the
internal auditor wishes to discuss;
iv. to receive and consider the final report of each internal audit assignment, activity or
investigation undertaken on behalf of the University by the Internal Auditor and any other
matter the internal auditor wishes to discuss;
v. to review the work of the Internal Auditor in conjunction with the receipt of an annual report
prepared by the Internal Auditor, the report to include an opinion on the degree of
assurance that can be taken from the system of control, and to make recommendations to
Council;
vi. to consider any internal audit matters not specifically covered above.

(d) Monitoring and co-ordination of internal and external audit
To monitor the effectiveness of internal and external audit on the basis of performance indicators approved by Council from time to time on the recommendation of the Audit and Risk Management Committee; to promote co-ordination between the internal and external auditors.

(e) Financial Statements
i. To consider the University’s transparency and openness of reporting in the financial statements and recommend their approval to Council;
ii. to consider the University’s accounting policies, in consultation with the External Auditor where appropriate, and make recommendations to Council.

(f) Reports of an audit nature
To receive and consider any reports of an audit nature prepared by the Office for Students, the Quality Assurance Agency, the National Audit Office and any other similar bodies.

(g) Value for money
To satisfy itself that adequate arrangements are in place to promote value for money initiatives, economy, efficiency and effectiveness.

(h) Quality of data
To satisfy itself that adequate arrangements are in place to ensure that data provided to the Office for Students, the Higher Education Statistics Agency and other public bodies is of a high quality.

(i) Risk management
To monitor and review, and advise Council on the effectiveness of the University’s risk management (inclusive of academic risk), control and governance arrangements. ARMC will:
i. Be familiar with the concept and requirements of risk management
ii. act as a catalyst for risk management activity across the University
iii. ensure appropriate audit work on risk management is performed
iv. collect information on risks and risk management, and consider the culture and behaviour of the University and institutional arrangements that can affect the University’s reputation, such as conflicts of interest
v. monitor other relevant sources of assurance, such as the outcome of external reviews;
vi. receive reports from the Risk Management Group regarding the actions taken on the highest risks identified on the Risk Register.

(j) Review
i. To review the Committee’s terms of reference annually.
ii. To undertake an assessment of its effectiveness at least every four years. Recommendations arising from the quadrennial effectiveness review should be presented to Council.

MEETING ARRANGEMENTS AND REPORTING MECHANISMS

Membership
The University Treasurer, being an external member of Council that is not a member of Policy and Resources Committee, shall normally be appointed to the role of Chair of Audit and Risk Management Committee, by the Council upon the recommendation of Nominations Committee.

At least two other external members of Council, not being members of Policy and Resources Committee, shall be appointed to Audit and Risk Management Committee by the Council, upon receipt of a joint recommendation from Nominations Committee and the Chair of Audit and Risk Management Committee.

Independent and co-opted members may be appointed to Audit and Risk Management Committee by the Council upon receipt of a joint recommendation from Nominations Committee and the Chair of Audit and Risk Management Committee.

At least one appointed, independent or co-opted member of Audit and Risk Management Committee should have recent and relevant experience in accounting or auditing.

Audit and Risk Management Committee shall have no fewer than three members and normally
no more than eight members, including the Chair. None of the members shall be drawn from amongst the University’s executive.

**Quorum**
The Committee shall be quorate when half of the members are present.

**Meeting structure**
Two private meetings (for External members only) will normally be held each year: one with the Internal Auditor and one with the External Auditor.

**Standing Orders**
Pending the development and approval of Standing Orders for meetings of the Audit and Risk Management Committee, the Standing Orders for meetings of Council shall apply.

**Annual report**
To prepare an annual report for submission to Council and the Office for Students on the work of the Audit and Risk Management Committee, incorporating an opinion on the effectiveness of the internal control system and the pursuit of value for money, together with an assurance on risk management. The report to Council to also include an appraisal of the Committee’s own performance and effectiveness over the year.

**Minutes**
To be circulated to all members and attendees of the Audit and Risk Management Committee and all members of Council.

**Nominations Committee**

**EX OFFICIO MEMBERS**
Chair of Council: Jane Hamilton *(Chair)*
Vice-Chancellor: Professor Anthony Forster
President of the Students’ Union: Molly Purcell

**APPOINTED MEMBERS, (RECOMMENDED BY NOMINATIONS COMMITTEE)**
Two External members of Council:
Paul Jackson
Melanie Leech

One Academic member of Council, who is not a member of USG: Professor Monika Schmid

**CO-OPTED MEMBERS**
The Committee may co-opt members, subject to the approval of Council.
One External member of Council: Tim Porter

**OFFICERS IN ATTENDANCE**
Registrar and Secretary: Bryn Morris
Head of Corporate Governance: Clare Hornsby

**TERMS OF REFERENCE**
1. To make recommendations to Council on the appointment of:
   (a) External and appointed members of Council
   (b) Council appointed members of Court
   (c) Council appointed members of Council Committees
   (d) External members, who are members of Council, to Council Committees
   (e) External members, who are not members of Council, to Council Committees
   (f) Internal members, who are not members of Council, to Council Committees.
2. To make recommendations to Council on:
   (a) The method by which non-academi members of staff will be elected to Council.
(b) Whether an alternate member should be appointed to Council or a Council Committee, in circumstances where a vacancy arises as a result of a member taking a period of leave or upon their resignation, suspension or removal.
(c) The term of appointment and method by which an alternate member of Council or a Council Committee should be selected.

3. Take decisions to suspend or remove members of Council, and Council-appointed members of Council Committees.

4. To make recommendations to Council on:
   (a) The date on which membership of the Council and any committees of the Council shall cease, in circumstances where a member of Council resigns from the Council.
   (b) The date on which membership of the Council and any committees of the Council shall cease, in circumstances where an ex officio, appointed or elected member of the Council resigns from the post in which they are employed by the University, or is served notice that their contract of employment shall be terminated by the University.

 ROLE OF CHAIR
In accordance with Ordinance 3, The Chair shall be passed to a Pro-Chancellor on all occasions when the Committee is considering and determining matters relating to the succession to the role of Chair of Council.

 MEETINGS
Normally three times per year

People Supporting Strategy Committee

EX OFFICIO MEMBERS
Chair of Council: Jane Hamilton (Chair)
Vice-Chancellor: Professor Anthony Forster
Deputy Vice-Chancellor: Professor Lorna Fox-O’Mahony
Registrar and Secretary: Bryn Morris
Director of People and Culture: Susie Morgan (until April 2021)

APPOINTED MEMBERS (RECOMMENDED BY NOMINATIONS COMMITTEE):
Four External members of Council:
Alexa Coates
Stephanie Hilborne
Milan Makwana
Dr Adam Wright

One Senate elected member of Council:
Dr Stevphen Shukaitis

One student member of the Council: Molly Purcell

IN ATTENDANCE
HR Business Partner (Professional Services), People and Culture: Katherine Parker
Assistant Director People and Culture (Organisational Development): Dr Jo Andrews
Assistant Director People and Culture (Employee Relations and Rewards): Sara Limerick
Assistant Director (Workplace Health and Wellbeing): Lara Carmel

TERMS OF REFERENCE
(a) To provide oversight of the University’s People Supporting Strategy and workforce plan, to monitor their contribution to delivery of the University’s strategic plan and to report to Council as necessary;
(b) To make recommendations to Council regarding strategic people policies and plans including Workplace Health, Safety and Wellbeing;
(c) To make recommendations to Council regarding the strategic framework for remuneration and reward, including as appropriate, pay structures, equal pay (including actions being taken to address any material pay gaps), reward and recognition, performance pay and pay bargaining;
(d) To provide oversight on the policies and plans in delivering the University’s commitment to equality, diversity and inclusion and meeting the requirements of the public sector equality duty;

(e) On behalf of Policy and Resources Committee, to put in place a scheme of delegation to the Vice-Chancellor to agree salary increases in individual cases to address urgent retention issues for all categories of staff (currently up to £25,000 on the Vice-Chancellor’s own authority and in excess of £25,000 with the agreement of the Chair).

Meetings
At least once a year

Remuneration Committee

EX OFFICIO MEMBERS
Chair of Council: Jane Hamilton (Chair)

APPOINTED MEMBERS, (RECOMMENDED BY NOMINATIONS COMMITTEE):
Four External members of Council:
Alexa Coates
Paul Jackson
Milan Makwana
Dr Adam Wright

One External member with relevant professional expertise, who is not a member of Council:
Frances Mills

OFFICERS IN ATTENDANCE
Registrar and Secretary: Bryn Morris
Director of People and Culture: Susie Morgan (until April 2021)
HR Business Partner (Professional Services), People and Culture: Katherine Parker

TERMS OF REFERENCE
Under delegated authority from Council:

(a) In the light of an assessment of performance during the prior year against agreed objectives, to determine the salary, other remuneration and conditions of service of the Vice-Chancellor. Objectives set by the Chair of Council for the Vice-Chancellor should be provided for information to the Committee;

(b) In the light of recommendations from the Vice-Chancellor based on an assessment of performance during the prior year against agreed objectives, to determine the salary, other remuneration and conditions of service of the Registrar and Secretary, Deputy Vice-Chancellor, Pro-Vice-Chancellors and Executive Deans (in the absence of the Registrar and Secretary for consideration of their case). Objectives set by the Vice-Chancellor for these employees should be provided for information to the Committee. The Vice-Chancellor shall be invited to attend the Committee for this item to present recommendations in relation to these staff;

(c) to consider and approve recommendations by the Vice-Chancellor on the salaries, other remuneration and conditions of service of senior office holders, professorial staff and professional services staff on Grade 11. The Vice-Chancellor shall be invited to attend the Committee for this item to present recommendations in relation to these staff;

(d) to develop succession plans as appropriate in relation to the Senior Leadership (Vice-Chancellor and Registrar and Secretary) of the University and to determine the strategy for resourcing these posts should positions become vacant;

(e) To receive annually:
   i. a report on work related visits abroad by the Vice-Chancellor and the Registrar and Secretary;
   ii. a report on the outside earnings of the Vice-Chancellor and the Registrar and Secretary;

(f) to approve the annual budget for strategic events and stakeholder engagement, of which the Vice-Chancellor shall be the budget holder;
(g) to receive a report on the award of discretionary increments and bonuses for academic and professional services staff, subject to the availability of such awards in any year;

(h) to receive a report on early retirement packages and severance payments to members of the University and to approve in advance payments where:
   i. the cost to the University would not be recovered in two years or less; or
   ii. any payment above contractual entitlement is proposed to be paid to any member of University Steering Group;

(i) to receive a report on action taken by the Vice-Chancellor under Ordinance 36.3 or 37.4;

(j) to receive a report on action taken by the Vice-Chancellor to approve salary awards to staff who have received offers from other organisations;

(k) to receive a report on action taken to approve the payment of market supplements;

(l) to make an annual report to Council, to include details of the decisions taken by the Committee and the basis upon which it has exercised the authority delegated to it by Council; assurance that decisions have been made with reference to the University’s charitable objects; information on the number of professorial and grade 11 professional staff by salary band, salary trends and a summary of discretionary payments made; and providing details of the individual salaries of the Vice-Chancellor and Registrar and Secretary;

(m) to conduct its activities with reference to good practice guidance from the Committee of University Chairs and the Charity Commission;

(n) to consider any other related business appropriate to the remit of Remuneration Committee.

ROLE OF CHAIR
The Chair shall be passed to one of the appointed members (to be determined by the Committee) on all occasions when the Committee is considering and determining matters relating to the remuneration and conditions of service of the Vice-Chancellor.

MEETINGS
At least once per year

Policy and Resources Committee

EX OFFICIO MEMBERS
Chair of Council: Jane Hamilton (Chair)

University Steering Group Members
Vice-Chancellor: Professor Anthony Forster
Deputy Vice-Chancellor: Professor Lorna Fox-O'Mahony
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Pro-Vice-Chancellor (Research): Professor Christine Raines
Pro-Vice-Chancellor (Research) (Designate): Professor Chris Greer
President of the Students’ Union: Molly Purcell

APPOINTED MEMBERS, (RECOMMENDED BY NOMINATIONS COMMITTEE)
Five external member of Council:
Alexa Coates
Simon Hall
Paul Jackson
Melanie Leech
Geoffrey Probert

One academic member of Council, who is not a member of University Steering Group:
Dr Nilüfer Demirkan-Jones

OBSERVER
Chief of Staff: Monica Illsley

IN ATTENDANCE
Head of Corporate Governance: Clare Hornsby
TERMS OF REFERENCE

(a) To monitor and review the sustainability and progress of the University in achieving its Strategic Plan and it development in academic, social, external, governance and other policy terms;
(b) to recommend to the Council the annual recurrent budget of the University;
(c) to approve on behalf of Council additions to the recurrent budget, up to the value of £1,000,000 (net expenditure);
(d) to delegate to the Remuneration Committee authority to determine an appropriate level of delegation to the Vice-Chancellor to offer salary increases, in cases to address urgent retention issues for all categories of staff;
(e) to approve on behalf of Council new projects added to the Capital Investment Plan up to the value of £4,000,000 (gross expenditure);
(f) to approve cost increases to approved projects in the Capital Programme up to the value of £1,000,000;
(g) to receive an annual report of all completed capital projects in the last 12 months comparing the initially approved budget to its outturn cost;
(h) to consider and, where appropriate, make comments on all recommendations sent forward from the Senate to the Council which have financial implications;
(i) to make recommendations to the Council on all other financial matters.

MEETINGS

Normally five times per year

Sub-Committees of Policy and Resources Committee

Investment Sub-Committee

EX OFFICIO MEMBERS
Vice-Chancellor: Professor Anthony Forster
Vice-Chancellor's nominee: To be confirmed
Director of Finance, Planning and Data Insight: Andrew Keeble

APPOINTED MEMBERS, (RECOMMENDED BY NOMINATIONS COMMITTEE)
One member from Policy and Resources Committee: Geoffrey Probert
Simon Hall (Chair)

CO-OPTED MEMBERS
The Committee may co-opt members, subject to the approval of Council.
One external member with specialist knowledge: Kevin Wade

IN ATTENDANCE
Executive Officer and Office Manager, Finance, Planning and Data Insight: Nigel Appleton

OBSERVER
Head of Financial Accounting and Capital, Finance, Planning and Data Insight: Jo Willis

TERMS OF REFERENCE

(a) To develop and submit for approval to Policy and Resources Committee, the investment objectives for the University's investments;
(b) to agree and keep under review appropriate asset allocation between equities, fixed interest and cash deposits, and within equities between the UK and overseas markets, taking account of the capital and income growth targets and risk set in the investment objective agreed by the Resources Committee;
(c) to monitor the performance of the fund managers, against the benchmarks set in the investment objective and comparator funds and market indices;
(d) to review, against the benchmark, at least every three years from the date of appointment all managers/investments and either remain invested or replace and to make recommendations to Policy and Resources Committee;
(e) to receive at each meeting an overall report, prepared by the Director of Finance, Planning and Data Insight, on the performance of the University's investments and the key issues to be addressed.
(f) To prepare and submit to Policy and Resources Committee, an annual summary of investments and borrowings, along with year on year movements, including returns achieved/financing costs.

MEETINGS
Normally twice per year

University Steering Group

Purpose
To be the University's executive group, supporting the Vice-Chancellor in the discharge of powers and duties delegated to them by Council and in discharging specific powers and duties delegated to USG by Council.

EX OFFICIO MEMBERS
Vice-Chancellor: Professor Anthony Forster (Chair)
Deputy Vice-Chancellor: Professor Lorna Fox-O'Mahony
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Pro-Vice-Chancellor (Research): Professor Christine Raines
Pro-Vice-Chancellor (Research) (Designate): Professor Chris Greer
Registrar and Secretary: Bryn Morris
Director of Finance, Planning and Data Insight: Andrew Keeble
Executive Dean, Faculty of Humanities: Professor Andrew Le Sueur
Executive Dean, Faculty of Science and Health: Professor Maria Fasli
Executive Dean, Faculty of Social Sciences: Professor Moya Lloyd
Chief of Staff: Monica Illsley

IN ATTENDANCE
Governance Officer: Galina Bloomfield

TERMS OF REFERENCE
(a) To prepare and recommend annually to Policy and Resources Committee of Council five-year financial forecasts and a Capital Investment Plan, incorporating an annual revenue and capital budget for the University, and to monitor the implementation of these;
(b) to review and monitor the implementation of the Strategic Plan of the University, its Strategies, Sub-Strategies and Supporting Strategies (as developed and amended from time-to-time), their associated action plans and performance against their key performance indicators and to report to Policy and Resources Committee, Council and other committees as appropriate;
(c) to keep the allocation and deployment of University resources under regular scrutiny and review, including allocations to Faculties, Professional Services and institutional contributions (e.g. HICs, DTP/CDT allocations), to ensure that resources are being used to support the institutional interest and the objectives in the Strategic Plan;
(d) to approve the provision of staff posts, and to monitor appointments made, delegating authority for individual appointments in accordance with the University’s Ordinances and recruitment policies as follows:
   i. to the Deputy Vice-Chancellor, authority to approve staffing replacements and new requests of academic staff within budget of academic Departments/Schools;
   ii. to the Registrar and Secretary authority to approve staffing replacements and new requests within budget of professional services staff in central sections, faculties and schools/departments;
(e) to approve non-recurrent non-staff additions to the revenue budget up to the value of £250,000 (net expenditure);
(f) to review and monitor the annual budget allocations to faculties and professional services;

(g) under delegation from Council, to mandate new projects and their funding, enabling them to be added to the Capital Investment Plan, up to the value of £2,000,000 (gross expenditure) and to approve cost increases to existing projects up to £400,000, provided the Capital Investment Plan is supported by appropriate financing, eg loans, capital receipts;

(h) to approve tuition fees on behalf of Council and to report all such approvals to Council;

(i) to monitor key institutional risks, including compliance with statutory obligations, reporting to Audit and Risk Management Committee, Policy and Resources Committee and Council as appropriate;

(j) to establish advisory groups to undertake detailed work to support USG in discharging its responsibilities more effectively, including delegation of authority for specific decisions where this is considered appropriate.

**METHOD OF OPERATION**

(a) The record of meetings of the University Steering Group shall be copied to all members of Policy and Resources Committee, the Chair of Audit and Risk Management Committee, Deans, Deputy Deans, Heads of Departments/Schools and Centres, Heads of Professional Services and Faculty Managers.

(b) University Steering Group provides a regular assurance report to Council of the work carried out and decisions taken by the group in relation to the powers delegated by Council.

**OFFICER IN ATTENDANCE**

Governance Officer: Galina Bloomfield

**MEETINGS**

Normally on a fortnightly basis during term time throughout the year.

**Advisory Groups of University Steering Group**

**Capital Planning Group**

**Purpose**

To support USG in developing for approval and in implementing capital investment plans that will support the effective delivery of the University’s Strategic Plan.

**EX OFFICIO MEMBERS**

Vice-Chancellor: Professor Anthony Forster
Deputy Vice-Chancellor: Professor Lorna Fox O’Mahony (Chair)
Director of Finance, Planning and Data Insight: Andrew Keeble
Director of Estates and Campus Services: Chris Oldham
Director of Information and Technology Solutions: Jots Sehmbi
Academic Registrar: Richard Stock
Director of Research and Enterprise Office: Rob Singh
Assistant Director of Innovation and Technology Solutions (Strategic Projects): Kerry Wood

**APPOINTED MEMBERS**

Deputy Director of Finance (Financial Reporting and Risk Management) or nominee: Richard Fern
Head of Financial Accounting and Capital: Jo Willis
Head of Procurement: Phil Sweeting
Director of Maintenance and Capital Development: Andy Sheppard

**IN ATTENDANCE**

Projects Governance Officer: Leila Winn

**TERMS OF REFERENCE**

(a) To recommend to the USG, the University’s Capital Investment Plan (CIP), covering all capital expenditure requirements of the University and to operate to the same timeframe as the University’s Strategic Plan;

(b) to consider requests for new capital projects or increased capital expenditure for inclusion within the CIP, prioritising them against the requirements of the Strategic Plan and the
contribution they will make to the delivery of excellence in education and research. This includes requests from the University of Essex Campus Services Ltd and the Knowledge Gateway Ltd;

(c) on an annual basis, to recommend to University Steering Group (USG) an annual capital budget necessary to finance projects within the CIP that will be initiated in the coming year, for approval by Council alongside the University’s revenue budget;

(d) under delegated authority from USG, be responsible to USG for overseeing the system through which the University manages individual capital projects, to ensure that they proceed to time, to budget and deliver their intended benefits;

(e) identify longer term capital investment requirements for the University, to inform the University’s overall financial strategy and to recommend to USG any implications of these requirements for the University’s investment of its reserves and its external borrowings which might need to be drawn to the attention of Policy and Resources Committee;

(f) to provide a bi-annual assurance report on the CIP to USG, Policy and Resources Committee and Council.

MEETINGS
Normally five times per year

Fees Group

EX-OFFICIO MEMBERS
Deputy Vice-Chancellor: Professor Lorna Fox O’Mahony (Chair)
Register and Secretary or nominee: Lucy Johnson
Executive Deans (or nominated DDEs): Professor Andrew Le Sueur, Professor Moya Lloyd, Professor Maria Fasli
Dean of Partnerships: Professor Dominic Micklewright (until 30 June 2021), Professor Nancy Kula (from 1 July 2021)
Dean of Postgraduate Research and Education: Professor Sanja Bahun
Academic Registrar: Richard Stock
Director of Communications and External Relations: Vanessa Potter
Director of Marketing and Student Recruitment: Lindsey Russell
Director of Admissions and Access: Lucy Murray
Deputy Director of Finance (Financial Planning and Analysis): Chris Goldsworthy
Director of Student Life or nominee: Rachel Lucas
President of the Students’ Union: Molly Purcell
Course Records Manager: Emily Bewg

IN ATTENDANCE
Funding Manager: Natalie Walker

TERMS OF REFERENCE
The Fees Group is an advisory group to USG which meets on a termly basis and has the following responsibilities:

(a) Provides strategic direction for University fee policy including bursaries, scholarships and monitors their effectiveness against student recruitment, retention and wellbeing;

(b) develops policy on fees, recommends specific fees and price bands for undergraduate, postgraduate taught and postgraduate research courses to USG for approval on behalf of Council.

(c) establishes a framework for bursaries and scholarship provision, based on market intelligence and the specifics of individual department strategy and need. Informs future funding patterns and identifies areas of reduction to support areas of success, as well as supporting scholarship provision overheads.

(d) report on fees and financial support annually to USG regarding the effectiveness of the fees and financial support available to students in supporting academic excellence.
(e) reviews and endorses, on an annual basis, other fees and charges levied for additional or exceptional costs connected to individual student activity which is not included within the main fees.

**MEETINGS**

Termly

**Health and Safety Group**

**PURPOSE**

- To support the Vice-Chancellor and USG in discharging their executive responsibilities for safeguarding and promoting the health and safety of staff, students and visitors at the University.
- To provide a forum for consultation with student and staff representatives in relation to health and safety.
- In appropriate circumstances, to draw matters directly to the attention of Council.

**EX OFFICIO MEMBERS**

Vice-Chancellor: Professor Anthony Forster
Director of People and Culture: Susie Morgan *(Chair)* (until April 2021)
Director of Estates and Campus Services: Chris Oldham
Southend Campus, Campus Manager: Zoe Manning
Loughton Campus, Campus Facilities Supervisor: Mark Spicer
Director of Services, Activities and Support (Students’ Union): Reeves Watson or Premises Health and Safety Manager (Students’ Union): Harrison Andrews
Faculty Manager, Humanities: Carly Peaston-Jones
Faculty Manager, Science and Health: Alex Seabrook
Faculty Manager, Social Sciences: Emma Stock
Health and Safety (professional adviser to the Committee) (Interim): Richard Green
Fire Safety Manager: Ryan Curtis
Assistant Director (Workplace Health and Wellbeing): Lara Carmel
Deputy Director of Finance (Financial Reporting and Risk Management): Richard Fern

**NOMINATED/REPRESENTATIVE/ELECTED MEMBERS**

One nominee from each of the recognised Trades Unions (3):
- Unite: Colin McAuley
- UCU: Dr Ray Lashley
- Unison: Alex Nicholas

One student member elected by the Students’ Union Council: Students’ Union President, Molly Purcell or Vice-President (Community and Engagement), Adrian Tejan-Jalloh

The following specialist officers will be co-opted, as and when required:
- Fire Safety Officer
- University Ionising Radiation Protection Officer
- University Non-ionising Radiation Protection Adviser (UNIRPA)
- University Biological Safety Adviser (UBSA)
- Health and Safety Adviser (Estates)
- Health and Safety Adviser (Science)
- Other specialist officers as deemed appropriate by the Group

**OFFICER IN ATTENDANCE**

Health and Safety Assistant: Abigail Fletcher

**TERMS OF REFERENCE**

(a) Reviewing the University’s Health and Safety Policy to ensure it remains fit-for-purpose as a basis for delivering the University’s Health and Safety obligations and objectives, reporting to USG on any requirements for change as appropriate;
(b) Overseeing the development, implementation and review of policies and standards for the management of health and safety, fire safety and recommending adoption or amendment to USG as appropriate;
(c) monitoring implementation of the University’s Health and Safety action plan as the basis upon which the policy is being operationalised;
(d) monitoring performance against agreed health and safety performance measures, including providing an annual report on health and safety performance to USG and Council and making recommendations for any amendments to the agreed performance measures;
(e) considering reports on changes to legislation and best practice that significantly affect health and safety practice at the University recommending to USG any changes in policy or practice that might as a consequence be required;
(f) consulting on the introduction of any measures that may substantially affect the health and safety of staff and students;
(g) considering reports:
   i. from the Health and Safety Advisory Service, Occupational Health Service and other relevant specialist officers, for the continuous improvement of the University’s health and safety arrangements;
   ii. on issues of strategic health and safety policy and practice raised by the trade union health and safety representatives and representatives of Faculty and Professional Services management;
   iii. on audits, significant incidents and health and safety related enforcement action by regulatory bodies;
   iv. from the Students’ Union, University of Essex Campus Services and Wivenhoe House Hotel, on their health and safety performance or specific issues of health and safety practice.
(h) making recommendations to USG and Council, on actions needed to address significant health and safety performance issues and to promote continuous improvement and promotion of health and safety;
(i) establishing sub groups to focus on particular health and safety risk areas.

**MEETINGS**

Normally twice per year (April and October)

**Sub-Committees of Health and Safety Group**
- Biological Hazards and Genetic Modification Safety Committee
- Ionising Radiation Protection Committee
- Estate Management Section Health and Safety Group
- Diving Sub-Group

**People, Culture and Inclusion Advisory Group**

**PURPOSE**
To support USG in developing effective people and culture strategies, policies and practices, including those which relate to equality, diversity and inclusion (EDI), that will support and promote a culture of high performance and equality of opportunity within the University, for recommendation to the People Supporting Strategy Committee, Remuneration Committee and Council.

To monitor on behalf of USG, the implementation of the University’s people strategies, policies and practice, including those relating to equality, diversity and inclusion (EDI); promote dissemination of good people management practice throughout the University and drawing to the attention of USG any areas of concern requiring attention.

To receive reports from the University’s formal consultative arrangements with the recognised trades unions.

In appropriate circumstances, to draw matters directly to the attention of Council.
EX OFFICIO MEMBERS
Vice-Chancellor: Professor Anthony Forster
Deputy Vice-Chancellor: Professor Lorna Fox O’Mahony (Chair)

Executive Dean, Faculty of Humanities: Professor Andrew Le Sueur
Executive Dean, Faculty of Science and Health: Professor Maria Fasli
Executive Dean, Faculty of Social Sciences: Professor Moya Lloyd
Director of People and Culture: Susie Morgan (until April 2021)
Assistant Director of People and Culture (Organisational Development): Dr Jo Andrews
Assistant Director of People and Culture (Employee Relations and Reward): Sara Limerick
Assistant Director, (Workplace Health and Wellbeing): Lara Carmel
Head of Equality, Diversity and Inclusion: Karen Bush

CO-OPTED
The Group may co-opt members as appropriate.

OFFICER IN ATTENDANCE
Organisational Development Engagement Officer: Jamais Webb-Small

TERMS OF REFERENCE
(a) On behalf of USG, to keep the University’s people strategies and policies, including those relating to equality, diversity and inclusion, under review and to make recommendations to USG on any changes required, including the development of new policies;
(b) to monitor the performance of the University in relation to a set of HR including EDI, performance indicators, to be agreed as part of the University’s People Supporting Strategy 2 and to report annually to USG;
(c) to identify examples of good people management practice and promote their dissemination, as a means of promoting equality of opportunity and a high performance culture at the University;
(d) to oversee the implementation of action plans agreed by USG for the delivery of the University’s People Supporting Strategy 2, including its EDI sub-strategy and other related initiatives;
(e) to advise USG on the resources required to support the delivery of the University’s People Supporting Strategy 2 and to promote equality of opportunity and inclusion;
(f) to receive reports from the University’s formal consultative arrangements with the recognised trades unions, drawing relevant issues to the attention of USG;
(g) to review issues arising from cases being considered under the University’s grievance, conduct and performance management arrangements, identify any themes which might require particular actions for the University and might need to be drawn to the attention of USG and Council;
(h) under delegated authority from USG, to approve the University’s annual programme of employee learning and development, evaluate the effectiveness of the programme and suggest amendments as necessary.

MEETINGS
Normally three times per year (once per term at least)
After each HRED meeting, an unstarred agenda with an update on all items to be sent to USG, for information.

Partnerships Advisory Group

Purpose
To support USG in the implementation of the University Strategy by overseeing the development and delivery of strategic partnerships that contribute to the University’s mission of excellence in education and research, deliver on our ambitions to grow the University and enhance the University’s reputation and standing.

To monitor on behalf of USG the implementation of the University’s Partnerships sub-strategy and draw to the attention of USG any matters requiring USG’s attention.
**EX OFFICIO MEMBERS**
Deputy Vice-Chancellor: Professor Lorna Fox O’Mahony *(Chair)*
Dean of Partnerships (Deputy Chair): Professor Dominic Micklewright (until 30 June 2021), Profesor Nancy Kula (from 1 July 2021)
Pro-Vice-Chancellor (Research): Professor Christine Raines
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Deputy Dean of Partnerships: Professor Nancy Kula
Deputy Dean of Partnerships (Europe): Dr Nadine Rossol
Academic Registrar: Richard Stock
Director of Communications and External Relations: Vanessa Potter
Director Research and Enterprise Office: Rob Singh
Director of Academic Services: Dr Jill Holiday
Deputy Director of Academic Services (Quality and Development): Claire Nixon
Director of Marketing and Student Recruitment: Lindsey Russell
Head of International Business Development: Ivan Hutchins
Director of Library Services and University Librarian: Cathy Walsh
Deputy Director of Finance (Financial Planning and Analysis): Chris Goldsworthy

**CO-OPTED MEMBER**
Head of Planning and Data Insight: Naomi Drinkwater

**IN ATTENDANCE**
Governance Administrative Assistant: Claire Silburn

**TERMS OF REFERENCE**
The Terms of Reference for the Partnerships Advisory Group are:
(a) To provide strategic oversight of the University’s partnerships portfolio, in accordance with the priorities set out in the University’s Strategic Plan and Key Performance Indicators.
(b) To oversee the development of partnership activities including progressing the establishment of new partnerships and the development of existing partnerships, aligning decision-making to the principles set out in the Partnerships sub-strategy.
(c) To coordinate, facilitate and maximise partnership working across the University to ensure the effective and efficient implementation of the University’s Partnerships sub-strategy.
(d) To monitor the implementation of action plans agreed by USG for the delivery of the University’s Partnerships sub-strategy.
(e) To consider and recommend to USG and Senate and its sub-committees as appropriate University policies and processes for the approval, management and oversight of the University’s strategic partnerships.
(f) To report at least annually to USG on progress in delivering the University’s Partnerships sub-strategy and at other times as necessary to draw to the attention of USG any issues of strategic concern that arise from the development and implementation of the Partnerships sub-strategy.
(g) To contribute to the development of annual action plans, budget and resource needs for implementation of the University’s Partnerships sub-strategy, including supporting and promoting the University’s Advanced Institutional International Visit programme by University senior staff and International Partnership Development visits by academic and professional service staff.

**MEETINGS**
The Partnerships Advisory Group will meet six times each year and as required as necessary.

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**Data Insight Advisory Group**

**Purpose**
To monitor on behalf of USG progress towards achieving the targets set out in the Key Performance Indicators and Performance Indicators in our Strategic Plan, and draw to the attention of USG any matters requiring USG’s attention.

The establishment of a Data Insight Action Group (DIAG) will enable a coordinated and efficient approach to monitoring performance through systematic analysis of data releases, and forecasts based on lead and lag indicators. It will ensure proportion action in response to early signals about performance.

This group will have oversight of Working Groups focused on in-year reporting of lead indicators currently in development for each area: (i) Education Performance; (ii) Research Performance and (iii) Finance. The Working Groups will identify actionable insights from the lead indicators and will report to the Data Insight Advisory Group on an interim basis.

DIAG will also coordinate systematic monitoring of forecasts of performance and data releases on an agreed schedule.

**EX OFFICIO MEMBERS**

Deputy Vice-Chancellor: Professor Lorna Fox O’Mahony (*Chair*)
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Pro-Vice-Chancellor (Research: Professor Christine Raines
Academic Registrar: Richard Stock
Director of Research and Enterprise Office: Dr Rob Singh
Director of Finance, Planning and Data Insight: Andrew Keeble
Director of Information and Technology Solutions: Jots Sehmbi
Deputy Head of Planning and Data Insight: James Lewis
Head of Planning and Data Insight: Naomi Drinkwater
Deputy Head (Planning and Performance): Stephen Bland

**IN ATTENDANCE**

Planning and Data Insight Officer: Naomi Allison

**TERMS OF REFERENCE**

The Group will

(a) Have overall oversight of institution performance indicators (Research, Education and Finance) and have responsibility for the scrutiny and challenge of these.

(b) Provide advice and guidance to the Deputy Vice-Chancellor on the operation and development of the working groups via the Chairs.

(c) Plan, review and assess the success in delivering the activities undertaken by the group and working groups.

(d) Provide assurance reports to University Steering Group (USG) on actions taken, and bring to USG’s attention any matters requiring USG’s attention.

(e) If required, re-prioritise activities to address conflicting priorities and emerging themes (eg identified as part of the University’s annual performance review and planning process).

**MEETINGS**

The Group will meet normally every quarter although, additional meetings can be scheduled subject to the approval of the Chair.

**WORKING-GROUPS OF DATA INSIGHT ADVISORY GROUP**

- Education Data Insight Action Group (E-DIAG)
- Research Data Insight Action Group (R-DIAG)
- Finance Data Insight Action Group (F-DIAG)
Project Coordination Group

PURPOSE
To support USG in delivering the University's Strategic Projects Portfolio (SPP), underpinning delivery of the Strategic Plan.

EX OFFICIO MEMBERS
Vice-Chancellor: Professor Anthony Forster
Director of Estate Management and Campus Services: Chris Oldham (Chair)
Director of Information and Technology Solutions: Jots Sehmbi
Assistant Director Innovation and Technology Solutions (Strategic Projects): Kerry Wood
A Faculty Manager nominated by the Registrar and Secretary: Alex Seabrook
Deputy Director of Finance (Financial Reporting and Risk Management) or nominee: Richard Fern
Deputy Director of Innovation and Technology Solutions or nominee: Marc Albano
Director of Communications and External Relations or nominee: Vanessa Potter
Academic Registrar or nominee: Richard Stock
A member of academic staff nominated by the Deputy Vice-Chancellor: Professor Illaria Boncori
Assistant Director People and Culture (Organisational Development) or nominee: Dr Jo Andrews
Head of Procurement: Phil Sweeting

CO-OPTED
Up to three members at any time, co-opted for a period of up to three years
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Southend Campus, Campus Manager: Zoe Manning

TERMS OF REFERENCE
(a) Under delegated authority from USG, to be responsible to USG for the approval, management and oversight of all non-capital projects included in the University’s Strategic Project Portfolio (SPP);
(b) under delegation from USG, to be responsible for the review and approval of detailed business cases for mandated capital projects, and for the monitoring of all capital projects in the Capital Investment Plan (CIP);
(c) develop, approve and maintain University policies and processes for the approval, management and oversight of all strategically important projects (capital and revenue funded);
(d) in accordance with the policies and processes agreed under (a-c) above:
   i. consider all project mandates for revenue funded projects and ensure appropriate management and oversight of these projects;
   ii. consider all proposals of capital and revenue funded projects for admission to the University’s SPP, ensuring that such projects are appropriately specified, resourced and scheduled before they are approved for admission and given permission to proceed;
   iii. monitor the implementation of all strategically important projects in the SPP, and ensure that where implementation is not proceeding as planned appropriate action is taken;
   iv. where appropriate, revoke approval to proceed with a strategically important project;
   v. take a strategic overview of the SPP, to ensure that it is delivering demonstrable value in relation to the University’s Strategic Plan and that potential synergies and economies of scale across the SPP are maximized and risks appropriately mitigated.
(e) report biannually to CPG on the current status of approved capital projects, and at other times as necessary to draw attention to any strategic concerns that arise from the delivery of the CIP;
(f) support and promote the development of institutional capacity for project management and continuous improvement and advise the Registrar and Secretary on the areas of activity which could be included within the University’s continuous improvement programme.

MEETINGS
Normally six times per year
Risk Management Group

PURPOSE
To facilitate the execution of the University's risk management policy, undertaking detailed analysis and drawing the attention of USG to major movements in the risk environment and risk profile of the University.

In circumstances where this is considered appropriate, drawing matters directly to the attention of Audit and Risk Management Committee.

EX OFFICIO MEMBERS
Director of Finance, Planning and Data Insight or nominee: Andrew Keeble (Chair)
Director of Communications and External Relations or nominee: Vanessa Potter
Director of Information and Technology Solutions or nominee: Jots Sehmbi
Director of Estates and Campus Services or nominee: Chris Oldham
A Faculty Manager nominated by the Registrar and Secretary: Carly Peaston-Jones
Assistant Registrar: Lucy Johnson
Health and Safety Advisor: Andy Fraser

IN ATTENDANCE
Deputy Director of Finance (Financial Reporting and Risk Management): Richard Fern

TERMS OF REFERENCE
(a) Under delegated authority from USG, to be responsible for the development and maintenance of the University’s central register of risks (the ‘Risk Register’) in consultation with Risk Owners, Risk Handlers, Heads of Sections/Departments as appropriate, covering strategic and operational risks for consideration and approval by USG, Audit and Risk Management Committee and Council;
(b) to review, and update if necessary, all items contained in the Risk Register at least termly, ensuring that all risks are assigned to a ‘risk owner’ and that appropriate procedures and actions are in place to mitigate risk to an acceptable level;
(c) to review termly the University's operational risk registers and if necessary request the register owner to the Risk Management Group meeting to discuss any new, emerging or changing risks;
(d) to update the Risk Register for any known material changes that occur in between termly reviews;
(e) to report to University Steering Group, Audit and Risk Management Committee and where appropriate, Council, on all material updates to the Risk Register, on the outcome of the termly review and in relation to other material changes to the risk environment;
(f) to consider the work of the University’s Crisis Management Group and how this impacts on the implementation of the University’s risk management policy;
(g) to advise University Steering Group of any actions necessary to improve the management of risk within the University;
(h) support and promote the development of institutional capacity for risk assessment and management;
(i) institutional capacity for risk assessment and management.

MEETINGS
Normally three times per year

Safeguarding Advisory Group

EX OFFICIO MEMBERS
Academic Registrar: Richard Stock (Chair)
Senior Compliance and Development Manager: Paula Rothero
Director of Information and Technology Solutions: Jots Sehmbi
Resourcing Manager: Duncan Crow
Head of Campus Security and Safety: Tom Brown
Deputy Director of Financial Reporting and Risk Management: Richard Fern
Information Assurance Manager: Sara Stock
Head of Internal Communications: Emily Banfield
Research Governance and Planning Manager: Sarah Manning-Press
Faith and Community Manager: Kay Hill
Deputy Director Activities and Support, Students’ Union: Fiona Harvey
Societies Manager, Students’ Union: Rae Waddon
President, Students’ Union: Molly Purcell
Vice-President (Welfare), Students’ Union: Vinnosh Jaya Kumar
Vice-President (Student Experience), Students’ Union: Liv Matthews
Head of Customer Services: Darren Baker
Assistant Registrar: Lucy Johnson
Compliance Manager (Safeguarding): Rachel A Brown
Head of Student Wellbeing and Inclusivity: Danielle Booth

IN ATTENDANCE
Essex Prevent Engagement Officer, Essex Policy
Compliance Manager (Safeguarding): Rachel A Brown

TERMS OF REFERENCE
(a) To advise USG on the University’s statutory obligations to safeguard vulnerable people, including its obligations to protect them from being drawn into terrorism.
(b) To monitor the University’s implementation of its statutory obligations in this area.
(c) To draft recommendations for policy and practice in this area, including oversight of the Policy on Safeguarding Children and Adults at Risk, Policy on Academic Freedom and Freedom of Speech and the External Speakers Code of Practice.
(d) To review regularly associated institutional risks, developing an action plan in response to those risks and measuring delivery in respect of the plan.
(e) To oversee on-going training and development of staff in the context of our safeguarding duties.
(f) To provide a forum for engaging with the Students’ Union and partner bodies in respect of the Universities duties.
(g) To receive updates on policy and practice across the country, providing suitable periodic updates and information for stakeholders.
(h) To oversee any multi-agency work in this area.
(i) To provide regular reports to USG and the Audit and Risk Management Committee

MEETINGS
Normally to meet up to six times per year and no less than twice per year

Joint Committee of the Council and the Senate

Honorary Degrees and Honorary Fellowships Committee

EX OFFICIO MEMBERS
Chair of Council: Jane Hamilton (Chair)
Vice-Chancellor/Chair of Senate: Professor Anthony Forster
Registrar and Secretary: Bryn Morris
President, Students’ Union (or nominee): Molly Purcell

APPOINTED MEMBERS (RECOMMENDED BY NOMINATIONS COMMITTEE)
One External member of Council: Dr Elizabeth Hall

CO-OPTED MEMBERS (RECOMMENDED BY NOMINATIONS COMMITTEE)
One External member of Council: Dr Adam Wright
ELECTED MEMBERS
Three members of Senate, elected by the Senate, representing the range of disciplines within the University:
Humanities: Dr Matt Lodder
Science and Health: To be confirmed
Social Sciences: Professor John Bartle
One member of Non-Academic Staff elected by members of non-academic staff at the University:
To be confirmed

IN ATTENDANCE
A representative from the Development and Alumni Office: Director of Advancement, Jo Rogers
Graduation and Awards Manager: Chelsey Smith

TERMS OF REFERENCE
(a) To consider nominations for the conferment of honorary degrees of the University and to make recommendations for such awards to the Senate and Council;
(b) to consider nominations for the award of honorary fellow of the University and to make recommendations for such awards to the Senate and Council;
(c) to consider nominations for the award of honorary degrees by the University’s major partner institutions in accordance with procedures agreed from time to time with those institutions and to make recommendations for such awards to the Senate and Council;
(d) to consider nominations for the award of the Alumnus or Alumna of the Year and to make recommendations for such awards to the Senate and Council;
(e) to consider such nominations in accordance with the criteria for eligibility and procedures as approved by the Council;
(f) to monitor matters relating to equality and diversity within its overall consideration;
(g) to determine the arrangements for seeking nominations from the community of the University and to approve procedures and guidance notes relating to nominations.

MEETINGS
Once per year
Committees of the Senate

Education Committee

EX OFFICIO MEMBERS
Vice-Chancellor: Professor Anthony Forster
Pro-Vice-Chancellor (Education): Professor Madeline Eacott (Chair)
Dean of Partnerships: Professor Dominic Micklewright (until 30 June 2020), Professor Nancy Kula
( from 1 July 2021)
Dean of Postgraduate Research and Education: Professor Sanja Bahun
Deputy Dean (Education) (Humanities): Professor Ilaria Boncori
Deputy Dean (Education) (Science and Health): Dr Murray Griffin
Deputy Dean (Education) (Social Sciences): Professor Natasha Lindstaedt
An academic member of staff from the Faculty of Humanities (nominated by the Executive Dean of
Faculty of Humanities): Dr Edward Mitchell
An academic member of staff from the Faculty of Social Sciences (nominated by the Executive
Dean of Faculty of Social Sciences): Professor Peter Bloom
An academic member of staff from the Faculty of Science and Health (nominated by the Executive
Dean of Faculty of Science and Health): Professor Chris Saker
Assistant Director (Organisational Development): Dr Jo Andrews
University Librarian and Director of Library Services: Cathy Walsh
Academic Registrar: Richard Stock
Director of Academic Services: Dr Jill Holiday
Director of Student Life: Rachel Lucas
President, Students’ Union: Molly Purcell
Vice-President (Education), Students’ Union: Mark Kiley

Faculty Convenors:
Humanities: Lauren Young
Science and Health: Nathan Edwards
Social Sciences: Ej-Francis Caris-Hamer
A Postgraduate Research Student: James Tague Junior

PROPOSED NUMBER OF MEETINGS PER ACADEMIC YEAR
Five times per year

TERMS OF REFERENCE
To be responsible for the development and recommendation for approval by the Senate of the
University’s Education Strategy, having due regard for issues of equality and diversity, and for
oversight and monitoring of the effective implementation of the strategy, including the provision of
an annual report to the Senate on strategy implementation;

To receive reports from the Faculty Education Committees and Partnerships Education
Committee, including regular reports on the delivery and implementation of the Education Strategy
at Faculty and Departmental level and across collaborative partnerships;

To consider relevant issues related to all aspects of Education policy and practice across all
University awards and to make recommendations to the Senate as appropriate;

To maintain oversight of the quality of the student experience in the broadest sense, including the
monitoring of internal and external student satisfaction survey outcomes, oversight of action plans
resulting from surveys and to receive termly reports from the Student Experience Committee and
any other relevant groups;

To be responsible for the University’s overall policies and procedures for research degree
programmes, and make recommendations to the Senate as appropriate;

To develop and recommend to the Senate University policy regarding the admission of students;
To consider and propose recommendations on the standard rules for progression, degree classification and award for all University programmes of study, including significant variations to the rules, and to make recommendations for approval by the Senate;

To receive reports on variations to the standard rules of progression, degree classification and award for the specific courses and modules which have been granted through delegated authority and in line with University policy;

To develop and recommend to the Senate policies and procedures for maintaining the academic quality and standards of the University’s educational provision, and to ensure the systematic enhancement of academic quality and the student experience, and ensure the effective implementation of the policies approved by the Senate;

To be responsible for the institutional oversight of major external quality assurance audits and reviews;

To consider and monitor relevant issues relating to student access, transition, engagement, retention, progression and success;

To monitor the implementation of specific Education initiatives funded by external or internal grants, and to act as an advisory body for professional development activity in Education practice, including receiving reports on specific initiatives in professional development;

To consider and recommend to the Senate proposals for the establishment of new types of award of the University;

Under delegated authority from the Senate, to approve proposals for the introduction, review and discontinuation of all University programmes of study;

To appoint the Chair of the Academic Quality and Standards Committee from within the membership of the Academic Quality and Standards Committee;

To report after each meeting to the Senate on relevant aspects of the Committee’s areas of responsibilities and the work of its Committees, specifically:

- Faculty Education Committee (Humanities)
- Faculty Education Committee (Science and Health)
- Faculty Education Committee (Social Sciences)
- Partnerships Education Committee
- Academic Standards and Quality Committee
- Student Experience Committee
- The Joint Academic Committee for the University of Suffolk

**Academic Quality and Standards Committee**

**EX OFFICIO MEMBERS**

Vice-Chancellor: Professor Anthony Forster
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Deputy Dean (Education) (Humanities): Professor Ilaria Boncori
Deputy Dean (Education) (Science and Health): Dr Murray Griffin (Chair)
Deputy Dean (Education) (Social Sciences): Professor Natasha Lindstaedt (Deputy Chair)
Dean of Partnerships or nominee: Professor Nancy Kula
Dean of Postgraduate Research and Education or nominee: Annecy Lax
Deputy Director of Academic Services (Quality and Development): Claire Nixon
Assistant Director of Human Resources or nominee: Paul Smart
One member of the Senate elected by academic members of the Senate for a 3 year term:
Professor Katharine Cockin

The Chair and Deputy Chair are appointed by the Education Committee from within the membership of Academic Quality and Standards Committee

Co-Opted
Education Manager, Students’ Union: to be confirmed
Faculty Convenors:
Humanities: Ej-Francis Caris-Hamer
Science and Health: Nathan Edwards
Social Sciences: Lauren Young
One Students’ Union Sabbatical Officer (to be nominated by the Students’ Union): to be confirmed
Postgraduate Convenor: James Tague Junior

PROPOSED NUMBER OF MEETINGS PER ACADEMIC YEAR
Six times per year

TERMS OF REFERENCE
To support the development and maintenance of the University’s policies and procedures for assuring academic quality and standards, and enhancing academic quality and the student experience, with due regard for issues of equality and diversity, including determining and shaping policy and procedures for the development, validation, monitoring, periodic review and termination of all University programmes of study and regarding admissions policy and entry tariff;

On behalf of the Education Committee, to approve as appropriate proposals and recommendations from the Faculty Education Committees and Partnerships Education Committee to revalidate (after Periodic Review) and discontinue programmes of study and to report all decisions to the Education Committee;

As appropriate and on behalf of the Education Committee, to approve proposals and recommendations to establish programmes of study, or to receive report on programmes of study approved through delegated authority in line with University policy, and to report all decisions to the Education Committee;

On behalf of the Education Committee, to approve as appropriate proposals and recommendations to establish, revalidate (after Periodic Review) and discontinue University-wide skills provision and to report all decisions to the Education Committee;

On behalf of the Education Committee, to approve, monitor and review all University of Essex awards offered by the University’s partner institutions (except those that fall within the remit of the Joint Academic Committee for the University of Suffolk); and to make recommendations to the Education Committee and to partner institutions on best practice and on the enhancement of the quality of collaborative education;

To ensure that quality assurance and enhancement policy and practice meets the requirements and needs of all University validated provision and of external agencies, and to make recommendations to the Education Committee as appropriate;

To assess the overall effectiveness of the policies and procedures for assuring academic quality and standards, and enhancing academic quality and the student experience in supporting the University’s Education Strategy, with a focus on:

- curriculum renewal, development and innovation;
- student retention, progression and attainment and the impact of entry tariff and admissions policy;
- graduate employability;
- student survey outcomes and student feedback; and
External Examiner and professional, accrediting and statutory body reports, receiving regular reports from the Deputy Deans (Education), the Dean of Partnerships or nominee and the Dean of Postgraduate Research and Education (or nominee);

To monitor and assess the impact of the work of the Office of the Independent Adjudicator and to make recommendations as appropriate to the Education Committee;

To receive an annual report on academic appeals, academic complaints and academic offences in order to identify emerging issues and trends relating to academic quality and standards and to recommend action as appropriate to the Education Committee;

To consider documents from external bodies, specifically but not exclusively the Quality Assurance Agency (QAA), concerning academic quality and standards issues and the implications for provision leading to University of Essex awards and to co-ordinate a University-level response where required;

On behalf of the Education Committee and related to all University awards, to ensure that the University identifies and disseminates systematically examples of good practice in Education, to oversee the conduct and development of sound pedagogic practice and to advise the Education Committee accordingly;

To report after each meeting to the Education Committee on relevant matters of policy and practice related to all University awards.

**Faculty Education Committee (Humanities)**

**EX OFFICIO MEMBERS**

Vice-Chancellor: Professor Anthony Forster
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Executive Dean: Professor Andrew Le Sueur
Deputy Dean (Education): Professor Ilaria Boncori (Chair)

Deputy Dean (Postgraduate Research Education): Professor David O’Mahony

Faculty Heads of Department, School and Centre:
East 15: Dr Chris Main
Edge Hotel: Andrew Boer
History: Dr Andrew Priest
Essex Pathways: Dr Nilüfer Demirkan-Jones
Literature, Film, and Theatre Studies: Professor Elizabeth Kuti
Philosophy and Art History: Dr Diana Bullen Presciutti
Law: Dr Matthew Stone
Interdisciplinary Studies Centre: Dr Matthew Burch

Faculty Directors of Education:
East 15: Dr Ainslie Masterton
Edge Hotel: Adrian Martin
History: Dr Matthew Grant
Essex Pathways: Dr Ritta Husted
Law: Dr Anna Hardiman-McCartney
Literature, Film, and Theatre Studies: Matthew De Abaitua
Philosophy and Art History: Dr Natasha Ruiz-Gomez (until 31 December 2020), Dr Marie Guillot (from 1 January 2021)

Student Development Manager: Lynne Jordan
Faculty Convenor (nominated by the Students’ Union): Lauren Young

Three student representatives nominated from within the Faculty: Julia Wald, Rebecca Buckle, Daniel Cox
PROPOSED NUMBER OF MEETINGS PER ACADEMIC YEAR
Three times per year

TERMS OF REFERENCE
To be responsible for oversight and delivery of all aspects of the University’s Education Strategy within the Faculty;

To provide a forum for discussion of student and Education-related matters in the Faculty and to strengthen academic links between Departments, Schools and Centres within the Faculty, across the University and with collaborative partners;

To receive information on proposals to establish taught and research programmes of study within the Faculty;

To consider proposals to revalidate (after Periodic Review) and discontinue programmes of study and to make recommendations to Academic Quality and Standards Committee and the Education Committee as appropriate;

To ensure the effective implementation within the Faculty (including for articulation arrangements, dual and multiple awards) of the University’s policies and procedures for assuring academic quality and standards, and enhancing academic quality and the student experience, with due regard to equality and diversity issues, and to report to the Education Committee and Academic Quality and Standards Committee as appropriate, with a focus on:

- curriculum renewal, development and innovation;
- student recruitment, retention, progression and attainment and links with admissions policy and entry tariff;
- graduate employability;
- student survey outcomes and student feedback;
- External Examiner report outcomes.

To consider and approve Departmental and School Annual Review of Courses Reports and to report relevant issues to the Education Committee and Academic Quality and Standards Committee as appropriate;

To receive reports from Periodic Review Panels for programmes offered by the Faculty and to make a recommendation to the Academic Quality and Standards Committee;

To monitor and review all undergraduate and postgraduate taught and research programmes of study offered by the Faculty and to make recommendations to the Academic Quality and Standards Committee and the Education Committee as appropriate;

To report and make recommendations to the Education Committee on developments that fall outside existing rules, policies and procedures;

To advise the Education Committee and the Academic Quality and Standards Committee on the effectiveness of the University’s policies and procedures for assuring academic quality within the context of the work of the Faculty;

To report after each meeting to the Education Committee.

Faculty Education Committee (Science and Health)
EX OFFICIO MEMBERS
Vice-Chancellor: Professor Anthony Forster
Faculty Heads of Department, School and Centre:
- Life Sciences: Professor Schalkwyk
- Computer Science and Electronic Engineering: Professor Anthony Vickers
- Health and Social Care: Professor Victoria Joffe
- Mathematical Sciences: Professor Berthold Lausen
- Psychology: Professor Paul Hibbard
- Sport, Rehabilitation and Exercise Sciences: Professor Ian Maynard

Faculty Directors of Education:
- Life Sciences: Dr Leanne Hepburn
- Computer Science and Electronic Engineering: Dr John Woods
- Health and Human Sciences: Dr Chris Green
- Mathematical Sciences: Professor Chris Saker
- Psychology: Dr Jonathan Rolison
- Sport, Rehabilitation and Exercise Sciences: Barry Pryor

Student Development Manager: Dr Dave Rush

Faculty Convenor (nominated by the Students’ Union): Nathan Edwards

Three student representatives nominated from within the Faculty: Rhys Harrison, Tee Morgan, Kristijan Garic

**PROPOSED NUMBER OF MEETINGS PER ACADEMIC YEAR**

Three times per year

**TERMS OF REFERENCE**

To be responsible for oversight and delivery of all aspects of the University's Education Strategy within the Faculty;

To provide a forum for discussion of student and Education-related matters in the Faculty and to strengthen academic links between Departments, Schools and Centres within the Faculty, across the University and with collaborative partners;

To receive information on proposals to establish taught and research programmes of study within the Faculty;

To consider proposals to revalidate (after Periodic Review) and discontinue programmes of study and to make recommendations to Academic Quality and Standards Committee and the Education Committee as appropriate;

To ensure the effective implementation within the Faculty (including for articulation arrangements, dual and multiple awards) of the University's policies and procedures for assuring academic quality and standards, and enhancing academic quality and the student experience, with due regard to equality and diversity issues, and to report to the Education Committee and Academic Quality and Standards Committee as appropriate, with a focus on:

- curriculum renewal, development and innovation;
- student recruitment, retention, progression and attainment and links with admissions policy and entry tariff;
- graduate employability;
- student survey outcomes and student feedback;
- External Examiner report outcomes.
To consider and approve Departmental and School Annual Review of Courses Reports and to report relevant issues to the Education Committee and Academic Quality and Standards Committee as appropriate;

To receive reports from Periodic Review Panels for programmes offered by the Faculty and to make a recommendation to the Academic Quality and Standards Committee;

To monitor and review all undergraduate and postgraduate taught and research programmes of study offered by the Faculty and to make recommendations to the Academic Quality and Standards Committee and the Education Committee as appropriate;

To report and make recommendations to the Education Committee on developments that fall outside existing rules, policies and procedures;

To advise the Education Committee and the Academic Quality and Standards Committee on the effectiveness of the University’s policies and procedures for assuring academic quality within the context of the work of the Faculty;

To report after each meeting to the Education Committee.

**Faculty Education Committee (Social Sciences)**

**Ex Officio Members**
- Vice-Chancellor: Professor Anthony Forster
- Pro-Vice-Chancellor (Education): Professor Madeline Eacott
- Executive Dean: Professor Moya Lloyd
- Deputy Dean (Education): Professor Natasha Lindstaedt (*Chair*)
- Deputy Dean (Postgraduate Research Education): Professor Andrew Canessa

Faculty Heads of Department, School and Centre:
- Economics: Professor Christian Ghiglino
- Essex Business School: Professor Neil Kellard
- Government: Professor Shane Martin
- Institute for Social and Economic Research: Professor Emily Grundy (until 30 September 2020), Professor Peter Lynn (from 1 October 2020)
- Language and Linguistics: Professor Monika Schmid
- Psychosocial and Psychoanalytic Studies: Dr Chris Nicholson
- Sociology: Professor Pam Cox
- UK Data Archive: Professor Matthew Woollard

Faculty Directors of Education:
- Economics: Professor Gianluigi Vernasca
- Essex Business School: Dr Noelia-Sarah Reynolds
- Government: Dr Tom Quinn
- Institute for Social and Economic Research: Dr Cara Brooker
- Language and Linguistics: Jessie Mallinson
- Psychosocial and Psychoanalytic Studies: Professor Roderick Main
- Sociology: Professor Sean Nixon
- UK Data Archive: Louise Corti (until 11 January 2021)
- Student Development Manager: Daniel Fox
- Faculty Convenor (nominated by the Students’ Union): EJ-Francis Caris-Hamer

Three student representatives nominated from within the Faculty: Shivam Arawal, Alice Maina, one vacancy

**Proposed Number of Meetings per Academic Year**

Three times per year
TERMS OF REFERENCE
To be responsible for oversight and delivery of all aspects of the University’s Education Strategy within the Faculty;

To provide a forum for discussion of student and Education-related matters in the Faculty and to strengthen academic links between Departments, Schools and Centres within the Faculty, across the University and with collaborative partners;

To receive information on proposals to establish taught and research programmes of study within the Faculty;

To consider proposals to revalidate (after Periodic Review) and discontinue programmes of study and to make recommendations to Academic Quality and Standards Committee and the Education Committee as appropriate;

To ensure the effective implementation within the Faculty (including for articulation arrangements, dual and multiple awards) of the University’s policies and procedures for assuring academic quality and standards, and enhancing academic quality and the student experience, with due regard to equality and diversity issues, and to report to the Education Committee and Academic Quality and Standards Committee as appropriate, with a focus on:

- curriculum renewal, development and innovation;
- student recruitment, retention, progression and attainment and links with admissions policy and entry tariff;
- graduate employability;
- student survey outcomes and student feedback;
- External Examiners report outcomes.

To consider and approve Departmental and School Annual Review of Courses Reports and to report relevant issues to the Education Committee and Academic Quality and Standards Committee as appropriate;

To receive reports from Periodic Review Panels for programmes offered by the Faculty and to make a recommendation to the Academic Quality and Standards Committee;

To monitor and review all undergraduate and postgraduate research programmes of study offered by the Faculty and to make recommendations to the Academic Quality and Standards Committee and the Education Committee as appropriate;

To report and make recommendations to the Education Committee on developments that fall outside existing rules, policies and procedures;

To advise the Education Committee and the Academic Quality and Standards Committee on the effectiveness of the University’s policies and procedures for assuring academic quality within the context of the work of the Faculty;

To report after each meeting to the Education Committee.

Partnerships Education Committee

EX OFFICIO MEMBERS
Vice-Chancellor: Professor Anthony Forster
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Dean of Partnerships: Professor Dominic Micklewright (until 30 June 2021, Professor Nancy Kula (from 1 July 2021)
Deputy Dean of Partnerships: Professor Nancy Kula (Chair)
Deputy Dean (Postgraduate Research Education) (Humanities): Professor David O’Mahony
Deputy Dean (Education), Science and Health: Dr Murray Griffin
Deputy Dean (Education), Social Sciences: Professor Natasha Lindstaedt
Deputy Director of Academic Services (Quality and Development): Claire Nixon
Senior Partnership Manager: Rachel Frost

Partner representatives:
Colchester Institute: Chris Mills, Nils Franke
Kaplan Open Learning: David Dixon
The Tavistock and Portman NHS Foundation Trust: Dr Simon Carrington, Brian Rock
Writtle University College: Dr Anya Perera

Partner student representatives:
Colchester Institute: To be confirmed
Kaplan Open Learning: To be confirmed
The Tavistock and Portman NHS Foundation Trust: To be confirmed
Writtle University College: To be confirmed

PROPOSED NUMBER OF MEETINGS PER ACADEMIC YEAR
Three times per year

TERMS OF REFERENCE
To be responsible for University of Essex awards offered by the University’s partner institutions excepting those that fall within the remit of the Joint Academic Committee of the University of Suffolk.

To be responsible for the oversight and delivery of the University’s Education Strategy within the context of the University’s collaborative partnerships;

To provide a forum for discussion of student and Education-related matters across the University’s collaborative partners and to strengthen academic links between the University’s Departments, Schools and Centres and partner institutions;

To receive information on proposals to establish taught and research programmes of study offered by partner institutions that would lead to a University of Essex award;

To consider proposals to revalidate (after Periodic Review) and discontinue programmes of study offered by partner institutions that would lead of a University of Essex award, and to make recommendations to Academic Quality and Standards Committee and the Education Committee as appropriate;

To ensure the effective implementation across the University’s collaborative provision of the University’s policies and procedures for assuring academic quality and standards, and enhancing academic quality and the student experience, with due regard for issues of equality and diversity and to report to the Education Committee and Academic Quality and Standards Sub-Committee as appropriate, with a focus on:

- curriculum renewal, development and innovation;
- student recruitment, retention, progression and attainment and links with admissions policy and entry tariff;
- graduate employability;
- student survey outcomes and student feedback;
- External Examiner report outcomes.

To consider and approve Annual Review of Courses and Institutional Annual Review Reports related to collaborative provision and to report relevant issues to the Academic Quality and Standards Committee and the Education Committee as appropriate;
To receive reports from Periodic Review Panels related to collaborative provision and to make recommendations to the Academic Quality and Standards Committee;

To consider new partner institutions for the delivery of research degrees and to make recommendations to the Academic Quality and Standards Committee and the Education Committee as appropriate;

To monitor and review all undergraduate and postgraduate taught and research programmes of study offered by partner institutions that lead to a University of Essex award, and to make recommendations to the Academic Quality and Standards Committee and the Education Committee as appropriate;

To approve, monitor and review all international partnership arrangements involving progress arrangements (with recognition of credit), articulation arrangements, dual or multiple awards and validation arrangements, and to make recommendations to the Education Committee as appropriate;

To report and make recommendations to the Education Committee on developments which fall outside existing rules, policies and procedures;

To advise the Education Committee and the Academic Quality and Standards Committee on the effectiveness of the University’s policies and procedures for assuring academic quality within the context of the University’s collaborative provision;

To establish panels for the approval of new partner institutions, for the review of institutions, to consider institutional validation and institutional review reports and to make recommendations to the Education Committee;

To report after each meeting to the Education Committee.

Student Experience Committee

Ex Officio Members

Vice-Chancellor: Professor Anthony Forster
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Academic Registrar: Richard Stock (Chair)
Director of Estates and Campus Services (or nominee): Darren Baker
A Deputy Dean (Education) (nominated by the Pro-Vice-Chancellor (Education)): Professor Natasha Lindstaedt
Dean of Postgraduate Research and Education (or nominee): Dr Leanne Andrews
President of the Students’ Union: Molly Purcell

Four student members from within the Sabbatical Officers or Faculty Convenors (nominated for the year by the President of the Students’ Union: Ria Buachie, Olivia Matthews, Vinnosh Kumar Jaya Kumur, one vacancy
One member of Students’ Union permanent staff (nominated by the Students’ Union): Craig Stephens
Southend Campus Manager: Zoe Manning
Loughton Campus representative: Caroline Ibrahim-Hansford

Proposed Number of Meetings per Academic Year

Up to four times per year

Terms of Reference

To consider issues related to the student experience in its broadest sense on behalf of the Education Committee and in line with the University Strategy, having due regard for equality and
diversity, providing a forum for promoting creativity and innovation and enhancing connections across the University and with the Students’ Union.

To provide a forum for overseeing the mechanisms for harnessing and championing the student voice, include oversight of the management and development of innovative ways of capturing student input, and facilitating coherence in the University’s approach to seeking student feedback, and to make recommendations to Education Committee and Senate and elsewhere as appropriate.

To consider outputs from Student Voice Groups, student surveys and other mechanisms for seeking student feedback in order to identify emerging issues and trends, share good practice, monitor agreed institutional action in response, and to recommend action to Education Committee, Senate and elsewhere as appropriate.

To consider and promote student experience activities, facilitating collaboration across the institution and contributing to effective prioritisation of issues and links with the Education Strategy, and other Supporting Strategies and associated Action Plans.

To advise Senate and Education Committee on the enhancement and development of the extra-curricular elements of the student experience as part of the delivery of the University’s Education Strategy, including, on behalf of, and under delegated authority from, Senate via the Education Committee, to maintain oversight of the Higher Education Achievement Report (HEAR) and to be responsible for the regular review and approval of the protocols by which applications for the inclusion of extra-curricular achievements on the HEAR are considered and for the approval of recommendations for the inclusion of individual extra-curricular awards, prizes and activities.

To receive reports as appropriate on matters affecting the student experience in order to identify emerging issues and trends and to recommend action as appropriate to the Education Committee and Senate.

To co-opt members as appropriate in support of the Committee’s work.

To make recommendations to the Education Committee and Senate, and elsewhere as appropriate, and/or to escalate matters for action under the leadership of the Pro-Vice-Chancellor (Education).

To report after each meeting to the Education Committee.

**Academic Staffing Committee**

**EX OFFICIO MEMBERS**

The Vice-Chancellor: Professor Anthony Forster
Deputy Vice-Chancellor: Professor Lorna Fox O’Mahony (*Chair*)
The Pro-Vice-Chancellor (Research): Professor Christine Raines
Pro-Vice-Chancellor (Education): Professor Madeline Eacott
Executive Dean (Humanities): Professor Andrew Le Sueur
Executive Dean (Science and Health): Professor Moya Lloyd
Executive Dean (Social Sciences): Professor Maria Fasli

**APPOINTED MEMBERS**

Faculty of Humanities:
Professor Lucy Noakes, Professor Katharine Cockin, Dr Joerg Schaub

Faculty of Social Sciences:
Dr Svetlana Warhurst; Professor Robert Jones, Professor Katherine Rockett

Faculty of Science and Health:
Professor Jo Jackson, Dr Mike Hough, Professor Silke Paulman

**TERMS OF REFERENCE**

In the following terms of reference ‘staff’ means all academic and research staff:
(a) To report to the Senate on the terms and conditions of appointment of staff or of sections of
the staff;
(b) to keep under review and advise the Senate on procedure for the appointment of staff;
(c) to conduct the annual review of staff and to determine and report to the Senate on:
   (i) extensions of probationary periods;
   (ii) confirmation of appointments as permanent;
   (iii) promotion to Lecturer/Senior Research Officer (Grade 8), Lecturer/Research Fellow
       (Grade 9), Senior Lecturer/Senior Research Fellow (Grade 10), Reader (Grade 10) and
       Professor (Grade 11);
(d) to monitor matters relating to equality and diversity within its overall consideration and report
   to the Senate at any time on any matter relating to the staff, including such matters as may be
   referred to it by the Senate.

**Conditions governing the granting of permanency**
The conditions governing the granting of permanency are specified in the following Ordinances:-

Ordinance 39.3

‘Professors, Readers and Senior Lecturers shall, provided that they hold permanently established
posts in the University, normally be appointed with permanency of office (subject to the provisions
of the Ordinances as to termination). Lecturers who have held a permanent appointment in a
teaching post in a university may, provided that they hold permanently established posts in the
University, be appointed with permanency of office (subject to the provisions of the Ordinances as
to termination). Lecturers who are appointed without having held a permanent appointment in a
teaching post in a university shall normally be appointed subject to confirmation after a
probationary period of three years, and if this appointment as Lecturer is confirmed they shall then
have permanency of office (subject to the provisions of the Ordinances as to termination)’

Ordinance 39.4

‘Decisions as to confirmation of an appointment which has been made with a view to permanency
are made by Academic Staffing Committee. The Committee may make a decision on confirmation
at any point prior to the end of the probationary period and the decision will be based on evidence
that, having regard to their standing, experience and the opportunities which have been afforded
to them, the member of Academic Staff under review has met the criteria laid down for
probationary staff by the Committee’.

**University of Essex International College Joint Academic Board**

**Appointed by the University of Essex**
Dean of Partnerships: Professor Dominic Micklewright (until 30 June 2021), Professor Nancy Kula
(from 1 July 2021), (Chair)
Deputy Dean (Education) (Humanities) or nominee: Professor Ilaria
Deputy Dean (Education) (Science and Health) or nominee: Dr Murray Griffin
Deputy Dean (Education) (Social Sciences) or nominee: Professor Natasha Lindstaedt
Director of Undergraduate Admissions or nominee: Mandy Chetham

**Appointed by Kaplan International Pathways**
College Director of the University of Essex International College or nominee: Daniel Martin
Learning and Teaching Director University of Essex International College or nominee: Michelle
Gibbons
Head of College Services of the University of Essex International College or nominee: Nick Radley
Director of Student Learning or nominee: Dr Victoria Wilson-Crane
University of Essex International College Student Representative

The Board has the power to co-opt up to two members at any one time for special purposes on a
fixed term, normally for one year; suggested to include:

A representative from Essex Pathways
A further member of academic staff from either the University of Essex or the University of Essex
International College
Additional representatives of either the University of Essex or Kaplan International Pathways may attend the meeting where appropriate by prior agreement of the Chair.

**QUORACY**

Quorum for meetings should be equivalent to half the total number of members rounded up to a whole number. The Chair has a casting vote.

**TERMS OF REFERENCE**

The remit of the JAB is to oversee the establishment and effective operation of academic governance for the partnership, including robust procedures for programme approval, development and review. In addition, the Board will facilitate an effective academic dialogue between the college and the University to ensure that teaching quality and standards are maintained across the partnership with due regard for issues of equality and diversity. Any proposed change to scholarship or other material policy shall be referred to the JAB prior to implementation. The Board reports to the University's Education Committee following each meeting.

In fulfilling its remit and purpose, the Board will:

(a) Oversee the development and implementation of new University of Essex International College programmes and to monitor the agreed programme plan for each programme with particular reference to:
   (i) student number projections, recruitment, retention, progression and achievement; and
   (ii) compliance and regulatory requirements.

(b) Review and approve any curriculum changes to the existing University of Essex International College programmes based upon evidence gained from:
   (i) student attainment at the College;
   (ii) student attainment at the University of Essex following progression from the College;
   (iii) a robust external examiner procedure;
   (iv) feedback from academics from the College and University on student progress and curriculum content;
   (v) student consultations and evaluations; and/or
   (vi) input from other external sources (eg employers, regulatory bodies, market analysis), where appropriate.

(c) Receive, approve and manage changes to the Progression Route List.

(d) Receive notification of the appointment of External Examiners to programmes at the University of Essex International College.

(e) Review and deliver a response to the Annual Programme Reports from the University of Essex International College.

(f) Facilitate the exchange of student performance data between the College and the University.

(g) Receive changes to existing Kaplan International Pathways academic regulations, policies and procedures and consider the development of new ones, where appropriate.

(h) Monitor, and report to the Joint Strategic Management Board on:
   (i) the academic standards and quality of all the programmes of study and the associated teaching, learning, assessment and academic resources;
   (ii) staffing, staff development and student matters (such as learning support, discipline, appeals and expulsions for academic reasons).

(i) Receive an update on joint College-University activities and recommend further enhancements to the joint work of the partnership.

(j) Ensure there is an awareness of the College and its work at the University and promote an understanding of the partnership and its priorities.

(k) Receive relevant strategic and operational updates from the College, University and Kaplan International Pathways.

**FREQUENCY OF MEETINGS**

The Board will meet twice per academic year.
Senate Committees which report annually

Ethics Committee

EX OFFICIO MEMBERS
Vice-Chancellor: Professor Anthony Forster
Pro-Vice-Chancellor (Research): Professor Christine Raines (Chair)
Dean of Postgraduate Research and Education: Professor Sanja Bahun
Health and Safety Representative: Caroline Smith
Information Assurance Manager: Sara Stock
Research Governance and Planning Manager: Sarah Manning-Press
Vice-President (Education), Students’ Union: Mark Kiley

APPOINTED MEMBERS
Alan Cullen
Dr Tony Elston
Caroline Lohmann-Hancock
Mark Mills
Professor Wayne Martin
Professor Sabine Michalowski
Julie Peggs
James Sherrett

TERMS OF REFERENCE
(a) To advise the Senate on matters pertaining to the ethics of research;
(b) to review proposals for research involving human participants to be carried out in the University or within the area of its authority;
(c) to review proposals for research involving human participants to be carried out by staff and students of the University in places other than the University. Where there is no Ethics Committee at the other institution, the University’s Ethics Committee will act; where a committee exists at the other institution, the University’s Ethics Committee must be notified and will determine whether or not to be involved;
(d) to provide authoritative and definitive guidance to the University on any specific ethical issue that might affect the University;
(e) to have due regard of issues of equality and diversity in its work and make an annual report to the Senate.

Research Committee

EX OFFICIO MEMBERS
Vice-Chancellor: Professor Anthony Forster
Pro-Vice-Chancellor (Research): Professor Christine Raines (Chair)
Pro-Vice-Chancellor (Research) (Designate): Professor Chris Greer
Director of the Research and Enterprise Office: Rob Singh
Dean of Partnerships: Professor Dominic Micklewright (until 30 June 2021), Professor David O’Mahony (from 1 July 2021)
Deputy Dean (Research) (Humanities): Professor Susan Oliver
Deputy Dean (Research) (Science and Health): Professor Edward Codling
Deputy Dean (Research) (Social Sciences): Professor John Preston
Dean of Postgraduate Research and Education: Professor Sanja Bahun
Director of Library Services and University Librarian: Cathy Walsh
Vice-President (Education), Students’ Union: Mark Kiley

APPOINTED MEMBERS
Professor Michaela Benzeval
Professor Eamonn Carrabine
Professor Alex Dumbrell
Professor Noam Lubell
Professor Sheina Orbell
Dr Michael Tymkiw

TERMS OF REFERENCE
The Committee will:
(a) Have oversight of research strategy at University and department levels;
(b) on behalf of Senate, monitor and review progress and development of the University’s research performance with a view to sustainability and improvement;
(c) on behalf of Senate, prepare the University’s submission to the Research Excellence Framework;
(d) establish and promote models of good practice for the management of research at departmental level, and to ensure that all departments have suitable structures in place;
(e) advise departments on the strategic use of the centrally-provided research funds available to them, and receive annual reports from departments on their strategic research investments and the outcomes;
(f) have due regard of issues of equality and diversity in its work and report to each meeting of Senate on relevant aspects of the Committee’s areas of responsibilities.

Joint Committee of the Council and the Senate

Honorary Degrees and Honorary Fellowships Committee

EX OFFICIO MEMBERS
Chair of Council: Jane Hamilton (Chair)
Vice-Chancellor/Chair of Senate: Professor Anthony Forster
Registrar and Secretary: Bryn Morris
President, Students’ Union (or nominee): Molly Purcell

APPOINTED MEMBERS (RECOMMENDED BY NOMINATIONS COMMITTEE)
One External member of Council: Dr Elizabeth Hall

CO-OPTED MEMBERS (RECOMMENDED BY NOMINATIONS COMMITTEE)
One External member of Council: Dr Adam Wright

ELECTED MEMBERS
Three members of Senate, elected by the Senate, representing the range of disciplines within the University:
Humanities: Dr Matt Lodder
Science and Health: To be confirmed
Social Sciences: Professor John Bartle
One member of Non-Academic Staff elected by members of non-academic staff at the University: To be confirmed

IN ATTENDANCE
A representative from the Development and Alumni Office: Director of Advancement, Jo Rogers
Graduation and Awards Manager: Chelsey Smith

TERMS OF REFERENCE
(a) To consider nominations for the conferment of honorary degrees of the University and to make recommendations for such awards to the Senate and the Council;
(b) to consider nominations for the award of honorary fellow of the University and to make recommendations for such awards to the Senate and the Council;
(c) to consider nominations for the award of honorary degrees by the University’s major partner institutions in accordance with procedures agreed from time to time with those institutions and to make recommendations for such awards to the Senate and Council;
(d) to consider nominations for the award of the Alumnus or Alumna of the Year and to make recommendations for such awards to the Senate and Council;
(e) to consider such nominations in accordance with the criteria for eligibility and procedures as approved by the Council;
(f) to monitor matters relating to equality and diversity within its overall consideration;
(g) to determine the arrangements for seeking nominations from the community of the University and to approve procedures and guidance notes relating to nominations.
The Charter
ELIZABETH THE SECOND
by the Grace of God of the United Kingdom of Great Britain and Northern Ireland and of Our other
Realms and Territories Queen, Head of the Commonwealth, Defender of the Faith:
TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETING!
WHEREAS an humble Petition has been presented unto Us by the Members of the Academic
Planning Board for the University of Essex praying that We should constitute and found a
University within Our County of Essex for the advancement of learning and knowledge by teaching
and research and for enabling students to obtain the advantages of University education and to
grant a Charter with such provisions in that behalf as shall seem to Us right and suitable:
AND WHEREAS We have taken the said Petition into Our Royal Consideration and are minded to
accede thereto:
NOW THEREFORE KNOW YE that We by virtue of Our Prerogative Royal and of Our especial
grace, certain knowledge and mere motion have willed and ordained and by these Presents do for
Us, Our Heirs and Successors will and ordain as follows:

1.
The Chancellor, the Pro-Chancellors, the Vice-Chancellor, the Treasurer, the Pro-Vice-
Chancellors and the Deans for the time being, the members for the time being of the Court, the
Council, the Senate and the Academic Staff, the Graduates of the University, the Graduate and
the Undergraduate students of the University and all others who shall pursuant to this Our Charter
and the Statutes of the University for the time being be Members of the University are hereby
constituted and from henceforth for ever shall be one Body Politic and Corporate, with perpetual
succession and a Common Seal, by the name and style of 'The University of Essex' (hereinafter
called 'the University').

2. Definitions and Interpretations
(a) In the Charter and Statutes
The words ‘Alumni Association’, ‘Court’, ‘Charter’, ‘Council’ and ‘Senate’ refer respectively to the
Alumni Association, the Court, the Charter, the Council and the Senate of the University.
The words ‘Chancellor’, ‘Pro-Chancellor’, ‘Vice-Chancellor’, ‘Treasurer’ and ‘Pro-Vice-Chancellor’
refer respectively to the Chancellor, the Pro-Chancellor, the Vice-Chancellor, the Treasurer and
the Pro-Vice-Chancellor of the University.
‘Graduates’ means persons upon whom Degrees of the University have been conferred.
‘External members’ means members of the Council who are neither Staff nor Students of the
University and are otherwise independent of the University.
‘Officers’ means persons holding any office in the University established under the Charter and the
Statutes.
‘Ordinances’ means Ordinances made under the Charter or the Statutes.
‘Ordinary Resolution’ means a resolution passed by a simple majority at a meeting of the Council.
‘Regulations’ means Regulations made under the Charter, the Statutes or the Ordinances.
‘Special Resolution’ means a resolution passed at one meeting of the Council and confirmed at a
subsequent meeting held not less than one calendar month nor more than six calendar months
after the former, provided that notice of each meeting is given to each member of the Council not
less than fourteen days before the meeting, and that the resolution is passed by a majority of not
less than three fourths of the members of the Council present and voting. The notice of the
meeting shall set out the resolution in full.
‘Staff’ means all persons employed by the University.
‘Court’ means a meeting of persons who have been appointed by the Council and have an interest
in, or relationship to, the University.
‘Students’ means persons pursuing any programme of study in the University.
‘Students’ Union’ means an association of all Students of the University.
‘University’ means The University of Essex.
(b) Words defined in the Charter shall have the same meaning in the Statutes, the Ordinances
and the Regulations unless the context indicates otherwise.
(c) The headings used in the Charter and in the Statutes, Ordinances and Regulations are provided for reference only and are not intended to have legal effect.

3. Objects of the University
The objects of the University shall be to advance education, scholarship, knowledge and understanding by teaching and research, for the benefit of individuals and society at large.

4. Powers of the University
Subject to the provisions of the Charter and Statutes, and in the furtherance of its objects, the University shall have all the powers of a natural person including, but not limited to, power:

(A) IN RELATION TO TEACHING AND RESEARCH:
   i. to provide instruction and programmes of study and research;
   ii. to engage in scholarship and conduct research;
   iii. to admit applicants to programmes of study in accordance with their qualifications or experience;
   iv. to determine fees in relation to programmes of study and to require payment of such fees;
   v. to determine and conduct appropriate forms of assessment, including examinations;
   vi. to confer degrees and grant other academic awards;
   vii. to withdraw degrees and other academic awards conferred or granted by the University;

(B) IN RELATION TO STUDENTS:
   i. to prescribe rules for the discipline of Students;
   ii. to determine procedures for the hearing of complaints by Students;

(C) IN RELATION TO STAFF:
   i. to employ Staff in such positions as may be required, and to prescribe their conditions of service.

(D) IN RELATION TO OTHER INSTITUTIONS:
   i. to affiliate other institutions, or branches or departments of other institutions;
   ii. to co-operate and collaborate with other institutions;
   iii. to award joint degrees and other academic awards with other institutions;
   iv. to incorporate into the University any other institution and take over its rights, property and liabilities, for any purpose not inconsistent with the Charter.

(E) IN RELATION TO THE PROVISION OF SERVICES AND GOODS, WITHIN THE LIMITS APPLICABLE TO A CHARITY:
   i. to exploit for the University's benefit a facility or resource of the University, including study, research or knowledge, or the practical application of study, research or knowledge, belonging to the University, whether alone or with someone else;
   ii. to sell books, and other learning resources, intellectual property and other goods and services consistent with the Charter;
   iii. to print, reproduce and publish research and other works initiated by the University, or to provide for their printing, reproduction and publication;
   iv. to provide facilities and resources for the wellbeing of the University's Students and Staff.

(F) IN RELATION TO THE TRANSACTION OF UNIVERSITY BUSINESS:
   i. to enter into contracts;
   ii. to acquire, hold, dispose of and deal with property;
   iii. to raise funds;
iv. to act as trustee or manager of any property or funds given or bequeathed to the University for purposes of education or research or other objects of the University, and to invest any such funds.

(g)
To do anything else necessary or convenient, whether incidental to these powers or not, in order to further the objects of the University as a place of education, learning and research.

5. The Council
There shall be a Council of the University. The Council shall be the supreme Governing Body of the University and shall act in a way that promotes the University’s interests.

6. Functions of the Council
The Council’s functions shall be to:
(a) have ultimate responsibility for the affairs of the University;
(b) determine the strategic direction of the University;
(c) ensure the effective management and control of the University’s affairs, property and finances;
(d) determine the structure, staffing and overall composition of the University;
(e) appoint the Chancellor, Pro-Chancellors, Vice-Chancellor, and other officers of the University.

7. Powers of the Council
Subject to the Charter, and in furtherance of its role as the supreme Governing Body, the Council shall exercise all the powers of the University; and without limiting the above, the Council has the specific powers set out in the Ordinances.

8. Delegation by the Council
(a) Subject to sub-paragraph (b) below, the Council may delegate its powers under the Charter, the Statutes and Ordinances to:
   i. an appropriately qualified member of the Council; or
   ii. an appropriately qualified committee that contains one or more members of the Council; or
   iii. an appropriately qualified member of the University’s staff.
Provisions governing the delegation of the Council’s powers are set out in the Ordinances.

(b) The Council may not delegate its powers:
   i. to appoint and dismiss the Vice-Chancellor and to approve the Vice-Chancellor’s terms and conditions of appointment;
   ii. to approve the annual budget;
   iii. to amend the Charter under the provisions of Article 18;
   iv. to make University Statutes or Ordinances;
   v. to adopt the University’s Annual Accounts;
   vi. to appoint the University’s Auditors.

9. The Senate
There shall be a Senate of the University which shall have delegated authority from the Council to oversee the academic work of the University, the enhancement of academic quality and assurance of academic standards, and the regulation of student discipline, and which shall have the composition, powers and functions conferred on it in the Ordinances.

10. The Court
There shall be a Court of the University comprising persons who have been appointed by the Council and which shall have the composition and functions prescribed in the Ordinances.

11. Students’ Union
There shall be a Students’ Union of the University which shall have the composition, powers and functions prescribed in the Ordinances.
12. Alumni Association
There shall be an Alumni Association of the University which shall have the composition and functions prescribed in the Ordinances.

13. The Chancellor
(a) There shall be a Chancellor of the University who shall be the chief Officer of the University.
(b) The Chancellor shall be entitled to preside over the Annual Meeting of the Court and to confer degrees on behalf of the University.

14. The Pro-Chancellor
There shall be Pro-Chancellors of the University not exceeding three in number. One of the Pro-Chancellors shall be the Chair of Council and shall act as Chancellor in the absence of the Chancellor or in the event of a vacancy in that post.

15. The Vice-Chancellor
(a) There shall be a Vice-Chancellor of the University who shall be the principal academic and administrative Officer of the University and 
ex officio Chair of the Senate.
(b) The Vice-Chancellor shall assume the role of the chief executive officer of the University.
(c) In the event of the Vice-Chancellor's death or incapacity, or a vacancy in the office of Vice-Chancellor, the Council may appoint an Acting Vice-Chancellor in accordance with the Ordinances. In such an event, the term 'the Vice-Chancellor' in this Charter, the Statutes and the Ordinances shall apply to the duly appointed Acting Vice-Chancellor.

16. The Treasurer
There shall be a Treasurer of the University who shall be the Chair of the audit committee.

17. The Pro-Vice-Chancellor
There shall be Pro-Vice-Chancellors of the University who shall in the event of the Vice-Chancellor's incapacity through illness or any other cause perform functions and duties of the Vice-Chancellor. The Council may designate a Pro-Vice-Chancellor as Deputy Vice-Chancellor in accordance with the Ordinances.

18. The Charter
The Council may at any time add to, amend, or revoke the Charter by a Special Resolution. Such addition, amendment, or revocation shall only become effective when approved by Us, Our Heirs or Successors in Council. A certificate under the hand of the Clerk of the Privy Council shall be conclusive evidence of such approval. This Article shall apply to the Charter as added to, amended, or revoked in this manner.

19. The Statutes
Subject to the provisions of the Charter, Statutes shall prescribe:
(a) the constitution and business of the Council;
(b) such other provisions as the Council may see fit in connection with the governance of the University, or for the promotion of the objects of the Charter.
The Statutes may direct that any of the matters prescribed or regulated by Statute as authorised or directed in the Charter shall be further prescribed or regulated by Ordinance, by Regulation, or by decision made by the Council.
The Council may, at any time, by Special Resolution, make Statutes for the University which may add to, amend or revoke the Statutes for the time being in force; provided that such Statutes shall not be inconsistent with the provisions of the Charter. Such addition, amendment or revocation shall only become effective when approved by the Privy Council. A Certificate under the hand of the Clerk of the Privy Council shall be conclusive evidence of such approval.
20. The Ordinances
Subject to the provisions of the Charter and the Statutes the Council may, on the recommendation of the Senate, and by Ordinary Resolution, make, add to, amend or revoke such Ordinances as it considers necessary or desirable for the purpose of carrying out the objects of the University, and shall stipulate when such Ordinances come into effect; provided that no Ordinances shall be inconsistent with the provisions of the Charter or Statutes.

21. The Regulations
Subject to the provisions of the Charter, the Statutes and Ordinances, the Senate may, within the responsibilities delegated to it by the Council, make, add to, amend or revoke Regulations relating to:
(a) teaching, research, programmes of study and the award of degrees and other academic distinctions;
(b) the conduct of examinations;
(c) the University Library;
(d) the requirements for admission to the University and to any particular programme of study;
(e) the conditions under which Students shall be permitted to continue their studies in the University;
(f) academic dress;
(g) the discipline of the Students of the University; and
(h) such other matters within its delegated responsibilities as it considers necessary or desirable for the purpose of carrying out the objects of the University.

22. Academic Freedom
Academic staff shall have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges.

23. Discrimination
The University shall show no discrimination on account of political belief, gender identity, sexual orientation, disability, age, marital status, race, ethnic origin, nationality, religion or social background against any person in determining whether he or she is to be admitted as a member of the Staff, or as a Student, or to graduate from the University or to hold any advantage or privilege of the University.

24. Dividend, Gift, Division or Bonus in Money
The University shall not make any dividend, gift, division or bonus in money to or between any of its members except by way of prize, reward or special grant.

25. Visitor
We reserve unto Ourself, Our Heirs and Successors, on representation from the Council following a Resolution passed by a simple majority of the members of the Council present and voting, the right by Order in Council to appoint a Visitor of the University for such period and with such duties as We, Our Heirs and Successors shall see fit.

26. Our Royal Will and Pleasure is that this Our Charter shall ever be construed benevolently and in every case most favourably to the University and the promotion of the objects of this Our Charter. IN WITNESS whereof We have caused these Our Letters to be made Patent. WITNESS Ourself at Westminster the eleventh day of January in the thirteenth year of Our Reign. BY WARRANT UNDER THE QUEEN'S SIGN MANUAL, COLDSTREAM
1. The Council

1. The Council shall consist of the following persons, namely:

(a) **EX OFFICIO MEMBERS:**
The Pro-Chancellors, the Vice-Chancellor, the senior Pro-Vice-Chancellor, and the Treasurer.

(b) **APPOINTED MEMBERS**
Two Deans appointed by Council in accordance with the Ordinances on the recommendation of Nominations Committee.

(c) **ELECTED MEMBERS:**
Five Academic Staff members of the Senate elected by the Senate subject to and in accordance with the Ordinances.
One non-academic staff member elected by the non-academic staff subject to and in accordance with the Ordinances

(d) **EXTERNAL MEMBERS:**
Such other persons, not being members of University Staff and not exceeding ten in all, as may be appointed by the Council.

(e) **STUDENT MEMBERS:**
The President of the Students’ Union.

2. The Council shall appoint from among its members a Chair who shall be a Pro-Chancellor. The Chair shall hold office for three years and shall be eligible for re-appointment, normally for a further period of three years and a maximum total of nine years.

3. (a) Ex officio Members of the Council shall remain members only so long as they hold the offices by virtue of which they became members.
(b) Senate elected Members of the Council shall remain members only so long as they are members of the Senate. They shall hold office until the end of the third year following their appointment or such earlier date as may in each case be determined by the Senate to effect rotation.
(c) The non-academic staff member elected to the Council shall remain a member only so long as he or she is employed as a non-academic staff member of the University. He or she shall hold office until the end of the third year following his or her appointment or until such earlier date as may in each case be determined by the Council.
(d) External Members of the Council shall hold office until the end of the third year following their appointment or until such earlier date as may in each case be determined by the Council. External Members shall be eligible for further appointment, normally for a further period of three years and a maximum total of nine years.
(e) An Elected member of the Council upon completion of his or her term of membership under paragraphs 3(b) and 3(c) above shall be eligible for re-election for a further term not exceeding three years, and shall upon completion of any such further term of membership or upon resignation, not be eligible to be a Member of the Council by re-election until one year has elapsed from the date of the completion of his or her term of membership or his or her resignation (as the case may be).
(f) A member of the Council may resign at any time by writing addressed to the Council.

4. (a) The quorum for meetings of the Council shall be not less than half of the members, rounded up to a whole number, which shall include a majority of External Members.
(b) In the absence of a quorum no business shall be transacted other than the adjournment of the meeting. In such a case, the Chair shall appoint a date, time and place at which the meeting...
shall be reconvened. At least three days' notice of the calling of the adjourned meeting shall be given.

2. **Committees of the Council**
   1. There shall be Committees of the Council with responsibility for audit, remuneration and nominations.
   2. The Council may from time to time establish additional standing, special and advisory Committees, Sub-Committees or Boards.
   3. The constitution and responsibilities of Committees of the Council shall be as prescribed by the Council.

3. **The Auditors**
   1. The Council shall appoint an Auditor or Auditors. Every such Auditor shall be a member of a recognised supervisory body (as defined in Part II of the Companies Act 1989) who is eligible for the appointment under the rules of that body. No person shall be appointed Auditor who is or any one of whose partners is a member of the Council or Staff of the University.
   2. The Auditor or Auditors shall hold office for such period and shall receive such remuneration as may be determined by the Council.
   3. The Auditor or Auditors shall have a right of access at all reasonable times to the books, records, accounts and vouchers of the University and shall be entitled to require from the University such information and explanations as may be necessary for the performance of his/her or their duties.
   4. If the office of Auditor or Auditors shall become vacant by his/her or their death or resignation or any other cause before the expiration of his/her or their period of office the Council shall forthwith appoint an Auditor or Auditors in his/her or their place for the remainder of such period.
   5. An Auditor may resign by writing addressed to the Council.
   6. The Auditor or Auditors shall make a report to the Council as to the accuracy of the Annual Accounts and the financial management of the University at least once in each year.

4. **Interpretation of Statutes**
   These Statutes shall be interpreted so as not to conflict with the Charter.
The Ordinances

Ordinance 1

THE MEMBERS OF THE UNIVERSITY

1. The following persons shall be Members of the University:
   - The Chancellor
   - The Pro-Chancellors
   - The Treasurer
   - The Members of the Court
   - The External Members of the Council
   - The Staff of the University
   - The Emeritus Professors
   - The Students of the University
   - The Former Students of the University

2. The Council, on the recommendation of the Senate, shall have the power to declare such other persons Members of the University as it may deem fit.

Ordinance 2

THE CHANCELLOR

1. The Chancellor shall be appointed at a joint meeting of the Senate and the Council on the recommendation of a Joint Committee of the Senate and the Council.

2. The membership of the Joint Committee shall be:
   - The Chair of the Council (Chair)
   - A Pro-Chancellor
   - The Vice-Chancellor
   - The Chair of the Senate Agenda Group
   - The Registrar and Secretary

3. Subject to these Ordinances, the Chancellor shall hold office for a period of five years. The Chancellor's period of office may be extended to a maximum total of ten years.

4. The Chancellor may resign by writing addressed to the Council.

Ordinance 3

THE PRO-CHANCELLORS

1. The Pro-Chancellors shall be appointed by the Council on the recommendation of Nominations Committee.

2. A Pro-Chancellor shall hold office until the end of the third year following their appointment, or until such earlier date as the Council may in each case determine and shall be eligible for re-appointment, normally for a further period of three years and a maximum total of nine years.

3. The Chair of the Council of the University shall be appointed by the Council on the recommendation of the Nominations Committee from amongst those members of Council appointed as, or recommended to Council by the Nominations Committee to be appointed as, a Pro-Chancellor.

4. The Chair of the Council shall hold office until the end of the third year following their appointment as Chair of the Council, or until such earlier date as the Council may in each case determine and shall be eligible for re-appointment, normally for a further period of three years and a maximum total of nine years or the point at which their appointment as a member of Council and Pro-Chancellor ceases, whichever is the earlier.

5. If there is more than one Pro-Chancellor, the Pro-Chancellor who is Chair of Council shall, during a vacancy in the office of Chancellor, or during their inability through illness or any other cause to perform their functions, perform all the functions of the Chancellor; during the inability of such Pro-Chancellor through illness or any other cause to perform those functions, the Pro-Chancellor who has been in office for the longest period or aggregate of periods (whether
consecutive or not) shall so act. If no Pro-Chancellor is able to perform all of the functions of the Chancellor, the Vice-Chancellor shall perform all of the functions of the Chancellor.

6. A Pro-Chancellor, who is not the Chair of Council, shall perform the functions of the Senior Independent Director and will chair the Remuneration Committee when it is considering the remuneration and conditions of service of the Vice-Chancellor; chair the Nominations Committee when it is considering succession to the role of Chair of Council; meet with members of Council at least once a year to appraise the Chair’s performance and on such other occasions as are deemed appropriate; and will meet with the Chair of Council annually to review performance and feedback.

7. A Pro-Chancellor may resign by writing addressed to the Council, provided that, if they are Chair of the Council, they shall at the same time resign the office of Chair of the Council.

Ordinance 4

THE TREASURER

1. The Treasurer shall be a member of the Council appointed by the Council to be Treasurer on the recommendation of Nominations Committee.

2. The Treasurer shall be Chair of Audit and Risk Management Committee.

3. The Treasurer shall hold office until the end of the third year following their appointment or until such earlier date as the Council may in each case determine and shall be eligible for re-appointment, normally for a further period of three years and a maximum of total of nine years.

4. The Treasurer may resign by writing addressed to the Council.

Ordinance 5

THE VICE-CHANCELLOR

1. The Vice-Chancellor shall be appointed by the Council after consideration by the Council of the report of a Joint Committee of the Senate and the Council.

2. The membership of the Joint Committee shall be:
   The Chair of the Council (Chair)
   Three External Members of the Council appointed by the Council
   Three Academic Staff members of the Senate appointed by the Senate.

3. During a vacancy in the office of Vice-Chancellor or during prolonged inability of the Vice-Chancellor through illness or any other cause to perform their functions, the Council may appoint a Committee with the membership as set out in paragraph 2 above, to recommend to the Council the appointment as Acting Vice-Chancellor, from the professorial members of the Senate, of a person acceptable to the Senate as Acting Vice-Chancellor, for such period and on such conditions as may be determined by the Council.

4. The Vice-Chancellor shall be ex officio, a member of the Court, the Council, the Senate, and of all Committees and Joint Committees of these bodies except the Joint Committee constituted under paragraph 1 of this Ordinance, Audit and Risk Management Committee and Remuneration Committee.

5. The Vice-Chancellor shall have a general responsibility to the Council for maintaining and promoting the efficiency and good order of the University.

6. The Vice-Chancellor may without assigning any reason refuse to admit any person as a student.

7. The Vice-Chancellor may without assigning any reason:
   (a) suspend any student from any teaching event; or
   (b) exclude any student from any part of the University or its precincts for such period as they may determine.

8. The Vice-Chancellor may delegate all or any of their functions under paragraph 6 or paragraph 7 of this Ordinance to such Officer or Officers of the University as they may think fit.
Ordinance 6

THE REGISTRAR AND SECRETARY

1. The Council shall appoint a Registrar and Secretary of the University with such functions, at such remuneration and upon such terms and conditions as it may think fit.
2. The Registrar and Secretary shall be appointed by the Council after consideration by the Council of the report of a Joint Committee of the Council and the Senate.
3. The membership of the Joint Committee shall be:
   - The Chair of the Council (Chair)
   - The Vice-Chancellor
   - Two other External Members of the Council, appointed by the Council
   - Two Academic Staff members of the Senate appointed by the Senate
   - If any External Assessor is appointed they shall act in an advisory capacity to the Joint Committee.
4. The Council shall appoint the Registrar and Secretary to the post of Secretary to the Council.

Ordinance 7

THE DEPUTY VICE-CHANCELLOR AND PRO-VICE-CHANCELLORS

1. The Deputy Vice-Chancellor and Pro-Vice-Chancellors shall be appointed from among the Academic Staff by the Council on the recommendation of the Senate. The Senate shall make the recommendation to the Council on the basis of a recommendation from a Selection Committee.
2. Recruitment to the roles of Deputy Vice-Chancellor and Pro-Vice-Chancellor will be through internal and external advertisement. Where an external applicant is appointed to one of these roles they will also (subject to clause 4 below) be appointed to a substantive chair in a University department, which is held independently of the appointment as Deputy Vice-Chancellor or Pro-Vice-Chancellor.
3. The composition of the Selection Committee shall normally be:
   - The Vice-Chancellor (Chair)
   - An External Member of the Council
   - The Deputy Vice-Chancellor or a Pro-Vice-Chancellor
   - An Academic Staff member of Senate
   - The Registrar and Secretary
   - Additional members may be co-opted at the discretion of the Committee.
4. Where an application is being considered by a Selection Committee, the selection process will consider the applicant’s credentials for the award of a substantive chair by the University as well as for the role of Deputy Vice-Chancellor or Pro-Vice-Chancellor for which they have applied. The Chair of the Selection Committee shall be responsible for ensuring that these credentials are tested in line with the University’s normal practice for professional appointments.
5. The Deputy Vice-Chancellor or a Pro-Vice-Chancellor shall hold office until the end of the third year following their appointment or until such earlier date as may in each case be determined by the Council on the recommendation of the Senate.
6. The Deputy Vice-Chancellor or a Pro-Vice-Chancellor shall be eligible for re-appointment for a further consecutive period of three years.
7. The re-appointment of the Deputy Vice-Chancellor or a Pro-Vice-Chancellor shall be proposed by the Vice-Chancellor and approved by the Council on the recommendation of the Senate.
8. The Deputy Vice-Chancellor or a Pro-Vice-Chancellor may exceptionally be re-appointed for a further period of up to three years. The re-appointment shall be proposed by the Vice-Chancellor and approved by the Council on the recommendation of the Senate.
9. The Deputy Vice-Chancellor and Pro-Vice-Chancellors will have a review period of six months prior to confirmation in their appointment in their role.
10. The Deputy Vice-Chancellor or a Pro-Vice-Chancellor shall cease to hold office should their employment as a member of the Academic Staff of the University cease.
11. In the absence of the Vice-Chancellor, the Deputy Vice-Chancellor shall act as Chair at meetings of the Senate. In the absence of both the Vice-Chancellor and the Deputy Vice-Chancellor, meetings of Senate shall be chaired by a Pro-Vice-Chancellor.

12. The Deputy Vice-Chancellor or a Pro-Vice-Chancellor shall perform such other functions of the Vice-Chancellor as shall be delegated to them by the Vice-Chancellor.

13. If the Deputy Vice-Chancellor or a Pro-Vice-Chancellor becomes unable through illness or any other cause to perform their functions, the Council, or the Chair of the Council acting on behalf of the Council, may, on the recommendation of the Vice-Chancellor, terminate the appointment, appoint an Acting Deputy Vice-Chancellor or Acting Pro-Vice-Chancellor for a specified period or take any other action it thinks fit.

Ordinance 8

DEANS

1. Executive Deans of Faculty, the Dean of Postgraduate Research and Education, the Dean of Partnerships, and any deputies to these Deans, shall be appointed from among the members of the Academic Staff by the Council on the recommendation of the Senate. The Senate shall make the recommendation to the Council on the basis of a recommendation from a Selection Committee.

2. Recruitment to the role of Executive Dean will be through internal and external advertisement. Where an external applicant is appointed to one of these roles they will also (subject to clause 5 below) be appointed to a substantive chair in a University department, which is held independently of the appointment as Executive Dean.

3. Normally only Professors, shall be eligible for appointment as Executive Dean.

4. The composition of the Selection Committee for the role of Executive Dean shall normally be:
   The Vice-Chancellor (Chair)
   An External Member of the Council
   The Deputy Vice-Chancellor or a Pro-Vice-Chancellor
   Two Heads of Department from the relevant Faculty
   The Registrar and Secretary
   Additional members may be co-opted at the discretion of the Committee.

5. Where an application for the role of Executive Dean is being considered by a Selection Committee, the selection process will consider the applicant’s credentials for the award of a substantive chair by the University as well as the role of Executive Dean. The Chair of the Selection Committee shall be responsible for ensuring that these credentials are tested in line with the University’s normal practice for professional appointments.

6. Recruitment to the roles of Dean of Postgraduate Research and Education, Dean of Partnerships, and to any deputy roles supporting the Dean, will be by internal advertisement.

7. Only Professors, Readers and Senior Lecturers shall be eligible for appointment as Dean of Postgraduate Research and Education, Dean of Partnerships, or Deputies to Executive Deans).

8. The composition of the Selection Committee for the roles of Dean of Postgraduate Research and Education and Dean of Partnerships, and deputies to these Deans, shall normally be:
   The Deputy Vice-Chancellor or Pro-Vice-Chancellor (Education) (Chair)
   An existing Dean or deputy to a Dean
   Two Heads of Department
   The Academic Registrar

9. The composition of the Selection Committee for a deputy to an Executive Dean shall normally be:
   The Executive Dean (Chair)
   The Pro-Vice-Chancellor (Education) or the Pro-Vice-Chancellor (Research)
   Two Heads of Department from the relevant Faculty
   The Academic Registrar or The Director of the Research and Enterprise Office

10. The normal term of appointment shall be until the end of the third year following appointment or until such earlier date as the Council on the recommendation of the Senate may in each case determine. A Dean or a deputy to a Dean shall be eligible for re-appointment for further consecutive periods of up to a total of three years; such periods shall be until the end of the
third year from the first re-appointment or until such earlier date as the Council on the recommendation of the Senate may in each case determine.

11. The re-appointment of a Dean or a deputy to a Dean shall be proposed by the University Steering Group and approved by the Council on the recommendation of the Senate.

12. A Dean or deputy to a Dean may exceptionally be re-appointed for a further period of up to three years. The re-appointment shall be proposed by the University Steering Group and approved by the Council on the recommendation of the Senate.

13. A Dean or a deputy to a Dean shall have such responsibilities as the Senate shall determine.

14. A Dean or a deputy to a Dean shall cease to hold office should their appointment as a member of the Academic Staff of the University cease.

15. If a Dean or deputy to a Dean becomes unable through illness or any other cause to perform their functions, the Council, or the Chair of the Council acting on behalf of the Council, may, on the recommendation of the Vice-Chancellor, terminate the appointment, appoint an Acting Dean or a deputy to a Dean for a specified period of up to three years or take any other action it thinks fit.

16. Other Deans with specific functions not falling within paragraph 1 of this Ordinance (including deputies to such other Deans) may be appointed by Council on the recommendation of the Vice-Chancellor.

Ordinance 9

HEADS OF DEPARTMENT

1. A Head of Department shall be appointed by the Council on the recommendation of the Senate on receipt of a joint nomination from the members of the Academic Staff holding posts allocated to the Department and the Vice-Chancellor, determined in accordance with the published procedures for nomination of Heads of Department. The nominee shall be a Professor, Reader or Senior Lecturer, normally holding a post allocated to the Department concerned.

2. A Head of Department shall hold office until the end of the third year following their appointment or until such earlier date as the Council on the recommendation of the Senate may in each case determine.

3. A Head of Department shall be eligible for re-appointment for further consecutive periods of up to a total of three years; such periods shall normally be until the end of the third year from the date re-appointment or until such earlier date as the Council on the recommendation of the Senate may in each case determine.

4. A Head of Department who has held office for two consecutive periods shall normally be ineligible for further appointment until one year has elapsed from the date of completion of their second period of office. A Head of Department may exceptionally be re-appointed for further terms of office on the recommendation of the Senate on receipt of a joint nomination from the members of Academic Staff holding posts allocated to the Department and the Vice-Chancellor.

5. A Head of Department shall cease to hold office upon resignation or retirement from the Academic Staff of the University.

6. If a Head of Department becomes unable through illness or any other cause to perform their functions, the Council, in accordance with Ordinance 41, may terminate the appointment, appoint an Acting Head of Department for a specified period or take any other action it thinks fit. An Acting Head shall be appointed in the same manner as a Head (paragraph 1 above); in exceptional circumstances, however, a Lecturer may act as Acting Head. An Acting Head of Department shall be an ex officio member of the Senate during their period of office.

7. Nominations of Heads of Departments shall normally be received at a meeting of the Senate during the Spring Term for appointments to take effect on the first day of August following.

8. A Head of Department shall be responsible to the Executive Dean for maintaining and promoting the efficiency and good order of the Department, in accordance with the Charter, Ordinances and Regulations of the University, and the policies and procedures determined from time to time by resolutions of the Council and the Senate.

9. A Head of Department may resign their office by writing addressed to the Council.
Ordinance 10

THE COUNCIL
1. The membership of the Council and their terms of office are set out in Section 1 of the Statutes.
2. The proceedings of the Council shall be governed by Standing Orders, which shall be determined and approved annually by the Council.

Ordinance 11

POWERS OF THE COUNCIL
In accordance with the Charter, the Council shall exercise all the powers of the University and has the specific powers as set out in the Council’s Statement of Primary Responsibilities as set out below:

STATEMENT OF PRIMARY RESPONSIBILITIES
1. To appoint the Vice-Chancellor in accordance with the provisions of Ordinance 5 and to put in place suitable arrangements for monitoring their performance.
2. Jointly with the Senate to appoint the Chancellor on the recommendation of a Joint Committee of the Senate and the Council.
3. To appoint the Pro-Chancellors, the Treasurer and the External Members of the Council.
4. To appoint the Registrar and Secretary as Secretary to the Council; to ensure that there is an appropriate separation in the lines of accountability.
5. To be the employing authority for all Staff in the University and to be responsible for establishing a human resources strategy.

B Financial and legal powers
6. To be the principal financial and business authority of the University, to ensure that proper books of account are kept, to approve the annual budget and financial statements, and to have overall responsibility for the University’s assets, property and estate.
7. To be the University’s legal authority and, as such, to ensure that systems are in place for meeting all the University’s legal obligations, including those arising from contracts and other legal commitments made in the University’s name.
8. To act as trustee for any property, legacy, endowment, bequest or gift in support of the work and welfare of the University.

C Planning, monitoring and control
9. To approve the mission and strategic vision of the University, long-term academic and business plans and key performance indicators, and to ensure that these meet the interests of stakeholders.
10. To delegate authority to the Vice-Chancellor, as chief executive, for the academic, corporate, financial, estate and personnel management of the University; and to establish and keep under regular review the policies, procedures and limits within such management functions as shall be undertaken by and under the authority of the head of the University.
11. To ensure the establishment and monitoring of systems of control and accountability, including financial and operational controls and risk assessment, and procedures for handling internal grievances and for managing conflicts of interest.
12. To ensure processes are in place to monitor and evaluate the performance and effectiveness of the University against the plans and approved key performance indicators, which should be, where possible and appropriate, benchmarked against other comparable institutions.
13. To conduct its business in accordance with best practice in higher education corporate governance and with the principles of public life drawn up by the Committee on Standards in Public Life.
14. To safeguard the autonomy, good name and values of the University of Essex.
15. To ensure compliance with the provisions of the Charter, Statutes and Ordinances at all times and that appropriate advice is available to enable this to happen.
16. To establish processes to monitor and evaluate the performance and effectiveness of the Council itself.
D Student welfare

17. To make such provision as it thinks fit for the general welfare of students, in consultation with
the Senate.

Ordinance 12

APPOINTMENT OF MEMBERS OF THE COUNCIL

Ex officio, appointed and external members

1. Ex officio, appointed and external members of the Council are appointed as set out in Section 1 of the Statutes.

Elected academic staff members

2. The five Academic Staff members of the Senate elected by the Senate to the Council in
accordance with Section 1 of the Statutes shall include at least three Heads of Department
and at least one member of the Senate who is not a Professor at the time of election to the
Council.
3. The normal term of office for members elected to the Council by the Senate shall be three
years, and members may be re-elected for a further term of up to three years, except that a
member must stand down from membership of the Council if they cease to be an academic
staff member of the Senate.
4. The method of election of members elected to the Council by the Senate and of filling casual
vacancies among the same shall be determined by the Senate.

Elected non-academic staff members

5. There shall be one non-academic staff member elected to the Council in accordance with
Section 1 of the Statutes. The method of election of the non-academic staff member shall be
determined by the Council. All non-academic staff who have a contract that extends to at least
31 July in the following academic year shall be eligible to stand for nomination and to vote in
the election of the non-academic staff member.
6. The normal term of office for the non-academic staff member elected to the Council shall be
three years, and the member may be re-elected for a further term of three years, except that
they must stand down from membership of the Council if they cease to be a member of the
non-academic staff.
7. If an elected non-academic staff member of the Council resigns, is suspended, or removed
permanently from the Council during the course of their term of office, the Council, on the
basis of a recommendation from the Nominations Committee, shall determine whether an
alternate individual should take their place until they are able to return to their Council role if
suspended, or for the remainder of their term of office if removed. The Council, on the basis of
a recommendation from the Nominations Committee, shall determine the method by which an
alternate individual may be selected.

Student member

8. The duly elected President of the Students’ Union is a member of the Council in accordance
with Section 1 of the Statutes.
9. The President of the Students’ Union shall remain a member of the Council only so long as
they hold the office of President of the Students’ Union.
10. If the President of the Students’ Union, as the ‘student member’ of the Council, is suspended
or removed from their position as President of the Students’ Union during their term of office as
a member of the Council, the Vice-President Education (or, if not possible, another member of
the Sabbatical team as nominated by the trustees of the Students’ Union) shall become the
‘student member’ of the Council during the period of suspension or, if necessary, until 30 June
in that academic year.
Ordinance 13

THE SENATE

1. The Senate shall consist of the following persons, namely:
   Ex Officio Members:
   The Vice-Chancellor (Chair)
   The Deputy Vice-Chancellor
   The Pro-Vice-Chancellors
   The Dean of Postgraduate Research and Education
   The Dean of Partnerships
   Executive Deans
   The Heads of the Departments
   Appointed Member:
   Academic Registrar
   Elected Members:
   Sixteen members of permanent Academic Staff, including at least nine of whom shall hold non-professorial posts at the time of election.
   Co-opted Members:
   The Pro-Vice-Chancellor (Designate)
   Deputy Pro-Vice-Chancellor (Research) (until 31 December 2020)
   University Librarian and Director of Library Services
   The Director of Information and Technology Solutions
   Student Members:
   President of the Students' Union
   Vice-President of the Students' Union (Southend) or President East 15 Loughton
   Vice-President (Education) of the Students' Union
   Faculty Convenors (3)
   Postgraduate Taught Officer
   Postgraduate Research Officer

2. (a) Ex officio Members of the Senate shall remain members only so long as they hold the offices by virtue of which they became members.
   (b) Elected Members of the Senate shall hold office until the end of the fourth year following their election or until such earlier date as may in each case be determined by the Senate to effect rotation; they shall be eligible for re-election for consecutive terms of office.
   (c) Appointed members of the Senate shall be appointed by the Vice-Chancellor.
   (d) Co-opted members of the Senate shall hold office for such periods as may be determined in each case by the Senate.
   (e) Student members of the Senate shall hold office for one year; they shall be eligible to be re-elected as members of the Senate in the year immediately following and in any subsequent year.

3. Observers shall be invited to attend meetings of the Senate at the discretion and by invitation of the Vice-Chancellor.

Ordinance 14

POWERS OF THE SENATE

The Senate shall be the supreme academic authority of the University and shall, subject to the powers reserved to the Council by these Ordinances, take such measures and act in such a manner as shall appear to it best calculated to promote the academic work of the University both in teaching and research and for the regulation and superintendence of the education and, subject to the powers of the Vice-Chancellor, the discipline of the students of the University. The Senate shall, subject to the Charter and these Ordinances, in addition to all other powers vested in it, have the following powers:
ACADEMIC POLICY AND STRATEGY

1. To discuss, declare an opinion and make recommendations to the Council on any matter of academic policy and strategy concerning the University.
2. To maintain oversight of the quality of education and the arrangements for its enhancement.
3. To be responsible for the University’s policy on admission of students.
4. To maintain oversight of the quality of research and the arrangements for its enhancement.
5. To review, amend, refer back or disallow any act of any committee or advisory group of Senate.

Powers of appointment

6. Jointly with the Council to appoint the Chancellor on the recommendation of a Joint Committee of the Senate and the Council.
7. To recommend to the Council the appointment of Pro-Vice-Chancellors, Deans and Heads of Departments, as prescribed by the Ordinances.
8. To review from time to time the conditions of service of all members of the Academic Staff and to make recommendations thereon to the Council.
9. To define the functions of Deans, as covered by Ordinance 8, and Heads of Departments and members of the Academic Staff.
10. To stipulate which posts shall qualify a person to be a member of the Academic Staff.
11. In accordance with the provisions of the Ordinances, to confer the title of Emeritus Professor and Honorary Fellow.
12. To stipulate which honorary titles may be assigned to visitors to the University.
13. To make recommendations to the Council for the appointment of members of the Academic Staff.
14. To establish the rules, procedures and criteria for the decisions of the Senate committees responsible for staffing matters.
15. To determine the conditions of appointment and service of examiners.
16. To elect members of the Senate to be members of the Council in accordance with the Ordinances.
17. To appoint a Senate Agenda Group in accordance with the Ordinances.
18. To co-opt members of the Senate in accordance with the Ordinances.

Degree regulation and awarding powers

19. To be responsible for the maintenance and assurance of academic standards by ensuring that the University has an effective quality assurance framework in place.
20. To be responsible for the approval, review and discontinuation of programmes of study.
21. To institute new awards of the University.
22. To approve the rules of assessment governing progression and the award of Degrees, Diplomas and Certificates.
23. To be responsible for the academic policies associated with programmes of study.
24. To confer Degrees, Diplomas, Certificates and other awards of the University.
25. To revoke any Degrees, Diplomas or Certificates or other distinctions or titles conferred by the University on what the Senate deems to be good cause.

Academic Regulation

26. To review the research, teaching, staffing and general work of any School, Department or other academic unit of the University, and, if the Senate so wishes, to report and make recommendations thereon to the Council.
27. To institute a review of Schools, Faculties, Departments, Institutes, Centres or other academic units of the University, as appropriate.
28. To make recommendations to the Council to institute, merge, discontinue or otherwise modify Schools, Faculties, Departments, Institutes, Centres or other academic units of the University as appropriate.
29. To recommend to the Council the establishment of academic partnerships with other educational bodies, as appropriate.
30. To receive records and reports of the proceedings of Senate’s committees, and to give directions to and to consider recommendations from the same.
31. To be responsible for the general policy concerning the University’s Library and Information Systems, and to make recommendations thereon to Council, as Senate deems appropriate.
32. To oversee the arrangements for assuring the ethical conduct of research.
Student regulation
33. To regulate and superintend the discipline of the students of the University.

General
34. To conduct the business of the Senate in accordance with the Ordinances.
35. To report and make recommendations to the Council from time to time on the Ordinances.
36. To report to the Council on any matter referred to the Senate by the Council.
37. Generally to exercise all such powers as are or may be conferred on the Senate by the
   Charter and these Ordinances, including the power to make Regulations in the exercise of the
   powers hereinbefore expressly set out in this Section of these Ordinances and of all the other
   powers of the Senate, and to carry such Regulations into effect.

Ordinance 15

STANDING ORDERS FOR SENATE
The proceedings of the Senate shall be governed by the following Standing Orders and rules of
procedure.
Setting the Agenda
1. The elected Senate Agenda Group may request that an item shall be placed on the Agenda of
   an ordinary meeting of Senate. Such a request together with papers and notice of motion shall
   be sent to the Registrar and Secretary at least 14 days before the meeting.
2. The Vice-Chancellor shall cause the Agenda and accompanying papers for Senate to be
   prepared in consultation with the Senate Agenda Group. Together they shall see that the
   Agenda and papers provide, as far as possible, notice of matters to be raised, essential
   information and, where appropriate, motions for consideration by the Senate.
3. The Agenda and Papers for a Senate meeting shall normally be available to all members of
   the Senate not less than seven days before the meeting.
4. The Vice-Chancellor, or their deputy, may waive any of the preceding rules but only in order to
   call an extraordinary meeting of the Senate to address urgent business.
5. The Agenda for a Senate meeting shall be divided into two parts: the first on matters of
   academic strategy and policy (including the Vice-Chancellor’s report); the second on matters
   of academic business (including the reports from Senate’s committees). All items of the first
   part shall be taken for discussion. All items of the second part shall be business taken without
   discussion, except when starred for discussion either by the Vice-Chancellor, or their deputy,
   or by any member of the Senate, no later than noon on the day before the Senate meets. All
   items remaining unstared shall be deemed to have been approved, or recommended to the
   Council, without discussion.

Addressing the Agenda
6. At any meeting the business shall be confined to the particulars in the Agenda and
   accompanying papers, and no member shall be entitled to propose a motion other than one
   directly arising out of the discussion of a subject before the Senate.
7. The first item of business at an ordinary meeting shall be the Minutes of the last ordinary
   meeting and any subsequent extraordinary meetings. Discussion on the Minutes shall normally
   be confined to errors and omissions.
8. After the Minutes of previous meetings have been approved the meeting will address the items
   on the first part of the Agenda, normally beginning with the Vice-Chancellor’s report, before
   moving to discuss the starred items of academic business.
9. No resolution or recommendation of the Senate shall normally be rescinded within six calendar
   months.

The Conduct of the Meeting
10. All motions and any questions where the sense of the meeting may be in doubt shall be
    decided by show of hands.
11. All members shall be allowed to put motions and amendments to motions, and all variations
    upon a motion shall be deemed amendments and treated as such.
12. No discussion shall be allowed on a motion or amendment which has not been seconded. All
    motions except procedural motions (see Standing Order 18) and all amendments shall, if the
    Chair so decides, be handed to the Registrar and Secretary in writing, signed by the mover.
13. The mover of a motion shall normally have the right of reply.
14. At any time in the course of a discussion a member may speak to a point of order, and the discussion shall be suspended until the point of order has been decided by the Chair.

15. A member may dissent from any resolution or recommendation come to by the Senate and shall be entitled to have their dissent recorded in the Minutes of the meeting, provided that they have proposed a motion or spoken on the matter under discussion.

16. No member shall speak more than once on the same item of business, subject to the mover’s right of reply (Standing Order 13).

17. Any of the foregoing orders may be suspended at any meeting after a motion to that effect has been passed by a majority of two-thirds of the members present and voting. Such suspension shall be for a specified item of business only and shall lapse when that item is concluded.

18. The following procedural motions may be put and debated in the following order of precedence, provided they have a proposer and a seconder:
   (a) the motion be not put
   (b) the motion be now put (closure of debate)
   (c) the meeting be adjourned to a specific time
   (d) the matter be deferred to the next meeting
   (e) the matter be referred to the appropriate committee
   (f) the order of business be changed
   (g) the voting figures be recorded in the Minutes
   (h) a part or parts of a motion be voted on separately
   (i) the meeting be closed.

   A motion for the closure of debate (b) shall be put to the vote without discussion, subject to the mover’s right of reply (Standing Order 13).

19. The Chair shall determine all questions of procedure not expressly provided for in these Standing Orders subject to the consent of the meeting, absence of consent being determined by a two-thirds majority in support of a challenge to the ruling of the Chair.

**Ordinance 16**

**SENATE AGENDA GROUP**

The appointment and proceedings of the Senate Agenda Group shall be governed by the following rules and Standing Orders:

1. The members of the Senate elected to the Council shall constitute the Senate Agenda Group.
2. The Senate shall co-opt the Students’ Union representative on Council onto its Agenda Group.
3. The Senate Agenda Group shall elect a Chair from among its Academic Staff members.
4. The Chair of the Senate Agenda Group shall normally meet with the Vice-Chancellor and/or their deputy prior to each ordinary meeting of the Senate to discuss items for the first part of the agenda. The Secretary to the Senate shall normally be in attendance.
5. The Senate Agenda Group may request that an item be placed on the agenda of an ordinary meeting of Senate, in accordance with Ordinance 15.
6. The Senate Agenda Group may recommend to the Vice-Chancellor or their deputy that an extraordinary meeting of the Senate be called to discuss any urgent matter of academic strategy or policy.

**Ordinance 17**

**PROCEDURE FOR ELECTION OF MEMBERS OF ACADEMIC STAFF TO SENATE**

1. Elections to the Senate shall normally be held annually on a date or dates to be fixed on each occasion by the Registrar and Secretary who shall act as Returning Officer.
2. The only persons entitled to vote in an election to the Senate shall be members of the Academic Staff who are indicated as such in the master copy of the University Calendar which is available from the Registrar and Secretary’s office.
3. The only persons entitled to stand for election and to be elected to the Senate shall be persons who are entitled to vote in that election and who are also indicated as permanent members of the Academic Staff in the master copy of the University Calendar which is available from the Registrar and Secretary’s office.
4. Not less than four weeks before the date of an election, the Registrar and Secretary shall invite all persons entitled to vote in that election to submit nominations of persons eligible to stand for election. Nominations shall be in writing, shall be signed by not less than two electors at least one of whom shall be the holder of a post allocated to a Department other than that to which the nominee's post is allocated, and shall include a statement signed by the nominee that they are willing to stand. Nominations shall be in the hands of the Registrar and Secretary not less than two weeks before the date of election.

5. If the number of persons nominated exceeds the number of vacancies there shall be an election. Voting shall be by secret ballot. The ballot paper shall indicate the post held by each candidate and the Department to which it is allocated, and a personal statement written by each candidate. It shall also indicate the number of persons to be elected and each elector shall vote by placing the requisite number of crosses against the names of the candidates.

6. The election as a whole shall not necessarily be invalidated if an invitation to submit nominations or a ballot paper is inadvertently not sent to or not received by a person entitled to vote in the election.

7. Ballot papers which are placed in the hands of the Registrar and Secretary or their deputy acting as Returning Officer later than midday on the day of election shall be void.

Ordinance 18

PROCEDURE FOR FILLING A CASUAL VACANCY IN THE ELECTED MEMBERSHIP OF SENATE

In the event of a vacancy occurring among the Elected Members of Senate, the vacancy shall normally be filled by the person for whom the highest number of votes (excluding votes for members elected) was cast in the last elections to the Senate, subject to Ordinance 13, paragraph 1. Members so elected shall hold office for the remainder of the academic year in question and the next three academic years.

Ordinance 19

STUDENT MEMBERS OF THE SENATE

1. The following students of the University, shall, in accordance with Ordinance 13, paragraph 1, be members of the Senate:
   President of the Students’ Union
   President of the Students’ Union (Southend) or President East 15 Loughton
   Vice-President (Education) of the Students’ Union
   Faculty Convenors (3)
   Postgraduate Taught Officer
   Postgraduate Research Officer.

2. The method of election of student representatives shall be approved by the Senate, on the recommendation of the Students’ Union.

3. If any student member ceases to be a student of the University they shall cease to be a member of the Senate and for the remainder of their year of appointment the Senate may, after consultation with the President of the Students’ Union, co-opt another student to take their place.

Ordinance 20

THE COURT

1. The Court shall consist of the following persons, namely:
   **Ex Officio Members:**
   The Chancellor
   The Pro-Chancellors
   The Treasurer
   The External Members of the Council
   The Vice-Chancellor
   The Deputy Vice-Chancellor
The Pro-Vice-Chancellors
The Deans
University Librarian and Director of Library Services
The Emeritus Professors
The Principal Officers of the Students' Union

**Appointed Members:**
Persons who have been External Members of the Council;
Former Chancellors of the University;
Such other persons appointed by the Council on the recommendation of Nominations Committee.

2. Ex officio Members of the Court shall remain members only so long as they continue to hold
the office by virtue of which they became members.
3. Persons appointed by the Council shall hold office for such periods as may be determined by
the Council.
4. Former members may be re-appointed.
5. Any member of the Court may resign by writing addressed to the Registrar and Secretary.

**Ordinance 21**

**MEETINGS OF THE COURT**
1. Members of Court shall be invited to a meeting, normally at least once a year within 15 months
of the preceding meeting.
2. The Chancellor shall act as Chair of Court.
3. The Court will receive a report from the Vice-Chancellor on the workings and sustainability of
the University since the last meeting.

**Ordinance 22**

**THE BOARDS AND COMMITTEES OF THE COUNCIL AND THE SENATE**
1. The Council and the Senate may appoint Boards and Committees consisting either wholly or
partly of members of the Council and/or the Senate.
2. The Boards and Committees of the Council and the Senate shall be as published annually in
the University Calendar.
3. The Council and the Senate shall determine annually the membership and terms of reference
of their Boards and Committees, and these shall be published in the University Calendar.
4. The Council and the Senate may delegate such functions and the exercise of specified powers
to Boards and Committees as it may think fit.
5. The Council and the Senate shall receive annually a schedule of delegated powers in
accordance with paragraph 4.
Nothing in this Ordinance shall enable the Council to delegate its power to reach a decision
under paragraph 8(b) of the Charter.

**Ordinance 23**

**PROCEDURE FOR COUNCIL AND SENATE AND THEIR BOARDS AND COMMITTEES**
1. In accordance with Statute 1, paragraph 4(a), there shall be a quorum at the meeting of the
Council when not less than half the members are present, rounded up to a whole number,
which shall include a majority of External Members.
2. There shall be a quorum at the meeting of the Senate and the meeting of any Board or
Committee of the Council and the Senate when not less than half of the members are present,
rounded up to a whole number.
3. The proceedings of the Council, the Senate and of any Board or Committee thereof shall not
be invalidated by any vacancy in its number or by any defect in the appointment or
qualification of the members.
4. At meetings of the Council, the Senate and the Boards and Committees thereof, when a vote is taken a matter shall be determined by the majority of the members present and voting on the matter. In the case of equality of votes the Chair shall have the casting vote.

5. In the absence of a person who is Chair by appointment or ex officio, any Board or Committee of the Council or the Senate shall elect a Chair for the meeting.

6. Subject to the Charter and Statutes, the Council, the Senate and Boards and Committees thereof shall have the power to make their own standing orders or otherwise to determine the procedure to be followed at meetings.

7. Whether specifically empowered to do so or not, the Chair of the Council, the Senate and of any Board or Committee thereof shall have the power, in cases of urgency, to take action on behalf of the Council, the Senate or Board or Committee of which they are Chair, provided that they report any such action at the next meeting.

8. A member, other than an ex officio member, of the Council, the Senate or any Board or Committee thereof may resign from membership of the Council, the Senate or the Board or Committee by writing addressed to the Chair.

Ordinance 24

RESERVED BUSINESS

1. Any student member or members of the Council or the Senate or a Board or Committee thereof shall be required to withdraw from a meeting when it is declared by the Chair of the meeting that the meeting is about to discuss a reserved area of business and shall not return to the meeting until the discussion on the reserved area of business is concluded.

2. Minutes and other records which relate to the discussion of reserved areas of business shall not at any time be made available to student members.

3. The Chair of the Council or the Senate or a Board or Committee thereof shall decide whether a matter is a reserved area of business or not, consulting as appropriate, and their decision shall be final.

Ordinance 25

SCHOOLS, FACULTIES, DEPARTMENTS AND CENTRES

1. There shall be Faculties in the University as follows:
   Humanities
   Science and Health
   Social Sciences

2. There shall be Departments in the University as follows:
   School of Life Sciences
   School of Computer Science and Electronic Engineering
   East 15 Acting School
   Department of Economics
   Essex Business School
   Edge Hotel School
   Department of Government
   School of Health and Social Care
   Department of History
   Essex Pathways
   Department of Language and Linguistics
   School of Law
   Department of Literature, Film, and Theatre Studies
   Department of Mathematical Sciences
   School of Philosophy and Art History
   Department of Psychology
   Department of Psychosocial and Psychoanalytic Studies
   Institute for Social and Economic Research
   Department of Sociology
3. There shall be Centres and Institutes in the University, established from time to time by the Senate and the Council, and listed annually in the University Calendar.

4. The membership of Faculties shall be as follows:

**Faculty of Humanities**
- East 15 Acting School
- Edge Hotel School
- Department of History
- Essex Pathways
- Department of Literature, Film, and Theatre Studies
- School of Law (incorporating the Human Rights Centre)
- School of Philosophy and Art History (incorporating the Interdisciplinary Studies Centre)

**Faculty of Science and Health**
- School of Life Sciences
- School of Computer Science and Electronic Engineering
- School of Health and Social Care
- Department of Mathematical Sciences
- Department of Psychology
- School of Sport, Rehabilitation and Exercise Sciences

**Faculty of Social Sciences**
- The UK Data Archive
- Department of Economics
- Department of Government
- Essex Business School
- Institute for Social and Economic Research
- Department of Language and Linguistics
- Department of Psychosocial and Psychoanalytic Studies
- Department of Sociology

**Ordinance 26**

**ACADEMIC PARTNERSHIPS**

The University may establish academic partnerships with other educational bodies in accordance with the provisions of the Charter. A register of the University’s academic partnerships shall be maintained by the Registrar and Secretary.

**Ordinance 27**

**DEPARTMENTAL MEETINGS**

1. A meeting of the Academic Staff holding posts allocated (primarily or otherwise) to a Department shall be known as a 'Departmental Meeting'.

2. The Head of each Department shall convene a Departmental Meeting at least once in each term, and at other times within seven days of them having received a request in writing signed by at least one quarter of the Academic Staff holding posts allocated to the Department that such a meeting should be convened.

3. The agenda for each Departmental Meeting shall contain a standing item in relation to the Senate. The item shall provide the Head of Department with an opportunity to update Academic Staff on Senate decisions and related activity and provide a forum for discussion.
Ordinance 28

GENERAL MEETING OF STAFF
The Vice-Chancellor may at any time at their discretion, and shall, upon the request in writing of not fewer than 25 employees of the University, convene a General Meeting which shall be open to all employees of the University.

Ordinance 29

THE STUDENTS’ UNION
1. There shall be a Students’ Union for the purposes of advancing the education and social welfare of students of the University, and to serve as a channel of communication between the members of the Students’ Union and the University and other bodies.
2. The name of the Students' Union shall be 'The University of Essex Students’ Union' (hereinafter referred to as 'The Students' Union').
3. All registered students of the University shall be Full Members of the Students’ Union, unless they exercise their right to elect not to be a member of the Students’ Union. Students who exercise that right shall not be unfairly disadvantaged with regard to the provision of services or otherwise by reason of having done so.
4. The Students’ Union shall make a Constitution, which shall not conflict with the Charter and Ordinances of the University.
5. The Constitution of the Students’ Union and any amendments thereto shall be approved by the Council of the University and shall be reviewed by the Council of the University at intervals of not less than five years.
6. The financial affairs of the Students’ Union shall be properly conducted and its budget approved by the University Council, who shall also be responsible for monitoring its income and expenditure.
7. The procedures for a student to elect not to be a Full Member of the Students’ Union and other matters governing the operation of the Students’ Union and its relationship with the University shall be laid down in a Code of Practice which shall be approved by the Council of the University and shall be reviewed by the Council of the University at intervals of not less than five years.

Ordinance 30

THE ALUMNI ASSOCIATION
1. All persons who have been students of the University of Essex shall be members of the Alumni Association.
2. Persons on whom honorary degrees have been conferred by the University shall be entitled to become members of the Association.
3. The principal function of the Alumni Association is to establish and develop a mutually beneficial relationship between the University and its body of alumni.

Ordinance 31

GRADUATION
Degrees of the University shall be conferred at ceremonies held from time to time which shall be presided over by the Chancellor or, in their absence, a Pro-Chancellor or other Principal Officer of the University.

Ordinance 32

HONORARY DEGREES AND HONORARY FELLOWSHIPS
1. The Council, on the recommendation of the Senate, may agree recipients of honorary degrees of the University and may award honorary fellowships of the University.
2. The Honorary Degrees and Honorary Fellowships Committee shall consider candidates for the conferment of honorary degrees and the award of honorary fellowships, in accordance with the criteria for eligibility for these awards and the procedure approved by the Council.

3. The Honorary Degrees and Honorary Fellowships Committee is a joint committee of the Council and the Senate and shall report to the Council and to the Senate.

4. All members of the University shall have the right to submit, in confidence, proposals for the conferment of honorary degrees and the award of honorary fellowships, and all such proposals shall be considered by the Honorary Degrees and Honorary Fellowships Committee. Self-nominations will not be accepted.

Ordinance 33

THE ACADEMIC STAFF
The Council shall appoint such Academic Staff and other Officers as it may deem necessary at such remuneration and upon such terms and conditions as it may think fit; provided that no permanent member of the Academic Staff shall be appointed except on the recommendation of the Senate.

Ordinance 34

DEFINITION OF ACADEMIC STAFF
'Academic Staff' means all persons holding appointments as Professors, Readers, Senior Lecturers, Senior Research Fellows, Lecturers, Research Fellows, Senior Research Officers or Research Officers of the University, or in other posts stipulated by the Senate.

Ordinance 35

ALLOCATION OF POSTS ON THE ACADEMIC STAFF
1. For the purposes of these Ordinances, 'Department' shall mean one of those Departments, Schools and Centres established from time to time by the Senate and the Council and listed annually in the University Calendar. 'Head of Department' shall mean 'Head of Department or Head or Director of School or Director of a Centre', provided the Department or Centre is listed in the University Calendar.
2. (a) The University Steering Group shall have the power to establish a post on the Academic Staff, to be allocated within a specified Department;
(b) The University Steering Group shall have the power subsequently to make changes to any such established post, save that no such change shall be made without the consent of the current holder of the post;
(c) Every allocation of a post on the Academic Staff shall lapse on the promotion, resignation, retirement, removal from office, or death of the holder of the post;
(d) No post on the Academic Staff shall be filled by an appointment unless it has been established, or change approved, by University Steering Group.

3. Where a post is allocated to more than one Department, the University Steering Group shall indicate to which Department the post is primarily allocated

4. The University Steering Group may also impose on such an allocation constraints which it deems appropriate concerning the field of study, the duration of an appointment, and any other matter consistent with the Ordinances;

5. The University Steering Group may delegate its power set out in paragraphs 2 to 4 to an Executive Dean.

Ordinance 36

APPOINTMENT OF PROFESSORS

1. When the University Steering Group has resolved that a Professorship be established in a Department and does not constrain the appointment to be temporary, the following procedure shall be followed:
   (a) the Vice-Chancellor shall appoint a Selection Committee, normally including the Vice-Chancellor as Chair, a Pro-Vice-Chancellor, an Executive Dean, the Head of the Department to which the Professorship is allocated, and up to five other persons of whom no member of the Academic Staff shall be appointed who has not been granted permanency of office;
   (b) the vacancy shall be publicly advertised, subject to any constraints laid down by the University Steering Group;
   (c) the Vice-Chancellor shall appoint at least two External Assessors who shall be neither members of the Academic Staff nor of the Selection Committee, to advise the Selection Committee on its decision;
   (d) the Selection Committee alone shall have the power to resolve the appointment of a person to the vacant Professorship. The Selection Committee shall report to the Senate and the Council the name of the person appointed to the vacant Professorship.
   (e) the Vice-Chancellor may delegate their powers as set out in paragraphs (a) and (c) above to a Pro-Vice-Chancellor or an Executive Dean.

2. (a) Under the provisions of Ordinance 22 the Senate shall appoint an Academic Staffing Committee, the membership and terms of reference of which shall be approved annually by the Senate and published in the Calendar.
   (b) The Academic Staffing Committee alone shall have the power to resolve that a Reader, Senior Lecturer or Senior Research Fellow who is a member of the permanent Academic Staff should be promoted to a Professorship. The rules, procedures and criteria of the Academic Staffing Committee shall be determined from time to time by the Senate.
   (c) The Academic Staffing Committee shall report to the Senate and the Council the promotion of a member of Academic Staff to a Professorship.

3. In cases of urgency, the Vice-Chancellor shall be empowered to appoint a member of Academic Staff to a Professorship, subject to the following conditions:
   (a) that the member of Academic Staff has received a definite offer of a Professorship from another university or an offer at an equivalent level from outside the university sector;
   (b) that the following are consulted before the offer of a Professorship is made: the Pro-Vice-Chancellor (Education), the Pro-Vice-Chancellor (Research), the relevant Executive Dean, the permanent professorial staff and the Head of the member of staff's Department;
(c) that at least two External Assessors appointed by the Vice-Chancellor are unambiguously of the opinion that the member of Academic Staff is a suitable person to appoint to a Professorship.

Appointments made in this way will be reported to the Senate and the Council.

Ordinance 37

APPOINTMENT OF READERS AND SENIOR LECTURERS

1. When the University Steering Group has resolved that a Readership or Senior Lectureship be established in a Department and does not constrain the appointment to be temporary, the following procedure shall be followed:
   (a) the Vice-Chancellor shall appoint a Selection Committee, normally including the Faculty Executive Dean as chair, the Head of the Department to which the Readership or Senior Lectureship is allocated, and up to three other persons of whom no member of the Academic Staff shall be appointed who has not been granted permanency of office;
   (b) the vacancy shall be publicly advertised, subject to any constraints laid down by the University Steering Group;
   (c) the Vice-Chancellor shall appoint at least one External Assessor, who shall be neither a member of the Academic Staff nor of the Selection Committee, to advise the Selection Committee on its decision;
   (d) the Selection Committee alone shall have the power to resolve the appointment of a person to the vacant Readership or Senior Lectureship. The Selection Committee shall report to the Senate and the Council the name of the person appointed to the vacant Readership or Senior Lectureship;
   (e) the Vice-Chancellor may delegate their powers as set out in paragraphs (a) and (c) above to an Executive Dean.

2. The University Steering Group may delegate its powers set out in paragraph 1 to an Executive Dean.

3. (a) Under the provisions of Ordinance 22 the Senate shall appoint an Academic Staffing Committee, the membership and terms of reference of which shall be approved annually by the Senate and published in the Calendar.
   (b) The Academic Staffing Committee shall have the power to resolve that a Lecturer who is a member of the permanent Academic Staff should be promoted to a Senior Lectureship, or that a Senior Lecturer who is a member of the permanent Academic Staff should be promoted to a Readership. The rules, procedures and criteria of the Academic Staffing Committee shall be determined from time to time by the Senate.
   (c) The Academic Staffing Committee shall report to the Senate and the Council the promotion of a member of Academic Staff to a Readership or Senior Lectureship.

4. In cases of urgency, the Vice-Chancellor shall be empowered to appoint a member of Academic Staff to a Readership or Senior Lectureship subject to the following conditions:
   (a) that the member of Academic Staff has received a definite offer of a Professorship, Readership or Senior Lectureship from another university or an offer at an equivalent level from outside the university sector;
   (b) that the following are consulted before the offer of a Readership or Senior Lectureship is made: the Pro-Vice-Chancellor (Education), the Pro-Vice-Chancellor (Research), the relevant Executive Dean, the permanent senior staff of the member of staff's Department;
   (c) that at least two External Assessors appointed by the Vice-Chancellor are unambiguously of the opinion that the member of Academic Staff is a suitable person to appoint to a Readership or Senior Lectureship.

Appointments made in this way will be reported to the Senate and the Council.
Ordinance 38

APPOINTMENT OF LECTURERS

1. When the University Steering Group has resolved that a Lectureship be established in a Department and does not constrain the appointment to be temporary, the following procedure shall be followed:
   (a) the Vice-Chancellor shall normally appoint the relevant Faculty Executive Dean as Chair of a Selection Committee, and shall appoint to membership of that Committee the Head of the Department to which the post is allocated, and, on the nomination of the Chair of the Selection Committee, up to five other members of whom no member of the Academic Staff shall be appointed who has not been granted permanency of office and of whom at least one shall be a Professor, Reader or Senior Lecturer in a Department different from that to which the post is allocated. If the appointed Chair is unable to take the chair, a Pro-Vice-Chancellor or an Executive Dean shall do so;
   (b) The vacancy shall be publicly advertised, subject to any constraints laid down by the University Steering Group.
   (c) The Selection Committee alone shall have the power to resolve the appointment of a person to the vacant Lectureship. The Selection Committee shall report to the Senate and the Council the name of the person appointed to the vacant Lectureship.
   (d) The Vice-Chancellor may delegate their powers as set out in paragraph (a) above to an Executive Dean.

2. The University Steering Group may delegate its powers set out in paragraph 1 to an Executive Dean.

Ordinance 39

FUNCTIONS OF THE ACADEMIC STAFF

1. The Academic Staff shall perform such functions as may from time to time be defined by the Senate, in accordance with the Charter and these Ordinances.

2. It shall be the duty of Professors, Readers, Senior Lecturers, or Lecturers to devote themselves to the advancement of knowledge in their subjects. It shall be the duty of all Academic Staff to give instruction in their subjects to students of the University and to take part in examining, and generally to promote the function of the University as a centre of learning and education. It shall also be their duty to undertake such functions of teaching and administration as may reasonably be assigned to them by the Head of the Department to which their posts are allocated.

3. Professors, Readers and Senior Lecturers shall, provided that they hold permanently established posts in the University, normally be appointed with permanency of office (subject to the provisions of the Ordinances as to termination). Lecturers who have held a permanent appointment in a teaching post in a university may, provided that they hold permanently established posts in the University, be appointed with permanency of office (subject to the provisions of the Ordinances as to termination). Lecturers who are appointed without having held a permanent appointment in a teaching post in a university shall normally be appointed subject to confirmation after a Pathway to Permanency period of three years, and if this appointment as Lecturer is confirmed they shall then have permanency of office (subject to the provisions of the Ordinances as to termination).

4. Decisions as to confirmation of an appointment which has been made with a view to permanency are made by Academic Staffing Committee. The Committee may make a decision on confirmation at any point prior to the end of the Pathway to Permanency period and the decision will be based on evidence that, having regard to their standing, experience and the opportunities which have been afforded to them, the member of Academic Staff under review has met the criteria laid down for Pathway to Permanency academics by the Committee.

5. Members of Academic Staff may undertake consultancy work in accordance with the terms of the University's Consultancy Policy, or other additional paid work with the permission of the Vice-Chancellor.
Ordinance 40

RESEARCH LEAVE AND LEAVE OF ABSENCE

This Ordinance applies only to those Academic Staff (‘eligible Academic Staff’) who have a contractual requirement to carry out research.

1. Each member of eligible Academic Staff employed as a Lecturer, Senior Lecturer, Reader or Professor has an entitlement to research leave. The fundamental purpose of research leave is to enable eligible Academic Staff to undertake research that contributes to the University’s mission and research strategy and to the further development of the individual as a scholar.

2. The entitlement is one term of research leave with full salary for each six terms’ service as a member of the full time eligible permanent or Pathway to Permanency Academic Staff. Temporary Academic Staff are not entitled to research leave. However, if a member of the temporary Academic Staff becomes permanent or on Pathway to Permanency, they can count their length of service as a member of the temporary Academic Staff for the purpose of accruing entitlement to research leave, provided that they are eligible for research leave. Part time Academic Staff who are eligible for research leave are entitled to research leave on a pro-rata basis. A term of research leave will start half-way between the end of the preceding term and the start of the term to be taken as research leave, and will end half-way between the end of the term taken as research leave and the start of the term in which duties re-commence. If more than one term of research leave is taken consecutively then the research leave will end half-way between the end of the final term and the start of the term in which duties re-commence.

For the purpose of accruing entitlement to research leave, time spent on maternity leave will count towards entitlement. Time spent on paid leave of absence (funded, for example, by a Research Council or academic foundation) which results in research that contributes to the University’s mission will also count towards entitlement. Time spent on unpaid leave of absence, research leave or extended sick leave will not count towards entitlement. However, the Pro-Vice-Chancellor (Research) may agree to the counting of time spent on unpaid leave of absence or sick leave if this is clearly in the interests of the Department concerned.

3. Providing an eligible academic member of staff has accrued the necessary entitlement then research leave will be granted subject to the following conditions:
   (a) that the work to be undertaken during a period of research leave is of benefit to the University, the Department and the individual member of staff;
   (b) that the application has been signed by the Head of Department (and, if appropriate, Executive Dean) who will comment on whether they approve the application in relation to content and timing;
   (c) that the research leave will be spent on the work specified in the application for leave;
   (d) that the member of staff submits a report on the study undertaken at the end of the period of research leave which indicates how far the stated objectives of the research leave have been achieved. In certain circumstances a member of staff may for good reason change their plans provided that a case has been made to their Head of Department.
   (e) A satisfactory report on the research undertaken during a period of research leave is required before further applications for research leave can be approved.

4. Application for research leave for a particular term or terms shall be made by the member of staff, using the appropriate form, at least two terms before the first day of the term from which research leave is requested. The Pro-Vice-Chancellor (Research) will be responsible for approving research leave applications. If the Pro-Vice-Chancellor (Research) does not approve an application they will give the reason(s) to the individual.

5. During a period of research leave a member of Academic Staff shall not be required to undertake teaching or administrative duties.

6. Members of staff are reminded that the purpose of research leave is to enhance the research profile of the University and the individual. It is not intended to function as an indirect subsidy for the research output of other universities. For that reason special provisions apply where a member of staff tenders their resignation immediately before or during a period of research leave. Following discussions with the member of staff, the University reserves the right to
withdraw approval of research leave at the point where a member of staff tenders their resignation. The options to be discussed with the member of staff will be:
(a) To allow the member of staff to continue with their research leave where the planned programme of research is agreed to be in the interests of the University, the Department and the individual member of staff.
(b) To terminate the research leave and require the member of staff to undertake such teaching, research and administrative duties as reasonably allocated by the Head of Department.
(c) To waive the notice period in order to allow the member of staff to leave their employment with the University early and take up their new post.
In the event that neither (a), (b) nor (c) above are agreed and the member of staff does not return to work, the University will stop pay during what will then be deemed a period of unauthorised absence.

Ordinance 41

GRIEVANCE, DISCIPLINE, DISMISSAL AND RELATED MATTERS
Part I Construction, Application and Interpretation
Construction
1. This Ordinance or any Regulation made under this Ordinance shall be construed in every case to give effect to the following guiding principles, that is to say:
(a) to ensure that Academic Staff have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges;
(b) to enable the University to provide education, promote learning and engage in research efficiently and economically; and
(c) to apply the principles of justice and fairness.

Reasonableness of Decisions
2. No provision in Part II or Part III shall enable the body or person having the duty to reach a decision under the relevant Part to dismiss any member of the Academic Staff unless the reason for their dismissal may in the circumstances (including the size and administrative resources of the University) reasonably be treated as a sufficient reason for dismissing them.

Application
3.
(1) This Ordinance shall apply:
   (a) to the persons defined as ‘Academic Staff’ in Ordinance 34;
   (b) to the Registrar and Secretary, University Librarian, Academic Staff and designated Senior Support Staff and
   (c) to the Vice-Chancellor to the extent and in the manner set out in the Annex to this Ordinance.
(2) In this Ordinance any reference to ‘Academic Staff’ is a reference to persons to whom this Ordinance applies.

Interpretation - Meaning of ‘dismissal’
4. In this Ordinance ‘dismiss’ and ‘dismissal’ mean dismissal of a member of the Academic Staff and:
   (a) include remove or, as the case may be, removal from office; and
   (b) in relation to employment under a contract, shall be construed in accordance with section 55 of the Employment Protection (Consolidation) Act 1978.
Meaning of ‘good cause’

5. (1) For the purposes of this Ordinance ‘good cause’ in relation to the dismissal or removal from office or place of a member of the Academic Staff, being in any case a reason which is related to conduct or to capability or qualifications for performing work of the kind which the member of the Academic Staff concerned was appointed or employed to do, means:
(a) conviction for an offence which may be deemed by a Tribunal appointed under Part III to be such as to render the person convicted unfit for the execution of the duties of the office or employment as a member of the Academic Staff; or
(b) conduct of an immoral, scandalous or disgraceful nature incompatible with the duties of the office or employment; or
(c) conduct constituting failure or persistent refusal or neglect or inability to perform the duties or comply with the conditions of office; or
(d) physical or mental incapacity established under Part IV.

(2) In this paragraph:
(a) ‘capability’, in relation to such a member, means capability assessed by reference to skill, aptitude, health or any other physical or mental quality; and
(b) ‘qualifications’, in relation to such a member, means any degree, diploma or other academic, technical or professional qualification relevant to the office or position held by that member.

Meaning of ‘redundancy’

6. For the purposes of this Ordinance dismissal shall be taken to be a dismissal by reason of redundancy if it is attributable wholly or mainly to:
(a) the fact that the University has ceased, or intends to cease, to carry on the activity for the purposes of which the member of the Academic Staff concerned was appointed or employed by the University, or has ceased, or intends to cease, to carry on that activity in the place in which the member concerned worked; or
(b) the fact that the requirements of that activity for members of the Academic Staff to carry out work of a particular kind, or for members of the Academic Staff to carry out work of a particular kind in that place, have ceased or diminished or are expected to cease or diminish.

Incidental, Supplementary and Transitional Matters

7. (1) In any case of conflict, the provisions of this Ordinance shall prevail over those of any other Ordinances and Regulations. Provided that Part III of and the Annex to this Ordinance shall not apply in relation to anything done or omitted to be done before the date on which the instrument making these modifications was approved under subsection (9) of section 204 of the Education Reform Act 1988.

(2) Nothing in any appointment made, or contract entered into, shall be construed as over-riding or excluding any provision made by this Ordinance concerning the dismissal of a member of the Academic Staff by reason of redundancy or for good cause:
Provided that nothing in this sub-paragraph shall prevent waivers made under section 142 of the Employment Protection (Consolidation) Act 1978 from having effect.

(3) Nothing in any Ordinance or Regulation made there under shall authorise or require any officer of the University to sit as a member of any Committee, Tribunal or body appointed under this Ordinance or to be present when any such Committee, Tribunal or body is meeting to arrive at its decision or for the purpose of discussing any point of procedure.

(4) In this Ordinance references to numbered Parts, paragraphs, and sub-paragraphs are references to Parts, paragraphs, and sub-paragraphs so numbered in this Ordinance.
Part II Redundancy
Purpose of Part II

8. This Part enables the Council, as the appropriate body, to dismiss any member of the Academic Staff by reason of redundancy.

Exclusion From Part II of Persons Appointed or Promoted Before 20 November 1987

9. (1) Nothing in this Part shall prejudice, alter or affect any rights, powers or duties of the University or apply in relation to a person unless:
   a) their appointment is made, or their contract of employment is entered into, on or after 20 November 1987; or
   b) they are promoted on or after that date.

(2) For the purposes of this paragraph in relation to a person, a reference to an appointment made or a contract entered into on or after 20 November 1987 or to promotion on or after that date shall be construed in accordance with subsections (3) to (6) of section 204 of the Education Reform Act 1988.

The Appropriate Body

10. (1) The Council shall be the appropriate body for the purposes of this Part.

(2) This paragraph applies where the appropriate body has decided that it is desirable that there should be a reduction in the Academic Staff:
   a) of the University as a whole; or
   b) of any school, department or other similar area of the University by way of redundancy.

11. (1) Where the appropriate body has reached a decision under paragraph 10(2) it shall appoint a Redundancy Committee to be constituted in accordance with sub-paragraph (3) of this paragraph to give effect to its decision by such date as it may specify and for that purpose:
   a) to select and recommend the requisite members of the Academic Staff for dismissal by reason of redundancy; and
   b) to report their recommendations to the appropriate body.

(2) The appropriate body shall either approve any selection recommendation made under sub-paragraph (1), or shall remit it to the Redundancy Committee for further consideration in accordance with its further directions.

(3) A Redundancy Committee appointed by the appropriate body shall comprise:
   a) a Chair; and
   b) two members of the Council, not being persons employed by the University; and
   c) two members of the Academic Staff nominated by the Senate.

Notices of Intended Dismissal

12. (1) Where the appropriate body has approved a selection recommendation made under paragraph 11(1) it may authorise an officer of the University as its delegate to dismiss any member of the Academic Staff so selected.

(2) Each member of the Academic Staff selected shall be given separate notice of the selection approved by the appropriate body.

(3) Each separate notice shall sufficiently identify the circumstances which have satisfied the appropriate body that the intended dismissal is reasonable and in particular shall include:
   a) a summary of the action taken by the appropriate body under this Part;
   b) an account of the selection processes used by the Redundancy Committee;
   c) a reference to the rights of the person notified to appeal against the notice and to the time within which any such appeal is to be lodged under Part V (Appeals); and
   d) a statement as to when the intended dismissal is to take effect.
Part III Discipline, Dismissal and Removal from Office Disciplinary Procedures

13. (1) Minor faults shall be dealt with informally.
(2) Where the matter is more serious but falls short of constituting possible good cause for dismissal the following procedure shall be used:

**Stage 1 - Oral Warning**
If conduct or performance does not meet acceptable standards the member of the Academic Staff will normally be given a formal ORAL WARNING. The member will be advised of the reason for the warning, that it is the first stage of the disciplinary procedure and of the right of appeal under this paragraph. A brief note of the oral warning will be kept but it will be spent after 12 months, subject to satisfactory conduct and performance.

**Stage 2 - Written Warning**
If the offence is a serious one, or if a further offence occurs, a WRITTEN WARNING will be given to the member of the Academic Staff by the Executive Dean. (For posts within Professional Services coming within the scope of this ordinance a written warning will be issued by the appropriate Head of Section). This will give details of the complaint, the improvement required and the timescale. It will warn that a complaint may be made to the Registrar and Secretary seeking the institution of charges to be heard by a Tribunal appointed under paragraph 16 if there is no satisfactory improvement and will advise of the right of appeal under this paragraph. A copy of this written warning will be kept but it will be disregarded for disciplinary purposes after two years subject to satisfactory conduct and performance.

**Stage 3 - Appeals**
A member of the Academic Staff who wishes to appeal against a disciplinary warning shall inform the Registrar and Secretary within two weeks. The appropriate Pro-Vice-Chancellor shall hear all such appeals and their decision shall be final.

Preliminary Examination of Serious Disciplinary Matters

14. (1) If there has been no satisfactory improvement following a written warning given under Stage 2 of the procedure in paragraph 13, or in any other case where it is alleged that conduct or performance may constitute good cause for dismissal or removal from office, a complaint seeking the institution of charges to be heard by a Tribunal appointed under paragraph 16 may be made to the Registrar and Secretary who shall bring it to the attention of the Vice-Chancellor.

(2) To enable the Vice-Chancellor to deal fairly with any complaint brought to their attention under sub-paragraph (1) they shall institute such investigations or enquiries (if any) as appear to them to be necessary.

(3) If it appears to the Vice-Chancellor that a complaint brought to their attention under sub-paragraph (1) relates to conduct or performance which does not meet acceptable standards but for which no written warning has been given under paragraph 13 or which relates to a particular alleged infringement of rules, regulations or byelaws for which a standard penalty is normally imposed in the University or within the School, Department or other relevant area, or is trivial or invalid they may dismiss it summarily, or decide not to proceed further under this Part.

(4) If the Vice-Chancellor does not dispose of a complaint under sub-paragraph (3) they shall treat the complaint as disclosing a sufficient reason for proceeding further under this Part and, if they see fit, they may suspend the member on full pay pending a final decision.

(5) Where the Vice-Chancellor proceeds further under this Part they shall write to the member of the Academic Staff concerned inviting comment in writing.

(6) As soon as may be following receipt of the comments (if any) the Vice-Chancellor shall consider the matter in the light of all the material then available and may:
   (a) dismiss it themselves; or
   (b) refer it for consideration under paragraph 13; or
   (c) deal with it informally themselves if it appears to the Vice-Chancellor appropriate to do so and if the member of the Academic Staff agrees in writing that the matter should be dealt with in that way; or
(d) direct the Registrar and Secretary to prefer a charge or charges to be considered by a Tribunal to be appointed under paragraph 16.

(7) If no comment is received within 28 days the Vice-Chancellor may proceed as aforesaid as if the member concerned had denied the substance and validity of the alleged case in its entirety.

Institution of Charges
15.

(1) In any case where the Vice-Chancellor has directed that a charge or charges be preferred under paragraph 14(6)(d), they shall request the Council to appoint a Tribunal under paragraph 16 to hear the charge or charges and to determine whether the conduct or performance of the member of the Academic Staff concerned constitutes good cause for dismissal or otherwise constitutes a serious complaint relating to the member's appointment or employment.

(2) Where the Council has been requested to appoint a Tribunal under paragraph 16 the Registrar and Secretary or, if they are unable to act, another officer appointed by the Vice-Chancellor shall take charge of the proceedings.

(3) The officer in charge of the proceedings shall formulate, or arrange for the formulation of, the charge or charges and shall present, or arrange for the presentation of, the charge or charges before the Tribunal.

(4) It shall be the duty of the officer in charge of the proceedings:
   (a) to forward the charge or charges to the Tribunal and to the member of the Academic Staff concerned together with the other documents therein specified, and
   (b) to make any necessary administrative arrangements for the summoning of witnesses, the production of documents and generally for the proper presentation of the case before the Tribunal.

The Tribunal
16.

A Tribunal appointed by the Council shall comprise:

(a) a Chair; and
(b) one member of the Council, not being a person employed by the University; and
(c) one member of the Academic Staff nominated by the Senate.

Provisions Concerning Tribunal Procedure
17.

(1) The procedure to be followed in respect of the preparation, hearing and determination of charges by a Tribunal shall be that set out in Ordinance made under this paragraph.

(2) Without prejudice to the generality of the foregoing such Ordinances shall ensure:
   (a) that the member of the Academic Staff concerned is entitled to be represented by another person, whether such person be legally qualified or not, in connection with and at any hearing of charges by a Tribunal;
   (b) that a charge shall not be determined without an oral hearing at which the member of the Academic Staff concerned and any person appointed by them to represent them are entitled to be present;
   (c) that the member of the Academic Staff and any person representing the staff member may call witnesses and may question witnesses upon the evidence on which the case against them is based; and
   (d) that full and sufficient provision is made:
      i. for postponements, adjournments, dismissal of the charge or charges for want of prosecution, remission of the charge or charges to the Vice-Chancellor for further consideration and for the correction of accidental errors; and
      ii. for appropriate time limits for each stage (including the hearing) to the intent that any charge thereunder shall be heard and determined by a Tribunal as expeditiously as reasonably practicable.
Notification of Tribunal Decisions

18. (1) A Tribunal shall send its decision on any charge referred to it (together with its findings of fact and the reasons for its decision regarding that charge and its recommendations, if any, as to the appropriate penalty) to the Vice-Chancellor and to each party to the proceedings.

(2) A Tribunal shall draw attention to the period of time within which any appeal should be made by ensuring that a copy of Part V (Appeals) accompanies each copy of its decision sent to a party to the proceedings under this paragraph.

Powers of the appropriate Officer where charges are upheld by Tribunal

19. (1) Where the charge or charges are upheld and the Tribunal finds good cause and recommends dismissal or removal from office, but in no other case, the appropriate officer shall decide whether or not to dismiss the member of the Academic Staff concerned.

(2) In any case where the charge or charges are upheld, other than where the appropriate officer has decided under sub-paragraph (1) to dismiss the member of the Academic Staff concerned, the action available to the appropriate officer (not comprising a greater penalty than that recommended by the Tribunal) may be:
   (a) to discuss the issues raised with the member concerned; or
   (b) to advise the member concerned about their future conduct; or
   (c) to warn the member concerned; or
   (d) to suspend the member concerned for such period as the appropriate officer shall think fair and reasonable, not to exceed 3 months after the Tribunal's decision; or
   (e) any combination of any of the above or such further or other action under the member's contract of employment or terms of appointment as appears fair and reasonable in all the circumstances of the case.

Appropriate Officers

20. (1) The Vice-Chancellor shall be the appropriate officer to exercise the powers conferred by paragraph 19 and any reference to the appropriate officer includes a reference to a delegate of that officer.

(2) Any action taken by the appropriate officer shall be confirmed in writing.

Part IV Removal for Incapacity on Medical Grounds

21. (1) This Part makes separate provision for the assessment of incapacity on medical grounds as a good cause for dismissal or removal from office.

(2) In this Part references to medical grounds are references to capability assessed by reference to health or any other physical or mental quality.

(3) In this Part references to the appropriate officer are references to the Vice-Chancellor or an officer acting as their delegate to perform the relevant act.

(4) References to the member of the Academic Staff include, in cases where the nature of the alleged disability so requires, a responsible relative or friend in addition to (or instead of) that member.

22. (1) Where it appears that the removal of a member of the Academic Staff on medical grounds would be justified, the appropriate officer:
   (a) shall inform the member accordingly; and
   (b) shall notify the member in writing that it is proposed to make an application to the member's doctor for a medical report and shall seek the member's consent in writing in accordance with the requirements of the Access to Medical Reports Act 1988.

(2) If the member shares that view the University shall meet the reasonable costs of any medical opinion required.

(3) If the member does not share that view the appropriate officer shall refer the case in confidence, with any supporting medical and other evidence (including any medical evidence submitted by the member), to a Board comprising one person nominated by the
Council; one person nominated by the member concerned or, in default of the latter
nomination, by the Senate; and a medically qualified Chair jointly agreed by the Council
and the member or, in default of agreement, to be nominated by the President of the Royal
College of Physicians.

(4) The Board may require the member concerned to undergo medical examination at the
University's expense.

Termination of Employment
23.
If the Board determines that the member shall be required to retire on medical grounds, the
appropriate officer shall direct the Registrar and Secretary or their delegate to terminate the
employment of the member concerned on those medical grounds.

Part V Appeals
Purpose of Part V
24.
This Part establishes procedures for hearing and determining appeals by members of the
Academic Staff who are dismissed or under notice of dismissal or who are otherwise disciplined.

Application and Interpretation of Part V
25.
(1) This Part applies:
   (a) to appeals against the decisions of the Council as the appropriate body (or of a delegate
       of that body) to dismiss in the exercise of its powers under Part II;
   (b) to appeals arising in any proceedings, or out of any decision reached, under Part III other
       than appeals under paragraph 13 (Appeals against disciplinary warnings);
   (c) to appeals against dismissal otherwise than in pursuance of Part II or Part III;
   (d) to appeals against discipline otherwise than in pursuance of Part III; and
   (e) to appeals against decisions reached under Part IV and ‘appeal’ and ‘appellant’ shall be
       construed accordingly.

(2) No appeal shall however lie against:
   (a) a decision of the appropriate body under paragraph 10(2);
   (b) the findings of fact of a Tribunal under paragraph 18(1) save where, with the consent of
       the person or persons hearing the appeal, fresh evidence is called on behalf of the
       appellant at that hearing;
   (c) any finding by a Board set up under paragraph 22(3).

(3) In this Part references to ‘the person appointed’ are references to the person appointed by the
Council under paragraph 28 to hear and determine the relevant appeal.

(4) The parties to an appeal shall be the appellant and the Registrar and Secretary and any other
person added as a party at the direction of the person appointed.

Institution of Appeals
26.
A member of the Academic Staff shall institute an appeal by serving on the Registrar and
Secretary, within the time allowed under paragraph 27, notice in writing setting out the grounds of
the appeal.

Time for Appealing and Notices of Appeal
27.
(1) A notice of appeal shall be served within 28 days of the date on which the document recording
the decision appealed from was sent to the appellant or such longer period, if any, as the
person appointed may determine under sub-paragraph (3).

(2) The Registrar and Secretary shall bring any notice of appeal received (and the date when it
was served) to the attention of the Council and shall inform the appellant that they have done
so.
(3) Where the notice of appeal was served on the Registrar and Secretary outside the 28 day period the person appointed under paragraph 28 shall not permit the appeal to proceed unless they consider that justice and fairness so require in the circumstances of the case.

Persons Appointed to Hear and Determine Appeals

28.
(1) Where an appeal is instituted under this Part the Council shall appoint a person described in sub-paragraph (2) to hear and determine that appeal.

(2) The persons described in this sub-paragraph are persons not employed by the University being persons holding, or having held, judicial office or being barristers or solicitors of at least ten years' standing.

(3) The person appointed shall sit alone unless they consider that justice and fairness will best be served by sitting with two other persons.

(4) The other persons who may sit with the person appointed shall be:
   (a) one member of the Council not being a person employed by the University; and
   (b) one member of the Academic Staff nominated by the Senate.

Provisions Concerning Appeal Procedures and Powers

29.
(1) The procedure to be followed in respect of the preparation, consolidation, hearing and determination of appeals shall be that set out in paragraphs 2 and 3 below.

(2) Without prejudice to the generality of the foregoing such Ordinances shall ensure:
   (a) that an appellant is entitled to be represented by another person, whether such person be legally qualified or not, in connection with and at any hearing of their appeal;
   (b) that an appeal shall not be determined without an oral hearing at which the appellant, and any person appointed by them to represent them are entitled to be present and, with the consent of the person or persons hearing the appeal, to call witnesses;
   (c) that full and sufficient provision is made for postponements, adjournments, dismissal of the appeal for want of prosecution and for the correction of accidental errors; and
   (d) that the person appointed may set appropriate time limits for each stage (including the hearing itself) to the intent that any appeal shall be heard and determined as expeditiously as reasonably practicable.

(3) The person or persons hearing the appeal may allow or dismiss an appeal in whole or in part and, without prejudice to the foregoing, may:
   (a) remit an appeal from a decision under Part II to the Council as the appropriate body (or any issue arising in the course of such an appeal) for further consideration as the person or persons hearing the appeal may direct; or
   (b) remit an appeal arising under Part III for re-hearing by a differently constituted Tribunal to be appointed under that Part; or
   (c) remit an appeal from a decision of the appropriate officer under Part IV for further consideration as the person or persons hearing the appeal may direct; or
   (d) substitute any lesser alternative penalty that would have been open to the appropriate officer following the finding by the Tribunal which heard and pronounced upon the original charge or charges.

Notification of Decisions

30.
The person appointed shall send the reasoned decision, including any decision reached in exercise of their powers under paragraph 29(3)(a), (b) or (c), on any appeal together with any findings of fact different from those come to by the Council as the appropriate body under Part II or by the Tribunal under Part III, as the case may be, to the Vice-Chancellor and to the parties to the appeal.
Part VI Grievance Procedures

Purpose of Part VI

31. The aim of this Part is to settle or redress individual grievances promptly, fairly and so far as may be, within the school, department or other relevant area by methods acceptable to all parties.

Application

32. The grievances to which this Part applies are ones by members of the Academic Staff concerning their appointments or employment where those grievances relate:
   (a) to matters affecting themselves as individuals; or
   (b) to matters affecting their personal dealings or relationships with other staff of the University, not being matters for which express provision is made elsewhere in this Ordinance.

Exclusion and Informal Procedures

33. (1) If other remedies within the school, department or other relevant area have been exhausted the member of the Academic Staff may raise the matter with the Head of the school, department or other relevant area.
   (2) If the member of the Academic Staff is dissatisfied with the result of an approach under sub-paragraph (1) or if the grievance directly concerns the Head of the school, department or other relevant area, the member may apply in writing to the Vice-Chancellor for redress of the grievance.
   (3) If it appears to the Vice-Chancellor that the matter has been finally determined under Part III, IV or V or that the grievance is trivial or invalid, they may dismiss it summarily, or take no action upon it. If it so appears to the Vice-Chancellor they shall inform the Council accordingly.
   (4) If the Vice-Chancellor is satisfied that the subject matter of the grievance could properly be considered with (or form the whole or any part of):
      (a) a complaint under Part III;
      (b) a determination under Part IV; or
      (c) an appeal under Part V
   they shall defer action upon it under this Part until the relevant complaint, determination or appeal has been heard or the time for instituting it has passed and they shall notify the member and the Grievance Committee accordingly.
   (5) If the Vice-Chancellor does not reject the complaint under sub-paragraph (3) or if they do not defer action upon it under sub-paragraph (4) they shall decide whether it would be appropriate, having regard to the interests of justice and fairness, for them to seek to dispose of it informally. If they so decide they shall notify the member and proceed accordingly.

Grievance Committee Procedure

34. If the grievance has not been disposed of informally under paragraph 33(5), the Vice-Chancellor shall refer the matter to the Grievance Committee for consideration.

35. The Grievance Committee to be appointed by the Council shall comprise:
   (a) a Chair; and
   (b) one member of the Council not being a person employed by the University; and
   (c) one member of the Academic Staff nominated by the Senate.

Procedure in Connection with Determinations; and Right to Representation

36. 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.
Notification of Decisions
37.
The Committee shall inform the Council whether the grievance is or is not well-found and if it is well-found the Committee shall make such proposals for the redress of the grievance as it sees fit.

Annex (See Paragraph 3(1)(c))
Provisions as to the Vice-Chancellor
1. The Council may request its Chair to remove the Vice-Chancellor from office for good cause in accordance with the procedure described in this Annex.
   (1) A complaint seeking the removal from office of the Vice-Chancellor for good cause may be made by not less than three members of the Council to the Chair of the Council.
   (2) If it appears to the Chair of the Council, on the material before them, that the complaint raises a *prima facie* case and that this could, if proved, constitute good cause for dismissal or removal from office they shall request the Council to appoint a Tribunal to hear and determine the matter.
   (3) If it appears to the Chair of the Council that a complaint made to them under sub-paragraph (1) does not raise a *prima facie* case or is trivial or invalid, they may recommend to the Council that no further action be taken upon it.
   (4) When the Council has appointed a Tribunal under sub-paragraph (2) it shall instruct a solicitor or other suitable person to formulate a charge or charges and to present, or arrange for the presentation of, the charges before the Tribunal.
   (5) A Tribunal appointed by the Council shall comprise:
      (a) an independent Chair; and
      (b) one member of the Council, not being a person employed by the University; and
      (c) one member of the Academic Staff.
   (6) Subject to the principles of justice and fairness the Tribunal may determine its own procedure.
   (7) The Tribunal shall send its reasoned decision on any charge referred to it together with its findings of fact regarding the charge and its recommendations, if any, to the appropriate penalty to the Chair of the Council and to the Vice-Chancellor drawing attention to the period of time within which any appeal should be made.
   (8) Persons appointed to hear such an appeal shall be persons independent of the University holding, or having held, judicial office or being barristers or solicitors of at least ten years' standing and the person so appointed shall, subject to the principles of justice and fairness, determine the procedure to be adopted in hearing the appeal.
   (9) A person appointed shall send the reasoned decision on the appeal, together with any findings of fact different from those come to by the Tribunal and their recommendations, if any, to the appropriate penalty, to the Vice-Chancellor and to the Chair of the Council.
   (10) Where a charge or charges have been upheld by the Tribunal and not dismissed on appeal, the Chair of the Council shall decide whether or not to dismiss the Vice-Chancellor.
2. Where a complaint is to be referred to a Tribunal under this Ordinance, the Chair of the Council may suspend the Vice-Chancellor from their duties and may exclude the Vice-Chancellor from the precincts of the University or any part thereof without loss of salary.
3. ‘Good cause’ in this Annex has the same meaning as in paragraph 5 of this Ordinance.
4. For the purpose of the removal of the Vice-Chancellor for incapacity on medical grounds, Part IV of this Ordinance shall have effect subject to the following modifications:
   (a) for references to a member of the Academic Staff there shall be substituted references to the Vice-Chancellor;
   (b) for any reference to the office of Vice-Chancellor there shall be substituted a reference to the office of Chair of the Council;
   (c) for paragraph 23 there shall be substituted: ‘23. If the Board determines that the Vice-Chancellor should be required to retire on medical grounds, it shall ask the Chair as the appropriate officer, to decide whether or not to terminate the appointment of the Vice-Chancellor on those medical grounds.’
Ordinance 42

RETIREMENT, RESIGNATION OR TERMINATION OF CONTRACT OF OFFICERS AND ACADEMIC STAFF

1. The members of the Academic Staff, the Vice-Chancellor, the Registrar and Secretary, and the holders of any other posts specified contractually for this purpose may retire from office on a date of their choosing subject to the provision of notice in accordance with paragraph 2.

2. The holder of any of the posts referred to in paragraph 1 shall be at liberty to resign their appointment and terminate their engagement with the Council on giving the Council in writing at least three calendar months' notice and shall include one complete full academic term, unless a longer period of notice is agreed mutually at the time of appointment.

3. The holder of any of the posts referred to in paragraph 1 whose employment with the University is to be terminated under Ordinance 41 shall be entitled to be given, in writing, three calendar months' notice.

Ordinance 43

SUSPENSION OR REMOVAL OF OFFICERS AND MEMBERS OF THE COUNCIL

1. The Chancellor may be suspended or removed from office for a Substantial Reason.

2. Any member of the Council who is not employed by the University may be suspended or removed from any office and/or membership of the Council for a Substantial Reason.

3. Any member of the Council who is employed by the University (other than an ex-officio member to whom Ordinance 41 applies) may be suspended or removed from membership of the Council for a Substantial Reason.

4. Where a member of the Council who is also employed by the University is suspended from their employment with the University, the Registrar and Secretary (or relevant nominee) should be notified immediately or, if this is not possible, within two working days of the suspension being confirmed. The Registrar and Secretary (or relevant nominee) will notify the Chair of the Nominations Committee as soon as is practicable so that a meeting can be scheduled to determine whether to suspend the individual from their role as a member of the Council.

Process for suspension or removal

5. Decisions to suspend or remove a member of the Council will be taken by the Nominations Committee. Where the need to suspend or remove a member of the Council is extremely urgent, the decision may be taken by the Chair of the Nominations Committee. Should the Chair be unable to fulfil their role due to incapacity or a conflict of interest, the role will be undertaken by the longest serving Pro-Chancellor. Any decision taken in this way should be reviewed and ratified by the Nominations Committee within three working days.

6. Where a member of the Council who is also employed by the University is suspended from employment with the University on the basis of a medical assessment (by a qualified practitioner in the University's Workplace Health and Wellbeing Team or an independent medical practitioner), the Nominations Committee shall consider whether an independent medical assessment should be sought in regard to their role as a member of the Council. In urgent situations, the suspension or removal from the Council may need to take place with immediate effect and before the independent medical assessment is received, but all efforts should be made to secure an independent medical assessment at the earliest opportunity, if this is required.

7. Before the Nominations Committee decides to suspend or remove, or to ratify an urgent suspension or removal of a member of the Council, the member shall be given a reasonable opportunity to be heard by the Nominations Committee, to see all evidence that is being considered in reaching a decision and to provide their own evidence and make representations.

8. When any decision is taken to suspend or remove a member of the Council, the reason for the decision and in the case of suspension, the duration and the mechanisms and timeframe for review, should be made clear to the individual concerned and reported to the Council within three working days of the decision having been made by the Nominations Committee.
Review of suspension

9. A member of the Council that has been suspended following the decision of the Nominations Committee may seek a review of the decision by making written representations to the Registrar and Secretary within 28 working days, following the date of notification of the decision of the Nominations Committee.

10. The Registrar and Secretary (or their nominee) shall bring any representations received (and the date when they were received) to the attention of the Council, and within seven working days of doing so, shall inform the suspended member of the Council in writing that they have done so. The written representations will be considered by the Council at its next scheduled meeting or at a specially convened meeting if this is deemed preferable by the Chair of Council. Any decision of the Council following consideration of the written representations shall be communicated within 28 working days to the suspended member of the Council.

Termination of membership of the Council

11. Where a member of the Council is suspended from the Council, and during the period of that suspension, the term of appointment to the role comes to an end, they will cease to be a member of the Council at the end of the term of appointment.

12. Any member of the Council who is also employed by the University shall cease to be a member of the Council upon termination of their employment contract.

13. ‘Substantial Reason’ in this section means:
   a. conviction of an offence which the Council decides, at its absolute discretion, renders the person convicted unfit for the execution of the duties of the office; or
   b. conduct of an immoral, scandalous or disgraceful nature incompatible with the duties of the office; or
   c. conduct constituting failure or persistent refusal or neglect or inability to perform the duties or comply with the conditions of office whether such failure results from physical or mental incapacity or otherwise; or
   d. conduct which means that the member is no longer a fit and proper person for the requirements of any Regulatory Framework to which the University is subject; or
   e. breach of the Governors’ Code of Conduct applicable to Council members from time to time; or
   f. medical incapacity which means that the member is no longer fit to undertake the duties of the office; or
   g. any other substantial reason which is considered to justify suspension or removal.

Ordinance 44

EMERITUS PROFESSORS

A Professor, on retirement and in recognition of distinguished service to the University of Essex, may be granted by the Senate, the title Emeritus Professor. Emeritus Professors shall not have any specific duties or powers, but are expected to maintain contact with their School or Department and contribute, as appropriate and in so far as they are able, for the benefit of their School or Department and the University as a whole. As part of this association with the University, in accordance with Ordinance 20, Emeritus Professors shall be members of the Court.

Ordinance 45

EXTERNAL EXAMINERS

1. For every assessment for an award of the University there shall be at least one External Examiner.

2. Taught provision
   An External Examiner may be appointed as an ‘Award External Examiner’ or a ‘Module External Examiner’. No External Examiner shall be a current member of staff or shall have been a member of staff within the previous five years, either of the University of Essex or of a partner institution delivering programmes of study leading to a degree of the University.
Senate may designate awards of the University other than degrees, for which External Examiners should be appointed.

3. External Examiners shall be appointed for a period of four years by the Chair of the relevant Faculty or Partnerships Education Committee or nominee appointed by the Chair, under powers delegated by the Senate, receiving nominations from the Departments or partner institutions concerned. Appointments may be terminated with two months' notice by either party. External Examiners for taught degree courses may not normally be re-appointed by the University for four years. Exceptional cases may require approval by the Pro-Vice-Chancellor (Education).

4. Decisions as to the classification of a degree and the conferment or not of a Bachelor's degree shall normally require the consent of the appropriate Award External Examiner. If the External Examiner cannot consent, the decision requires the consent of a two-thirds majority of the examination board, including the Chair. The exception to this is when the board is suspended under Regulation 6.28.

5. **Research provision**
   In any examination for a research degree of the University there shall be at least one External Examiner.

6. External Examiners for research degrees shall be appointed by the Chair of the relevant Faculty Education Committee or nominee appointed by the Chair under powers delegated by the Senate, receiving nominations from the Departments or partner institutions concerned.

7. No External Examiner for research provision shall be a current member of staff or shall have been a member of staff within the previous five years, either of the University of Essex or of a partner institution delivering programmes of study leading to a degree of the University. Exceptional cases may require approval by the Pro-Vice-Chancellor (Education).

**Ordinance 46**

**BOARDS OF EXAMINERS**

1. The Senate has responsibility to confer Degrees, Diplomas, Certificates and other awards of the University. As such, Senate is responsible for the system of academic governance whereby final decisions on the results for modules, progression, awards and degree classification for all students of the University are determined.

2. **Taught provision**
   The Senate has delegated to Boards of Examiners the power to make the final decision on the results for modules, progression, awards and degree classification for all students of the University, provided that the Board of Examiners is properly constituted in accordance with the procedures approved by the Senate.

3. In circumstances in which Boards of Examiners are not able to be properly constituted in accordance with the procedures approved by Senate, or are unable for any other reason to exercise the powers delegated to them by the Senate, the Chair of that board (or where this is not possible the Secretary) after taking all reasonable steps to address the situation shall be responsible for drawing this matter to the attention of the Chair of Senate and requesting that this power should revert to the Senate. The Chair of Senate may delegate authority to an alternative board of examiners which, provided it is properly constituted, can take forward the responsibilities subject to the normal powers outlined in (1) above.

4. **Research provision**
   The Senate has delegated to the Chair of relevant Faculty Education Committee or nominee appointed by the Chair the power to make the final decision on the results for all research degrees following recommendations from the examiners.

**Ordinance 47**

**REGULATIONS, POLICIES AND PROCEDURES**

The Senate shall determine University regulations, policies and procedures for all programmes of study of the University. The Academic Registrar shall ensure that accurate and timely information is published to students. No change of substance shall be made to the regulations, policies and
procedures pertaining to programmes of study of the University unless such change has been approved by the Senate and published by the Academic Registrar before the end of the academic year preceding that in which the change is to apply or, in exceptional circumstances, to be approved in each case by the Vice-Chancellor, on behalf of the Senate, before the first day of the period of study in which the change is to apply. Where changes in the law or obligations imposed upon the University by government require an in-year change in institutional regulations, policies or procedures then that change shall be enacted immediately, subject to approval by the Vice-Chancellor, and the Academic Registrar shall ensure the relevant information is published in a timely manner and shall report that change to the next meeting of the Senate.

**Ordinance 48**

**YEAR AND TERM**

1. In the Charter, Ordinances and Regulations 'year' shall be defined as 12 calendar months.
2. With reference to the report of the Auditors and the Accounts, 'year' shall be 12 calendar months from the first day of August, unless in a particular case the circumstances require otherwise.
3. With reference to the offices of Pro-Chancellor, Treasurer, Chair of the Council, Pro-Vice-Chancellor, Executive Dean or their deputy, Head of Department and all other academic offices, 'year' shall be 12 calendar months from the first day of August, unless in a particular case the circumstances require otherwise.
4. With reference to meetings of the Council and the Senate and their Boards and Committees, and to the Annual Report, 'year' shall be 12 calendar months from the first day of August.
5. The period from the first day of the Autumn Term to the last day of September, both days included, shall be known as the 'academic year'.
6. The structure of the academic year shall be determined by the Senate.

**Ordinance 49**

**USE OF THE UNIVERSITY SEAL**

1. All deeds and documents requiring to be sealed by the University shall be sealed in the presence of two members of the Council, or of one member of the Council and the Registrar and Secretary or the Director of Finance, Planning and Data Insight, or of the Registrar and Secretary and the Director of Finance, Planning and Data Insight.
2. A Register shall be kept, listing all deeds and documents signed under seal. The Register shall be available for inspection by any member of the Council.
University Regulations
Academic Regulations

Regulations relating to Admission

1.1. Admission denotes acceptance of a person to begin a programme of study leading to a degree of the University. A programme of study shall be taken to include a programme of study and research. Only persons who have been admitted may be permitted to begin a programme of study leading to an award of the University.

1.2. Only persons who have satisfied the general entrance requirements of the University and the entry requirements for the relevant programme of study may be admitted and permitted to register as a student of the University.

(a) For admission to a Foundation Degree, the general entrance requirement is a minimum of five General Certificates of Secondary Education passes at grade C/4 or above (or equivalent), and a pass in one Advanced Level General Certificate, or equivalent.

(b) For admission to a Bachelor's degree, the general entrance requirement is a minimum of five General Certificates of Secondary Education passes at grade C/4 or above (or equivalent), including English, and a pass in two Advanced Level General Certificates of Education, or equivalent.

(c) Equivalencies to the General Certificate of Secondary Education and the Advanced Level General Certificate of Education will be determined by the relevant Admissions Officer and are available on request.

(d) For admission to a postgraduate taught or research degree, an applicant is deemed to have met the University's general entrance requirement by virtue of meeting the entry requirements for the programme of study for which they have applied and, for research degrees, have also met expectations at interview.

1.3. Persons who have been offered a place in the University to begin a programme of study must register as required under the Regulations relating to Registration. If a person fails so to register, the offer of admission to the programme of study will lapse. Only exceptionally and with the special permission of the Academic Registrar or nominee will late registration be permitted. The University reserves the right, not to allow students to register after term has started.

1.4. Whilst the University has no minimum or upper age limits on entry, offers will not be made to applicants who will be under 16 years of age at the point of entry. Offers of admission will only be made to those applicants who will be under 18 years of age on entry who undertake to comply with the University's processes relating to admission and registration of those who are under 18 years of age. The relevant policies and processes reflect the University's obligations under UK law to protect children and adults at risk.

1.5. Applicants for courses that are subject to a mandatory DBS check are required by the University to declare all criminal offences that are deemed to be unspent and spent in accordance with the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013. A person who, after their acceptance for admission as a student on a mandatory course, has been convicted of a criminal offence in a court of law or has been formally cautioned by a police officer, is required to notify the relevant Head of Admissions immediately. Each case will be considered on its individual merits in accordance with the University's Student Membership and Disclosure and Barring Service Checks Policy and Procedure. The student concerned may be permitted to continue, required to withdraw from admission to the University, or transfer to an alternative programme of study.

1.6. The Head of a department, in conjunction with relevant colleagues shall be responsible for determining the entry requirements for individual programmes of study annually. Programme-
specific entry requirements shall normally be published at least 12 months before the commencement of the relevant programme of study.

1.7. The Head of a department or nominee, in conjunction with the relevant staff in Admissions, shall be responsible for determining an applicant’s suitability for admission to an undergraduate or postgraduate taught programme of study in accordance with University admissions policy and entry requirements for the relevant programme of study.

1.8. An Executive Dean or their deputy⁴ may declare applicants who do not satisfy the general entrance requirements and/or the entry requirements for the relevant undergraduate or postgraduate taught programme of study suitable for admission, subject to their submitting satisfactory evidence of previous or current study and/or employment which demonstrates their capacity to pursue the relevant programme of study. The Executive Dean or their deputy may delegate this responsibility to a nominee, who will normally be the Deputy Dean (Education) or a member of the relevant Admissions team.

1.9. The Head of a department or nominee shall be responsible for assessing the suitability for admission of an applicant for a research degree programme in accordance with University admissions policy and entry requirements for the relevant full or part-time research degree programme.

1.10. A Head of department or nominee may declare applicants eligible for selection for admission to a programme of study leading to the grant of credits, which may be accumulated towards an award of the University, if they submit satisfactory evidence of the capacity and attainments requisite to enable them to pursue the programme of study for which they are applying.

1.11. Applicants for a programme of study not leading to a degree or other qualification awarded by the University (e.g. Exchange Students) must satisfy the relevant University officer of their fitness to enter upon the programme of study which they intend to undertake.

1.12. Applicants who have evidence of previous relevant learning may be permitted to import credit towards a named University award, within the University’s policy for the Accreditation of Prior Learning (APL) or Accreditation of Prior Experiential Learning (APEL).

1.13. Applicants who are not first language English speakers must meet the University’s entry requirements in respect of English language competence. They may also be required, to undertake an assessment of proficiency in written and spoken English conducted at the University. On the basis of this assessment, students and their Departments will:

(a) be advised that they should take English language support classes and that failure to do so could be detrimental to their studies and, in the event of failure, would be part of the evidence available to Examination Boards; or
(b) be advised that attendance at English language support classes is not considered necessary.

⁴Where it is stated ‘Executive Dean or deputy’ in most cases the deputy referred to will be the Deputy Dean (Education) or a member of the relevant Admissions team. However, in the case of postgraduate research student matters the ‘Dean’ refers to the Executive Dean (or their deputy) or Dean of Partnerships (or their deputy).
Regulations relating to Programmes of Study

2.1
The University offers programmes of study leading to the following awards:

**Sub Honours**
Certificate (Cert)
Certificate in Education (CertEd)
Certificate of Continuing Education (CertCE)
Certificate of Higher Education (CertHE)
International Diploma (IntlDip)
Diploma of Higher Education (DipHE)
Foundation Degree in Arts (FdA)
Foundation Degree in Science (FdSc)

**Honours Degree**
Bachelor of Arts (BA)
Bachelor of Business Administration (BBA)
Bachelor of Engineering (BEng)
Bachelor of Laws (LLB)
Bachelor of Science (BSc)

**Integrated Masters**
Accounting (MAcc)
Art History (MArtH)
Economics (MEcon)
Electronic Engineering (MEng)
Engineering (MEng)
History (MHist)
Languages (MLang)
Law (MLaw)
Linguistics (MLing)
Literary Studies (MLitS)
Management (MMan)
Mathematics (MMath)
Philosophy (MPhilos)
Politics (MPol)
Science (MSci)
Sociology (MSoc)
Telecommunication Engineering (MEng)

**Taught Postgraduate**
Graduate Diploma (Dip)
Graduate Certificate (Cert)
Certificate in Management Studies (CMS)
Diploma in Management Studies (DMS)
Postgraduate Diploma (PGDip)
Postgraduate Certificate (PGCert)
Postgraduate Certificate in Education (PGCE)(M)
Professional Graduate Certificate in Education (PGCE)
Master of Arts or Laws or Science or Fine Arts (by coursework) (MA, LLM, MSc MFA)
Master of Business Administration (MBA)
Master of Business Management (MBM)
Master of Education (M.Ed)
Master of Fine Art (MFA)
Master in Marine Biology (MMB)
Master of Professional Studies (MProf)
Master of Public Policy (MPP)
Master of Research (MRes)

Research Degree
Master of Arts or Laws or Science by dissertation (MA MSc by dissertation)
Master of Philosophy (MPhil)
Master of Philosophy (MPhil Programme) (MPhil Prog)
Doctor of Medicine (MD)
Doctor of Philosophy (PhD)
Doctor of Philosophy (Integrated) (PhD Int)
Doctor of Philosophy (Doctoral Programme) (Doc Prog)
Doctor of Psychology (DPsych)
Professional Doctorate*
Doctor of Science (DSc)

*short codes for Professional Doctorates are subject-specific; see individual degrees in Regulation
2.2. initialled with ‘D’ and the qualification title.

2.2.
Students may be admitted to the following programmes of study, listed by Departments, Centres
and other units, which lead to awards conferred or granted by the University. Programmes of
study may be available in more than one mode of study, for example, full-time, part-time and/or
modular. In individual cases a student’s programme of study may lead to an award being
conferred or granted which is not listed below. The University reserves the right not to admit
students to a programme of study in a particular academic year:

Computer Science and Electronic Engineering, School of

HONOURS DEGREE
Communications Engineering BEng
Communications Engineering (Including Placement Year) BEng
Communications Engineering (Including Year Abroad) BEng
Computer Games BSc
Computer Games (Including Placement Year) BSc
Computer Games (Including Year Abroad) BSc
Computer Networks BEng
Computer Networks (Including Placement Year) BEng
Computer Networks (Including Year Abroad) BEng
Computer Science BSc
Computer Science (Including Placement Year) BSc
Computer Science (Including Year Abroad) BSc
Computer Systems Engineering BEng
Computer Systems Engineering (Including Placement Year) BEng
Computer Systems Engineering (Including Year Abroad) BEng
Computers with Electronics BEng
Computers with Electronics (Including Placement Year) BEng
Computers with Electronics (Including Year Abroad) BEng
Data Science and Analytics BSc
Data Science and Analytics (Including Placement Year) BSc
Digital and Technology Solutions (Software Engineering) BSc
Electronic Engineering BEng
Electronic Engineering (Including Placement Year) BEng
Electronic Engineering (Including Year Abroad) BEng
Electronic System Engineering BSc
Electronics BSc
Electronics (Including Placement Year) BSc

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Electronics (Including Year Abroad) BSc
Information and Communication Technology BSc
Information and Communication Technology (Including Year Abroad) BSc
Information and Communication Technology (Including Placement Year) BSc
Mechatronic Systems BEng
Mechatronic Systems (Including Placement Year) BEng
Mechatronic Systems (Including Year Abroad) BEng
Neutral Engineering with Psychology BEng
Neutral Engineering with Psychology (Including Placement Year) BEng
Neutral Engineering with Psychology (Including Year Abroad) BEng
Robotic Engineering BEng
Robotic Engineering (Including Placement Year) BEng
Robotic Engineering (Including Year Abroad) BEng

INTEGRATED MASTERS
Communications Engineering MEng
Computer Science MSci
Computer Science (Integrated Masters, Including Placement Year) MSci
Electronic Engineering MEng
Electronic Engineering (Integrated Masters, Including Placement Year) MEng

TAUGHT POSTGRADUATE
Advanced Computer Science MSc
Algorithmic Trading MSc
Artificial Intelligence MSc
Big Data and Text Analytics MSc
Computational Finance MSc
Computer Engineering MSc
Computer Games MSc
Computer Networks and Security MSc
Electronic Engineering MSc
Financial Technology (Computer Science) MSc
Global Communication Systems MSc
Intelligent Systems and Robotics MSc
Internet of Things MSc

RESEARCH DEGREE
Applied Physics PhD MPhil MSc by dissertation
Computational Finance PhD Doc Prog MPhil MSc by dissertation
Computing and Electronic Systems PhD MPhil MSc by dissertation
Computer Science PhD PhD (Int) MPhil MSc by dissertation
Electronic Systems Engineering PhD MPhil MSc by dissertation
Engineering PhD MPhil MSc by dissertation
Intelligent Games and Game Intelligence PhD

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HONOURS DEGREE
Acting BA
Acting (International) BA
Acting and Community Theatre BA
Acting and Contemporary Theatre BA
Acting and Stage Combat BA
Arts Management BA
Creative Producing (Theatre and Short Film) BA
Physical Theatre BA
Stage and Production Management BA
Theatre Arts BA
World Performance BA

TAUGHT POSTGRADUATE
Acting MA MFA
Acting (International) MA MFA
Theatre Directing MA MFA

RESEARCH DEGREE
Drama and Performance PhD MPhil
Drama and Performance (Practice as Research) PhD MPhil

Economics

HONOURS DEGREE
Business Economics BA
Business Economics (Including Placement Year) BA
Business Economics (Including Year Abroad) BA
Economics BA BSc
Economics (Including Placement Year) BA BSc
Economics (Including Year Abroad) BA BSc
Economics with a Modern Language BA
Economics with Computing BSc
Economics with Computing (Including Placement Year) BSc
Economics with Computing (Including Year Abroad) BSc
Economics with Language Studies BA BSc
Economics with Mathematics BSc
Economics with Mathematics (Including Placement Year) BSc
Economics with Mathematics (Including Year Abroad) BSc
Economics with Psychology BA BSc
Economics with Psychology (Including Placement Year) BA BSc
Economics with Psychology (Including Year Abroad) BA BSc
Financial Economics BA BSc
Financial Economics (Including Placement Year) BA
Financial Economics and Accounting BA
Financial Economics and Accounting (Including Placement Year) BA
Financial Economics and Accounting (Including Year Abroad) BA
Financial Economics (Including Placement Year) BA BSc
Financial Economics (Including Year Abroad) BA BSc
History and Economics BA
History and Economics (Including Placement Year) BA
History and Economics (Including Year Abroad) BA
International Economics BA BSc
International Economics (Including Placement Year) BA BSc
International Economics (Including Year Abroad) BA BSc
Management Economics BA BSc
Management Economics (Including Placement Year) BA BSc
Management Economics (Including Year Abroad) BA BSc

INTEGRATED MASTERS
Economics MEm
Economics (Including Placement Year) MEm
Economics (Including Year Abroad) MEm
Financial Economics MEm
Financial Economics (Including Placement Year) MEm
Financial Economics (Including Year Abroad) MEcon
International Economics MEcon
International Economics (Including Placement Year) MEcon
International Economics (Including Year Abroad) MEcon
Management Economics MEcon
Management Economics (Including Placement Year) MEcon
Management Economics (Including Year Abroad) MEcon

TAUGHT POSTGRADUATE
Applied Economics and Data Analysis MSc
Behavioural Economics MSc
Economics MA MSc MSD MRes Dip
Economics and Econometrics MSc
Economics with Data Analytics MSc
Financial and Business Economics MSc
Financial Econometrics MSc
Financial Economics MSc MA
Financial Economics and Econometrics MSc
Financial Technology (Economics) MSc
International Development MA
International Economics MSc MA
Management Economics MSc MA
Money and Banking MSc
Quantitative International Development MSc

RESEARCH DEGREE
Economics PhD PhD (Int) Doc Prog MPhil

Edge Hotel School Ltd

SUB HONOURS
Events Management FdA
Hospitality Management FdA
Hotel Management FdA

HONOURS DEGREE
Events Management BA
Events Management (Including Year Abroad) BA
Events Management with Hospitality BA
Hospitality Management BA
Hospitality Management (Including Year Abroad) BA
Hotel Management BA

Essex Business School

HONOURS DEGREE
Accounting BSc
Accounting (Including Placement Year) BSc
Accounting (Including Year Abroad) BSc
Accounting and Finance BSc
Accounting and Finance (Including Placement Year) BSc
Accounting and Finance (Including Year Abroad) BSc
Accounting and Management BSc
Accounting and Management (Including Placement Year) BSc
Accounting and Management (Including Year Abroad) BSc
Accounting with Economics BSc
Accounting with Economics (Including Placement Year) BSc
Accounting with Economics (Including Year Abroad) BSc
Banking and Finance BSc
Banking and Finance (Including Placement Year) BSc
Banking and Finance (Including Year Abroad) BSc
Business Administration BBA
Business Administration (Including Placement Year) BBA
Business Administration (Including Year Abroad) BBA
Business Management BSc
Business Management (Including Placement Year) BSc
Business Management (Including Year Abroad) BSc
Business Management and Language Studies BA
Business Management and Modern Languages BA
Business Management with a Modern Language BA
Finance BSc
Finance (Including Placement Year) BSc
Finance (Including Year Abroad) BSc
Finance and Management BSc
Finance and Management (Including Placement Year) BSc
Finance and Management (Including Year Abroad) BSc
Financial Management BSc
Financial Management (Including Placement Year) BSc
Financial Management (Including Year Abroad) BSc
International Business and Entrepreneurship BSc
International Business and Entrepreneurship (Including Placement Year) BSc
International Business and Entrepreneurship (Including Year Abroad) BSc
Management and Marketing BSc
Management and Marketing (Including Placement Year) BSc
Management and Marketing (Including Year Abroad) BSc
Marketing BSc
Marketing (Including Placement Year) BSc
Marketing (Including Year Abroad) BSc
Tourism Management BSc
Tourism Management (with Placement Year) BSc
Tourism Management (with Year Abroad) BSc

INTEGRATED MASTERS
Accounting and Finance MAcc
Accounting and Finance (Including Placement Year) MAcc
Accounting and Finance (Including Year Abroad) MAcc
Marketing and Management MMan
Marketing and Management (Including Placement Year) MMan
Marketing and Management (Including Year Abroad) MMan

TAUGHT POSTGRADUATE
Accounting MSc MRes
Accounting and Finance MSc
Accounting and Financial Management MSc
Accounting and Management MSc
Banking and Finance MSc
Business Analytics MSc
Entrepreneurship and Innovation MSc
Finance MSc MRes
Finance and Data Analytics MSc
Finance and Global Trading MSc
Finance and Investment MSc

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Finance and Management MSc
Financial Engineering and Risk Management MSc
Financial Technology (Finance) MSc
Global Project Management MSc
Human Resource Management MSc
International Accounting and Banking MSc
International Accounting and Banking with Professional Placement MSc
International Business and Entrepreneurship MSc
International Logistics and Supply Chain Management MSc
International Marketing and Entrepreneurship MSc
Management MSc
Management (Advertising and Corporate Communications) MSc
Management and Organisation MRes
Management (International) MSc
Management (Leadership) MSc
Management (Marketing) MSc
Marketing and Brand Management MSc
Master of Business Administration: The Essex MBA MBA
Master of Business Administration: The Essex MBA (Degree Apprenticeship) MBA
Master of Business Administration: The Essex Executive MBA MBA
Master of Business Management MBM
New Venture Creation PGCert
Organisational Change Management MSc

**RESEARCH DEGREE**
Accounting PhD PhD (Int) MPhil MSc by dissertation
Accounting and Finance PhD MPhil MSc by dissertation
Business Administration PhD MPhil
Business Analytics PhD MPhil
Entrepreneurship PhD MPhil
Finance PhD PhD (Int) MPhil MSc by dissertation
Human Resource Management and Organisation Studies PhD MPhil
Management PhD (Int)
Management Studies PhD MPhil MA by dissertation

**Essex Pathways**

**HONOURS DEGREE**
Accounting (Including Foundation Year) BSc
Accounting and Finance (Including Foundation Year) BSc
Accounting and Management (Including Foundation Year) BSc
Accounting with Economics (Including Foundation Year) BSc
Actuarial Science (including Foundation Year) BSc
American Studies (United States) (Including Foundation Year and Year Abroad) BA
American Studies (United States) with Film (Including Foundation Year and Year Abroad) BA
Art History (Including Foundation Year) BA
Art History (Including Foundation Year and Year Abroad) BA
Art History and Archaeology (Including Foundation Year) BA
Art History and History (Including Foundation Year and Year Abroad) BA
Art History and Modern Languages (Including Foundation Year and Year Abroad) BA
Art History with Language Studies (Including Foundation Year) BA
Art History with Modern Languages (Including Foundation Year and Year Abroad) BA
Art History, Visual Culture and Media Studies (including Foundation Year) BA
Banking and Finance (Including Foundation Year) BSc
Biological Sciences (Including Foundation Year) BSc
Biochemistry (Including Foundation Year) BSc
Biomedical Science (Including Foundation Year) BSc
Business Administration (Including Foundation Year) BBA
Business Economics (Including Foundation Year) BA
Business Management (Including Foundation Year) BSc
Childhood Studies (Including Foundation Year) BA
Communications and Digital Culture (including Foundation Year) BA
Communications Engineering (Including Foundation Year) BEng
Computer Science (Including Foundation Year) BSc
Computers with Electronics (Including Foundation Year) BEng
Creative Writing (Including Foundation Year) BA
Criminology (Including Foundation Year) BA
Criminology and American Studies (Including Foundation Year and Year Abroad) BA
Curating (Including Foundation Year) BA
Curating (Including Foundation Year and Year Abroad) BA
Data Science and Analytics (Including Foundation Year) BSc
Drama (Including Foundation Year) BA
Drama and Literature (Including Foundation Year) BA
Economics (Including Foundation Year) BA BSc
Economics and Mathematics (Including Foundation Year) BSc
Economics and Politics (Including Foundation Year) BSc
Economics with Language Studies (Including Foundation Year) BA
Economics with Mathematics (Including Foundation Year) BSc
Electronic Engineering (Including Foundation Year) BEng
English and Comparative Literature (Including Foundation Year) BA
English and United States Literature (Including Foundation Year) BA
English Language and Linguistics (Including Foundation Year) BA
English Language and Literature (Including Foundation Year) BA
English Literature (Including Foundation Year) BA
European Studies (Including Foundation Year) BA
European Studies and Language Studies (Including Foundation Year) BA
European Studies and Modern Languages (Including Foundation Year) BA
European Studies with French (Including Foundation Year) BA
European Studies with German (Including Foundation Year) BA
European Studies with Italian (Including Foundation Year) BA
European Studies with Politics (Including Foundation Year) BA
European Studies with Spanish (Including Foundation Year) BA
Film and Creative Writing (Including Foundation Year) BA
Film and Drama (Including Foundation Year) BA
Film Studies (Including Foundation Year) BA
Film Studies and Art History (Including Foundation Year) BA
Film Studies and Art History (Including Foundation Year and Year Abroad) BA
Film Studies and Literature (Including Foundation Year) BA
Finance (Including Foundation Year) BSc
Finance and Management (Including Foundation Year) BSc
Finance and Mathematics (Including Foundation Year) BSc
Financial Economics (Including Foundation Year) BA BSc
Financial Economics and Accounting (Including Foundation Year) BA
French Studies and Modern Languages (5 years Including Foundation Year) BA
Genetics (Including Foundation Year) BSc
German Studies and Modern Languages (5 years Including Foundation Year) BA
Global Studies (Including Foundation Year and Year Abroad) BA
Global Studies and Language Studies (Including Foundation Year) BA
Global Studies with Business Management (Including Foundation Year) BA
Global Studies with Human Rights (Including Foundation Year) BA
Global Studies with Politics (Including Foundation Year) BA
History (Including Foundation Year) BA
History and Criminology (Including Foundation Year) BA

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History and Economics (Including Foundation Year) BA
History and Literature (Including Foundation Year) BA
History and Sociology (Including Foundation Year) BA
History with Film Studies (Including Foundation Year) BA
History with Human Rights (Including Foundation Year) BA
International Business and Entrepreneurship (Including Foundation Year) BSc
International Business and Finance (Including Foundation Year) BSc
International Economics (Including Foundation Year) BA BSc
International Relations (Including Foundation Year) BA
International Relations and Modern Languages (5 Years Including Foundation Year) BA
Italian Studies and Modern Languages (5 years Including Foundation Year) BA
Language Studies (4 years Including Foundation Year) BA
Language Studies with Latin American Studies (Including Foundation Year) BA
Latin American Studies (Including Foundation Year) BA
Latin American Studies with Business Management (Including Foundation Year) BA
Latin American Studies with Human Rights (Including Foundation Year) BA
Law (Including Foundation Year) LLB
Liberal Arts (Including Foundation Year) BA
Liberal Arts (Including Foundation Year and Year Abroad) BA
Linguistics (Including Foundation Year) BA
Literature and Art History (Including Foundation Year) BA
Literature and Art History (Including Foundation Year and Year Abroad) BA
Literature and Creative Writing (Including Foundation Year) BA
Literature and Sociology (Including Foundation Year) BA
Management and Marketing (Including Foundation Year) BSc
Management Economics (Including Foundation Year) BA BSc
Marine Biology (Including Foundation Year) BSc
Marketing (Including Foundation Year) BSc
Mathematics (Including Foundation Year) BSc
Mathematics with Computing (Including Foundation Year) BSc
Modern History (Including Foundation Year) BA
Modern History and International Relations (Including Foundation Year) BA
Modern History and Politics (Including Foundation Year) BA
Modern Languages (5 years Including Foundation Year) BA
Modern Languages and English Language (5 years Including Foundation Year) BA
Modern Languages and Linguistics (5 years Including Foundation Year) BA
Modern Languages and Teaching English as a Foreign Language (5 years Including Foundation Year) BA
Modern Language with Latin American Studies (5 years Including Foundation Year) BA
Neural Engineering with Psychology (Including Foundation Year) BEng
Philosophy (Including Foundation Year) BA
Philosophy (Including Foundation Year and Year Abroad) BA
Philosophy and Art History (Including Foundation Year) BA
Philosophy and Art History (Including Foundation Year and Year Abroad) BA
Philosophy and History (Including Foundation Year) BA
Philosophy and History (Including Foundation Year and Year Abroad) BA
Philosophy and Law (Including Foundation Year) BA
Philosophy and Law (Including Foundation Year and Year Abroad) BA
Philosophy and Literature (Including Foundation Year) BA
Philosophy and Literature (Including Foundation Year and Year Abroad) BA
Philosophy and Politics (Including Foundation Year) BA
Philosophy and Politics (Including Foundation Year and Year Abroad) BA
Philosophy and Sociology (Including Foundation Year) BA
Philosophy and Sociology (Including Foundation Year and Year Abroad) BA
Philosophy with Business Management (Including Foundation Year) BA
Philosophy with Human Rights (Including Foundation Year) BA
Philosophy with Human Rights (Including Foundation Year and Year Abroad) BA
Philosophy with Modern Languages (5 Years Including Foundation Year) BA
Philosophy, Religion and Ethics (Including Foundation Year) BA
Philosophy, Religion and Ethics (Including Foundation Year and Year Abroad) BA
Political Economics (Including Foundation Year) BA
Politics (Including Foundation Year) BA
Politics with Human Rights (Including Foundation Year) BA
Psychology (Including Foundation Year) BA BSc
Psychology with Cognitive Neuroscience (Including Foundation Year) BSc
Psychosocial and Psychoanalytic Studies (Including Foundation Year) BA
Social Sciences BA
Social Sciences (Including Foundation Year) BA
Sociology (Including Foundation Year) BA
Sociology and Criminology (Including Foundation Year) BA
Sociology with Data Science (Including Foundation Year) BSc
Spanish Studies and Modern Languages (5 Years Including Foundation Year) BA
Spanish, Portuguese and Brazilian Studies (5 Years Including Foundation Year) BA
Sports and Exercise Science (Including Foundation Year) BSc
Sports Performance and Coaching (Including Foundation Year) BSc
Statistics (Including Foundation Year) BSc
Teaching English as a Foreign Language (TEFL) (Including Foundation Year) BA
Tourism Management (Including Foundation Year) BSc

Government

HONOURS DEGREE
Economics and Politics BA BSc
Economics and Politics (Including Placement Year) BA BSc
Economics and Politics (Including Year Abroad) BA BSc
International Development BA
International Development (Including Placement Year) BA
International Development (Including Year Abroad) BA
International Relations BA
International Relations (Including Placement Year) BA
International Relations (Including Year Abroad) BA
Philosophy, Politics and Economics BA
Philosophy, Politics and Economics (Including Placement Year) BA
Philosophy, Politics and Economics (Including Year Abroad) BA
Political Economics BA
Political Economics (Including Placement Year) BA
Political Economics (Including Year Abroad) BA
Political Theory and Public Policy BA
Political Theory and Public Policy (Including Placement Year) BA
Political Theory and Public Policy (Including Year Abroad) BA
Politics BA
Politics (Including Placement Year) BA
Politics (Including Year Abroad) BA
Politics and International Relations BA BSc
Politics and International Relations (Including Placement Year) BA BSc
Politics and International Relations (Including Year Abroad) BA BSc
Politics with Human Rights BA
Politics with Human Rights (Including Placement Year) BA
Politics with Human Rights (Including Year Abroad) BA
Social Sciences BA

INTEGRATED MASTERS
International Relations MPol

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International Relations (Including Placement Year) *MPol*
International Relations (Including Year Abroad) *MPol*
Politics and International Relations *MPol*
Politics and International Relations (Including Placement Year) *MPol*
Politics and International Relations (Including Year Abroad) *MPol*

**TAUGHT POSTGRADUATE**
Conflict Resolution *MA MSc*
Environmental Futures with Climate Change *MA MSc*
Ideology and Discourse Analysis *MA*
Global and Comparative Politics *MA MSc*
International Relations *MA MSc MRes*
Political Economy *MA MSc MRes*
Political Science *MA MSc MRes*
Political Theory *MA*
Politics *MA Dip*
Politics (With English for Academic Purposes) *MA*
Public Opinion and Political Behaviour *MA MSc*
Social Science Data Analysis *MA MSc*
The Essex Master of Public Policy *MPP*
United States Politics *MA*

**RESEARCH DEGREE**
European Politics *Doc Prog MPhil*
Government *PhD MPhil MA by Dissertation*
Ideology and Discourse Analysis *PhD Doc Prog MPhil*
International Relations *Doc Prog MPhil*
Latin American Government and Politics *Doc Prog*
Political Behaviour *Doc Prog MPhil*
Political Economy *Doc Prog MPhil*
Political Theory *Doc Prog MPhil*
Politics *Doc Prog MPhil*

**Health and Social Care, School of**

**SUB HONOURS**
Health Science *FdSc*
Oral Health Science *FdSc*

**HONOURS DEGREE**
Health Care Practice *BSc*
Nursing (Adult) *BSc*
Nursing (Adult (Including Year Abroad)) *BSc*
Nursing (Mental Health) *BSc*
Nursing (Mental Health) (Including Year Abroad) *BSc*
Occupational Therapy *BSc*
Oral Health Science *BSc*
Social Work *BA*
Speech and Language Therapy *BSc*
Speech and Language Therapy (Including Placement Year) *BSc*
Speech and Language Therapy (Including Year Abroad) *BSc*

**TAUGHT POSTGRADUATE**
Advanced Periodontal Practice *MSc*
Advanced Clinical Practitioner Apprenticeship *MSc*
Advanced Practitioner Apprenticeship *MSc*
Health Care Practice MSc PGDip PGCert
Health and Organisational Research MA
Health and Social Care MSc PGDip
Health Research MSc
Medical and Clinical Education MSc PGDip PGCert
Occupational Therapy (pre-registration) MSc
Periodontology MSc PGDip
Professional Practice MA PGCert PGDip
Professional Practice (Health Care) MSc
Psychological Well-being Practitioner (Low Intensity) PGCert Cert
Social Work MA PGDip
Speech and Language Therapy (pre-registration) MSc

RESEARCH DEGREE
Applied Psychology PhD MPhil
Clinical Psychology DClinPsych
Health and Organisational Research PhD MPhil
Health Care Education Doctorate (title to be confirmed)
Health Service Management DHealthServiceMan
Health Studies PhD MPhil MSc by dissertation
Nursing DNursing
Nursing Studies PhD MPhil MSc by dissertation
Occupational Therapy PhD MPhil MSc by dissertation Doctorate (title to be confirmed)
Public Health PhD MPhil MSc by dissertation
Public Health (Health Visiting) PublicHealth(HealthVisiting)
Social Care Education DSocialCareEducation
Social Policy PhD MPhil MSc by dissertation
Social Services Management DSocialServicesManagement
Social Work PhD MPhil MSc by dissertation MPhil
Speech and Language Therapy DSpeechLanguageTherapy PhD MPhil

History

HONOURS DEGREE
Global History BA
Global History (Including Year Abroad) BA
History BA
History (Including Placement Year) BA
History (Including Year Abroad) BA
History and Criminology BA
History and Criminology (Including Placement Year) BA
History and Criminology (Including Year Abroad) BA
History and Literature BA
History and Literature (Including Placement Year) BA
History and Literature (Including Year Abroad) BA
History and Sociology BA
History and Sociology (Including Placement Year) BA
History and Sociology (Including Year Abroad) BA
History with Film Studies BA
History with Film Studies (Including Placement Year) BA
History with Film Studies (Including Year Abroad) BA
History with Human Rights BA
History with Human Rights (Including Placement Year) BA
History with Human Rights (Including Year Abroad) BA
Modern History BA
Modern History (Including Placement Year) BA
Modern History (Including Year Abroad) BA
Modern History and International Relations BA
Modern History and International Relations (Including Placement Year) BA
Modern History and International Relations (Including Year Abroad) BA
Modern History and Politics BA
Modern History and Politics (Including Placement Year) BA
Modern History and Politics (Including Year Abroad) BA

TAUGHT POSTGRADUATE
History MA PGCert
War, Culture and Society MA

RESEARCH DEGREE
History PhD MPhil MA by dissertation

Human Resources – Learning and Development

TAUGHT POSTGRADUATE
Higher Education Practice PGCert

Human Rights Centre

TAUGHT POSTGRADUATE
Human Rights and Cultural Diversity MA
Theory and Practice of Human Rights MA

RESEARCH DEGREE
Human Rights PhD

Institute for Social and Economic Research

RESEARCH DEGREE
Applied Social and Economic Research PhD MPhil
Biosocial Research PhD MPhil
Economics PhD MPhil
Health Research PhD MPhil
Sociology PhD MPhil
Survey Methodology PhD MPhil

Institute for Socio-Technical Research

RESEARCH DEGREE
Socio-Technical Studies PhD MPhil

Interdisciplinary Studies Centre

HONOURS DEGREE
American Studies (United States) BA
American Studies (United States) (Including Placement Year) BA
American Studies (United States) (Including Year Abroad) BA
American Studies (United States) (UK Study) BA
American Studies (United States) (UK Study) (Including Placement Year) BA
American Studies (United States) with Film BA
American Studies (United States) with Film (Including Placement Year) BA
American Studies (United States) with Film (Including Year Abroad) BA
Criminology and American Studies BA
Criminology and American Studies (Including Placement Year) BA
Criminology and American Studies (Including Year Abroad) BA
Criminology and American Studies (UK Study) BA
Criminology and American Studies (UK Study) (Including Placement Year) BA
European Studies BA
European Studies (Including Placement Year) BA
European Studies (Including Year Abroad) BA
European Studies and Language Studies BA
European Studies and Modern Languages BA
European Studies with French BA
European Studies with German BA
European Studies with Italian BA
European Studies with Politics BA
European Studies with Spanish BA
Global Studies BA
Global Studies (Including Placement Year) BA
Global Studies (Including Year Abroad) BA
Global Studies and Modern Languages (Including Year Abroad) BA
Global Studies with Business Management BA
Global Studies with Business Management (Including Placement Year) BA
Global Studies with Business Management (Including Year Abroad) BA
Global Studies with Human Rights BA
Global Studies with Human Rights (Including Placement Year) BA
Global Studies with Human Rights (Including Year Abroad) BA
Global Studies with Politics BA
Global Studies with Politics (with Placement Year) BA
Global Studies with Politics (with Year Abroad) BA
Latin American Studies (Including Placement Year) BA
Latin American Studies (Including Year Abroad) BA
Latin American Studies with Business Management BA
Latin American Studies with Human Rights BA
Liberal Arts BA
Liberal Arts (Including Placement Year) BA
Liberal Arts (Including Year Abroad) BA

TAUGHT POSTGRADUATE
Environment, Society and Culture MA

Language and Linguistics

SUB HONOURS
Teaching English as a Foreign Language Cert
Modern Languages CertHE DipHE CertEd

HONOURS DEGREE
English Language and History (Including Year Abroad BA
English Language and Language Development BA
English Language and Language Development (Including Placement Year) BA
English Language and Language Development (Including Year Abroad) BA
English Language and Linguistics BA
English Language and Linguistics (Including Placement Year) BA
English Language and Linguistics (Including Year Abroad) BA
English Language and Literature BA
English Language and Literature (Including Placement Year) BA
English Language and Literature (Including Year Abroad) BA
English Language and Sociology BA
English Language and Sociology (Including Year Abroad) BA
English Language with Media Communication BA
English Language with Media Communication (Including Placement Year) BA
English Language with Media Communication (Including Year Abroad) BA
French Studies and Modern Languages BA
German Studies and Modern Languages BA
International Relations and Language Studies BA
International Relations and Language Studies (Including Foundation Year) BA
International Relations and Modern Languages BA
Italian Studies and Modern Languages BA
Language Studies BA
Language Studies and Linguistics BA
Language Studies and Linguistics (Including Foundation Year) BA
Language Studies and Linguistics BA
Language Studies and Teaching English as a Foreign Language BA
Language Studies and Teaching English as a Foreign Language (Including Foundation Year) BA
Language Studies with Latin American Studies BA
Linguistics BA
Linguistics (Including Placement Year) BA
Linguistics (Including Year Abroad) BA
Linguistics with Data Science BA
Linguistics with Data Science (Including Placement Year) BA
Linguistics with Data Science (Including Year Abroad) BA
Modern Languages BA
Modern Languages and English Language BA
Modern Languages and Linguistics BA
Modern Languages and Teaching English as a Foreign Language BA
Modern Languages with Latin American Studies BA
Philosophy with Modern Languages BA
Spanish Studies and Modern Languages BA
Spanish Studies with Latin American Studies BA
Spanish, Portuguese and Brazilian Studies BA
Teaching English as a Foreign Language (TEFL) BA
Teaching English as a Foreign Language (TEFL) (Including Placement Year) BA
Teaching English as a Foreign Language (TEFL) (Including Year Abroad) BA

INTEGRATED MASTERS

English Language and Linguistics MLing
English Language and Linguistics (Including Placement Year) MLing
English Language and Linguistics (Including Year Abroad) MLing
European Languages and Translation MLang
Modern Languages (Translation) MLang

TAUGHT POSTGRADUATE

Advanced Interpreting with Specialised Translation (Chinese-English) MA
Analysing Language Use MRes
Applied Linguistics MA
Audiovisual and Literary Translation MA
Chinese-English Translation and Interpreting MA PGDip
Chinese-English Translation and Professional Practice MA
Conference Interpreting and Translation (Chinese-English) MA
English Language and History (Including Year Abroad) BA
English Language and Linguistics MA
Experimental Linguistics MRes
Language in Society MA
Linguistic Studies MA
Linguistics MA MRes
Psycholinguistics MA
Teaching English to Speakers of Other Languages (TESOL) MA
Translation and Professional Practice MA
Translation and Professional Practice with Professional Placement MA
Translation, Interpreting and Subtitling MA

RESEARCH DEGREE
Analysing Language Use PhD MPhil
Applied Linguistics PhD PhD (Int) MPhil MA by dissertation
English Language Teaching PhD MPhil MA by dissertation
Experimental Linguistics PhD MPhil
Linguistics PhD PhD (Int) MPhil MA by dissertation
Psycholinguistics PhD MPhil MA by dissertation
Sociolinguistics PhD PhD (Int) MPhil MA by dissertation
Translation Studies (Translation, Interpreting and Subtitling) PhD MPhil

Law, School of

HONOURS DEGREE
English and French Law (Maitrise) LLB
Law LLB
Law (Including Placement Year) LLB
Law (Including Year Abroad) LLB
Law (Senior Status) LLB
Law and Politics LLB
Law with Business LLB
Law with Business (Including Year Abroad) LLB
Law with Criminology LLB
Law with Politics LLB
Law with Politics (Including Placement Year) LLB
Law with Politics (Including Year Abroad) LLB

TAUGHT POSTGRADUATE
Economic, Social and Cultural Rights LLM
International Commercial and Business Law LLM
International Human Rights Law LLM
International Human Rights Law (Economic Relations) LLM
International Law LLM
International Trade Law LLM
International Trade and Maritime Law LLM
Maritime Law LLM

RESEARCH DEGREE
Law PhD MPhil

Life Sciences, School of

HONOURS DEGREE
Applied Biomedical Science (NHS Placement) BSc
Biochemistry BSc
Biochemistry (Including Placement Year) BSc
Biochemistry (Including Year Abroad) BSc
Biological Sciences BSc
Biological Sciences (Including Placement Year) BSc
Biological Sciences (Including Year Abroad) BSc
Biomedical Science BSc
Biomedical Science (Including Placement Year) BSc
Biomedical Science (Including Year Abroad) BSc
Genetics BSc
Genetics and Genomics BSc
Genetics and Genomics (Including Placement Year) BSc
Genetics and Genomics (Including Year Abroad) BSc
Genetics (Including Placement Year) BSc
Human Biology BSc
Human Biology (Including Placement Year) BSc
Human Biology (Including Year Abroad) BSc
Marine Biology BSc
Marine Biology (Including Placement Year) BSc
Marine Biology (Including Year Abroad) BSc

INTEGRATED MASTERS
Biochemistry and Biotechnology MSci
Biochemistry and Biotechnology (Including Placement Year) MSci
Biochemistry and Biotechnology (Including Year Aboard) MSci
Biomedical Science MSci
Biomedical Science (Including Placement Year) MSci
Biomedical Science (Including Year Aboard) MSci
Tropical Marine Biology MSci
Tropical Marine Biology (Including Placement Year) MSci
Tropical Marine Biology (Including Year Abroad) MSci

TAUGHT POSTGRADUATE
Biotechnology MSc
Cancer Biology MSc
Data Analytics in Health Genomics MSc
Marine Biology MMB
Molecular Medicine MSc
Structural Biology and Rational Drug Design MSc
Tropical Marine Biology MSc

RESEARCH DEGREE
Biochemistry PhD MPhil MSc by dissertation
Biological Sciences PhD MPhil MSc by dissertation
Biological Sciences: Immunology PhD MPhil MSc by dissertation
Cell and Molecular Biology PhD MPhil MSc by dissertation
Environmental Biology PhD MPhil MSc by dissertation
Environmental Sciences PhD MPhil MSc by dissertation
Marine Biology PhD MPhil MSc by dissertation
Medicine MD
Microbiology PhD MPhil MSc by dissertation
Molecular Medicine PhD MPhil MSc by dissertation
Molecular Medicine: Medical Microbiology PhD MPhil MSc by dissertation
Plant Biology PhD MPhil
Tropical Marine Biology MPhil

Literature, Film, and Theatre Studies

HONOURS DEGREE
Creative Writing BA
Creative Writing (Including Placement Year) BA
Creative Writing (Including Year Abroad) BA
Drama BA
Drama (Including Placement Year) BA
Drama (Including Year Abroad) BA
Drama and Literature BA
Drama and Literature (Including Placement Year) BA
Drama and Literature (Including Year Abroad) BA
English and Comparative Literature BA
English and Comparative Literature (Including Placement Year) BA
English and Comparative Literature (Including Year Abroad) BA
English and United States Literature BA
English and United States Literature (Including Placement Year) BA
English and United States Literature (Including Year Abroad) BA
English Literature BA
English Literature (Including Placement Year) BA
English Literature (Including Year Abroad) BA
Film and Creative Writing BA
Film and Creative Writing (Including Placement Year) BA
Film and Creative Writing (Including Year Abroad) BA
Film and Drama BA
Film and Drama (Including Placement Year) BA
Film and Drama (Including Year Abroad) BA
Film Studies BA
Film Studies (Including Placement Year) BA
Film Studies (Including Year Abroad) BA
Film Studies and Literature BA
Film Studies and Literature (Including Placement Year) BA
Film Studies and Literature (Including Year Abroad) BA
Journalism and Criminology BA
Journalism and Criminology (Including Placement Year) BA
Journalism and Criminology (Including Year Abroad) BA
Journalism and English Language BA
Journalism and English Language (Including Placement Year) BA
Journalism and English Language (Including Year Abroad) BA
Journalism and Liberal Arts BA
Journalism and Liberal Arts (Including Placement Year) BA
Journalism and Liberal Arts (Including Year Abroad) BA
Journalism and Literature BA
Journalism and Literature (Including Placement Year) BA
Journalism and Literature (Including Year Abroad) BA
Journalism and Modern Languages BA
Journalism and Philosophy BA
Journalism and Philosophy (Including Placement Year) BA
Journalism and Philosophy (Including Year Abroad) BA
Journalism and Politics BA
Journalism and Politics (Including Placement Year) BA
Journalism and Politics (Including Year Abroad) BA
Journalism and Sociology BA
Journalism and Sociology (Including Placement Year) BA
Journalism and Sociology (Including Year Abroad) BA
Journalism with Business Management BA
Journalism with Human Rights BA
Journalism with Human Rights (Including Placement Year) BA
Journalism with Human Rights (Including Year Abroad) BA
Literature and Creative Writing BA
Literature and Creative Writing (Including Placement Year) BA
Literature and Creative Writing (Including Year Abroad) BA
Literature and Sociology BA
Literature and Sociology (Including Placement Year) BA
Literature and Sociology (Including Year Abroad) BA
Multimedia Journalism BA
Multimedia Journalism (Including Placement Year) BA
Multimedia Journalism (Including Year Abroad) BA

**INTEGRATED MASTERS**
Creative Writing *MLit*
Drama and Scriptwriting *MLit*
Literature *MLit*
Literature and Creative Writing *MLit*

**TAUGHT POSTGRADUATE**
American Literatures *MA*
Creative Writing *MA*
Film and Literature *MA*
Film Studies *MA*
Literature and Creative Writing *MA*
Literature, Culture, and Society *MA*
Modern and Contemporary Literature *MA*
Scriptwriting (Theatre and Digital Media) *MA*
Theatre Practice *MA*
Wild Writing: Literature, Landscape and the Environment *MA*

**RESEARCH DEGREE**
Creative Writing *PhD MPhil MA by dissertation*
Film Studies *PhD MPhil MA by dissertation*
Film Studies (Creative Practice) *PhD MPhil*
Journalism *PhD MPhil MSc by dissertation*
Literature *PhD MPhil MA by dissertation*
Theatre Studies *PhD MPhil MA by dissertation*
Theatre Studies (Playwriting) *PhD MPhil*

**Mathematical Sciences**

**HONOURS DEGREE**
Actuarial Science *BSc*
Actuarial Science (Including Placement Year) *BSc*
Actuarial Science (Including Year Abroad) *BSc*
Data Science and Analytics *BSc*
Data Science and Analytics (Including Placement Year) *BSc*
Data Science and Analytics (Including Year Abroad) *BSc*
Economics and Mathematics *BSc*
Economics and Mathematics (Including Placement Year) *BSc*
Economics and Mathematics (Including Year Abroad) *BSc*
Finance and Mathematics *BSc*
Finance and Mathematics (Including Placement Year) *BSc*
Finance and Mathematics (Including Year Abroad) *BSc*
Mathematics *BSc*
Mathematics (Including Placement Year) *BSc*
Mathematics (Including Year Abroad) *BSc*
Mathematics with Computing *BSc*
Mathematics with Computing (Including Placement Year) *BSc*
Mathematics with Computing (Including Year Abroad) *BSc*
Mathematics with Physics *BSc*
Mathematics with Physics (Including Placement Year) *BSc*
Mathematics with Physics (Including Year Abroad) BSc
Statistics BSc
Statistics (Including Placement Year) BA
Statistics (Including Year Abroad) BA

INTEGRATED MASTERS
Mathematics MMath
Mathematics and Data Science MSci

TAUGHT POSTGRADUATE
Actuarial Science MSc PGDip
Applied Data Science MSc
Data Science MSc
Data Science and its Applications MSc
Mathematics MSc Dip
Mathematics and Finance MSc PGDip
Statistics MSc PGDip
Statistics and Operational Research MSc PGDip

RESEARCH DEGREE
Actuarial Science PhD MSc by dissertation
Applied Mathematics PhD MPhil MSc by dissertation
Bioinformatics PhD MPhil
Bio-Statistics PhD MPhil MSc by dissertation
Data Science PhD MPhil
Mathematical Biology PhD MPhil MSc by dissertation
Mathematics PhD MPhil MSc by dissertation
Operational Research PhD MPhil MSc by dissertation
Pure Mathematics PhD MPhil MSc by dissertation
Statistics PhD MPhil MSc by dissertation

Philosophy and Art History

Art History @ Essex

HONOURS DEGREE
Art History BA
Art History (Including Placement Year) BA
Art History (Including Year Abroad) BA
Art History and History BA
Art History and History (Including Placement Year) BA
Art History and History (Including Year Abroad) BA
Art History and Language Studies BA
Art History and Language Studies (Including Foundation Year) BA
Art History and Modern Languages BA
Art History with Modern Languages BA
Curatorial Studies BA
Curatorial Studies (Including Placement Year) BA
Curatorial Studies (Including Year Abroad) BA
Film Studies and Art History BA
Film Studies and Art History (Including Placement Year) BA
Film Studies and Art History (Including Year Abroad) BA
Global Studies with Business Management BA
Global Studies with Business Management (Including Foundation Year) BA
Global Studies with Business Management (Including Placement Year) BA
Global Studies with Business Management (Including Year Abroad) BA
Literature and Art History BA
Literature and Art History (Including Placement Year) BA
Literature and Art History (Including Year Abroad) BA
Philosophy and Art History BA
Philosophy and Art History (Including Placement Year) BA
Philosophy and Art History (Including Year Abroad) BA

INTEGRATED MASTERS
Art History MArtH
Art History (Including Placement Year) MArtH
Art History (Including Year Abroad) MArtH

TAUGHT POSTGRADUATE
Art History and Theory MA PGCert Dip
Curating MA
Curating with Professional Placement MA

RESEARCH DEGREE
Art History and Theory PhD MPhil MA by dissertation
Curating PhD MPhil

Philosophy @ Essex

HONOURS DEGREE
Philosophy BA
Philosophy (Including Placement Year) BA
Philosophy (Including Year Abroad) BA
Philosophy and History BA
Philosophy and History (Including Placement Year) BA
Philosophy and History (Including Year Abroad) BA
Philosophy and Law BA
Philosophy and Law (Including Placement Year) BA
Philosophy and Law (Including Year Abroad) BA
Philosophy and Literature BA
Philosophy and Literature (Including Placement Year) BA
Philosophy and Literature (Including Year Abroad) BA
Philosophy and Politics BA
Philosophy and Politics (Including Placement Year) BA
Philosophy and Politics (Including Year Abroad) BA
Philosophy and Sociology BA
Philosophy and Sociology (Including Placement Year) BA
Philosophy and Sociology (Including Year Abroad) BA
Philosophy with Business Management BA
Philosophy with Business Management (Including Foundation Year) BA
Philosophy with Business Management (Including Placement Year) BA
Philosophy with Business Management (Including Year Abroad) BA
Philosophy with Human Rights BA
Philosophy with Human Rights (Including Placement Year) BA
Philosophy with Human Rights (Including Year Abroad) BA
Philosophy, Religion and Ethics BA
Philosophy, Religion and Ethics (Including Placement Year) BA
Philosophy, Religion and Ethics (Including Year Abroad) BA

INTEGRATED MASTERS
Philosophy MPhilos
Philosophy (Including Placement Year) MPhilos
Philosophy (Including Year Abroad) **MPhilos**

**TAUGHT POSTGRADUATE**
Philosophy **MA**

**RESEARCH DEGREE**
Philosophy PhD PhD (Int) MPhil MA by dissertation

**Psychology**

**HONOURS DEGREE**
Cognitive Science **BSc**
Cognitive Science (Including Placement Year) **BSc**
Cognitive Science (Including Year Abroad) **BSc**
Psychological Studies **BA**
Psychology **BA BSc**
Psychology (Including Placement Year) **BA BSc**
Psychology (Including Year Abroad) **BA BSc**
Psychology with Cognitive Neuroscience **BSc**
Psychology with Cognitive Neuroscience (Including Placement Year) **BSc**
Psychology with Cognitive Neuroscience (Including Year Abroad) **BSc**
Psychology with Economics **BSc**
Psychology with Economics (Including Placement Year) **BSc**
Psychology with Economics (Including Year Abroad) **BSc**

**INTEGRATED MASTERS**
Psychology with Advanced Research Methods **MSci**
Psychology with Advanced Research Methods (Including Year Abroad) **MSci**
Psychology with Advanced Research Methods (Including Year Abroad) **MSci**
Psychology with Cognitive Neuroscience **MSci**
Psychology with Cognitive Neuroscience (Including Year Abroad) **MSci**
Psychology with Cognitive Neuroscience (Including Placement Year) **MSci**

**TAUGHT POSTGRADUATE**
Cognitive Neuroscience and Neuropsychology **MSc**
Psychology **MSc**
Research Methods in Psychology **MSc**

**RESEARCH DEGREE**
Neuropsychology PhD **MPhil MSci by dissertation**
Psychology PhD Doc Prog **MPhil MSci by dissertation**
Psychology with Cognitive Neuroscience and Neuropsychology **PhD MPhil**

**Psychosocial and Psychoanalytic Studies**

**SUB HONOURS**
Therapeutic Communication and Therapeutic Organisations **FdA**

**HONOURS DEGREE**
Childhood Studies **BA**
Childhood Studies (Including Placement Year) **BA**
Childhood Studies (Including Year Abroad) **BA**
Psychodynamic Practice **BA**
Psychodynamic Practice (Including Year Abroad) **BA**
Psychosocial and Psychoanalytic Studies **BA**
Psychosocial and Psychoanalytic Studies (Including Placement Year) BA
Psychosocial and Psychoanalytic Studies (Including Year Abroad) BA
Therapeutic Communication and Therapeutic Organisations BA

TAUGHT POSTGRADUATE
Childhood Studies MA
Gender and Sexuality Studies MA
Jungian and Post-Jungian Studies MA
Management and Organisational Dynamics MA PGDip
Psychoanalytic Studies MA
Psychodynamic Approaches Dip
Psychodynamic Counselling MA
Psychodynamic Counselling (3 Year) MA
Refugee Care MA

RESEARCH DEGREE
Analytical Psychology DAnPsych
Childhood Studies PhD MPhil
Psychoanalytic Psychotherapy DPsychPsych
Psychoanalytic Studies PhD PhD (Int) Doc Prog MPhil MA by Dissertation
Psychodynamic Psychotherapy DPsychodynPsych
Psychosocial Studies PhD MPhil
Refugee Care PhD PhD (Int) Doc Prog MPhil MA by dissertation

Sociology

HONOURS DEGREE
Communications and Digital Culture BA
Communications and Digital Culture (Including Placement Year) BA
Communications and Digital Culture (Including Year Abroad) BA
Criminology BA
Criminology (Including Placement Year) BA
Criminology (Including Year Abroad) BA
Criminology with Counselling Skills BA
Criminology with Counselling Skills (Including Placement Year) BA
Criminology with Counselling Skills (Including Year Abroad) BA
Criminology with Criminal Law BA
Criminology with Criminal Law (Including Placement Year) BA
Criminology with Criminal Law (Including Year Abroad) BA
Criminology with Social Psychology BA
Criminology with Social Psychology (Including Placement Year) BA
Criminology with Social Psychology (Including Year Abroad) BA
Social Anthropology BA
Social Anthropology (Including Placement Year) BA
Social Anthropology (Including Year Abroad) BA
Social Anthropology with Human Rights BA
Social Anthropology with Human Rights (Including Placement Year) BA
Social Anthropology with Human Rights (Including Year Abroad) BA
Social Sciences BA
Social Sciences (Including Placement Year) BA
Social Sciences (Including Year Abroad) BA
Sociology BA
Sociology (Including Placement Year) BA
Sociology (Including Year Abroad) BA
Sociology and Criminology BA
Sociology and Criminology (Including Placement Year) BA
Sociology and Criminology (Including Year Abroad) BA
Sociology and Politics BA
Sociology and Politics (Including Placement Year) BA
Sociology and Politics (Including Year Abroad) BA
Sociology (Applied Quantitive Research) BSc
Sociology Applied Quantitive Research) (Including Placement Year) BSc
Sociology (Applied Quantitive Research) (Including Year Abroad) BSc
Sociology with Counselling Skills BA
Sociology with Counselling Skills (Including Placement Year) BA
Sociology with Counselling Skills (Including Year Abroad) BA
Sociology with Data Science BSc
Sociology with Data Science (Including Placement Year) BSc
Sociology with Data Science (Including Year Abroad) BSc
Sociology with Human Rights BA
Sociology with Human Rights (Including Placement Year) BA
Sociology with Human Rights (Including Year Abroad) BA
Sociology with Psychosocial Studies BA
Sociology with Psychosocial Studies (Including Placement Year) BA
Sociology with Psychosocial Studies (Including Year Abroad) BA
Sociology with Social Psychology BA
Sociology with Social Psychology (Including Placement Year) BA
Sociology with Social Psychology (Including Year Abroad) BA

INTEGRATED MASTERS
Sociology MSoc
Sociology (Including Placement Year) MSoc
Sociology (Including Year Abroad) MSoc

TAUGHT POSTGRADUATE
Advertising, Marketing and the Media MA
Criminology MA
Criminology and Socio-Legal Research MSc
Migration Studies MA MSc
Organised Crime, Terrorism and Security MSc MA
Sociological Research Methods MA
Sociology MA PGDip
Sociology and Criminology MA
Sociology and Management MA
Survey Methods for Social Research MSc

RESEARCH DEGREE
Criminology PhD PhD (Int) MPhil
Sociological Research PhD
Sociology PhD Doc Prog MPhil MA by dissertation

Sports, Rehabilitation and Exercise Sciences

HONOURS DEGREE
Physiotherapy BSc
Sports and Exercise Science BSc
Sports and Exercise Science (Including Placement Year) BSc
Sports and Exercise Science (Including Year Abroad) BSc
Sports Performance and Coaching BSc
Sports Performance and Coaching (Including Placement Year) BSc
Sports Performance and Coaching (Including Year Abroad) BSc
Sports Therapy BSc

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Sports Therapy (Including Placement Year) BSc
Sports Therapy (Including Year Abroad) BSc

**INTEGRATED MASTERS**
Sports and Exercise Science MSci
Sports and Exercise Science (Including Placement Year) MSci
Sports and Exercise Science (Including Year Abroad) MSci

**TAUGHT POSTGRADUATE**
Advanced Musculoskeletal Assessment and Practice PGDip
Coaching Science MSc
Musculoskeletal Ultrasound Imaging PGDip
Physiotherapy PhD MPhil
Physiotherapy (pre-registration) MSc
Ultrasound Guided Musculoskeletal Interventions PGCert
Sport and Exercise Psychology MSc
Sport and Exercise Science MSc

**RESEARCH DEGREE**
Health and Exercise Sciences PhD MPhil MSc by dissertation
Health and Physical Activity PhD MPhil MSc by dissertation
Musculoskeletal Practice PhD MPhil
Physiotherapy PhD DPhysiotherapy
Sport and Exercise Medicine PhD MPhil MSc by dissertation
Sport and Exercise Psychology PhD MPhil MSc by dissertation
Sport and Exercise Science PhD MPhil MSc by dissertation DSportPerformance and Exercise Science
Sport Performance and Coaching DSport Performance and Coaching
Sports Therapy PhD MPhil MSc by dissertation DSports Therapy

**University of Essex International College**

**SUB-HONOURS**
Foundation Certificate for Humanities
Foundation Certificate for Humanities (with supplementary English)
Foundation Certificate for Science and Health
Foundation Certificate for Social Sciences
International Year One in Business
International Year One in Business (with supplementary English)
International Year One in Economics
International Year One in Economics (with supplementary English)
International Year One in Law
International Year One in Law (with supplementary English)

**SUB TAUGHT POSTGRADUATE**
Pre-Masters for Humanities
Pre-Masters for Humanities (with supplementary English)
Pre-Masters for Science and Health
Pre-Masters for Science and Health (with supplementary English)
Pre-Masters for Social Sciences
Pre-Masters for Social Sciences (with supplementary English)

2.3.
Validated Programmes of Study
Awards with the following titles, validated by the University for delivery at a Partner Institution, may be conferred or granted by the University.

Chulalongkorn University

HONOURS DEGREE
Social Sciences BA

University Centre Colchester, Colchester Institute

SUB HONOURS
Construction Management FdA
Early Years FdA
Education (Further Education and Skills Sector) CertHE
Health and Social Care FdA
Photography FdA

HONOURS DEGREE
3D Design and Craft BA
Art and Design BA
Business Innovation and Applied Management BA
Construction Management (Commercial Management) BA
Construction Management (Site Management) BSc
Digital Film Production BA
Early Years BA
Film Music and Soundtrack Production BA
Health and Social Care BA
Music Education BA
Musical Theatre BA
Person-centred Counselling BA
Photography BA

TAUGHT POSTGRADUATE
Education MA

Hong Kong University School of Professional and Continuing Education (HKU SPACE)

TAUGHT POSTGRADUATE
Entrepreneurship and Innovation MSc

Kaplan Open Learning (University of Essex Online)

SUB-HONOURS
Business Administration CertHE DipHE
Business and Management DipHE
Business Psychology CertHE CertEd
Criminal Justice CertHE FdA
Criminal Psychology CertHE CertEd
Criminology and Criminal Justice CertHE
Healthcare Management DipHE CertHE
Law CertHE
Law with Business CertHE
Law with Criminology CertHE
Law with Psychology CertHE
Psychology CertHE DipHE

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HONOURS DEGREE
Business Administration BA
Business Administration (Top up) BA
Business and Marketing BA
Business and Marketing (Top up) BA
Business Psychology BSc
Criminal Justice BA
Criminal Psychology BSc
Criminology and Criminal Justice BA
Healthcare Management BSc
Law LLB
Law with Business LLB
Law with Criminology LLB
Law with Psychology LLB
Psychology BSc

TAUGHT POSTGRADUATE
Business Administration MBA
Business Management MBM PGDip PGCert
Business and Management (Business Analytics) MSc PGDip PGCert
Business Studies PGCert
Business with Finance MSc PGDip
Business with Human Resources MSc PGDip
Business with Marketing MSc PGDip
Computer Science MSc PGDip PGCert
Criminology and Criminal Justice MSc PGDip PGCert
Cyber Security MSc PGDip PGCert
Education MED PGDip
Education Practice PGCert
Global Digital Marketing MSc PGDip PGCert
Infection Control MSc PGDip PGCert
International Healthcare Management MSc PGDip PGCert
International Human Resource Management MSc PGDip PGCert
International Trade and Commercial Law MSc PGDip PGCert
Nursing MSc PGDip PGCert
Policing and Criminal Investigation PGCert
Project Management MSc PGDip
Psychology MSc PGDip PGCert
Public Health MAPH PGDip PGCert

Kaplan Singapore

HONOURS DEGREE
Accounting and Finance BSc
Banking and Finance BSc
Hotel Management BA
Management and Marketing BSc
Psychology BSc
Sports and Exercise Science BSc
Sports Performance and Coaching BSc

Nanyang Academy of Fine Arts, Singapore

HONOURS DEGREE
Creative Industry Management BA
Theatre Arts BA
Northwest University, China

HONOURS DEGREE
Electronic Systems Engineering BSc

Tavistock and Portman NHS Foundation Trust

TAUGHT POSTGRADUATE
Child, Adolescent and Family Mental Well-being: Multidisciplinary Practice PGCert
Consulting and Leading in Organisations: Psychodynamic and Systemic Approaches MA PGDip PGCert
Emotional Care of Babies, Children, Young People and Families GradDip GradCert
Foundations of Psychodynamic Psychotherapy MA PGDip
Mental Health and Well-being: Multidisciplinary Practice with Young People and Adults PGCert
Psychoanalytic Studies MA PGDip
Psychological Therapies with Children, Young People and Families MA
Systemic Approaches to Working with Individuals, Families and Organisations (Foundation) Cert
Systemic Approaches to Working with Individuals, Families and Organisations (Intermediate) PGCert
Systemic Psychotherapy MA
Working with Children, Young People and Families: A Psychoanalytic Observational Approach MA PGDip PGCert
Working with Infants and the Early Years: A Psychoanalytic Observational Approach MA PGDip PGCert
Working with Complex Needs in Contemporary Social Work Practice PGDip PGCert

RESEARCH DEGREE
Advanced Practice and Research: Consultation and the Organisation Doctorate (title to be confirmed)
Advanced Practice and Research: Education and Community Psychology Doctorate (title to be confirmed)
Advanced Practice and Research: Social Work and Social Care) Doctorate (title to be confirmed)
Advanced Practice and Research: Systemic Psychotherapy Doctorate (title to be confirmed)
Child, Community and Educational Psychology DChEdPsych
Consultation and the Organisation Doctorate (title to be confirmed)
Psychoanalytic Child and Adolescent Psychotherapy DPysch
Systemic Psychotherapy Doctorate (title to be confirmed)

Universite Jean Moulin Lyon 3, France

HONOURS DEGREE
English and French Laws (with Maitrise Master1) LLB

Universite Paris Ouest Nanterre La Defense, France

HONOURS DEGREE
English and French Law (Licence) LLB
English and French Laws (with Maitrise Master1) LLB

Universite of Toulouse 1 Capitole, France

HONOURS DEGREE
English and French Laws (with Maitrise Master1) LLB
2.4. The duration, syllabus and rules pertaining to progression and assessment for programmes of study leading to undergraduate and taught graduate/postgraduate awards shall be defined and published annually in the relevant programme specification.

2.5. First-year students registered on full-time courses may be permitted to change their degree within the first two teaching weeks of the academic year or, on successful completion of the relevant module, at the end of the first year of study, subject to the approval of the Executive Dean or their deputy and to the availability of places on the degree they wish to enter.

2.6. The Executive Dean or their deputy may permit a student to follow as part of their study for the degree of Bachelor an approved programme of study at an overseas university or comparable institution approved for the purpose in each case.

2.7. Students may be admitted to programmes of study which are not assessed and to programmes of study leading to the grant of credits which may be accumulated towards an award of the University.

2.8. For each undergraduate programme of study there is a maximum period within which a student must complete their studies. The maximum period is set from the date when the student is first admitted to sub-degree or an undergraduate programme at the University of Essex. Transfers of programme are still included in the original maximum period. Academic years in which the student has undertaken a period of intermission are still included in the original maximum period. The Executive Dean or their deputy may consider requests for an extension to the maximum period of study in cases of ill-health or other exceptional circumstances. Details of the maximum period of study for each award are published in the Undergraduate Rules of Assessment.

2.9. For the purpose of applying University policies and procedures, students studying on Integrated Masters Awards will be regarded as Undergraduate students in Years One, Two and Three, and Taught Postgraduates in Year Four.

2.10. Students may be admitted to a programme of study leading to a dual award of the University of Essex and one or more awarding institution(s). The dual award arrangements shall be entered into formally between the University and the partner institution(s) before any candidates are admitted to the programme. The details of the programme shall be published in the relevant programme specification.
Principal Regulations for Taught Masters Programmes

3.1. In the University the following taught Masters degrees are conferred: Master of Arts (MA), Master of Business Management (MBM), Master of Education (M.Ed), Master of Fine Arts (MFA), Master of Science (MSc), Masters in Language and Linguistics (MLang), Master of Laws (LLM), Masters in Marine Biology (MMB), Master of Public Policy (MPP), Masters by Research (MRes), and the following integrated masters awards:

Master of Accounting (MAcc), Master of Art History (MArtH), Master of Economics (MEcon), Master of Electronic Engineering (MEng), Master of Engineering (MEng), Master of Languages (MLang), Master of Law (MLaw), Master of Linguistics (MLing), Master of Literary Studies (MLitS), Master of Management (MMan), Master of Mathematics (MMath), Master of Philosophy (MPhilos), Master of Politics (MPol), Master of Science (MSci), Master of Sociology (MSoc) and Master of Telecommunication Engineering (MEng)

Admissions

3.2. A person wishing to be accepted as a student for a taught Masters degree must apply through the Head of Department concerned to be admitted as a registered graduate student within the University.

3.3. A candidate for a Masters degree must satisfy one of the following admissions criteria:

(a) hold a Bachelors (Honours) degree awarded by an institution or body with degree awarding powers in the UK;
(b) be a graduate of first-cycle higher education as defined by the Bologna Declaration or a person holding a degree-level qualification from a recognised overseas institution;
(c) be a person who is deemed to demonstrate an academic standard equivalent to a Bachelors (Honours) degree, documented through professional or vocational achievement.

In the case of applicants who are not first language English speakers, evidence must be produced of a high level of ability in the language, including writing.

3.4. Students may be admitted to a programme of study leading to a dual award of the University of Essex and one or more awarding institution(s). The dual award arrangements shall be entered into formally between the University and the partner institution(s) before any candidates are admitted to the programme. The details of the programme shall be published in the relevant programme specification.

A student studying for a dual award shall normally spend at least half their time at the University and the rest of the time at the partner institution(s).

Registration Arrangements

3.5. Students must register as graduate students of the University and must comply with the Charter, Statutes, Ordinances and Regulations of the University; they must register annually at the beginning of each academic year after acceptance until they present themselves for examination for the degree.

Masters Degree Requirements

3.6. A Masters degree may be conferred on students who have followed a taught Masters programme approved by the Senate, consisting of systematic courses of lectures and other teaching, and the undertaking of a dissertation or its equivalent. The dissertation or equivalent shall comprise no more than half the work of the programme of study except in the case of the final year of Integrated Masters degrees where the dissertation or equivalent may be up to three-quarters of
the work of the final year of the programme of study provided there is clear and appropriate preparation of students for the dissertation or equivalent in the earlier years of the degree.

Students for a taught Masters degree shall:
(a) spend at least three terms of full-time study in the University or six terms of part-time study;
(b) be assessed by assignments prescribed in the regulations for the programme of study. In addition students shall present, in a manner acceptable to the Senate, a dissertation or its equivalent as prescribed in the regulations for the programme; candidates are personally responsible for all expenditure connected with the preparation of a thesis or dissertation.

Students may also be required to present themselves for an oral examination.

Modular study may be followed for a maximum period of six years.

The attendance requirements do not apply to study by distance learning.

3.7.
A dissertation or its equivalent submitted for a Masters degree may not incorporate, whether in the same or different form, work which has been submitted to this or to any other university for a degree unless the subject of the research is an extension or continuation of research begun for such a degree. In such a case the extent of the material and the degree if any obtained should be indicated (the student may be required to produce the work previously submitted).

A student must state generally in the preface to the dissertation and specifically in references the sources from which the material is derived and the extent to which the candidate has used the work of others including collaborators.

3.8.
Apart from quotations, the dissertation must be presented in English unless the relevant Executive Dean (or their deputy) or Dean of Partnerships (or their deputy) has given permission in advance for it to be in another language.

3.9.
Assessment in each taught Masters programme shall take place at the time or times described in regulations or otherwise approved by the relevant Faculty Board for that programme. With the consent of the relevant Executive Dean (or their deputy) or Dean of Partnerships (or their deputy), a candidate may be permitted to submit the dissertation after the approved time.

3.10.
Masters degrees will be awarded by the Senate on the recommendation of a Board of Examiners appointed by the Faculty Board.

Continuation Period

3.11.
Students who have completed the minimum period of study prescribed by the Senate and who have not yet presented themselves for examination will be required on registration to pay an appropriate 'continuation' fee as determined from time to time by the University. Such students shall be entitled to be examined (but not re-examined), to obtain any supervision required and to use University facilities including the Library. They shall be subject to the Charter, Statutes, Ordinances and Regulations of the University at any time they are present in the University.

Principal Regulations for Graduate and Postgraduate Diplomas and Certificates

3.12.
In the University, graduate and postgraduate Diplomas and Certificates are offered.

3.13.
Candidates shall follow a programme of study approved by the Senate on the recommendation of the relevant Faculty Board. The regulations for each programme shall prescribe the period of study, whether in or outside the University, and the examinations and any other forms of assessment required.
3.14. A person wishing to be accepted as a student for a Diploma or Certificate programme must apply through the Head of Department concerned to be admitted as a registered student within the University.

3.15. Diplomas and Certificates shall be granted by the Senate on the recommendation of a Board of Examiners appointed by the Faculty Board.

3.16. For all purposes of higher degree regulations, programmes of study leading to a Graduate or Postgraduate Diploma or Certificate of the University shall be treated as if they lead to a Masters of the University.
Principal Regulations for Research Degrees

4.1. The University of Essex confers the following research degrees: Masters by Dissertation (MA or MSc), Masters in Professional Studies (MProf), Master of Philosophy (MPhil), Doctor of Medicine (MD), Doctor of Philosophy (PhD), Doctor of Psychology (DPsych) and Professional Doctorate. The Senate has approved The Code of Practice for Postgraduate Research Degrees and The Code of Practice for Professional Doctorates that should be used in conjunction with these Regulations. For Regulations 4.2 to 4.91 the ‘Dean’ refers to the Executive Dean (or their deputy) or Dean of Partnerships (or their deputy).

Research Degree Requirements

4.2. For all the University’s research degrees a student shall:
(a) attend such classes, seminars and personal consultations as the supervisor(s) shall require at times arranged by the supervisor(s);
(b) attend Supervisory Panel meetings as required, and produce work and/or other evidence of progress as required by the supervisor and other panel members;
(c) submit, in accordance with the regulations and rules governing presentation of such work, a thesis for examination under a title which has been approved by the Head of Department; and
(d) be aware of the requirements of these Regulations and the Code of Practice that govern the award for which the student is registered.

4.3. Full-time students are expected to undertake the equivalent amount of study to a full-time job spending 36 hours per week, averaged across the year, engaged in full-time study at the University except in the case of distance learning or those who have specific permission from the Dean.

Paid Duties

4.4. Students must, if relevant, fully comply with the terms and conditions of their scholarship/studentship and the requirements of the Home Office. Full-time students may, with the consent of their supervisor(s), undertake paid duties alongside their studies. Students employed to teach or demonstrate at the University of Essex are regulated by their contract and other related documents. A student in further completion, or in an extension to their completion period, is not permitted to be employed to teach or demonstrate at the University.

Distance Learning

4.5. Distance Learning does not normally involve face-to-face contact between a student and their supervisor(s) but instead uses technology to enable supervision from a distance.
A person either not resident within the UK or, in appropriate circumstances, a UK resident who conducts their work remotely, may, on the recommendation of the Head of Department, or nominee, be accepted by the Dean PGRE as a student for a research degree by part-time or full-time Distance Learning. As part of the recommendation, the supervisor and student will agree details of the supervisory arrangement, which will include:
(a) the frequency and mode of contact;
(b) the extent of face-to-face contact envisaged;
(c) any periods of time to be spent at the University;
(d) access to local facilities and expertise where relevant (most commonly in the place of employment); and
(e) arrangements for written reports on research and progress.

5 ‘Thesis’ includes dissertations submitted for the degree of Masters by Dissertation.
Standard and Completion Periods

4.6
The standard period is the minimum time a student is required to be registered on the specific research degree, unless exceptional circumstances exist (see 4.11). If a student does not submit for examination in the standard period they may be permitted to move into a completion period (see 4.10). The permission to move into a completion period is granted on a termly basis. A maximum of three terms of completion may be available. Extensions beyond the completion period will only be agreed in exceptional circumstances approved by the Dean. At the end of the completion period a student is expected to submit their thesis.

The standard and completion periods of study are detailed within regulations relating to specific programmes. Students starting prior to the 2016-17 academic year will need to refer to the appropriate regulations (see https://www.essex.ac.uk/-/media/documents/about/governance/university-calendar-2016-2017.pdf).

4.7
At the end of each academic year during their standard period, a student may be permitted to proceed to the next year by the Research Students’ Progress Board (RSPB) where it is satisfied that the student has met the requirements as outlined in the relevant milestones document. The RSPB’s decision will be reported to the Dean, accompanied by appropriate supporting documents. See 4.13-4.17 for change of status.

4.8
In exceptional circumstances, the Dean may reduce the standard period of study, provided that:
(a) no more than three terms of the period shall be waived (for a full-time PhD) (pro-rata for other awards and part-time students); and
(b) they are satisfied that the student has completed their study and research and is ready to submit the thesis.

Completion Period

4.9
The period between the end of the standard period and the end of the last expected submission date is known as the completion period.

4.10
A student may be permitted to proceed into a completion period by the RSPB where it is satisfied that the student has met the requirements as outlined in the relevant milestones document. The RSPB’s decision will be reported to the Dean, accompanied by appropriate supporting documents. Students who are permitted to proceed into a completion period will be required on registration to pay the specified completion fee(s) as determined from time to time by the University.

4.11
Where a student has not met the requirements as outlined in the relevant milestones document, the Dean may extend the standard period, by up to one term, on the recommendation of the RSPB. In such instances, the maximum number of completion terms available to the student will subsequently be reduced by one term. In exceptional cases an extension of more than one term may be granted, or the maximum number of completion terms may not be reduced, and consideration will be given on a case by case basis. A student who is not permitted to proceed into a completion period shall pay in advance the appropriate fee for the additional terms of their extended standard period. Students starting prior to the 2019-20 academic year will need to refer to the appropriate regulations (see https://www.essex.ac.uk/-/media/documents/about/governance/university-calendar-2018-19.pdf).
Permission to Conduct Research Away from the University

4.12. The Head of Department, or nominee, may give permission during the standard period to conduct research away from the University that is either:
   i. for an extended period of time in the UK, or
   ii. outside the UK for any length of time. Approved periods of research away from the University must be reported to the Postgraduate Research Education Team.

A student may not spend the first two terms of their research degree programme on research away from the University except in special circumstances approved by the Dean.

Normally the maximum time spent on research away from the University is one third of the standard period except in special circumstances approved by the Dean.

Permission under this regulation for Tier 4 sponsored students should be made in consultation with the International Services Team to ensure such permission does not breach Home Office requirements.

Change of Status

UPGRADING

4.13. Upgrading can only take place in the standard period.

A student for the degree of Masters by Dissertation may be permitted to transfer to the degree of MPhil or MPhil/PhD by the RSPB. The Dean may permit students to count the period of study begun for the Masters towards the standard period of study required for the degree of MPhil or MPhil/PhD.

A student for the degree of Master of Philosophy may be permitted to transfer to the degree of MPhil/PhD or PhD by the RSPB. The Dean may permit students to count the period of study already undertaken for the MPhil towards the standard period of study required for the degree of PhD.

Upgrading for Tier 4 sponsored students should be made in consultation with the International Services Team to ensure a change does not breach Home Office requirements.

DOWNGRADING

4.14. Downgrading may take place at any time prior to the submission of the thesis. Downgrading for Tier 4 sponsored students should be made in consultation with the International Services Team to ensure a change does not breach Home Office requirements.

The Dean may, after a recommendation from the RSPB, require that the registration status of a student for the degree of MPhil, MPhil/PhD, PhD or Professional Doctorate be changed to either the degree of MPhil, Masters by Dissertation or a Masters of Science as appropriate.

DISCONTINUATION

4.15. Discontinuation may take place at any time prior to the submission of the thesis.

The Dean may, after a recommendation from the RSPB, require a student to discontinue as a research degree student.

FULL-TIME/PART-TIME

4.16. Students are not normally allowed to transfer from full-time study to part-time study in the final term of their standard period or during their completion period.

The Dean may permit transfer from one mode of study to another, eg from full-time to part-time, (including distance learning) or vice-versa. The standard/completion period will be adjusted pro-rata. Changes from full-time to part-time, (including distance learning) or vice-versa for Tier 4 sponsored students should be made in consultation with the International Services Team to ensure a change does not breach Home Office requirements.
Change of Degree Title

4.17. The Dean may permit a change of degree title via a transfer to an alternative, approved PhD programme.

Thesis Requirements

4.18. The maximum word length for the thesis is specified within each programme. A thesis submitted for examination must not exceed the maximum word length for the degree unless previously submitted for a higher award. When a student wishes to submit a thesis that exceeds the maximum word length permission must be sought from the Dean at least one month prior to the submission of the thesis.

4.19. The thesis will include a summary or abstract of the work not exceeding 300 words in length.

4.20. The thesis and summary must normally be in English. This does not include quotations. The Dean may approve, at admission to the programme of study, a request for the thesis to be in another language.

4.21. A student who is about to submit a thesis must give at least two months’ prior notice in writing to the Dean. The Head of Department, or nominee, must approve the title of the thesis.

4.22. Copies of a thesis for examination shall be submitted according to the University Policy on Thesis Submission, Deposit and Retention (.pdf)

4.23. The form of a thesis may vary. A thesis will normally consist of an investigation by one author of a unified theme of research. Where a thesis includes any work that has been written or produced in collaboration with another person(s), the candidate must explicitly acknowledge this, and must state, normally in a preface to the thesis, the extent and nature of the contribution of the other person(s). This applies whether or not the co-written or co-produced work has been published in any format before the examination of the thesis.

In cases where the submission takes the form of a thesis by papers, the thesis must be submitted in accordance with the Guidance Notes for Submitting a Thesis as a Series of Papers (.pdf). The thesis as a series of papers consists of a minimum of three papers of publishable quality, preceded by a substantial introduction and a conclusion. The student must use the introductory section of their thesis to outline the context of the research and to set the overarching, unifying question which the thesis addresses. The introductory section should include a literature review and an outline of the methodologies employed. The overall work must constitute a coherent and continuous thesis, rather than a series of disconnected papers. In case of co-authorship the candidate has to be the sole production of the other papers. Additionally, a co-authored thesis has to be submitted together with a ‘Statement of Authorship’.

In the case of a thesis involving original creative output, the thesis must embody the results of research carried out and/or output created during the approved period of study. The thesis must contain a commentary that addresses the originality and artistic relevance of the work.

4.24. A candidate must clearly identify all sources, published and unpublished, from which material in the thesis is derived, and must supply full references to all sources, in an appropriate format, both in the body of the text and in the bibliography or reference list.

4.25. A candidate must ensure that their thesis does not contain material the publication of which may lead to liability under English law, specifically (but not limited to): intellectual property law; data protection law; defamation law; and discrimination law.

4.26. A thesis may not incorporate, whether in the same or different form, work that has been submitted to this or to any other Higher Education provider for a degree unless the subject of the research is an extension or continuation of research begun for such a degree. In such a case the extent of the
material and the degree, if any, obtained should be indicated. The candidate may be required to produce the work previously submitted. An exception to this regulation will apply where the thesis is resubmitted after unsuccessful submission for a higher award at the University of Essex (see 4.33).

4.27.
Upon submission of a thesis for examination, a student becomes a candidate for that degree.

Appointment of Examiners

4.28.
A candidate for a research degree shall be examined by at least two persons appointed for the purpose by the Dean. For student candidates, the examiners shall include a member of the Academic staff of the University of Essex or Partner Institution, as the internal examiner, and an external examiner who shall be independent of the University of Essex and its Partner Institutions. For staff candidates see 4.43 below.

In cases where a re-examination is necessary and the internal examiner has left the University after the original examination they shall normally continue to act as the internal examiner for the re-examination.

No person who has been a supervisor of the candidate’s work shall be appointed as an examiner nor shall such a person be present at a viva of that candidate except in special circumstances to be approved in each individual case by the Dean and with the agreement of the external examiner.

Notwithstanding the foregoing, a person who has temporarily supervised the candidate’s work for not more than six months in the absence of the permanent supervisor may, in exceptional circumstances, be appointed an examiner, provided that they have not acted as a temporary supervisor during any part of the six months before the candidate is examined.

No person who has a professional or personal relationship with the candidate that might give rise to a conflict of interest shall be appointed as an examiner. Except with the prior permission of the Dean, both examiners (or, where more than two are appointed, all examiners) shall be present when a viva is held.

For the examination of a candidate for the degree of Doctor of Medicine the external examiner shall normally be medically qualified and/or experienced in the relevant area of research.

The University takes gender equality seriously. When recommending and appointing examiners and, if appropriate, an Independent Chair, every effort shall be made to achieve a reasonable gender balance.

Appointment of an Independent Chair

4.29.
As determined by the University Policy on the Appointment of an Independent Chair (.pdf), the Dean may appoint an Independent Chair to oversee the conduct of the viva.

Oral examination/Viva Voce Examination (Viva)

4.30.
The viva will normally be held within two months of the submission of the thesis for examination if submitted in accordance with regulations 4.21 and 4.22.

A candidate must attend a viva, except when the Dean, on sufficient grounds submitted by the examiners, excuses a candidate from the viva.

A candidate will normally only be excused from the viva where the viva has been arranged for a re-examination following a referral period and where the examiners are in agreement that the candidate is now in a position to pass the viva, or where there are exceptional circumstances which prevent a candidate from engaging in the viva process.

A viva will not be waived where one or more examiners has deemed from reading the thesis that the candidate seems likely to fail, only eligible for a lower award or to be referred.

4.31.
A viva may be conducted via video link in accordance with the University Policy on the Conduct of a Research Degree Viva by Video Link, Skype or an equivalent audio-visual service (.pdf).
4.32. Supervisor(s) are not normally permitted to be present at the viva. The student’s supervisor can only be present in exceptional circumstances, to be approved on an individual basis by the Dean and with the agreement of the external examiner. It is good practice to invite the supervisor to attend at the end of the viva when the examiners communicate their recommendation to the candidate. The attendance of the supervisor in these circumstances is with the permission of the examiners and the candidate.

Examination Results

FOR ALL RESEARCH DEGREES

Viva outcomes

4.33. The outcomes available for each degree, and any lower award, are specified in the programme requirements below. The outcomes are:
(a) Pass with no corrections.
(b) Pass subject to minor typographical/presentational corrections. The candidate makes any corrections prior to submission of the final version of the thesis.
(c) Pass subject to minor corrections to be made within three months. The examiners must provide a separate list of corrections that they wish to see made. Minor corrections should not require the candidate to conduct further research or undertake substantial further work. These include typographical errors, clarifying points, rephrasing, editing/adding paragraphs, correcting references, etc. The internal examiner must confirm in writing that these have been made satisfactorily. Corrections must be made and the thesis submitted within three months.
(d) Pass subject to major corrections to be made within six months. The examiners must provide a separate list of corrections that they wish to see made. Major corrections require the candidate to undertake substantial further work but the corrected thesis should not require re-examination. Such major corrections include more extensive editorial revisions, the addition of substantial new material, re-writing of substantial parts of the thesis, re-analysis of existing data, etc. The internal examiner must confirm in writing that these have been made satisfactorily. Corrections must be made and the thesis submitted within six months.
(e) Referral for re-examination in up to 12 months. The candidate has not met the requirements for the degree examined but may resubmit, on one occasion only, a revised thesis for re-examination within 12 months. The examiners must provide a separate statement describing the shortcomings of the thesis and the changes required. These may include, amongst other things, editorial corrections and revisions, rewriting a part, parts or the whole of the thesis, the carrying out of further research and/or experimental work. They must also specify the referral period, which should not normally be less than six months or exceed 12 months. For viva outcomes (f) to (i) (below) the candidate is awarded a degree at a lower level from the qualification for which they were initially assessed (for example awarding a MPhil to a PhD candidate). In such cases, the examiners must clearly provide in their statement how the candidate has met the criteria for the lower award in addition to the reasons for not meeting the criteria for the higher award.
(f) Award of a (lower award) subject to no corrections.
(g) Award of a (lower award) subject to minor typographical/presentational corrections. The candidate makes any corrections prior to submission of the final version of the thesis.
(h) Award of a (lower award) subject to minor corrections to be made within three months. The candidate has not met the requirements for the degree examined but has met the requirements for the (lower award) subject to the approval of minor corrections. The examiners must provide a list of the corrections that they wish to see made. Minor corrections should not require the candidate to conduct further research or undertake substantial further work. These include typographical errors, clarifying points, rephrasing, editing/adding paragraphs, correcting references, etc. The internal examiner must confirm in writing these have been made satisfactorily. Corrections must be made and the thesis submitted within three months.
(i) Award of a (lower award) subject to major corrections to be made within six months. The candidate has not met the requirements for the degree examined but has met the
requirements for the (lower award) subject to the approval of major corrections. The examiners must provide a list of the corrections that they wish to see made. Major corrections require the candidate to undertake substantial further work but the corrected thesis should not require re-examination. Such major corrections include more extensive editorial revisions, the addition of substantial new material, re-writing of substantial parts of the thesis, re-analysis of existing data, etc. and the internal examiner must confirm in writing that these have been made satisfactorily. Revisions must be made and thesis submitted within six months.

(j) Referral for a (lower award). The candidate has not met the requirements for the degree examined but may resubmit a revised thesis for re-examination for a (lower award). The examiners must provide a statement describing the shortcomings of the thesis and the changes required. These may include, amongst other things, editorial corrections and revisions, rewriting a part, parts or the whole of the thesis, the carrying out of further research and/or experimental work. They must also specify the referral period, which should not normally be less than six months or exceed 12 months.

(k) Fail. The examiners must provide a clear statement describing the shortcomings of the thesis.

**Failure to agree**

4.34.
In the event of disagreement on the viva outcome, the examiners may, after due consideration between themselves, certify that their failure to agree on an outcome is irreconcilable. Two new examiners shall then be appointed. The new examiners shall examine the thesis and conduct a viva. The new examiners may recommend to the Dean any result that was open to the original examiners and their decision on the recommendation shall be final, subject only to any right of appeal that may be given under the provisions of other Regulations.

**Publication of Result**

4.35.
A candidate shall normally be informed of the result of the viva within one month from the date of the viva. Candidates are entitled to receive copies of the examiners’ reports on their thesis on request, when examining is complete.

**Final Thesis Submission**

4.36.
Before being eligible for the conferment of the degree, the candidate shall deposit a copy or copies of the thesis according to the University Policy on Thesis Submission, Deposit and Retention (.pdf).

**Conferment of the Degree**

4.37.
The Dean determines the conferment or otherwise of the degree.

**Appeals and Complaints**

4.38.
A student or candidate has the right to appeal a Research Student Progress Board decision or a viva outcome following the Progress and Appeals Procedures for Research Degree Students (.pdf).

A student or candidate has the right to make a formal complaint following the Student Concerns and Complaints Procedure (.pdf).

**PhD by Publication**

4.39.
A candidate for the degree of Doctor of Philosophy by Publication must be a graduate of this University and have published work of a nature and depth consistent with the doctoral level research and/or practice.
As well as standard academic or creative publications, 'published work' may include performance, exhibition, installation, media of various kinds as defined in relevant regulations and policies, provided that it is made available in an appropriate recorded format.

Published work must:

i. form a coherent body of research;
ii. be timely and current as determined by academic judgement;
iii. demonstrate sufficient substance and significance as to meet the criteria for the Doctor of Philosophy as specified in regulation 4.69.

The published work submitted must be formally published by the date of registration; works not yet submitted for publication are ineligible for submission.

In all cases, a written critical analysis should accompany the published work (or Practice as Research submission), as well as a statement outlining the contribution the work makes to the field. The total submission should be equivalent to the standard thesis requirements for the degree of Doctor of Philosophy.

The maximum period of study shall normally be six months. The Executive Dean or nominee can exceptionally permit a period of up to twelve months.

4.40. To apply for the admission to PhD study, a candidate must consult with the Head of the relevant academic Department and submit to them their evidence of published work of a nature which is consistent with the award of the degree of Doctor of Philosophy, as well as their accompanying critical analysis or plans to develop the critical analysis under the supervision of an appointed supervisor/supervisory team. The Head of Department will make a recommendation to the Executive Dean, or nominee, outlining the candidate’s eligibility (or ineligibility) for admission to the PhD by Publication, to include:

i. A list of the publications or other outputs on which the assessment for the degree is to be based as well as a comment on the suitability of the submitted work
ii. The supervisor(s) to be appointed to support the writing of the critical analysis and advise the candidate on the inclusions of published work and coherence of the body of research work;
iii. The duration of registration.

The quality of the publisher/venue/outlet(s) (i.e. scholarly journals, scholarly texts, curated productions) within which publications or other outputs have been published and the timeliness of the research will be assessed as part of the application procedure.

4.41. The Head of Department or nominee shall recommend for approval by Deputy Dean Postgraduate Research Education the names of two examiners, one of whom shall be an external examiner. This recommendation shall not normally be made later than two months before the expected date of the submission of the work to be examined.

4.42. Candidates for the award of PhD by Publication must attend a viva, except when the Executive Dean or nominee may, on sufficient grounds submitted by the examiners, excuse a candidate from the viva.

The examiners for a submission by published work shall declare the result of an examination for the degree of Doctor of Philosophy as either 'pass', 'minor corrections to the critical analysis' 'resubmission of published work on one further occasion only', 'award of Master of Philosophy' or 'fail'.

Staff Candidature

4.43. Members of staff of the University and its Partner Institutions may apply to become students for a research degree and will be registered as students. These regulations then apply as a student for a research degree except they will be examined as a member of staff (see 4.47). Students who teach (Graduate Teaching Assistants, Graduate Laboratory Assistants, Graduate Demonstrators) are not considered members of staff for Regulations 4.44-4.50. Candidates who commence their studies as a registered research student and take up employment in the University or a Partner Institution more than six months prior to submission will be examined as a member of staff of the University or Partner Institution.
4.44.
Members of staff of the University and its Partner Institutions may become candidates for the degree of Doctor of Philosophy, Master of Philosophy or Masters by Dissertation on the following conditions:
(a) the work must be submitted for examination while the candidate is a member of staff of the University of Essex or a Partner Institution or within 12 months of the candidate ceasing to be a member;
(b) candidates may submit a thesis, practice as research, published research work, or a combination, if the volume of published work is deemed to require supplementing with further research and/or analysis. Following consultation with the relevant Head of Department, the Executive Dean or nominee will determine whether the intended submission is of sufficient quality and quantity. With the permission of the Dean they may submit the results of research that cannot be presented in these forms. Application for such permission should be made through the Head of Department or nominee;
(c) the work is examined as published work or a thesis (see 4.85 and 4.96 below). The Dean will determine how the work is categorised for examination;
(d) in the case of work examined as published work, the definition of published work outlined in regulation 4.39 (above) is applied.
4.45.
Regulations 4.18-4.26, relating to thesis requirements, shall apply to staff candidates for the degree of Doctor of Philosophy, Master of Philosophy or Masters by Dissertation.
4.46.
The viva for staff candidates shall be conducted by two external examiners appointed by the Executive Dean or nominee. The report and recommendation of the examiners shall be received by the Executive Dean or nominee. The Executive Dean or nominee shall appoint an Independent Chair for all staff candidates.
4.47.
Staff candidates must attend a viva, except when the Executive Dean or nominee may, on sufficient grounds submitted by the examiners, excuse a candidate from the viva.
4.48.
The examiners for a submission by published work shall declare the result of an examination for:
(a) the degree of Doctor of Philosophy as 'pass', 'minor corrections to the summary' 'resubmission of published work on one further occasion only', ‘award of Master of Philosophy’ or ‘fail’;
(b) the degree of Master of Philosophy as 'pass', 'minor corrections to the summary' 'resubmission of published work on one further occasion only', ‘award of Masters by Dissertation’ or ‘fail’;
(c) the degree of Masters by Dissertation as 'pass', 'minor corrections to the summary' ‘resubmission of published work on one further occasion only’ or ‘fail’.
4.49.
The examiners for a submission by thesis may recommend any result that is available for the degree examined (see 4.53, 4.58 or 4.69).

Joint and Dual Awards and Co-supervision
4.50.
Joint and dual awards and co-supervision of research students are determined by the University Policy on Dual and Joint Research Awards (.pdf).
The rules and regulations relating to joint awards are agreed as part of the Due Diligence and Institutional Approval Process. The standard University Principal Regulations for Research Degrees do not apply to Joint Research Awards.

MASTERS BY DISSERTATION
4.51.
A student shall follow a programme of supervised research approved by the Senate.
Periods of Study

4.52.
The normal standard and completion periods of study are:

<table>
<thead>
<tr>
<th></th>
<th>Mode</th>
<th>Standard</th>
<th>Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters by Dissertation</td>
<td>FT</td>
<td>One year</td>
<td>Up to one year</td>
</tr>
<tr>
<td></td>
<td>PT</td>
<td>Two years</td>
<td>Up to one year</td>
</tr>
</tbody>
</table>

Requirements of the Award

4.53.
A dissertation for the degree of Masters by Dissertation is required to present the results of research carried out during the approved period of study and should demonstrate advanced understanding of the area of study. In the dissertation and the oral examination the candidate is required to present the results of research that either forms original work or is an ordered and critical exposition of existing knowledge. The dissertation should set out the relationship between the candidate’s work and the wider field of knowledge, and should be expressed clearly and concisely.

In the case of a dissertation involving original creative output, the dissertation must embody the results of research carried out/or output created during the approved period of study and should demonstrate advanced understanding of the area of study. The dissertation must contain a commentary that addresses the originality and artistic relevance of the work. The dissertation should set out the relationship between the candidate’s work and the wider field of knowledge/the genre, and should be expressed clearly and concisely.

Word Length

4.54.
The maximum word length of the dissertation is 30,000 words, excluding any references and bibliography. Maximum word length for a dissertation including creative output may vary depending on the format of the dissertation.

Examination Outcomes

4.55.
For the examination outcomes read thesis for dissertation. No lower award. Examiners may recommend one of the following examination outcomes on academic grounds: (a), (b), (c), (d), (e) or (k) (see 4.33 for definitions).

MASTER OF PHILOSOPHY (MPhil)

4.56.
A student shall follow a programme of supervised research approved by the Senate.

Periods of Study

4.57.
The normal standard and completion periods of study are:

<table>
<thead>
<tr>
<th></th>
<th>Mode</th>
<th>Standard</th>
<th>Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master of Philosophy</td>
<td>FT</td>
<td>Two years</td>
<td>Up to one year</td>
</tr>
<tr>
<td></td>
<td>PT</td>
<td>Four years</td>
<td>Up to one year</td>
</tr>
</tbody>
</table>
Requirements of the Award

4.58.
A thesis submitted for the degree of Master of Philosophy must embody the results of research carried out during the approved period of study and should make a contribution to knowledge. In the thesis and the oral examination the candidate is required to present the results of research that either forms original work or is an ordered and critical exposition of existing knowledge. The thesis should set out the relationship between the candidate’s work and the wider field of knowledge, and should be expressed clearly and concisely.

In the case of a thesis involving original creative output, the thesis must embody the results of research carried out and/or output created during the approved period of study. The thesis must contain a commentary that addresses the originality and artistic relevance of the work. Within the thesis the student must show evidence of the originality of the work or an ordered and critical exposition of existing knowledge/the genre. The thesis should demonstrate an understanding of the relationship between the candidate’s work and the wider field of knowledge/the genre, and should be expressed clearly and concisely.

Word Length

4.59.
The maximum word length of the thesis is 50,000 words, excluding any references and bibliography. Maximum word length for a thesis including creative output may vary depending on the format of the thesis.

Examination Outcomes

4.60.
Lower award: Masters by Dissertation. When the original examination was for a PhD and the candidate was referred for a MPhil there is no lower award. Examiners may recommend one of the following examination outcomes on academic grounds: (a) to (k) (see 4.33 for definitions).

DOCTOR OF PHILOSOPHY (PhD)

4.61.
A student shall follow a programme of supervised research approved by the Senate.

Periods of Study

4.62.
The normal standard and completion periods of study are:

<table>
<thead>
<tr>
<th></th>
<th>Mode</th>
<th>Standard</th>
<th>Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctor of Philosophy</td>
<td>FT</td>
<td>Three years</td>
<td>Up to one year</td>
</tr>
<tr>
<td></td>
<td>PT</td>
<td>Six years</td>
<td>Up to one year</td>
</tr>
</tbody>
</table>

Confirmation

4.63.
All PhD students are initially registered as MPhil/PhD except in individual cases where an MPhil student is allowed by the Dean to upgrade in accordance with Regulation 4.13.

4.64.
At the end of the first year of full-time study (or the equivalent for part-time) students studying in the Faculty of Social Sciences or Faculty of Humanities may have their PhD registration confirmed. Students studying in the Faculty of Science and Health may have their PhD registration confirmed during the first term of the second year of full-time study (or the equivalent for part-time). Partner Institutions shall determine the confirmation requirements for their programmes.

4.65.
The RSPB shall decide that a student's PhD status is confirmed only when it is satisfied that the student has produced work of sufficient quality and quantity to provide evidence of appropriate
PhD-level progress. The RSPB’s decision will be reported to the Dean, accompanied by appropriate supporting documents.

4.66.
In exceptional cases, if the RSPB is satisfied that a student has produced work of sufficient quality and quantity to provide evidence of appropriate PhD-level progress and the agreed milestones for confirmation had been met, PhD status could be confirmed earlier.

4.67.
A student whose PhD status is confirmed shall have their registration changed to PhD.
If a student's PhD status is not confirmed at the first meeting of the RSPB that considers the confirmation decision, their progress will be re-evaluated at the next meeting held in the same academic year.

4.68.
If a student's PhD status is not confirmed at the second meeting, the RSPB shall recommend to the Dean that the student's status be changed to MPhil or Masters by Dissertation, or that the student be required to withdraw. The Dean may accept or reject the recommendation, taking into account all the circumstances. Where the recommendation to change the student’s status is accepted by the Dean the minimum period of study will be reduced accordingly.

Requirements of the Award

4.69.
A thesis submitted for the degree of Doctor of Philosophy must embody the results of research carried out during the approved period of study. In the thesis and the oral examination the candidate is required to conduct and present original investigations that make a significant contribution to knowledge, to test ideas, whether the candidate’s own or those of others, to understand the relationship of the theme of the investigations to a wider field of knowledge and to express themselves clearly and concisely.

In the case of a thesis involving original creative output, the thesis must embody the results of research carried out and/or output created during the approved period of study. The thesis must contain a commentary that addresses the originality and artistic relevance of the work. Within the thesis and oral examination the student must show evidence of the originality of the work, demonstrate an understanding of the relationship of the theme of the thesis to a wider field of knowledge, make a significant contribution to knowledge/the genre, and must express themselves clearly and concisely.

Word Length

4.70.
The maximum word length of the thesis is 80,000 words, excluding any references and bibliography. Maximum word length for a thesis including creative output may vary depending on the format of the thesis.

Examination Outcomes

4.71.
Lower award: Master of Philosophy (MPhil). Examiners may recommend one of the following examination outcomes on academic grounds: (a) to (k) (see 4.33 for definitions).

INTEGRATED DOCTOR OF PHILOSOPHY (PhD)

4.72.
A student shall follow a programme approved by the Senate.
The first year shall comprise an intensively taught period of training at the end of which the student will be formally assessed. On successful completion, the first year will be followed by three years of supervised research following the requirements set out for PhDs. In some programmes, the student will receive further training in professional and research skills in the second year that will also be formally assessed.
Periods of Study
4.73.
The normal standard and completion periods of study are:

<table>
<thead>
<tr>
<th></th>
<th>Mode</th>
<th>Standard</th>
<th>Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrated Doctor of</td>
<td>FT</td>
<td>Four years</td>
<td>Up to one year</td>
</tr>
<tr>
<td>Philosophy</td>
<td>PT</td>
<td>Eight years</td>
<td>Up to one year</td>
</tr>
</tbody>
</table>

Confirmation
4.74.
For students on an Integrated PhD, the process of confirmation occurs in the second year for students studying in the Faculty of Social Sciences or the Faculty of Humanities, and in the third year for students studying in the Faculty of Science and Health. The confirmation process is as per 4.66-4.69.

Requirements of the Award
As per 4.696.

Word Length
As per 4.70.

Examination Outcomes
As per 4.718.

DOCTOR OF PHILOSOPHY BY PROGRAMME (PhD)
4.75.
A student shall follow a three-year programme approved by the Senate. In addition to the three years of supervised research following the requirements set out for PhDs, the programme commences with a six-month, intensively taught, period of training at the end of which the study will be formally assessed as specified at the time of admission.

Periods of Study
4.76.
The normal standard and completion periods of study are:

<table>
<thead>
<tr>
<th></th>
<th>Mode</th>
<th>Standard</th>
<th>Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctor of Philosophy by Programme</td>
<td>FT</td>
<td>Three years</td>
<td>Up to one year</td>
</tr>
<tr>
<td></td>
<td>PT</td>
<td>Six years</td>
<td>Up to one year</td>
</tr>
</tbody>
</table>

Confirmation
As per 4.63-4.68.

Requirements of the Award
As per 4.69.

Word Length
As per 4.70.

Examination Outcomes
As per 4.71.
PROFESSIONAL DOCTORATES

4.77. A student shall follow a programme of study approved by the Senate. The requirements for each programme shall prescribe the period of study, whether in or outside the University and the form of assessment required of students.

Periods of Study

4.78. The mode, standard and completion periods of study are prescribed in the requirements of each programme.

Completion Period for Full-time Professional Doctorates

4.79. There is no completion period for students on full-time Professional Doctorate programmes. If a student is not ready to submit their thesis at the end of the standard period the Dean, on the recommendation of the Research Students’ Progress Board, shall extend the standard period. The appropriate full-time fee is payable for the additional terms of the extended standard period.

Requirements of the Award

4.80. A thesis submitted for a professional doctorate must embody the results of research carried out during the approved period of study. In the thesis and the oral examination the candidate is required to conduct and present original investigations that make a significant contribution to the nature of practice within the profession or to the way theory is applied, to understand the relationship of the theme of the investigations to a wider field of knowledge and to express themselves clearly and concisely.

Word Length

4.81. The maximum word length of the thesis is 40,000 words, excluding any references and bibliography.

Examination Results

4.82. Lower award: Masters by Dissertation (or other award in accordance with the rules of assessment for the programme). Examiners may recommend one of the following examination outcomes on academic grounds: (a) to (k) (see 4.33 for definitions).

DOCTOR OF MEDICINE (MD)

4.83. A student shall follow a two-year part-time programme of supervised research approved by the Senate. Students shall be jointly supervised by a member of the Academic or Research staff of the University and an appropriately qualified and experienced associate supervisor employed by an NHS Trust associated with the University of Essex.

Periods of Study

4.84. The normal standard and completion periods of study are:

<table>
<thead>
<tr>
<th></th>
<th>Mode</th>
<th>Standard</th>
<th>Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctor of Medicine</td>
<td>PT only</td>
<td>Two years</td>
<td>Up to one year</td>
</tr>
</tbody>
</table>
Requirements of the Award

4.85.
A thesis submitted for the degree of Doctor of Medicine must embody the results of research carried out during the approved period of study and make a significant contribution to the field in some subject of Medicine. In the thesis and the oral examination the candidate is required to conduct and present original investigations that make a significant contribution to knowledge, to test ideas, whether the candidate’s own or those of others, to understand the relationship of the theme of the investigations to a wider field of knowledge and to express themselves clearly and concisely.

Word Length

4.86.
The maximum word length of the thesis is 65,000 words, excluding any references and bibliography.

Examination Outcomes

4.87.
No lower award. Examiners may recommend one of the following examination outcomes on academic grounds: (a), (b), (c), (d) or (h) (see 4.33 for definitions).
Principal Regulations for Higher Doctorates

4.88. The degrees of Doctor of Letters (DLitt), Doctor of Science (DSc) and Doctor of Laws (LLD) may be conferred by the Senate of the University on candidates who have published work of distinction and merit constituting a substantial, important and original contribution to knowledge or scholarship.

4.89. The following may become candidates for the degree of Doctor of Letters, Doctor of Science or Doctor of Laws:

(a) graduates of the University of Essex of not less than ten years' standing following conferment of an appropriate Bachelor's degree or Master's degree or not less than seven years' standing following conferment of the degree of MPhil or PhD;

(b) members of the academic staff, or honorary or visiting members of staff, of the University of Essex who have served for not less than three years and who are graduates of an approved institution of not less than ten years' standing following conferment of an appropriate Bachelor's degree or Master's degree, or not less than seven years' standing following conferment of the degree of MPhil or PhD.

4.90. A person who wishes to be become a candidate for the degree of Doctor of Letters, Doctor of Science or Doctor of Laws must apply in writing to the Vice-Chancellor. The written application must include a full curriculum vitae and a list of the published work that they propose to submit for examination. The Vice-Chancellor, acting on behalf of the Senate and after consulting the appropriate Dean, shall decide whether or not a person be accepted as a candidate.

4.91. A candidate for the degree of Doctor of Letters, Doctor of Science or Doctor of Laws must submit in writing to the University:

(a) three copies of the published work submitted for examination and of a list of this work;

(b) a 300 word summary, including a title for the collection of work;

(c) the appropriate fee.

(d) Candidates submitting work of which they are not the sole authors shall submit also a statement explaining the part which they have played in the work in such a way that it can be related to each publication included in the submission; the extent of the contribution of others will be taken into account by the examiners in assessing how far the candidate's work meets the criterion for award of the degree. Work that has not been published and appeared in print shall not be taken into account by the examiners.

4.92. A candidate for the degree of Doctor of Letters, Doctor of Science or Doctor of Laws shall be examined by three examiners appointed for the purpose by the Dean; not more than one examiner may be a member of the academic staff of the University of Essex, except in the case of candidates who are themselves members of the academic staff of the University of Essex who shall be examined by three external examiners. Candidates may be required by the examiners to present themselves for oral examination.

4.93. The examiners shall recommend that the result of the examination shall be 'pass' or 'fail'. The Vice-Chancellor on behalf of the Senate shall receive the report and recommendation of the examiners. The Vice-Chancellor determines the conferment, or otherwise, of the degree.

4.94 One copy of the publications submitted by a successful candidate for the degree of Doctor of Letters, Doctor of Science or Doctor of Laws may be retained by the University Library and will in that event become the property of the University.
Regulations relating to Registration

Registration and Payment of Fees

5.1. Student status commences at first registration for a programme of study and continues, unless it is otherwise terminated, until the award is conferred or granted.

5.2. At the start of each new programme of study, in addition to the completion of the online registration process, students are required to undertake a Right to Study check in order to demonstrate their eligibility to undertake study in the UK in accordance with published requirements.

5.3. All prospective or continuing students must register each year at the required times in accordance with procedures approved from time to time by the University. The University reserves the right, not to allow students to register after term has started. Only exceptionally and with the special permission of the Academic Registrar or nominee will prospective or continuing students be allowed to register late.

5.4. Students who have commenced a programme of study but who fail to re-register or are prevented by the operation of other Regulations from re-registering by the end of the period of 28 days starting with the first day of the term of their next period of study shall be deemed to have withdrawn permanently from the University and from their programme of study and shall thereupon cease to be students of the University. This Regulation does not apply to students excluded temporarily by the Vice-Chancellor, continuation students or completion students, whose registration is governed by Regulations 5.15. and 5.16. respectively.

5.5. In accepting an offer of a place at the University students agree to be bound by all the relevant provisions of the Charter, Statutes, Ordinances and Regulations of the University, which include the Code of Student Conduct. This undertaking is confirmed at Registration.

5.6. All prospective or continuing students, full-time or part-time, will confirm, either as part of the online registration process or sign at Registration, their agreement to a statement undertaking that they will comply with the Charter, Statutes, Ordinances and Regulations of the University.

5.7. Students shall notify the University as soon as possible of any subsequent change in the information which they have given at Registration relating to name, address, choice of module, choice of options, and source of financial support.

5.8. A student who loses their Registration Card must inform the University immediately, and a duplicate Registration Card may be issued on payment of a charge determined from time to time by the University.

5.9. All students are required to register with a doctor in the vicinity of their term-time residence within four weeks of their arrival at the University. Students who register with a doctor other than the Health Centre on the Colchester campus may be required to notify the University of their name.

5.10. No prospective or continuing student will be permitted to access lectures, classes or laboratories or to use the University Library, computing or any other facilities of the University until they have registered and paid or made satisfactory arrangements to pay the fees due.

5.11. Fees and other charges must be paid at the times prescribed by the University. Students who have not paid fees and other charges including accommodation charges by the required date will be liable for a late payment charge of an amount, or rate of interest, to be determined from time to time by the University. Fee refunds will only be made in accordance with the policy published by the Director of Finance, Planning and Data Insight.
5.12.
The use of University facilities may be withdrawn from students who have not paid or made satisfactory arrangements to pay the fees due to the University. In the context of this Regulation the term 'University facilities' is to be interpreted to comprise all forms of academic instruction and supervision, the Albert Sloman Library, computing facilities and residential accommodation owned or administered by the University. A student who incurs a debt at another academic institution for which the University of Essex is liable to repay that institution during the programme of study will be deemed to be in debt to the University of Essex and therefore subject to Regulations 6.5. and 6.30. until the debt is paid.

Except with the permission of the Director of Finance, Planning and Data Insight
(a) no applicant may register for a new course at the University where they are in any form of debt to the University or its companies
(b) no student may register for a further period of study on their existing course where that debt relates to the fees for their course or ancillary academic costs.

5.13.
Persons who hold office in the Students' Union and are not otherwise registered as students shall be required to register as full-time occasional students, without fee, during their period of office and will abide by the Charter, Statutes, Ordinances and Regulations of the University.

5.14.
Former students who have withdrawn permanently or been required to withdraw permanently or been deemed to have withdrawn permanently from the University will be considered for readmission to a programme of study in line with the University's Procedure for Handling Requests from Former Students for Readmission to the University. Where a student has been de-registered automatically under 5.28, then their readmission would first be considered under 5.29.

Postgraduate Research students only

5.15.
Students who have completed the standard period of study prescribed by the Senate for the programme which they are following and who are required under Regulations or rules to register and pay a continuation fee are required to register each period as continuation students and shall remain subject to the Charter, Statutes, Ordinances and Regulations of the University. Students who, by the end of the specified period have not presented themselves for examination, fail to pay, or make acceptable arrangements to pay, the appropriate completion fee shall be deemed to have withdrawn permanently from the University and from their research degree and shall thereupon cease to be students of the University.

5.16.
Completion students must present themselves for examination by the end of the approved completion period (including the relevant vacation period). Where a student has extenuating circumstances that affect their ability to submit their thesis by the agreed deadline they may request an extension to their submission deadline of up to two weeks without having to register for the next term or pay the prescribed fee for that period. Requests for an extension must be made in advance of the existing deadline. Students who fail to present themselves for examination by the deadline shall be deemed to have withdrawn permanently from the University and from their research degree unless they are permitted an extension for which they must register and pay the prescribed fee for that period.

5.17.
Other cases which are not governed by Regulation 5.16 where a student has extenuating circumstances that affect their ability to submit their thesis by the agreed deadline will be considered by the Executive Dean or their deputy on a case-by-case basis.

Temporary Withdrawal (Intermission)

5.18.
Permission may be given to students to withdraw temporarily (intermit) from the University during their programme of study with a view to returning at a later date. Students must make a written
application to their Department and must give acceptable reasons for their request. The Head of
the student’s department, or nominee, will consider the request and come to a decision whether or
not to give permission to the student to intermit from the University. In some cases, the
Head/nominee may refer the request to the Executive Dean or their deputy who will make a
decision whether or not to give permission to intermit. The Head/nominee or Executive Dean or
their deputy may prescribe conditions which shall be fulfilled before the student may resume their
programme of study.
If permission is given, the student will be registered as an intermitting student for the whole of the
period of their absence, and will comply with the Charter, Statutes, Ordinances and Regulations of
the University.
An intermitting student may be required to pay an appropriate fee as determined from time to time
by the University.
All students are required to re-register upon return to the University following a period of
intermission. Students who fail to do so within 28 days will be deemed to have withdrawn
permanently and may be re-admitted only with the permission of the Academic Registrar.
Special procedures apply to students applying to intermit after the sixth week of the Spring term
(ie week 21) of a final year undergraduate course or week 30 in the first and second year of an
undergraduate course (see Regulation 5.19).
A research student may apply for a period of intermission at any point during their standard period;
however periods of intermission will be linked to the University’s term dates. During the completion
period, requests for intermission will normally only be approved on medical grounds and other
exceptional circumstances.
5.19.
Students following a final year undergraduate course will be permitted to intermit from the
University only if the request has been made to the relevant Head of Department, or nominee or
the Executive Dean or their deputy, before the Monday of the sixth week of the Spring term (ie
week 21) in the year in question. The final deadline to request permission to intermit in the first
and second years is 4pm on Friday of week 30 (or the working day two weeks immediately prior to
the first day of the examination period). Exceptionally the Executive Dean or their deputy may
approve requests after this date. If permission is given, regulation 5.18 above applies.
If permission is not given, students must submit themselves, or will be deemed to have submitted
themselves, for assessment in the main examination period in the normal way (see also
Regulation 6.27. relating to the award of aegrotat degrees).
5.20.
(a) Taught
A student who is permitted or required to intermit from the University is not entitled to attend
any teaching and is not expected to be present at the University. Students' computing
accounts will remain active throughout the intermission period. Limited library borrowing rights
are available.
(b) Research
A student who is permitted or required to intermit from the University shall receive no
supervision and is not entitled to attend any modules or training events, and is not expected to
be present at the University. Students' computing accounts will remain active throughout the
intermission period. In the term prior to returning from intermission, limited library borrowing
rights are available.
Note: All decisions to grant intermission are governed by a set of guidelines that are published by
the Academic Section.
5.21.
In order to be and remain enrolled at the University any student that is subject to an immigration
requirement must regulate their immigration status by adhering to the requirements of their visa,
leave to remain or other immigration status.
5.22. It is noted that the student has accepted the personal responsibility to adhere to those requirements by accepting the visa, leave to remain or other immigration status. The University has an obligation to report to the Home Office where a student fails to adhere to those requirements.

5.23. The University reserves the right to withdraw immigration sponsorship and/or de-register a student subject to immigration control who fails to adhere to the immigration requirements of their visa, leave to remain or other immigration status or where a student seeks to (or unintentionally) undermine(s) the University’s obligations in respect of the UK immigration system.

5.24. At the discretion of the Academic Registrar or nominee a student who is not able to present all the required immigration and associated documentation or evidence and is able to evidence that they are reasonably attempting to provide that information may be able to ‘register with conditions’. Such registration may not last longer than 28 days from the date of expected registration or to the limits required by our obligations as an immigration sponsor or to a limit up to 28 days as specified by the Academic Registrar or nominee. Written notification of the conditions shall be provided to the student and this shall include the date by which termination of registration with conditions is automatic.

5.25. Registration with conditions shall be deemed to terminate upon expiration of the time limit or where a student fails to present themselves to the Academic Registrar or nominee within 24 hours of being requested to do so or at the request of the student should they wish to withdraw from the University. There is no right of appeal against automatic termination. Where a student demonstrates they have met the conditions then the Academic Registrar or nominee shall alter their registration accordingly.

5.26. By registering with conditions a student shall have all the normal rights, responsibilities and privileges afforded to every registered student save the right to intermit or change their programme of study. Notwithstanding those rights, the termination of registration will proceed in line with 5.25 above.

5.27. Where the University record for an individual student indicates that the student has not presented to the Academic Registrar or nominee:

(a) a current valid passport for the period of study
(b) a current valid Biometric Residence Permit, visa or similar as required for the period of study
(c) current valid UK contact details for the period of study

or where the record indicates that:

(d) their residence in the UK is unlawful or contrary to our obligations as a sponsor, then the student shall be deemed to have withdrawn immediately. The student shall be notified of this in writing without delay.

5.28. Where a student that has deemed to have withdrawn under 5.27 subsequently presents the required evidence within a period of 14 days from the date of withdrawal then provided there are no concerns in relation to their academic progression, discipline, debt or restrictions imposed by their immigration status the Academic Registrar or nominee may exercise discretion to reinstate their registration. Should concerns be evident then their readmission shall be considered in line with the Procedure for Handling Requests from Former Students for Readmission to the University in line with 5.14 above.
Regulations relating to Academic Affairs

Administration of Teaching

6.1. Lectures and classes will begin on the hour. To enable students to move from one to the next, lectures and classes shall end not later than ten minutes to any hour.

6.2. Availability of optional modules may be subject to student demand and timetabling constraints. Every effort is made to timetable optional modules in such a way that clashes are minimised. However, where a student is enrolled for two modules with a timetable clash between lectures, the student is required to change one of the conflicting modules. Students may request special permission from the Executive Dean or their deputy to be exempted from this requirement. Each request will be judged on its merits.

Administration of Examinations

6.3. Examinations shall take place at times determined by the relevant Programme of Study. Publication of examination dates and times will be published by the Academic Registrar in a timely manner and in such a way that gives adequate notice to staff and students.

6.4. Students must comply with the requirements of the Examinations Office in relation to examination entry. Alterations to examination entry after the published deadline will be made at the discretion of the Registrar and Secretary and may be subject to a fine.

6.5. The result of any examination taken by a student who is in debt to the University will not normally receive formal recognition by the University where that debt relates to the fees of their course or ancillary academic costs, unless otherwise determined by the Registrar and Secretary after consideration of individual circumstances.

6.6. Attendance at all examinations associated with the approved programme of study is compulsory and any student who fails to present themselves for such an examination at the time and place published by the Registrar and Secretary, except when prevented from doing so by illness or other sufficient cause, will be deemed to have failed in that part of the examination. Misreading of the examination timetable will not be regarded as 'sufficient cause'.

6.7. Invigilators shall have the power to remove any candidate from the examination room for good cause.

6.8. No candidate will be admitted to the examination room later than 55 minutes after the start of any examination of more than one hour's duration. No candidate will be permitted to leave the examination room permanently during the first 55 minutes or during the last 30 minutes of an examination of more than one hour's duration. For examinations with a duration of up to one hour candidates will be admitted to the examination room up to 10 minutes after the start of the examination and will be permitted to leave the examination room permanently only with the permission of the invigilator.

6.9. Where a candidate is unable for good cause to attend a written examination in the place arranged for the examination permission may be given by the Registrar and Secretary for the examination to be held elsewhere, provided that it is simultaneous and invigilated.

6.10. Project or other work which is part of an examination must be submitted by the required date, otherwise such work may be left out of account in the assessment of the examination result.
Assessment

6.11. Modules may be assessed by coursework or by examination or by a combination of both. Coursework may include class tests, project work, field work and laboratory work and other appropriate forms of assessment. The detailed methods and rules of assessment for individual modules are available from Departmental Offices or their equivalent.

6.12. Students are examined at the end of each year of their course and must satisfy the examiners before being permitted to proceed. Examinations for groups of students on specified modules or courses may take place at times other than the main examination period in May/June.

6.13. Students who do not satisfy the examiners in the examinations may be permitted to re-sit specified examinations, to undertake a repeat period of study, full-time or part-time, or be required to leave the University.

6.14. In degree courses of three years’ duration, the final class of degree will normally be based upon the assessment of the second and final years of study. In degree courses of four years’ duration, the assessment of the third year of study may be taken into account in assessing the final class of degree. The detailed rules of assessment for the award of first degrees are approved by the Senate and are available from the Student Services Hub.

6.15. Students are required to be regular and punctual in their attendance at such instruction as may be prescribed by the relevant department in relation to individual modules.

6.16. Students are required to see members of academic or professional services staff to discuss their attendance, conduct and progress when required to do so.

6.17. A student who is absent from teaching for more than one week during term shall inform the Head of Department as soon as possible, in writing, giving the reason for their absence. A student who is absent for more than two consecutive weeks during term must provide medical evidence in the case of illness, or appropriate corroboration where there are other reasons for absence, at the earliest opportunity.

Academic Progress

6.18. Students will be permitted to proceed with their programmes of study only if their progress is satisfactory.

6.19. The progress of each student shall be reviewed at regular intervals during the academic year by academic departments. Boards of Examiners may also require a student whose progress is unsatisfactory to withdraw from the University. A student who is required to withdraw from the University on the grounds of unsatisfactory progress has the right of appeal in accordance with the procedures approved by the Senate.

6.20. A student who is prevented by ill health or other serious impediment from meeting the normal requirements of their programme of study for more than six consecutive weeks, may not, except with the permission of the Executive Dean or their deputy, count that term as part of the requirements of the programme of study for which they are registered.
Cheating
6.21.
The University, the Students' Union and the University's Partner Institutions expect all students:
 to behave with honesty and integrity in relation to coursework, examinations and other assessed work;
 to be familiar and act in accordance with the conventions of academic writing (including appropriate referencing of sources and acknowledgement of assistance);
 to show understanding of ethical considerations and be compliant with the relevant University Procedures.
A student suspected of not complying with any of these requirements shall be investigated and dealt with in accordance with the University's Academic Offences Procedures.
6.22.
A student suspected of helping another student commit an academic offence may be investigated and dealt with in accordance with the University’s Code of Student Conduct.

Award and Conferment of Degrees
6.23.
A candidate who has fulfilled the requirements of the prescribed programme of study and has satisfied the examiners for the degree of Foundation Degree in Arts or Foundation Degree in Science shall be eligible for conferment of the degree in one of the following classes:
Pass
Merit
Distinction
6.24.
A candidate who has fulfilled the requirements of the prescribed programme of study and has satisfied the examiners for the degree of Bachelor of Arts or Bachelor of Science or Bachelor of Engineering or Bachelor of Laws (Ordinary) shall be eligible for conferment of the degree. These awards are unclassified.
6.25.
A candidate who has fulfilled the requirements of the prescribed programme of study and has satisfied the examiners for the degree of Bachelor of Arts or Bachelor of Science or Bachelor of Engineering or Bachelor of Laws or Bachelor of Business Administration with Honours shall be eligible for conferment of the degree in one of the following classes:
Class I
Class II Division i
Class II Division ii
Class III
Candidates who do not satisfy the examiners in the final examinations of the final year of study for the degree may be re-assessed in accordance with the rules of assessment for Undergraduate awards. Marks will be capped excepted where a candidate is repeating the year. Candidates will be required to undertake the appropriate registration and pay the fee determined by the University. Students who are not fully registered shall not be permitted in the intervening year to receive instruction or supervision at the University of Essex. Students who are given the opportunity to be re-assessed shall be subject to the Statutes, Ordinances, and Regulations of the University at any time they are present in the University.
6.27.
In the case of illness or other sufficient cause affecting a candidate an honours degree and occurring after the Sunday of the sixth week of the Spring term (ie week 21) of the candidate's final year course of study but before the end of the final examinations, the candidate may on the recommendation of the Board of Examiners concerned and at least one external examiner be eligible for conferment of an aegrotat degree. Candidates who were required to be examined during the January examination period in their final year, and who were affected by illness or other sufficient cause which occurred during this period, and which was not an ongoing problem, may also be considered for an aegrotat degree. Candidates who have conferred on them an aegrotat degree may present themselves for examination for the honours degree at the next available
opportunity which will normally be within one year. Such candidates shall be required to register partially and to pay an appropriate fee as determined from time to time by the University. They shall be subject to the Statutes, Ordinances and Regulations of the University at any time they are present in the University. It shall be open to the examiners to recommend conferment of an Honours degree under conditions prescribed in Regulation 6.25. to candidates who present themselves for examination under this Regulation.

6.28. 
(a) The Chair of a Board of Examiners may suspend any particular decision of the Board where: 
   i. the decision contravenes either a University regulation, policy, or procedure 
   ii. the decision, in the judgement of the Chair, leads to unfairness or inconsistency 
(b) In signing the grids at the conclusion of the Board meeting, the Chair shall indicate next to their signature that they have not approved the decision relating to the relevant candidate number(s).
(c) The Chair shall then refer the decision to a sub-Committee of Senate by notifying the Vice-Chancellor’s Office. The sub-committee shall be chaired by the Vice-Chancellor or nominee, and shall consist of not fewer than three further members of Senate who are also senior members of academic staff. Where possible, the members should be chosen from disciplines cognate with that in the case under consideration. The sub-committee shall review the facts of the case and taken an independent and final decision. Any decision open to the original Board of Examiners shall be available to the sub-Committee. The sub-committee may wish to view the grids of other students in order to ensure consistency.
(d) The decision of the sub-committee shall not require the agreement of external examiners but the external examiner shall be informed of the decisions.

6.29. 
(a) For a taught award, in the event of a candidate’s death, the Board of Examiners may confer the award of a degree, diploma or certificate post obitum provided that it is satisfied that there is sufficient evidence that the candidate would have successfully completed the intended award and that the candidate had successfully completed at least two-thirds of the programme of study.
(b) For a research award, in the event of a candidate’s death, the Chair of the relevant Faculty Education Committee or nominee may confer the award of a research degree listed in the Principal Regulations for Research Degrees post obitum provided that, following the report from the examiners, they are satisfied that; the work submitted is the candidate’s own; that the standard, quantity and originality of the research work completed has been judged to be that normally required to submit for examination for the proposed award; and that enough of the research has been completed and written-up to allow a proper assessment to be made of the thesis.

6.30. 
No student, past student, or other person may represent themselves as a graduate of the University of Essex until such time as a degree of the University has been conferred.

6.31. 
Except with the special permission of the Registrar and Secretary, no degree of the University shall be conferred upon, or certificate or diploma of the University granted to, a person who is in debt to the University in respect of education fees related to that qualification (see also Regulation 6.5). Normally, no student in any type of unauthorised debt to the University or its companies may attend graduation or other similar event nor receive services of the University or its companies until said debt is cleared.

6.32. 
Students who are eligible for conferment of degrees may have them conferred upon them either at a congregation for the conferment of degrees or in absentia.

6.33. 
Students attending a congregation of the University for the conferment of a degree or otherwise shall be required to wear dress suitable to the occasion.
Intellectual Property Rights

6.34.
Intellectual property rights generated by a student in the course of their study lie with the student, except in specific cases relating to commercial exploitation where agreement has been reached between the University and the student or where otherwise covered by an existing agreement between the student and their sponsoring body.

Assessment by Dissertation (Immigration Control)

6.35.
Any undergraduate or post-graduate taught student subject to immigration control who enters a dissertation period where that dissertation represents the totality of education during that time (regardless of ‘term time’ or otherwise) is required to continue to engage with their studies by being present on campus on a regular (full time) basis.

6.36.
Either the student should meet with their supervisor on at least a monthly basis and, where appropriate, a full plan of the research to be undertaken and the approach will be agreed by the supervisor and the supervisee which outlines expected progress during the period. Departments may require students to present themselves on a regular basis in order to confirm attendance at the University. Any prolonged period away from campus may prevent the University from being able to sponsor the student’s visa and result in their withdrawal from the University.

Work-placement and study Abroad (Immigration Control)

6.37.
Students subject to immigration control on a full time work placement or study/work abroad activity are required to attend on a full time basis and adhere to relevant local requirements; failure to do so could result in the student being withdrawn from the University and the cancellation of their visa sponsorship.

6.38.
Students on an Essex Abroad (or work experience abroad) programme or placement who are subject to immigration control may not re-enter the United Kingdom without first notifying the Essex Abroad office except at the end of each (host university) term (returning at the beginning of the next) or the end of the academic year as appropriate. If they leave the programme they must notify the Essex Abroad office immediately. Failure to do so could result in the student being withdrawn from the University and the cancellation of their visa sponsorship.

6.39.
If a decision taken in accordance with University student progress or assessment regulations conflicts with the University’s legal or compliance obligations then the matter shall be referred to the Registrar and Secretary who shall decide upon a course of action.

6.40.
A student may appeal that decision to the Vice-Chancellor, in writing, within five days of the Registrar and Secretary’s decision on the grounds of:
(a) Substantive factual error; and/or
(b) Extraordinary circumstances where the student was physically unable to support the University in discharging its compliance obligations.

6.41.
The Vice-Chancellor will accept or reject the appeal within ten days and their decision is final; there is no further right of appeal.

6.42.
Where the Vice-Chancellor is unavailable to review the appeal within the timescale, the Deputy Vice-Chancellor or Pro-Vice-Chancellor(s) may consider the appeal.

Force Majeure

6.43.
The Chair of Senate will determine when there are circumstances which would be classed as a Force Majeure, and will notify the Senate. In the case of a Force Majeure, the following range of actions may be considered to ensure that wherever possible, students can continue their studies.
and gain awards without experiencing significant delays to their studies. Any action taken will ensure the quality and standards of the courses, modules and credits awarded are protected.

6.44. Where any such decisions are taken, the Academic Registrar shall be responsible for bringing those decisions to the attention of the Senate.

6.45. Decisions taken under Force Majeure are based on academic assessment and progress. However, all outcomes offered that require a student’s continued registration at the University are subject to their ability to maintain a valid UK immigration status and provide proof of their right to study with the University for the duration of their programme of study. Therefore, any decision taken as a result of an action under Force Majeure that may affect a student’s immigration status must be referred for consideration in accordance with the *University’s General Regulations* and the relevant UK Immigration rules and guidance.

**Alternative forms of assessment**

**For all taught students**

*Relevant to Assessment Policies*

(a) Where the approved form of assessment cannot be offered, alternative forms will be found wherever possible (subject to requirements of any professional, statutory and regulatory body requirements).

(b) Where an alternative is found (for example where a take-home exam is held in place of an unseen, invigilated examination), the classification of the alternative form of assessment as either exam or coursework under the relevant assessment policy will be agreed by the Deputy Dean (Education) or alternative senior academic member of the University (nominees to be approved by the PVC (Education)).

(c) The new form of assessment and its classification as either coursework or exam will normally be subject to marking and moderation as set out in the Marking Policy.

(d) Departments can also adjust assessment deadlines (to move to a later date) with careful consideration of the impact and notification to students.

**For all research students**

*Relevant to Conduct of Research Degree Vivas by Video Link; Policy on Thesis Submission, Deposit and Retention*

(e) Where face to face vivas are not viable, and may require all viva participants to be located at individual locations, all participants will be permitted to attend via video link without the need to appoint an Independent Chair. An Independent Chair may still be a requirement in accordance with the Policy for the Appointment of Independent Chairs for Research Degree Vivas. Where it is not possible to submit a hard copy version of their thesis, students will be notified of arrangements and requirements for submission of their thesis electronically, as approved by the Dean Postgraduate Research and Education.

**Extenuating Circumstances**

*Relevant to Extenuating Circumstances Policy*

**For all taught students**

(f) Where appropriate, the duration for which students can self-certify under the Extenuating Circumstances policy may be extended. Any extensions will be agreed by the Academic Registrar (or nominee).

(g) Subject to the approval of the Academic Registrar, in the case of a Force Majeure that impacts students’ ability to undertake assessment, students may automatically be offered an uncapped reassessment attempt. Claims made in these circumstances will not normally need to be considered by an Extenuating Circumstances Committee.

**Students unable to complete the requirements of their programme of study**

**For all taught students**

(h) Where, for reasons of a Force Majeure, a Board of Examiners does not have sufficient
information despite candidates presenting themselves for examination or where for the same Force Majeure reason examinations or other forms of assessment were not possible, the Board may temporarily confer an alternative award to students in the final year of their course. This would only apply to courses with a non-protected title (including professional body regulated courses).

(i) The award conferred would be the highest level award for which the student met the requirements. Awards considered would include the option of an Ordinary degree and any exit awards as set out in the Rules of Assessment for the course the student was studying.

(j) Candidates who have conferred on them an alternative award under these circumstances may be offered the choice of undertaking assessment needed to meet the requirements of their original award at the next available opportunity (which will normally be within one year). They shall be subject to the Statutes, Ordinances and Regulations of the University at any time they are studying at the University.

Study Abroad

Relevant to Rules of Assessment

For all taught students

(k) If there is a situation relating to Force Majeure which prevents a student studying abroad to complete their period abroad, students will be able to remain on a 4 year programme variant “[subject] (including Study Abroad)”, with the verified marks received from the Partner Institution for the study they have completed being recognised by Essex.

Exceptional progression decisions

For all taught students

(l) Any of the following options may be activated in the case of a Force Majeure, subject to the approval of the PVC Education or nominee.

Relevant to Rules of Assessment

(m) An amendment to approved rules of assessment, including an approved variation to the rules, for example to ensure requirements of professional, regulatory or statutory bodies continue to be met.

(n) Exceptionally permit students who are not in their final year of study to trail up to 45 failed credits into the subsequent year. This option would only be available for non-core modules and where the arithmetic average of known total module results is above the pass mark for the course. Reassessment of the failed credits will take place during their subsequent year. Students would still need to meet the requirements for their course as set out in the Rules of Assessment. Any student offered this opportunity will be given information about the implications of failing to complete assessment in the subsequent year.

(o) Offer reassessment in up to a maximum of the total volume of credits undertaken during the year to be completed before the start of the following academic year (subject to any course or award specific requirements, including approved variations which would prevent this from being possible).

Undergraduate

(p) Offer students who have achieved a year mark of less than 20 the opportunity to continue their studies by repeating the year. This would count as an attempt at assessment and towards the maximum period of study and number of attempts.

(q) Offer students who have not attempted any of the required reassessment another reassessment opportunity.

Postgraduate

(r) Waive the requirement for postgraduate students to pass the minimum number of credits at first attempt as set out in the Rules of Assessment.
For all research students

*Relevant to Code of Practice: Postgraduate Research Degrees; Professional Doctorates*

(s) For students with a Tier 4 visa, waive the requirement that the majority of contact should be face-to-face and allow supervisory meetings to take place via video link.

(t) For new students who are unable to attend their induction in person, an alternative induction will be arranged.
General Regulations

Academic Conduct

7.1. Students are required to acquaint themselves with formal communications from academic departments and administrative sections of the University. These may take the form of written correspondence, sent by internal or external mail, notices posted on official noticeboards, information published in the myEssex student portal, and messages sent by electronic mail. Students are expected to access their University email at least once per week.

7.2. Any student whose behaviour interferes with the satisfactory conduct of instruction may be required by a member of the academic staff to withdraw from a lecture, laboratory or class.

7.3. A student may not make a personal recording of a teaching event, supervisory meeting, oral examination or other formal meeting or committee which considers the student’s academic progress or performance without the permission of all other individuals present. If this permission is granted, the recording may be made for the personal use of the student only, in support of their studies and learning. The recording must not be made publicly available or shared for other purposes without the consent of those present. Disabled students who have difficulty with notetaking are encouraged to contact Student Support for further information on when recording is permissible and other access strategies.

Members Conduct

7.4. Members of the University are required to give their names and either their home or University address when asked to do so by persons carrying written authority from the Registrar and Secretary and producing it if so requested.

7.5. Members of the University wishing to invite guests to the University shall do so only in accordance with the rules and regulations of the University and shall accept responsibility for the conduct of and for any loss or damage caused by their guests while on the University site. No member of the University shall knowingly invite a person who has been excluded by the Registrar and Secretary to any University site.

7.6. All users of IT facilities at the University must comply with the IT Acceptable Use Policy.

7.7. Notices may be posted only in authorised places and the organisation or individual(s) responsible for the notice must be clearly identified on the notice.

7.8. The Registrar and Secretary may from time to time declare any area of the University land and premises to be out of bounds; access to or continued presence in such areas is forbidden without written permission from the Registrar and Secretary.

7.9. The University accepts no responsibility for property lost or damaged on University premises.

7.10. Members of the University may not enter or remain in any University building without authority when the building is officially closed.

7.11. Areas under the control of building contractors may not be entered without written permission. The roofs of University buildings are out of bounds and access is forbidden without written permission.

7.12. The furniture and equipment and other property owned by the University may not be moved within any building to another room nor removed from any building without permission. Furniture and equipment and other property moved in contravention of this Regulation may be recovered without notice by authorised University staff.
7.13. The University operates a No Smoking Policy, which complies with statutory requirements and applies to members, visitors, contractors and any other users of University facilities.

7.14. For reasons of safety, when children under the age of 12 need to be brought into University buildings, it is required that the children must be closely supervised at all times. The University will require any children who are not so supervised to be removed from the building. Under no circumstances will children under the age of 12 be permitted in workshops and science department laboratories. The University accepts no liability for injury or harm to children.

7.15. For reasons of safety and to protect the University’s estate, members and visitors, the Registrar and Secretary may at any time exclude non-students from any University-owned property or land. Any person subject to such exclusion shall be informed in writing of the decision. The person has a right of appeal, which must be lodged with the designated Pro-Vice-Chancellor* within 15 working days from the date on which notification of the exclusion is despatched. An exclusion shall remain in force while the designated Pro-Vice-Chancellor reviews the case. Any decision to exclude remains in force indefinitely. Any person excluded in this way can request for the exclusion to be lifted three years from the date on which it came into force. Any such request must be put in writing to the Registrar and Secretary.

*currently Pro-Vice-Chancellor (Research)

7.16. No dogs, except for assistance dogs as defined by the Equality Act 2010, may be brought into or kept in any University building. All dogs brought on to the University site or property by members of the University, guests or visitors, must be kept on a lead at all times. No pets may be brought into or kept in accommodation owned or administered by the University.

7.17. The possession and use of weapons subject to public licensing is prohibited on the University site or on other University-owned and University-occupied property. The possession and use of air rifles, air pistols and similar items which are not subject to public licensing is also prohibited.

7.18. Persons who make use of the University’s sports facilities must comply with the rules for their use published from time to time by the Registrar and Secretary.

7.19. Members of the University shall not create, or cause to be created, excessive noise which causes discomfort, inconvenience or annoyance to authorised users of the University premises.

7.20. In order to ensure the safety of members of the University, their guests and other visitors, and the equitable access to facilities for all, the restrictions set out in the Rules Governing the Use of the Square (Wivenhoe Park campus) and Rules Governing the Driving and Parking of Vehicles within University Grounds shall apply.

7.21. When a fire alarm sounds in any part of the University or any University-owned or administered accommodation, members of the University and their guests are required to leave that part or accommodation immediately and not to return until told that it is safe to do so by a fire officer or authorised member of the University staff.

Immigration Status Requirements and extraordinary removal of University (Immigration) Sponsorship

7.22. Where a student holds a visa or similar that is sponsored by the University, or, where the University is subject to an obligation in relation to immigration control in respect of that student, the student is responsible for ensuring adherence with the requirements of their visa or similar. Students have an additional responsibility to support the University in its sponsor (Tier 4 or similar) obligations to the Home Office.

7.23. Where a student fails to adhere to those requirements and/or they fail to co-operate with the University or their actions or inactions impact upon the University’s ability to adhere to its own
obligations to the Home Office then, where necessary and upon the Academic Registrar or nominee bringing that situation to the attention of the Registrar, the Registrar (or nominee) may:

(i) decide there is no case to answer or that the case is unproven;
(ii) require the student demonstrate adherence with the requirements of their immigration status and/or their support of the University's responsibilities;
(iii) withdraw the student and/or revoke the student's visa sponsorship;
(iv) refer the matter to the Conduct Investigator; or
(v) refer the matter to a Research Students' Progress Committee.

7.24.
Where the Registrar takes the decision to withdraw visa sponsorship the student shall be notified of that decision in writing immediately.

7.25.
A student is able to appeal to the Vice-Chancellor, in writing, within five days of the Registrar's decision (iii, above) on the grounds of
(a) substantive factual error; and/or
(b) extraordinary circumstances where the student was physically unable to comply to the requirements of their immigration status and that same circumstance physically prevented them from communicating the situation to the University.

The Vice-Chancellor will accept or reject the appeal and their decision is final; there is no further right of appeal.

7.27.
Where the Vice-Chancellor’s rejects the appeal or ten days elapsing from the Registrar’s decision to withdraw visa sponsorship (whichever is shorter) the immigration sponsorship shall be withdrawn and the student must leave the University and comply with the exit requirements of their visa or similar.

7.28.
Where the Vice-Chancellor is unavailable to review the appeal within the timescale the Deputy Vice-Chancellor or Pro-Vice Chancellor(s) may consider the appeal.

Immigration Status Requirements for those students subject to immigration control

7.29.
In order to be or remain registered at the University a student must adhere to the requirements of their own immigration status as identified by the Home Office or successor body together with actively supporting the University in the discharge of its obligations as an immigration sponsor. Specific requirements in relation to this will be outlined by the Academic Registrar from time to time and notified to students at the offer stage and/or during (re-)registration or where this is not possible at any point in their period of studies. Students should be notified at the earliest possible opportunity of any changes that have an impact upon the University's obligations and in turn upon their registration and/or studies.

7.30.
Students are obliged to report any change in their immigration status without delay as well as ensuring the record of their personal details and any other required information identified by the University is fully up to date.

Placement, Work Experience and Essex Abroad

7.31.
Students are obliged to attend, full time, all aspects of their placement or study abroad as outlined in their placement (or similar) agreement. Where no such agreement exists, all such placements shall be full-time.

7.32.
Students subject to immigration control who fail to attend on a full time basis (or in the case of Essex Abroad, re-enter the United Kingdom without advising the Essex Abroad team in advance) will be subject to 7.22-7.28 above and may be withdrawn from the University and have their sponsorship cancelled.
Regulations for Scholarships, Bursaries, Studentships, Travel Grants and Prizes

Student Finance
It is important that you are able to finance your undergraduate or postgraduate studies, so we aim to provide you with comprehensive information to ensure you make the right decisions and find out about any available funding. Go to our Student Finance website for further information at: https://www1.essex.ac.uk/fees-and-funding/

Scholarships, Bursaries and Studentships

UNDERGRADUATE STUDENTS
8.1 The University offers a range of Scholarships and Bursaries for undergraduate students which are published on our website at: https://www1.essex.ac.uk/fees-and-funding/ug/scholarships/default.aspx

POSTGRADUATE STUDENTS
8.2 The University offers a range of Scholarships and Studentships for postgraduate students which are published on our website at: https://www1.essex.ac.uk/fees-and-funding/masters/scholarships/default.aspx

RESEARCH STUDENTS
8.3 Information on the Government support available for postgraduate research students is published on our website at: https://www1.essex.ac.uk/fees-and-funding/research/scholarships/default.aspx

Travel Grants
9.1 The University offers a range of Travel Grants. The sum available in each fund will be offered to one student. Applicants must be registered students of the University on the intended date of travel. For further information see our website at: https://www.essex.ac.uk/study-abroad/summer-abroad/funding-opportunities

Prizes
10.1 The following University and departmental prizes are awarded, normally on an annual basis. The detailed criteria for the award of each prize and the sum awarded are available on application to the Academic Registrar.

School of Computer Science and Electronic Engineering
PlayLabZPrize
The British Computer Society (BCS) Prize
The British Telecom Project Prize (Final Year)
The British Telecom Project Presentation Prize (Final Year)
The CCFEA MSc Project Prize
The Computer Science and Electronic Engineering Prize (Final Year)
The Devdas Korappath Gopal Prize (Second or Final Year)
The Institute of Electrical & Electronics Engineers UK & RI Communications Chapter Prize (Final Year)
The Institute of Electrical & Electronics Engineers UK & RI Communications Chapter Prize (Second Year)
The Itron Project Prize
The KF Bowden Memorial Prize (First Year)
The KF Bowden Memorial Prize (Second Year)
The MSc Project Prize in the area of Computer Science
The MSc Project Prize in the area of Telecommunications & Data Communications
The O'Reilly Academic Prize (First Year)
The Project Presentation Prize
The R A Brooker Prize (PGT)
The two 10 degrees Prize (Final Year)
The Wind River Systems Prize (Final Year)

**East 15 Acting School**
Lilian Baylis Award
The Alan Bates Bursary
The John Hartley Award
The Laurence Olivier Bursary
The Sir John Gielgud Charitable Trust Award

**Department of Economics**
Department of Economics Best Second Year Undergraduate Performance Prize
Department of Economics Best Third Year Undergraduate Performance Prize
Department of Economics Prize for Best MSc Performance
Economics Department Prize for Best First Year Performance
Economics Department Prize for the Best MSc Dissertation
Roy Bailey Prize for the Best Term Paper
The Scholar Athlete Award
Third Year Project Prize

**Edge Hotel School**
Best Mark of the Year
Edge Hotel School Student of the Year in memory of Alan Jenkins
FdA Highest Mark of the Year Award
Industry Project of the Year
Professional Performance of the Year
Student of the Year
Wivenhoe House Student of the Year

**Essex Business School**
Pearson First Year Accounting Prize for the Best Performance in BE100 MyAccountingLab class tests
Ron Shepherd Trust MSC Human Resource Management Award
The Cengage Learning Prize for BE132 Auditing
The Centre for Work, Organisation and Society Postgraduate Prize for Management
The Chartered Financial Analyst Society of the UK Prize for Outstanding Performance Finance Modules
The Craig Hiemstra Memorial Prize for the best Performance in MSc Finance at Pre-Dissertation stage
The EBS Dean’s Prize for the best Postgraduate Dissertation
The Essex Accounting Centre Postgraduate Prize for Accounting Programmes
The Essex Business School Dean’s Prize for the best student in Accounting
The Essex Business School Dean’s Prize for the best student in Finance
The Essex Business School Dean’s Prize for the best student in Management, Marketing & Organisation
The Essex Business School Dean’s Prize for the best student in Management Science & Entrepreneurship
The Essex Finance Centre Postgraduate Prize for Finance
The First Year Ivor Benveniste Prize for the best Performance in BE100

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The International Centre for Entrepreneurship Research Postgraduate Prize for MSE programmes
The MBA Dissertation/Project Prize
The MBA Taught Phase Prize
The Michael Sherer Prize for the best Postgraduate Dissertation in Accounting Programmes
The Pearson Education First Year Management Prize for the best performance in BE400
The Pearson Finance Prize for BE334
The Pearson Finance Prize for BE610
The Pearson Finance Prize for BE650 Modern Banking
The Routledge Law Prize for the Best Performance in BE116 Elements of Corporate and Business Law
The Sage Q-Step Prize for the Best Performance on BE333 Empirical Finance

**Essex Pathways Department**
The Andreas Polyviou Assignment Prize
Andreas Polyviou Highest Year Mark for Computing Prize
Best Reflective Event Prize
Highest Year Mark Award for the Economics and Business Management Pathway
Highest Year Mark Award for the Humanities and Social Sciences Pathway
Highest Year Mark Award for the January start Pathways
Highest Year Mark Award for the Law Pathway
Highest Year Mark Award for the Sciences Pathway

**Department of Government**
Award for the Best Empirical Dissertation
Best First Year BA International Relations Student
Best First Year BA Politics Student
Best First Year Joint Degree Student prize
Book Prize for the Best Joint Degree
First Year Journal Prize
The Eric Tanenbaum Prize for Best PGT Student
The Ernesto Laclau Prize for Best PGT Political Theory Student
The Jean Blondel Prize for the Best Undergraduate Degree Result
The Leatherland Book Prize for the Best 2nd Year Student
The Oscar Arias Prize for the best Undergraduate Dissertation
PhD Prize for Outstanding Achievement in PhD Research
The Prize for the Best First Year Student
The Scholar Athlete Award
Study Abroad Tempest Photography Prize

**School of Health and Social Care**
BADT Outstanding Achievement BSc (Hons) Oral Health Science Prize
British Association of Dental Therapists – Outstanding Achievement BSc (Hons) Oral Health Science
British Society of Dental Hygiene Therapy Graduate Prize
BSc Nursing (Adult) Prize for Best Performance
BSc Nursing (Mental Health) Prize for Best Performance
BSc Occupational Therapy – Prize for the best overall performance
BSc Prize for Outstanding Performance
BSc WBL Mental Health Prize for Best Overall Mark
Chartered Society of Physiotherapy Prize
Doctorate in Clinical Psychology Best Overall Academic Performance
First Year Journal Prize
HA Health Sciences – Prize for best overall performance
HHS Prize for Best Undergraduate Performance Final Year
Kimmy Eldridge Outstanding Progress Foundation Degree Oral Health Science Prize
Kimmy Eldridge Service Enhancement Prize
Most Impact on Placement
Most Progress during Degree
MSc Prize for Best Overall Student Performance
Outstanding Achievement Foundation Degree Oral Health Science Prize
Postgraduate Pre-Registration Prize for Outstanding Performance
Sandra Clark Memorial Prize
Steve Moores Memorial Prize
The Dan O’Neill Prize for the Best Dissertation (Final Year)
The Hannah Witheridge Award for Clinical Excellence
The Tavistock Trust for Aphasia Prize
The Teresa Eade Triumph Over Adversity Prize
Top Performing Student

Department of History
Best Degree Performance by a Final Year History Student
Best Performance by a Second Year on a History Degree Prize
Best Performance on HR100 Prize
Best Performance on HR111 Prize
Ede and Ravenscroft Prize (Second Year)
Study Abroad Tempest Photography Prize
The Department of History MA Dissertation Prize
The Department of History Independent Research Project Prize
The Essex Society for Family History Prize
The Friends of Historic Essex Prize
The Harry Lubasz Memorial Prize for the Best Performance on HR211
The John S Appleby Prize for the best MA Dissertation on an Essex History Theme
The Pop Ronson Memorial Prize for the Best Independent Research Project on a Local History Topic
The Ruth Bensusan Prize
The Scholar Athlete Award
The Simon Collier Essay Prize

Interdisciplinary Studies Centre
American Studies Prize
CS200 Community Project Prize
Ede and Ravenscroft Prize (First Year)
Ede and Ravenscroft Prize (Second Year)
Jean Monnet Prize
Latin American Studies Prize
The American (United States) Studies Prize
The BA Liberal Arts Prize
The Ede and Ravenscroft Prize (Second Year)
The Enlightenment Prize
The ISC Dissertation Prize
The Jean Monnet Prize
The John Ross Final Year Prize for French
The John Ross Second Year Prize for French
The Latin American Project Prize
The Study Abroad Tempest Photography Prize

Kaplan Open Learning, University of Essex Online
Career Student of the Year
The Kaplan Open Learning Alan Jenkins Memorial Award
The Kaplan Open Learning Top Postgraduate Business Graduate
The Kaplan Opening Learning Top Postgraduate Health Graduate
The Kaplan Open Learning Top Undergraduate Business Graduate
The Kaplan Open Learning Top Undergraduate Criminology Graduate
Top Criminal Justice Graduate

Department of Language and Linguistics
Final Year Prize for German (best overall performance in German)
Final Year Prize for Italian (best overall performance in Italian)
Final Year Prize for Portuguese (best overall performance in Portuguese)
Final Year Prize for Spanish (best overall performance in Spanish)
First Year Best Overall Performance in Modern Languages
First Year Best Overall Performance in English Language/Linguistics
Publishing Project Prize
Second Year Prize for English Language and Linguistics
Second Year Prize for Modern Languages
The Andrew Radford Prize
The Director of Education’s Prize
The Head of Department’s Prize (Best PGT dissertation)
The John Roberts Prize for Modern Languages
The John Ross Final Year Prize for French
The John Ross Second Year Prize for French
The Martin Atkinson Prize for Linguistics
The Roger Hawkins Prize
The Scholar Athlete Award

School of Law
Best Performance in Capstone
Best Performance in Commercial Law postgraduate dissertation
Best Performance in individual Commercial Law post graduate programmes
Deborah Fitzmaurice Prize for the best MA Theory and Practice in Human Rights
Deborah Fitzmaurice Prize for the best MA Theory and Practice in Human Rights Cultural Diversity Student
Elizabeth-Anne Gumbel Prize
Ellisons’ Solicitors Commercial Property Law Prize
Gordon Sagar Prize
Hammonds Prize for Commercial Law
Nigel Rodley prize for best performance in the LLM International Human Rights Law Dissertation
Oxford University Press Prize
Palgrave Prize
Pearson Education Prize
Southend & District Law Society Prize
Sweet and Maxwell Prize
Suffolk and North Essex Law Society Prize
The Dalloz Prize for the Best Performance by a student in Stage 2 of the LLB English and French Law
The Fernne Brennan prize for best performance in Criminal Law
The Kevin Boyle Memorial Prize for the best student in MA Theory and Practice of Human Rights Student
The Robert Wight Memorial Prize for Tort Law
The School of Law Prize for best student on the LLM in International Human Rights Law
The School of Law Prize for Equity and Trusts
The School of Law Prize for the Best Performance in Jurisprudence

School of Life Sciences
The Abel Imray Project Prize
The Alex Boughton Award
The Biotechnology Prize
The British Technology Project Prize
The David Whytock Memorial and Syngenta Prize
The Environmental Prize
The Environmental and Conservation Prize
The Glaxo Smith Kline Prize
The IBMS President’s Prize
The Institute of Biology Bioscience Student Award
The John Gorrod Prize
The John Shire Memorial Prize
The John Shire Prize for Biology
The Marine Biology Prize
The Molecular Medicine Prize
The MSc Cancer Biology Prize
The MSc Cardiac Rehabilitation Prize
The OUP Achievement in Biosciences Prize
The Pearson Life Science Award
The Reproductive Immunology Congress Prize
The Royal Society of Biology Student Award
The Scholar Athlete Award

Department of Literature, Film, and Theatre Studies
Best First Year Student
Best First Year Student (Runner Up)
Best Independent Project
Best Second Year Student
Best Second Year Student (Runner Up)
Francis Barker Memorial Prize
MA Dissertation Prize
Publishing Project Award
Outstanding Contribution to the Department of Literature, Film, and Theatre Studies
The Scholar Athlete Award
University of the Third Age Literature Prize for Top Second Year Student

Department of Mathematical Sciences
Institute of Mathematics and its Applications Prize
The Scholar Athlete Award
Timothy Jarvis Prize
Townsend MSc Dissertation Prize
Winsten Prize

School of Philosophy and Art History
Barbara Crawshaw Prize for the Best Second Year Performance in Philosophy
Ede and Ravenscroft Prize (First Year)
Ede and Ravenscroft Prize (Second Year)
Philosophy Second Year Prize
The Art History Prize
The Art History Dissertation Prize
The Bishop/McKinlay Prize
The Ciolfi Prize
The Enlightenment Prize
The External Examiner’s Prize
The Roy Beston Memorial Prize
The Sir Andrew Carnwarth Travel Prize
The Thomas Puttfarken Dissertation Prize
The Thomas Puttfarken Research Prize
The Mark Sacks Memorial Prize
Psychosocial and Psychoanalytic Studies
BA Psychoanalytic Studies/BA Therapeutic Care First Year Student Prize
BA Therapeutic Care Prize for Critical Analysis
David Holt Prize
FdA TCTO Prize for Critical Analysis
Hannah Curtis Prize
Kegerreis Prize for Best Mark on BA (Hons) Therapeutic Communication and Therapeutic Organisations
Paul Ford Memorial Prize
The Artellus Prize
The Sigmund Freud Memorial Student Prize

Department of Psychology
British Psychological Society Undergraduate Award (Final Year)
The First Year Psychology Department Prize
The Margaret Bell Prize for Outstanding Contribution to the Department
The Michael Lodge Memorial Prize (Final Year Undergraduate) First Prize
The Michael Lodge Memorial Prize (Final Year Undergraduate) Second Prize
The Michael Lodge Memorial Prize (Final Year Undergraduate) Third Prize
The MSc Psychology Prize for Best Dissertation
The Psychology Prize (Second Year Undergraduate) First Prize
The Psychology Prize (Second Year Undergraduate) Second Prize
The Psychology Prize (Second Year Undergraduate) Third Prize
The Ray Meddis Prize (Final Year Undergraduate)
The Robert Ferry Memorial Prize (Postgraduate)
AT Welford Memorial Prize (Second Year Undergraduate)

Department of Sociology
Inner Wheel Club of Southend-on-Sea Prize
The David Lockwood Prize
The David Roberts Prize
The Don Pike Award
The Enlightenment Prize
The First Year Sociology Prize
The Fuller Bequest Criminology Prize
The Fuller Bequest First Year Prize
The Fuller Bequest Project Prize
The Fuller Bequest Second Year Prize
The Fuller Bequest Undergraduate Prize
The Fuller Postgraduate Prize
The Richard Smith Sociology Prize
The Sage Quantitative Methods Prize

School of Sport, Rehabilitation and Exercise Sciences
BSc Physiotherapy Best Overall Performance Prize
BSc Sports and Exercise Sciences Best Overall Performance Prize
BSc Sports Performance and Coaching Best Overall Performance Prize
BSc Sports Therapy Best Overall Performance Prize
MSc Physiotherapy Best Overall Performance Prize
The Human Performance Unit Project Prize
The MSc Sports Science Prize
The Physiological Society prize for Best Final Year Project
Library Regulations

Library Opening Hours

11.1.
Information on Library opening hours for the Colchester, Loughton and Southend campuses is available on the Library website at: http://libwww.essex.ac.uk/hours.htm

Admission to the Library

11.2.
All members of the University as defined in Ordinance 1 are entitled to use the Library. Alumni of the university are also entitled to use the library and may apply to the Alumni Office for an ID/library card. Members of the public and visitors to the university may apply, in writing, to the University Librarian for access to the Albert Sloman Library (ASL) at Colchester and may be required to provide a written recommendation. External users associated with commercial organisations and businesses will be charged a fee if they are permitted to use the Library.

11.3.
The right of borrowing from the Library under the conditions laid down in the Regulations is granted to the following users: members of Council, members of the academic research staff, professional services staff, and registered students of the University. Members of the public and external users for purposes of special study and research may be granted borrowing rights at the discretion of the University Librarian or their representative. External users associated with commercial organisations and businesses will be charged a fee, at a rate determined from time to time by the University Librarian, if they are granted borrowing rights.

11.4.
The right to access the Library’s subscribed electronic resources is granted to the following users: members of the academic and research staff, professional services staff, and registered students of the University. Members of the public and external users may be granted ‘walk in’ access to some electronic resources via PCs on the library premises, in compliance with existing licensing agreements and at the discretion of the University Librarian. External users associated with commercial organisations and businesses will not be granted access to subscribed electronic resources, in compliance with current licensing arrangements for academic institutions.

11.5.
In registering as a student of the university all students become members of the Library and agree to abide by its regulations. Employees of the university are also automatically registered as Library members under the same conditions. Other members of the university must sign a Library registration card agreeing to abide by the Library Regulations. It is the library user’s responsibility to ensure that the contact information held by the University is up to date.

11.6.
All Library users should carry their University ID card or Library card as a means of identifying themselves as registered users of the Library. Such identification may be requested at any time by Library staff.

Borrowing

11.7.
No books shall be removed from the Library unless the user has first had the loan issued to them. All borrowers must produce their University ID card or a Library card when borrowing items from the Library. If a user’s Library card or ID card is lost or stolen, the matter should be reported to the Library Helpdesk, and, in the case of students, to the Student Services Hub. Student ID cards may be replaced upon application to the Student Services Hub. Members of staff may obtain a replacement ID card from Human Resources office and Alumni may apply to the Alumni Office. All other users may apply to the Library Helpdesk.

11.8.
Reference books, periodicals and books of special value or rarity may not be borrowed from the Library.
11.9. A user is responsible for any book which remains on their Library record. Loans are strictly non-transferrable. Books borrowed by one user must not be passed on to another but must first be returned to the Library and re-issued.

Period of Loan
11.10. Information on loan periods at the Colchester, Loughton and Southend campuses is available on the Library website. Shorter loan periods apply for books in high demand.
11.11. The latest date for return for each book will be stamped inside the book or shown on a printed receipt for self-service. Library users are expected to check their online Library record regularly to ensure they are aware of any changes to the indicated return dates for all borrowed items.

Borrowing allowance
11.12. Borrowing allowances for all categories of Library user are shown on the Library website.
11.13. Any library book may be recalled from a user while on loan. Where the original loan is for more than one week, the return date may be altered to an earlier date. Users will be notified by email of any change to the due date.
11.15. A Library user who has books in their possession which they failed to return in response to a recall notice will lose the privilege of borrowing any library books until the recalled item is returned.
11.16. Reminders of book return dates will be sent one day before the book is due for return and on the first day the book is overdue, with periodic reminders thereafter including a note of any fines which have accrued.
Library users are expected to check their email account and online library record regularly to ensure they are aware of the return dates for all items they have borrowed.
11.17. A reminder or a specific recall notice will be sent via University email and a ‘final demand’ notice will be sent by post to all current addresses held on the user’s record.
11.18. Users from any of the University’s libraries will be held responsible for any book they have on loan and will be required to pay the cost of replacement of any book lost, damaged or defaced whilst in their possession, together with an administrative charge to cover the cost of ordering, cataloguing and processing the replacement item. Where the University Librarian or their representative agrees that a replacement copy rather than the cost of the lost or damaged item is acceptable an administrative charge will also apply to cover the cost of cataloguing and processing the replacement copy.

Fines
11.19. Fines for overdue items are levied only when an item has been requested by another Library user. The current rates for Library fines levied for overdue recalled items, including the maximum fine applicable, are shown on the Library website. Borrowing privileges will be automatically suspended if the total outstanding charges on a library user’s record exceed the agreed maximum level, as displayed on the Library website.
11.20. Fines and charges for lost books will be regarded as debts to the University and in the case of non-payment a defaulter will be excluded from all further use of the Library services until such
debts have been paid. Final year students with outstanding Library debts may be excluded from their graduation ceremony.

11.21.
If the amount of a fine is in question the University Librarian’s decision shall be final.

Inter-Library Loans
11.22.
Books borrowed from other libraries are subject in each case to the conditions imposed by the lending library.

General (Colchester Campus)
11.23.
Any behaviour likely to disturb or inconvenience other Library users is forbidden. Users should respect designated silent areas and keep noise to a minimum elsewhere in the Library. Mobile phones, personal stereos, handheld and laptop computers may only be used if they do not generate sounds audible to other users.

11.24.
Smoking (including the use of e-cigarettes), and the use of matches is strictly forbidden in all parts of the Library.

11.25.
Food and drink (other than bottled water) is not allowed in designated Library reading areas. Cold snacks and lidded drinks are permissible in the landing and group work areas. Hot and/or smelly food is strictly forbidden throughout the Library building. All food and drink (including bottled water) is forbidden in the Special Collections room. All rubbish must be disposed of responsibly using the bins provided.

The reservation of seats, study spaces or PCs in the Library is not permitted. Books and other articles left on chairs and tables may be removed by the Library staff. The Library accepts no responsibility for personal belongings left in the building.

11.27.
All users leaving the Library must be prepared to show any books or other library materials in their possession to a member of the Library staff, on request.

11.28.
A warning bell will be rung thirty minutes before closing time and at regular intervals after that. All users must vacate the Library by closing time, and may be asked to vacate their seats after the first bell has been rung.

11.29.
Any person whose conduct in the Library is disorderly or in breach of Library regulations will be subject to the University’s Code of Student Conduct.

The Forum Library, Southend
11.30.
Users using the shared library in The Forum building (Southend) are jointly subject to its regulations and, where applicable, the University Library regulations.

Loughton Campus Library
11.31.
Users using the library at the Loughton campus are subject to the University Library regulations where applicable.

University of Essex Theses
11.32.
One digital copy of all theses for which a research degree has been conferred will be deposited with the University’s Institutional Research Repository. The Librarian or Institutional Repository Manager is empowered to allow the digital copy of the thesis to be made available in full on the World Wide Web by the British Library or its agents.
11.33. Existing print theses will be available in the Library for reference, and digital copies will be made available by the University, the British Library or its agents, except when permission to consult or digitise a thesis has been withheld at the special request of the author for a period not exceeding five years agreed with the University.

11.34. Print theses may be lent to an approved library for consultation in that library on receipt of an application from the librarian.

11.35. The University may publish the title and summary of the thesis in any way it sees fit and may authorise others to do so.

11.36. Any person wishing to consult a print thesis must sign an undertaking
(a) not to reproduce the thesis or any substantial portion of it or to quote extensively from it or otherwise make substantial public usage of it without obtaining the written permission of the author
(b) that due acknowledgement will in each case be made whenever such information is published.
   The author may empower the Librarian to give such permission. (See Principal Regulations for Research Degrees 4.18-4.27)
Code of Student Conduct

1. Introduction

1.1. As a student at the University of Essex, you are expected to behave in accordance with our Code of Student Conduct. The Code sets out the standards of behaviour that we expect and the action that will be taken where behaviour falls below these standards. The Code forms part of a range of measures the University has in place to safeguard and promote a safe culture across the University community and to enable our students to realise their full potential in a safe, healthy and inclusive environment. In line with our Student Charter, you will play an active part and are expected to respect all members of the University equally, regardless of their background or characteristics. If you witness or experience behaviour that does not uphold our values, you are expected to speak out and the University will listen and take action.

1.2. The Code applies to all students undertaking a programme of study at the University of Essex, including those who are on study abroad, or on an apprenticeship or work-based learning placement. It applies to any activities you undertake, or services and facilities that you use, as a student of the University. This includes any premises owned, leased or administered by the University, including University owned or administered accommodation. In addition, action may be taken under this Code in respect of any alleged misconduct wherever and whenever it may have taken place when it is considered necessary to protect the interests of the University and the members of our community.

1.3. The primary aim of the Code is to tackle allegations of misconduct by students in an integrated and supportive way, and ensure fair, effective, and timely outcomes where behaviour falls below expectations. The Code seeks to make our standards of behaviour clear to students and to reduce further incidents of misconduct.

1.4. In accepting a place, you agree to comply with the University’s regulations, policies and procedures which include this Code of Student Conduct. This Code should be read in conjunction with other relevant policies referenced within it.

1.5. The Code sets out the principles on which the procedures are based, the support, advice and guidance that is available for both complainants and reported students, how we manage information about you and what happens if you make an allegation, you are a witness, or an allegation is made against you. It also sets out and explains the roles and responsibilities of certain individuals and bodies within the University who will ensure that procedures within this Code are properly applied and carried out as described.

STUDENT CONDUCT REGULATIONS

1.6. The Student Conduct Regulations are based on the University’s mission and values and describe the actions which are considered to be unacceptable behaviour. They cover offences against people, property and the environment, offences related to health, safety and wellbeing, and more general offences against the University. They are presented in full in Appendix 1, with examples of the types of penalties that may be imposed as a result of a breach.

REPORTING AN INCIDENT

1.7. If you are the victim of, or witness to, an incident that you feel is a breach of the Code, you should complete an incident report form and send it to the Student Progress Team for consideration by the Conduct Investigator. The Conduct Investigator will also consider reports received directly from Report and Support; Security; Accommodation; Residence Life; Student Services Hub; your academic department; Students’ Union; and emails sent directly to the Student Progress Team from students, staff or the public.

CONSEQUENCES OF BREACHING THE CODE

1.8. If you are found to have breached a Student Conduct Regulation, you will receive a penalty as determined by the Conduct Investigator or Student Conduct Committee as relevant to your case. You also put at risk your eligibility to undertake study abroad or an international
experience, to hold a role or position of responsibility within the University or Students’ Union, or to meet the requirements of any relevant professional and statutory regulatory body relevant to your programme of study or future career.

**IMMIGRATION STATUS**

1.9. If your behaviour or evidence considered in relation to the procedures in this Code brings your immigration status into question, an immediate referral will be made to the Academic Registrar for consideration in accordance with paragraphs 7.22-7.28 of the University’s General Regulations.

**CONFERRAL OF DEGREES**

1.10. During the process of an investigation, if you are the reported student and the allegation is so serious that it would normally be referred to a meeting with a Student Conduct Committee, except with the special permission of Senate, or until the investigation is complete, you will not be allowed to:

- Have a degree of the University conferred upon you;
- Have a certificate or a diploma of the University granted to you;
- Attend a graduation ceremony.

These exclusions will apply during the review of any appeal under this Code and whilst there are any outstanding criminal proceedings.

**CONDUCT IN STUDENTS’ UNION PREMISES OR DURING STUDENTS’ UNION ORGANISED EVENTS**

1.11. The University of Essex Students’ Union has its own disciplinary procedures. Behaviour which may breach this Code on any Students’ Union premises or during any Students’ Union organised events (wherever they take place) may also constitute a breach of the Students’ Union disciplinary rules. This means that a case may be dealt with both under this Code and the Students’ Union disciplinary process. Where there is an allegation involving behaviours that are covered by the University’s Zero Tolerance Policy, and may be a breach of Regulations A2, A3, A4, A5 and A6, the case will be considered by the University’s Code of Student Conduct, and not the Students’ Union’s disciplinary procedures.

**GLOSSARY OF TERMS**

1.12. Further information about the terminology used in this Code is provided in the Glossary of Terms in Appendix 7. You should refer to this glossary if there are any words or terms that are unclear to you. If, having referred to the glossary, you are still unclear about any aspect of this procedure, contact the Student Progress Team.

**PARTNER INSTITUTIONS**

1.13. If you are eligible for an award of the University of Essex following a programme of study validated by the University but delivered by a partner institution, you are registered with the relevant partner institution. You must, therefore, follow the partner’s regulations for student conduct. However, if you live in University of Essex owned or administered accommodation you will be liable under this Code for misconduct occurring in University accommodation.

2. Standards of Behaviour

2.1. The University expects all members of its community to uphold standards of behaviour that are in line with its values and commitment to safeguarding and promoting a safe culture across the University community, enabling all students to realise their full potential in a safe, healthy and inclusive environment. As a member of the University you have signed-up to our Student Charter in which you promise to uphold the University’s values and behave in ways that strengthen and support the University community. This includes your full participation in the procedures that fall within the Code of Student Conduct, including attendance at meetings. The University celebrates diversity, challenges inequality and expects that all members of its community treat each other, and can expect to be treated, with dignity and respect.
2.2. As part of our commitment to supporting student development, the Code makes use of compulsory attendance at a specified workshop as one of its penalties. Workshops are used as a penalty where relevant to the offence and are intended to support student learning, reduce reoffending, and improve standards of behaviour.

2.3. Expected standards of behaviour are supported by a number of policies. The following policies are particularly relevant to this Code:

**ACADEMIC FREEDOM AND FREEDOM OF SPEECH**
- The Council of the University has a duty under law (Section 43 of the Education (No 2) Act 1986) to promote academic freedom and freedom of speech. These freedoms, set out in the Policy on Academic Freedom and Freedom of Speech (.pdf) are available to all members of the University and to external speakers invited to make use of University facilities.

**ZERO TOLERANCE OF HARASSMENT, BULLYING, AND HATE CRIME**
- The University has a Zero Tolerance approach to Harassment and Bullying. All incidents of sexual misconduct, harassment, bullying, or hate crime are regarded as serious. This includes antisemitism as specified by the International definition of Antisemitism, as well as other forms of hate crime motivated by prejudice or hostility based on protected characteristics. Further information is available through the University’s Report & Support service.
- Sexual misconduct includes sexual harassment, sexual assault, sexual abuse and any conduct of a sexual nature that is without consent, including conduct online or through social media. Further information is available through the University’s Report & Support service.
- In circumstances where an incident is reported, the University will take action in accordance with this Code, and the action will be proportionate to the circumstances of the case.

**EQUALITY, DIVERSITY AND INCLUSION**
- The University’s approach to Equality, diversity and inclusion is supported by a framework, strategy, and a set of Codes of Practice which aim to provide practical guidance on issues related to specific protected characteristics covered by The Equality Act 2010.

**ALCOHOL AND DRUGS**
- The University is committed to supporting the safe and sensible use of alcohol and to the provision of clear information on alcohol, drugs and substance misuse. If you breach this Code because you were under the influence of alcohol or drugs, you will not normally be able to use this as an excuse for your behaviour. Advice and support is available.

**INITIATION CEREMONIES**
- The University of Essex is committed to supporting the safe and sensible use of sports clubs and societies but opposes the use of initiation ceremonies. An initiation ceremony is defined as a ceremony during which others are made to take part in demeaning activities to gain formal access to any sports clubs, societies or any student groups, or for the awarding of an emblem or other status associated with that club, e.g. a tie, trophy or club / society / executive committee.
- In circumstances where an incident is reported of any student who is involved in an initiation ceremony and/or the planning and preparation of an initiation ceremony and/or who participates in the improper coercion or manipulation of students during a ceremony, the University will take action in accordance with this Code, and the action will be proportionate to the circumstances of the case.
FITNESS TO PRACTISE

- If you are registered on a course where a practical professional placement is required (including health, social work and education) you have additional responsibilities for your professional suitability as outlined in relevant regulatory and/or professional body codes of practice. Failure to meet these responsibilities can lead to your referral under the Fitness to Practise Procedure. You will be notified on registration if your course is covered by this procedure.

BEHAVIOUR OF GUESTS

2.4. As a member of the University you take responsibility for the conduct of your guests and for any excessive noise or damage caused by them while they are on the University site. If you live in University owned or administered accommodation you are responsible for the conduct of your guests and any permitted occupier and for any damage caused by them while they are on the University site.

2.5. Guests may be invited only in accordance with the rules and regulations of the University. You are not permitted to invite as your guest any person who has been excluded by the Registrar and Secretary from any University site.

3. Support

3.1. You have the right to receive the support and advice of the University’s and Students’ Union’s support services at all stages of the procedures described in this Code (whether an allegation has been made against you, or you have reported an allegation, or are a witness). This includes the Student Wellbeing and Inclusivity Service, SU Advice and, for students living in University accommodation, Residence Life.

STUDENTS’ UNION (SU) ADVICE

3.2. SU Advice is a confidential, independent and impartial service that is not part of the University and offers a service to all students involved in procedures under this Code. It will provide a named advisor who will meet with you and support and guide you throughout the process, and can help you prepare for meetings with the Conduct Investigator and/or with the Conduct Committee, and attend with you if you choose. They will also provide you with advice and support following the conclusion of a case, including information about whether you may have grounds for appeal, and support relating to any ongoing impact of any penalty imposed, where applicable. They will aim to ensure that procedures are followed and that all students involved are given a fair opportunity to present their case.

3.3. At the point at which the Conduct Investigator initiates an investigation, they will provide your name and e-mail address to SU Advice who will make contact with you. No details of the case will be shared. You are strongly encouraged to respond to this initial contact and make use of this service at all stages of the process.

STUDENT WELLBEING AND INCLUSIVITY SERVICE

3.4. All students involved in procedures under this Code can obtain confidential advice and assistance from the Student Wellbeing and Inclusivity Service (SWIS). If you are involved in an allegation that falls under the University’s Zero Tolerance Policy that may result in a breach of Regulations A2, A3, A4, A5 and A6, at the point at which the Conduct Investigator initiates an investigation, they will provide your name and e-mail address to a member of SWIS who will make contact with you. No details of the case will be shared. You are strongly encouraged to respond to this initial contact and make use of this service at all stages of the process.

RESIDENCE LIFE

3.5. Residence Life is an accommodation-based service to help make sure you gain a positive experience from living and learning. There is a Residents’ Assistant (RA) in each area of University accommodation and they operate outside of office hours when other University support services are closed. Your RA will usually be able to assist you; however, on some
occasions they may need to refer the matter to Security, a Senior RA, or a Residence Life Co-ordinator.

4. Personal Data

RECORDING AND STORING YOUR DATA

4.1. Conduct case files will be held by the Student Progress Team on a central database and will not be included in your centrally-held academic file. They will be destroyed by the Student Progress Team six academic years after the academic year in which the incident was dealt with (or latest incident if there is more than one). The conduct case file will include all evidence, including recordings of meeting, and correspondence related to the case. At the start of any meeting that forms part of an investigation or a conduct committee, you will be informed how information gathered at the meeting will be captured and held in the case file.

CONFIDENTIALITY

4.2. This Code aims to protect your confidentiality at all stages and information about you and the details of the case will not be shared routinely, or disclosed unnecessarily, beyond those directly involved in your case, and with clear roles and responsibilities as set out in this Code. Information will not be shared routinely with, for example, teaching staff, personal tutors, and departmental professional services teams. There are however circumstances where outcomes and relevant information will be shared where it is necessary to inform a decision, or as required by law.

4.3. Where information is shared within the University or with the Students’ Union, it will only be shared with those individuals who are responsible for decision-making, and the level of detail that is shared will be limited to what is necessary or required. For example, there may be circumstances where the detail of the case needs to be shared but on an anonymous basis or that the names of some, or all, of the parties involved need to be shared but with minimal facts about the case. In all cases, extreme care will be taken over the disclosure of any sensitive or personal information and if you have any concerns or queries about how your information will be used, you should contact the Student Progress Team. Examples of where the sharing of information within the University or with the Students’ Union may be required include situations where:

- actions need to be taken by the University regarding the imposition of a temporary order, the management of any ongoing risks, or the implementation of any required actions;
- you are expecting to undertake a period of work-based learning in order that a decision about your eligibility can be undertaken on an assessment of risk;
- you hold, or plan to hold, the post of Residents’ Assistant or Senior Residents’ Assistant in order that appropriate action may be taken in relation to your suitability or eligibility;
- you hold a role or position of responsibility for which your suitability may be affected by the outcome of your case;
- the outcome of your case will have an impact on your continued engagement with Students’ Union activities or attendance at Students’ Union premises;
- you are also a member of staff, in order that appropriate action may be taken in respect of your employment contract;
- the circumstances of the case need to be escalated as part of a serious incident protocol.

4.4. Information will only be shared with third party organisations, for example Essex Police, in circumstances where it is necessary to safeguard the health, safety and security of members of the University community, or in accordance with any information sharing agreement.

4.5. Anonymised data and case studies will be used by the University for the purposes of reviewing performance, identifying trends, identifying service improvements and procedural changes, and interventions that could support a reduction in misconduct. They will also be used in reports that will be shared with the University community to support greater understanding and transparency of the Code. When information is used for such purposes,
care will be taken in how the information is presented to ensure that it is not possible, through the details of the case, to identify any individuals involved.

4.6. All students involved in a case are expected to respect the confidentiality of others who are involved in the case. If you are involved in a student conduct case, you must not share any information about other students involved in the case beyond those individuals with roles and responsibilities in the procedure, or with a professional support role. Improper sharing of information that is confidential could result in a breach of Regulation D12.

**ESSEX ABROAD**

4.7. If you are following a programme of study that includes a compulsory study abroad component or you decide to undertake study abroad as an optional part of your course or as an international experience, the outcome of your case will be referred to Essex Abroad for consideration in accordance with the Procedure for managing eligibility for study abroad in cases of proven misconduct as set out in Appendix 4.

**PROFESSIONAL MISCONDUCT**

4.8. If you are following a programme of study leading to a professional qualification which may be registered with a statutory and/or professional regulatory body, the outcome of your case will be referred to the relevant Department or School for consideration in accordance with the *Fitness to Practise Procedure*. Conduct which affects your professional suitability may be referred for consideration in accordance with other relevant procedures.

4.9. **MONITORING AND OVERSIGHT**

Individual outcomes are reviewed by the Senior Student Progress Manager for monitoring purposes. Anonymised data are reviewed termly by the Student Conduct Panel to support learning and inform working practices. The Senior Student Progress Manager compiles termly reports drawing on anonymised data to provide regular assurance to Council and Senate about the effectiveness of the Code, and highlight any areas of concern and action that is being taken. To support the annual review of the Code, the Senior Student Progress Manager provides a more detailed annual report to Student Experience Committee, Education Committee, Senate, and Council. The annual report draws on aggregated data, which are used to inform any recommendations for change to the Code for implementation in the following academic year.

5. **Roles and Responsibilities**

5.1. The roles and responsibilities involved in the operation of this Code are set out below:

**SENIOR STUDENT PROGRESS MANAGER**

The Senior Student Progress Manager is responsible for the processes that support the effective operation of the Code of Student Conduct. They work closely with Conduct Investigators and advise on individual cases as required. In liaison with the Conduct Investigators, Student Conduct Committee Chairs and Panel Members they compile assurance reports to Council, Senate, and its committees, in order to monitor and review practice, scrutinise data, analyse trends and make recommendations for service improvements and procedural changes. They review individual outcomes for monitoring purposes.

**STUDENT PROGRESS TEAM**

The Student Progress Team coordinates all aspects of the administration and delivery of this Code across all University campuses. All matters related to Student Conduct should be addressed to the Student Progress Team in the first instance.
THE CONDUCT INVESTIGATOR
The role and functions of the Conduct Investigator are undertaken by appropriately trained individuals, appointed by the University. They have responsibility for investigating alleged breaches of this Code, including in University owned or administered accommodation, and have the power on behalf of Senate to impose a range of penalties. While each Conduct Investigator will take responsibility for their own individual cases, some cases may be referred or dealt with by more than one Conduct Investigator. More serious cases are referred to the Academic Registrar or nominee for consideration by a Student Conduct Committee. The role of the Conduct Investigator in a Student Conduct Committee is to set out the allegations of misconduct.

ACADEMIC REGISTRAR
The Academic Registrar or nominee:
- Considers referrals of serious breaches from the Conduct Investigator, determines whether a Student Conduct Committee should be convened, and approves the membership.
- Reviews cases once criminal proceedings are complete to decide what action should be taken in accordance with the Code, as set out in Appendix 2.
- Considers all cases postponed due to mental health, illness or disability to decide on the appropriate Procedure in which proceedings will be resumed.
- Considers all appeals in the first instance and directs the Student Progress Team to convene Student Conduct Committees of Appeal as appropriate. In cases of appeal, where the Academic Registrar has prior knowledge of a case, a nominee who has had no previous involvement will be appointed.
- Decides whether a case should be escalated to the Registrar and Secretary. Examples of where this may be appropriate include when a case is likely to exceed the timescales set out in this Code, or as part of a serious incident protocol, for example where there is a potential risk to the health, safety or security to members of the University community.

REGISTRAR AND SECRETARY
The Registrar and Secretary:
- Reviews any cases that are escalated by the Academic Registrar or nominee as part of a serious incident protocol, or due to the potential risk to the health, safety or security to members of the University community, and determines the correct course of action.
- Decides any adjustment to timescales for concluding a case where it is subject to a delay and as a result is likely to exceed the timescales published in the Code.
- Determines whether procedures that relate to an alleged breach of the Code that may also constitute a criminal offence should be suspended until criminal proceedings have been concluded, as set out in Appendix 2.
- Determines whether temporary orders may need to be put in place, as set out in Appendix 3.
- Considers requests for internal review, following an appeal.

PRO-VICE-CHANCELLOR (EDUCATION)
The Pro-Vice-Chancellor (Education) or nominee considers:
- Requests for a review of a temporary exclusion that has continued for at least 4 weeks.
- Cases following appeal that are referred by the Registrar and Secretary for internal review.

THE STUDENT CONDUCT PANEL
The Student Conduct Panel comprises:
- Student Conduct Committee Chairs. These are members of senior University staff who are appointed by the University’s Council, on recommendation of the Senate, and
whose role is to consider serious cases of alleged student misconduct, and through their role as Chair, determine and communicate the outcome to all relevant parties. They will also review requests to call witnesses, requests for specific arrangements, and information about potential conflicts of interest, ensure that procedures are followed, that decisions are fair and consistent to all parties, and appropriate support is in place. They work with other panel members and the Senior Student Progress Manager to monitor and review practice, scrutinise data, analyse trends and make recommendations for service improvements and procedural changes.

- Student Conduct Committee Members. These are representatives from the University’s staff and student community whose role is to serve on Student Conduct Committees, contribute to the decision to determine whether there has been a breach of University regulations and if so, what penalty should be imposed. They work with other panel members and the Senior Student Progress Manager to monitor and review practice, scrutinise data, analyse trends and make recommendations for service improvements and procedural changes.

The University will take steps to ensure that the Student Conduct Panel represents the diversity of the University community, including, but not limited to, gender identity, sexual orientation and ethnicity. All Panel members undertake mandatory training to support them with their role, and are expected to maintain their knowledge through practice and through their work with other panel members. Student Panel membership will normally be made up of current registered students, but former students may be appointed, with the approval of the Academic Registrar, where necessary to support the operation of the Code.

**STUDENT CONDUCT COMMITTEE**

A Student Conduct Committee consists of a Chair and two members of the Student Conduct Panel. They will be selected to ensure, as far as possible, that the diversity within the student body is reflected in the composition of each Committee. The members will comprise a member of staff and a current or recent student. Whilst every effort will be made to ensure there is a student member, in circumstances where no student member is available, the Committee may proceed with two staff members. The Chair will have the casting vote. Student Conduct Committees are convened when there is evidence of a major breach, as determined by the Academic Registrar.

**CONDUCT COMMITTEE SECRETARY**

The Conduct Committee Secretary is a member of University professional services staff who has expertise in the Code of Student Conduct and its operating procedures. Their role is to liaise with all parties involved in a Conduct Committee, ensuring that paperwork is prepared and distributed in a timely way, support the Chair during the meeting, to ensure that procedures are followed, and ensure that all parties understand and discharge their responsibilities once the meeting has concluded. All Conduct Committee Secretaries undertake mandatory training to support them with their role.

**SENATE**

Senate is the University’s supreme academic authority. It has responsibility for academic policy and strategy, degree regulation and awarding powers, academic regulation and student regulation including conduct. Senate delegates powers for imposing penalties in respect of the Code of Student Conduct to the Conduct Investigator, their nominee and the Student Conduct Committee.

5.2. Although it is intended that the named post holders will undertake these functions in the majority of cases, there may be special circumstances, including a conflict of interest, where these functions may be carried out by an appropriate nominee. In such cases, the nominee will have had any relevant training and be of appropriate seniority.
6. Principles

6.1. Each allegation is considered on a case-by-case basis on the facts and the evidence. There is a presumption of innocence until a case has been fully considered and concluded.

**STANDARD OF PROOF**

6.2. The procedures set out in this Code are not a criminal process. The standard of proof applied is a ‘balance of probabilities’. This means that when the evidence is reviewed, an objective assessment will be made to determine whether it is more likely than not that the alleged misconduct occurred.

**ZERO TOLERANCE OF HARASSMENT, BULLYING, AND HATE CRIME**

6.3. Any breach of Student Conduct Regulations A2, A3, A4, A5 and A6 are considered to be serious and following investigation will be referred to the Academic Registrar or nominee for a decision on whether to convene a Student Conduct Committee.

**USE OF TEMPORARY ORDERS**

6.4. Any party involved in a case may be subject to a temporary order while an investigation is underway. A temporary order is not used as a penalty and is put in place under circumstances where it is considered to be in your best interests or when it is considered necessary to protect the interests of the University and the members of its community. More information on temporary orders is provided in Appendix 3.

**CRIMINAL INVESTIGATIONS AND CONVICTIONS**

6.5. The University’s conduct procedures are not intended to replace criminal proceedings and if the allegation you have made may also constitute an offence under criminal law, you are expected to report the matter to the Police. Where the allegation constitutes a breach of this Code, the University will initiate procedures to consider the allegation in accordance with the Code. Where this Code is initiated alongside criminal proceedings, it will be kept under regular review and may be suspended if there is a clear reason to do so. Further details are set out in Appendix 2.

6.6. You are required to notify the Academic Registrar immediately by e-mailing the Student Progress Team if you receive a formal police caution or if you are convicted in a court of law for any relevant criminal offence irrespective of whether the offence is also being considered under the Code of Student Conduct. Further guidance on what constitutes a relevant criminal offence can be found in Appendix 7.

**REPRESENTATION AND SUPPORT**

6.7. A primary aim of the Code is to ensure that all cases are handled in a supportive way. In allocating a Conduct Investigator, the University will take account of the particular circumstances of each individual case.

6.8. All students involved in procedures under this Code have the right to be accompanied by a fellow student, a member of staff or a representative of SU Advice or the Students’ Union at any meetings conducted as part of this Code. Whoever accompanies you must not be involved in the case. As the Code of Student Conduct is not a criminal process, legal representatives are not permitted to be present at any stage of the conduct process.

Any student involved in the procedure under this Code who has an assessed or confirmed disability, specific learning difficulty, and/or mental health condition may be accompanied by a member of staff from the Student Wellbeing and Inclusivity Service. You may not bring anyone to a meeting who is not a member of the University unless this has been agreed as a reasonable adjustment under the Equality Act 2010. You will be offered reasonable adjustments to assist you in any meetings. Adjustments will be relevant to your disability and/or your specific learning disability and may involve additional external support. Your representative can speak on your behalf if you might otherwise be at a disadvantage.

6.9. If you think you may need a reasonable adjustment, please contact the Student Progress Team at the earliest opportunity.
MENTAL HEALTH, ILLNESS OR DISABILITY

6.10. If we are concerned that mental health, illness or disability may have had (or still has) an impact on your behaviour, alleged conduct or both, any proceedings against you may be postponed at any stage. The matter will then be considered by the Academic Registrar or nominee who will make a decision on whether the proceedings are resumed under either the *Fitness to Study Policy*, the *Fitness to Practise Procedure*, this Code or any other procedure or policy as appropriate.

CONFLICT OF INTEREST

6.11. The University will take measures to minimise any risk of conflict of interest in order that the individuals involved in investigating and/or making decisions about your case will be able to operate impartially and without self-interest or prejudice.

6.12. When arranging a Student Conduct Committee or a Committee of Appeal, the Student Progress Team will take appropriate measures to minimise the risk of a possible conflict of interest. This will include ensuring that Student Conduct Panel members are drawn from a department or school which is different from yours and that they do not already know you. You should notify the Student Progress Team immediately should you become aware of a potential conflict of interest.

WITHDRAWING AN ALLEGATION

6.13. If you make an allegation which you subsequently decide to withdraw, we will meet you to discuss the circumstances surrounding your decision. The University may decide to continue with its investigations using the procedures in this Code, or to refer the matter to the Police if it is necessary to uphold the health, safety and security of members of the University community. In all circumstances, you will continue to have the right to receive the support and advice of the University’s support services.

COMMUNICATION

6.14. During an investigation, the Conduct Investigator will keep those involved regularly informed of progress in relation to the case. The frequency and nature of the communication will depend on the circumstances of the case and your role in it. You should contact the Student Progress Team if you have any questions about the status of your case.

6.15. The complainant will be notified when the case has concluded, what information was considered, informed whether the case was substantiated and advised of any relevant penalties which have a direct impact on you. You will also be informed of your right to appeal. Due to the rules around confidentiality further information cannot be provided.

6.16. If an allegation is made against you, you will be notified of the outcome, the rationale for the decision and where applicable any potential consequences of a penalty being applied. You will have the opportunity to seek clarification from the Conduct Investigator if you are unclear about any aspect of the outcome, but this would not alter the decision. You will be informed of your right to appeal.

TIMESCALES

6.17. The University will aim to complete the conduct proceedings as quickly as possible and not take longer than 40 working days from the date that the student against whom the allegation has been made is informed. The University will aim to complete the appeal proceedings within 20 working days from receipt of your appeal form and supporting evidence.

6.18. In exceptional circumstances, where a case needs to extend beyond these timescales, the Academic Registrar will contact the Registrar and Secretary to provide an explanation for the delay and to seek approval for a new timeframe. You will be notified and regularly kept informed of progress. Extending a case beyond these timescales shall not invalidate the outcome of the conduct proceedings and it shall not imply any right of appeal.

6.19. In circumstances where the Registrar and Secretary has approved the suspension of the conduct proceedings, for example, where the alleged breach may also constitute an offence under criminal law and the continuation of the conduct proceedings would prejudice any
criminal proceedings, the impact on timescales will be kept under review, and you will be kept informed. Further information is in Appendix 2.

6.20. In order to meet these timescales and ensure sufficient time is allocated to the investigation and decision-making process, it is important that all students involved in the case attend all meetings, and meet all deadlines set. If you are unable to attend, you must inform the Student Progress Team immediately and agree an alternative.

6.21. It is important that you prioritise any meetings that are arranged as part of your conduct case, including when they clash with a teaching event or other University commitment. Through avoiding delays, such as the rescheduling of meetings, the University hopes to minimise the impact of the case on the students involved. Some cases may involve students who are subject to a temporary exclusion order at a stage where no decision on the case has been reached. It is particularly important that these cases are able to be resolved at the earliest opportunity.

7. Student Conduct Procedures

REPORTING ALLEGATIONS

7.1. To report a breach of the Code of Student Conduct you should complete an incident report form and send it with your evidence to the Student Progress Team. The form will be passed to the Conduct Investigator for review. The Student Progress Team will acknowledge receipt of your form within five working days. All allegations are considered seriously and action will always be taken where it is possible to do so.

7.2. The Conduct Investigator may decide to issue an informal warning; use the Early Resolution Procedure; or carry out a formal investigation.

INFORMAL WARNING

7.3. If an allegation has been made against you and (a) you do not have any previous proven cases of misconduct or have one previous proven minor case of misconduct unrelated to the current allegation, and (b) the case is not judged to be severe enough to merit a penalty, the Conduct Investigator may issue you with an informal warning. This has the advantage of resolving the case as quickly as possible. The use of informal warnings is limited to certain types of minor breaches (such as a first offence of tapping in to show attendance at a lecture but not staying) and a record is kept. Informal warnings will not be used where there are repeated examples of minor misconduct.

EARLY RESOLUTION

7.4. If you are eligible for Early Resolution the Conduct Investigator will write to you and tell you about the reported allegation. You will be asked to complete a form describing your version of events, providing evidence or explanation for your actions, and confirming whether or not you admit to the breach. In order to be eligible for consideration under the Early Resolution procedure, you will need to return the form within seven working days of the date of the email.

7.5. If you accept the allegation, the Conduct Investigator will take into account all the information you have provided when determining the penalty or penalties to impose. No further investigation will be undertaken.

7.6. You will be notified in writing of the outcome of the Conduct Investigator’s decision within seven working days of receipt of your form and advised of the procedure for submitting an appeal.

7.7. If you deny the allegation or fail to return the form by the deadline, an investigation will be conducted in accordance with the procedures set out in this Code.

FORMAL INVESTIGATION

7.8. If the Conduct Investigator decides to carry out a formal investigation they will normally arrange a series of formal meetings to discuss the allegation with the person or persons who made the allegation and anyone else who was involved. If the alleged breach also involves
criminal proceedings, this may affect the University’s internal procedures. Further details are set out in Appendix 2.

7.9. If the allegation involves other students they may be investigated at the same time.

**ALLEGATIONS ABOUT STUDENTS WHO ARE ALSO A MEMBER OF STAFF**

7.10. If the allegation involves a student who is also a member of staff, the Student Progress Team will notify the Director of Human Resources, as soon as the allegation is received, who will advise the Student Progress Team that either:

- The nature and content of the allegation indicates that the member of staff should be investigated in accordance with the Disciplinary Procedures for Staff, in which case any investigation into their conduct as a student, in accordance with this Code, will be suspended until the Disciplinary Procedures have been completed.
- The nature and content of the allegation does not give reason to initiate Disciplinary Procedures for Staff, or that the Disciplinary procedures have previously been completed in relation to the allegation. As such, the investigation will proceed as outlined in this Code.

7.11. A Conduct Investigator will not have the authority to call into question a decision previously taken under the University’s Disciplinary Procedures for Staff but will be able to take into account the findings of the Disciplinary Procedures and consider this as part of their investigation.

7.12. If the Disciplinary Procedure for Staff is initiated, Human Resources will keep the complainant, reported student and the Student Progress Team updated on progress of the disciplinary proceedings.

7.13. Should an investigation in accordance with this Code establish new evidence or information that may relate to staff conduct that has not previously been considered, then the Conduct Investigator should notify Human Resources immediately and the conduct investigation will be suspended until it is confirmed that any disciplinary action has been dealt with.

**ATTENDANCE AT A MEETING WITH THE CONDUCT INVESTIGATOR**

7.14. You must attend a meeting when asked to do so. It takes priority over all other term-time commitments and is critical to enabling cases to be concluded within published timescales. In arranging meetings, the Conduct Investigator will take into account periods of time when your availability may be limited and you should contact the Student Progress Team immediately if you are unable to attend.

7.15. If you do not agree an alternative time in advance or fail to attend meetings and/or engage with these procedures, the Conduct Investigator will proceed without you. This can include imposing a suitable penalty or referring the matter to the Academic Registrar or nominee for consideration by a Student Conduct Committee. A decision on whether to proceed will be made based on the circumstances of the case, ensuring the safety of members of the University community, and the interests of all parties involved.

**PROCEDURE FOR DEALING WITH MINOR BREACHES**

7.16. On completion of the investigation, the Conduct Investigator may decide there is:

- Insufficient evidence of a breach so no penalty is imposed.
- Evidence of a minor breach resulting in a penalty imposed by the Conduct Investigator.
- Evidence to suggest that a breach of Student Conduct Regulations A2, A3, A4, A5 and A6 has occurred resulting in a referral to the Academic Registrar or nominee.
- Evidence to suggest that a serious breach has occurred resulting in a referral to the Academic Registrar or nominee.

**PENALTIES AVAILABLE TO THE CONDUCT INVESTIGATOR**

7.17. For a minor breach the Conduct Investigator may impose one or more of the following penalties for each breach:

- A formal written warning.
b. A requirement that you should apologise in writing, make compensation in some way, or both, to everyone affected by your breach of the regulations.

c. Confiscation without compensation of any item in your possession which is not allowed on University premises by the rules and regulations, or by the terms and conditions of your accommodation contract.

d. A requirement to have no contact, or restricted contact, with a named person or persons.

e. Imposition of a fine. The Conduct Investigator may fine you up to £250. The only exception is in relation to allegations of unwarranted sounding or raising of a fire alarm where the Conduct Investigator may fine you up to £500.

f. Requirement to pay the whole cost or part of the cost of repairing or replacing any property that has been damaged or stolen.

g. Requirement to attend a specified workshop and to pay a reasonable cost for doing so. The payment is non-refundable.

h. Requirement to move to alternative University accommodation.

i. Recommendation to Accommodation Essex to be refused University accommodation in the future.

j. Recommendation to the Registrar and Secretary for exclusion from the whole or any specified part or parts of the University for a defined period. When excluded from occupancy of residential accommodation you will be served a Notice to Terminate giving you 28 days’ notice to vacate your room.

k. Any other action specified by the Conduct Investigator that they think is appropriate. The action will be proportionate to the severity of the breach.

7.18. The penalty or penalties imposed will be determined by the facts of the case, similar previous cases, any aggravating and mitigating factors, and your conduct record. Penalties will not last beyond your programme of study. The Conduct Investigator may decide to suspend any penalty or a part of it on any reasonable terms they decide.

7.19. Sometimes it may not be possible to identify who was responsible for a breach of the regulations in a communal area of residential accommodation, even after an investigation. If so, the Conduct Investigator may decide that it is appropriate to impose a penalty on all the registered occupants of the accommodation in question.

7.20. The reported student and complainant will be informed in writing of the outcome the Conduct Investigator’s investigation and their decision. The reported student will be informed of any penalty and the complainant will be informed of any penalty which has a direct impact on them. They will also be informed of the procedure for submitting an appeal.

8. Procedure for dealing with serious breaches

8.1. If the Conduct Investigator determines that the case is serious, it will be referred to the Academic Registrar or nominee.

8.2. If you have breached the Code previously your case may be referred to the Academic Registrar or nominee.

8.3. The reported student and complainant will be notified of the referral and the allegations made in writing, told why the referral has been made, and advised of the next steps.

8.4. On receiving a referral from the Conduct Investigator, the Academic Registrar or nominee will consider the allegations. They may decide there is:

a. Insufficient evidence so no further action will be taken; or

b. Evidence of a minor breach, resulting in a referral back to the Conduct Investigator to impose a penalty or penalties; or

c. Evidence to suggest that a major breach may have occurred resulting in a referral to a Student Conduct Committee.

CONVENING A STUDENT CONDUCT COMMITTEE

8.5. The Student Progress Team will tell both the reported student and complainant in writing when the case has been referred to a Student Conduct Committee and the reason for the referral. You will be told about the details of the arrangements for the Committee meeting and what will happen at the meeting.
8.6. To enable the meeting to happen in a timely way, the reported student is required to respond within five working days of the date of the e-mail to confirm:
   a. Whether or not you admit to the breach or breaches;
   b. Whether or not you will be attending the Committee meeting; and
   c. Whether or not you have any objection to any of the members of the Committee. Your grounds for any objection must be clearly stated. The Academic Registrar or nominee will decide whether or not your objection is valid and their decision will be communicated to you in writing along with the reasons.

8.7. If you are unable to meet this deadline, please contact the Student Progress Team at the earliest opportunity.

8.8. If the reported student and one or more other students are involved in related misconduct, the Academic Registrar or nominee may decide that the cases should be considered together by the same Committee.

Attendance at Student Conduct Committees

8.9. The reported student and complainant must attend any meeting of a Student Conduct Committee when asked to do so. It takes priority over all term-time commitments and is critical to enabling cases to be concluded within published timescales. In arranging meetings, the Student Progress Team will take into account periods of time when your availability may be limited. The Committee will proceed in your absence if you fail to respond to the notification you receive or if you fail to attend the meeting without good reason.

8.10. If you are the complainant or a witness called by the complainant, to ensure you feel able to be present at the Committee, you may request specific arrangements to be made, such as being located in a separate room to that of the reported student where you present your evidence by video link. If you think you may need such arrangements to be made, please contact the Student Progress Team at the earliest opportunity. All requests will be reviewed by the Committee Chair.

Evidence

8.11. Evidence presented to the Committee will normally be oral, but written evidence or electronic evidence may also be submitted.

8.12. The reported student, the complainant, and the Conduct Investigator each have a responsibility to arrange for their respective witnesses to give oral evidence or to submit any written statements.

8.13. Documentary evidence for consideration by the Committee, and/or the names of any witnesses or their written statements must be sent to the Student Progress Team at least five working days in advance of the Committee. This evidence will be circulated in advance to the Committee members, reported student and complainant. Documentary evidence and/or witnesses received after this deadline will only be accepted at the discretion of the Chair of the Committee. The Chair has the power to determine whether any material appears irrelevant or unduly repetitive.

8.14. During the Committee, the Chair will facilitate all questions. A witness who is not available for questioning may submit written evidence only but where there is no opportunity for questioning by the Committee, such evidence is likely to be deemed less valuable. The Committee may choose to disregard evidence from witnesses who are not prepared to have their names revealed to the Committee.

Composition of a Student Conduct Committee

8.15. A Student Conduct Committee will consist of a Chair and two members of the Student Conduct Panel. They will be selected to ensure, as far as possible, that the diversity within the student body is reflected in the composition of each Committee. The members will comprise a member of staff and a current or recent student. Whilst every effort will be made to ensure there is a student member, in circumstances where no student member is available, the Committee may proceed with two staff members. The Chair will have the casting vote.
8.16. Details of the proceedings of the Committee are provided in Appendix 6.

POSTPONING A STUDENT CONDUCT COMMITTEE

8.17. The Committee may postpone a case in any of the following circumstances:
   a. To enable the reported student, complainant, and/or their representative to be present.
   b. To require a certain witness or witnesses to attend for questioning.
   c. If a witness fails to attend.
   d. If it believes that its proceedings are being impeded by circumstances beyond its control.
   e. To allow time for the reported student and complainant, where relevant, to prepare a response to a potential alternative or additional outcome.

8.18. The Committee will meet to consider a postponed case as soon as possible and not later than 20 working days after the postponement. The case does not need to be concluded at the resumed meeting.

8.19. Where it is not possible for the same Committee members to attend the resumed meeting, the Academic Registrar or nominee may appoint a new Chair and new members. In circumstances where the Committee involves two or three changes in appointments, the Committee will start its proceedings again. If the Committee only involves one change in appointment, the meeting will continue from where it was postponed unless a request is made by the reported student or complainant to start its proceedings again.

8.20. The Student Conduct Committee will decide on the balance of probabilities whether the evidence supports a breach of regulations. If the evidence supports a breach of regulations the Student Conduct Committee may impose one or more penalties in respect of each breach. If there is insufficient evidence of a breach the case will be closed and no further action will be taken.

ALTERNATIVE OR ADDITIONAL OUTCOME

8.21. The Committee will hear and carefully consider all of the evidence presented in the case. If the Committee determines that the evidence supports a breach of another conduct regulation, the Committee may find the reported student and anyone else involved to have breached that other regulation. The Committee may postpone consideration of the case to allow time for the reported student and complainant, where relevant, to prepare their response. The Committee may impose a penalty for that breach even though it was not included in the original list of charges in the Conduct Investigator’s case against you.

PENALTIES AVAILABLE TO A STUDENT CONDUCT COMMITTEE

8.22. A Student Conduct Committee has the power, on behalf of the Senate, to impose one or more of the following penalties for each breach:
   a. A formal written warning.
   b. A requirement that you should apologise in writing, make compensation in some way, or both, to everyone affected by your breach of the regulations.
   c. Confiscation without compensation of any item in your possession which is not allowed on University premises by the rules and regulations, or by the terms and conditions of your accommodation contract.
   d. A requirement to have no contact, or restricted contact, with a named person or persons.
   e. Imposition of a fine.
   f. Requirement to pay the whole cost or part of the cost of repairing or replacing any property that has been damaged or stolen.
   g. Requirement to attend a specified workshop and to pay a reasonable cost for doing so. The payment is non-refundable.
   h. Requirement to move to alternative University accommodation.
   i. Recommendation to Accommodation Essex to be refused University accommodation in the future.
j. Exclusion from the whole or any specified part or parts of the University for a defined period. When excluded from occupancy of residential accommodation you will be served a Notice to Terminate giving you 28 days’ notice to vacate your room.

k. Expulsion from membership of the University.

l. Any other action specified by the Student Conduct Committee that they think is appropriate. The action will be proportionate to the severity of the breach.

8.23. The penalty or penalties imposed will be determined by the facts of the case, similar previous cases, any aggravating and mitigating factors, and your conduct record. Penalties will not last beyond your programme of study, except in the case of expulsion or in circumstances where an exclusion is put in place in accordance with Paragraph 7.15 of the General Regulations. The Committee may decide to suspend any penalty or a part of it on any reasonable terms decided by the Committee.

**FORMAL NOTIFICATION**

8.24. The reported student and complainant will be informed separately by the Chair on the day of the Committee, and in writing, of the outcome and the Committee’s decision. The reported student will be informed of any penalty and the complainant will be informed of any penalty which has a direct impact on them. They will also be informed of the procedure for submitting an appeal.

9. Student Conduct Appeals Procedure

**GROUNDS FOR APPEAL**

9.1. If you reported an allegation, or an allegation was made against you, you have the right of appeal to the Academic Registrar or nominee against any finding, penalty or order of the Conduct Investigator or a Student Conduct Committee on one or more of the following grounds:

a. There is new evidence, which for good reason was not previously available to the Conduct Investigator or the Student Conduct Committee, which might have materially affected the outcome;

b. The Conduct Investigator or Student Conduct Committee did not follow the procedures in this Code which disadvantaged your case;

c. There is evidence of prejudice and/or bias in the investigation and/or the decision making;

d. On the balance of probabilities, the facts of the case did not justify the decision reached;

e. The penalty imposed by the Conduct Investigator or Student Conduct Committee was disproportionate with regard to all the circumstances of the case, or not permitted under this Code.

**WRITTEN NOTICE OF APPEAL**

9.2. You may appeal by completing an Appeal Form, setting out your grounds for appeal and sending it with all supporting evidence to the Student Progress Team. You are expected to do so within ten working days of the date on the letter containing the outcome of the conduct proceedings. If circumstances beyond your control prevent you from meeting the standard time limit and that unfair treatment would result from not extending the deadline, the Academic Registrar or nominee may use discretion to accept the appeal.

9.3. You are strongly encouraged to contact SU Advice for advice and guidance before completing the form.

**NOTIFICATION**

9.4. You will be notified if the other party to a case has appealed and the grounds on which they have appealed. You will be kept informed of the progress of the appeal and whether the decision of the Conduct Investigator or Student Conduct Committee is amended.
MINOR CASES WHERE THE CONDUCT INVESTIGATOR MADE THE DECISION AND IMPOSED A PENALTY

9.5. Upon receipt of an appeal, the Academic Registrar or nominee will decide whether or not the grounds set out in the appeal form have met the published criteria. You will be informed of the Academic Registrar or nominee’s decision, within ten working days from receipt of the appeal. If the appeal has not met the published criteria and is unsuccessful, the reported student and complainant will be notified of the reasons for this in writing in the form of a Completion of Procedures letter.

9.6. Where the Academic Registrar or nominee determines the grounds for appeal have met the published criteria they will refer the case to a Conduct Investigator with no prior involvement in your case for review.

9.7. Following review, the Conduct Investigator will make one or more of the following decisions:
   a. Cancel the original decision of the Conduct Investigator and any resulting penalties;
   b. Confirm the original decision of the Conduct Investigator;
   c. Confirm or amend a penalty, provided that the amendment is consistent with the powers of a Conduct Investigator. It should be noted that this means that penalties may be increased as well as decreased.
   d. Refer the appeal to a Student Conduct Committee of Appeal.

9.8. The Academic Registrar or nominee has discretion to refer an appeal directly to a Student Conduct Committee of Appeal where the substance of the appeal is sufficiently serious and/or complex, in which case the procedure described below will apply.

9.9. The reported student and complainant will be informed of the outcome of the appeal within twenty working days of the receipt of the appeal.

APPEALS AGAINST THE OUTCOME OF A STUDENT CONDUCT COMMITTEE

9.10. Upon receipt of your appeal, the Academic Registrar or nominee will decide whether or not the grounds set out in the appeal form have met the published criteria.

9.11. You will be informed of the Academic Registrar or nominee’s decision, within ten working days from receipt of the appeal. If the appeal has not met the published criteria and is unsuccessful, the reported student and complainant will be notified in writing in the form of a Completion of Procedures letter.

9.12. On referring the case to a Student Conduct Committee of Appeal, the Academic Registrar or nominee will ask the Chair of the original Student Conduct Committee or the Conduct Investigator, against whose decision the appeal is made, for a Statement of Case. This will include details of the charge or charges on which the decision was made, a brief summary of the evidence and of the relevant findings, the decision, details of any penalty imposed, a brief comment on the reason for the findings, decision and penalty and any further information which the Conduct Investigator or Committee Chair concerned considers to be relevant.

9.13. Within five working days of the notification of the Academic Registrar or nominee’s decision to refer the appeal to a Student Conduct Committee of Appeal, the Student Progress Team will send the reported student and complainant a copy of the Statement of Case, details of the arrangements for the Committee meeting and information about what will happen at the meeting.

9.14. The reported student and complainant will also be told the names of the members of the Student Conduct Committee of Appeal. You must respond within five working days of the date of the e-mail to say whether or not you have any objection to any of the Committee members. Your grounds for any objection must be clearly stated. The Academic Registrar or nominee will decide whether or not your objection is well founded and will explain their decision to you.

WITHDRAWING AN APPEAL

9.15. You may withdraw an appeal at any point up until the outcome of the appeal is determined after which the outcome of the appeal will stand and replace the original decision. Should you wish to withdraw your appeal, please inform the Student Progress Team as soon as possible in writing.
ATTENDANCE AT STUDENT CONDUCT COMMITTEES OF APPEAL

9.16. If you have submitted an appeal you are required to attend any meeting of a Student Conduct Committee of Appeal. If you fail to do so your appeal will normally be automatically withdrawn.

COMPOSITION OF A STUDENT CONDUCT COMMITTEE OF APPEAL

9.17. A Student Conduct Committee of Appeal will consist of a Chair and two members of the Student Conduct Panel. They will be selected to ensure as far as possible that the diversity within the student body is reflected in the composition of each Committee. The members will comprise a member of staff and a current or recent student. In circumstances where no student member is available, the Committee may proceed with two staff members. The Chair will have the casting vote. No committee member will be from an earlier Student Conduct Committee which considered your case.

9.18. Details of the proceedings of a Committee of Appeal are set out in Appendix 6.

STUDENT CONDUCT COMMITTEE OF APPEAL RESOLUTIONS

9.19. A Student Conduct Committee of Appeal will make one or more of the following decisions:
   a. Cancel the decision of the Conduct Investigator or Student Conduct Committee and any resulting penalties;
   b. Confirm the decision of the Conduct Investigator or Student Conduct Committee;
   c. Confirm or amend a penalty, provided that the amendment is consistent with the powers of the Conduct Investigator or the Student Conduct Committee which made the original decision. It should be noted that this means that penalties may be increased as well as decreased.

9.20. The penalty or penalties imposed will be determined by the facts of the case, similar previous cases, any aggravating and mitigating factors, and your conduct record.

9.21. Penalties will not last beyond your programme of study, except in the case of expulsion, or in circumstances where an exclusion is put in place in accordance with the Paragraph 7.15 of the General Regulations. The Committee may decide to suspend any penalty or a part of it on any reasonable terms decided by the Committee.

9.22. The reported student and complainant will be informed separately by the Chair on the day of the Committee, and in writing, of the outcome and the Committee’s decision. The reported student will be informed of any amendment to the penalty and the complainant will be informed of any amendment to the penalty which has a direct impact on them. They will also be informed of the procedure for requesting an internal review.

INTERNAL REVIEW

9.23. Any request for review following the formal conclusion of the Student Conduct Committee of Appeal may be made on the grounds of procedural irregularity only, specifically that the Committee departed from the prescribed procedures. If you wish to request a review against the outcome on the grounds of procedural irregularity, you should write to the Registrar and Secretary within ten working days of the date of the Student Conduct Committee of Appeal meeting and send it to the Student Progress Team. You must set out in detail the evidence to support your claim that there were procedural irregularities in the process. Should the Registrar and Secretary decide that you do not have a valid reason, your request will be unsuccessful and you will be sent a Completion of Procedures letter.

9.24. If there is evidence to support your request for review then the case will be reviewed by the Pro-Vice-Chancellor (Education) or nominee. If the Pro-Vice-Chancellor (Education) or nominee decides that there were procedural irregularities in the process then the case will be referred to a new Student Conduct Committee of Appeal.

EXTERNAL REVIEW

9.25. The Office of the Independent Adjudicator for Higher Education (OIA) provides an independent scheme for the review of student complaints or appeals. When the University’s internal procedures for dealing with complaints and appeals have been exhausted, the University will issue a Completion of Procedures letter. If you wish to avail yourself of the
opportunity of an independent review by the OIA you must submit your application to the OIA within 12 months of the issue of the Completion of Procedures letter. Full details of the scheme are available on request and will be enclosed with the Completion of Procedures letter.
Code of Student Conduct

Appendix 1: Student Conduct Regulations

1. Below are the behaviours which shall be treated as a breach of the Student Conduct Regulations which may result in disciplinary action being taken. They are organised into following sections:

   A  Offences against People
   B  Offences relating to Health, Safety and Wellbeing
   C  Offences against the Environment
   D  Other Offences

2. Opposite each Conduct Regulation is an example of the type of penalty that may be imposed by the Conduct Investigator on a student found guilty of a first breach of that regulation. Please note that this is illustrative only. The University will consider all mitigating and aggravating factors when determining the appropriate penalty or penalties to be imposed in each case. Such factors include, but are not limited to, precedent in other similar cases, instances of previous misconduct by the same student, and mitigating circumstances. A full list of the penalties which may be imposed by the Conduct Investigator is set out in the Code of Student Conduct.

3. Penalties for a second breach of the regulations are likely to be more severe and may be referred to the Academic Registrar or nominee to determine whether to convene a Student Conduct Committee.

4. Serious alleged breaches of the regulations will be referred to the Academic Registrar or nominee to determine whether to convene a Student Conduct Committee irrespective of the number of previous breaches. Any breach of Student Conduct Regulations A2, A3, A4, A5 and A6 is considered to be serious.

5. It necessary to uphold the health, safety and security of members of the University, the University may decide to refer an alleged breach to the Police.

6. The Student Conduct Committee has a greater range of penalties. Opposite some of the Conduct Regulations is an example of the type of penalty imposed by a Student Conduct Committee on a student found to have breached the regulations. A full list of the penalties which can be imposed by a Student Conduct Committee are also set out in the Code of Student Conduct.

A. OFFENCES AGAINST PEOPLE

<table>
<thead>
<tr>
<th>Student Conduct Regulation</th>
<th>Example Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>A1. Exhibiting disorderly, threatening, intimidating or violent behaviour.</td>
<td><strong>CONDUCT INVESTIGATOR:</strong> Fine&lt;br&gt;Compulsory attendance at a specified workshop</td>
</tr>
<tr>
<td></td>
<td><strong>STUDENT CONDUCT COMMITTEE:</strong> Banned from SU licensed premises&lt;br&gt;Refused University accommodation&lt;br&gt;Suspended expulsion from the University&lt;br&gt;Expelled from the University</td>
</tr>
<tr>
<td>A2. Any form of harassment because of sexual orientation, gender identity, race, religion or belief, disability, or age.</td>
<td><strong>STUDENT CONDUCT COMMITTEE:</strong> Non-contact order Compulsory attendance at a specified workshop&lt;br&gt;Removal from University</td>
</tr>
</tbody>
</table>
| A3. Sexual misconduct, which includes sexual harassment, sexual assault, sexual abuse and any conduct of a sexual nature that is without consent, to include conduct online or through social media. | accommodation  
Banned from SU licensed premises  
Refused University accommodation  
Expelled from the University |
|---|---|
| **STUDENT CONDUCT COMMITTEE:**  
Non-contact order  
Compulsory attendance at a specified workshop  
Removal from University accommodation  
Banned from SU licensed premises  
Refused University accommodation  
Expelled from the University |
| A4. Behaviour which constitutes bullying and has the purpose or effect of violating a person’s dignity or of creating an intimidating, hostile, degrading, humiliating, threatening or offensive environment for that person, or which humiliates or undermines an individual or group. | accommodation  
Banned from SU licensed premises  
Refused University accommodation  
Expelled from the University |
| **STUDENT CONDUCT COMMITTEE:**  
Non-contact order  
Exclusion from specified parts of the University  
Banned from SU licensed premises  
Compulsory attendance at a specified workshop  
Letter of apology  
Suspended expulsion pending any further breach  
Expelled from the University |
| A5. Publishing any matter (whether expressed orally or in writing, sign or visible representation, including electronically or via social media) which is threatening, abusive or insulting or which constitutes harassment or bullying. | accommodation  
Banned from SU licensed premises  
Refused University accommodation  
Suspended expulsion from the University  
Expelled from the University |
| **STUDENT CONDUCT COMMITTEE:**  
Non-contact order  
Letter of apology  
Fine  
Banned from SU licensed premises  
Refused University accommodation  
Suspended expulsion from the University  
Expelled from the University |
| A6. Behaving in a manner that constitutes a hate crime, and which is perceived to be motivated by hostility or prejudice based on a protected characteristic. | accommodation  
Banned from SU licensed premises  
Refused University accommodation  
Expelled from the University |
| **STUDENT CONDUCT COMMITTEE:**  
Non-contact order  
Compulsory attendance at a specified workshop  
Removal from University accommodation  
Banned from SU licensed premises  
Refused University accommodation  
Expelled from the University |
| A7. Creating, or causing to be created, excessive noise which causes discomfort, inconvenience or annoyance to authorised users of the University or University owned or administered accommodation. | accommodation  
Banned from SU licensed premises  
Refused University accommodation  
Expelled from the University |
| **CONDUCT INVESTIGATOR:**  
Formal warning  
Fine  
Suspended fine pending any further breach |
| A8. Behaviour towards any member of the University which is discourteous, disrespectful or uncooperative or which interferes with or impedes any member of the University in carrying out his/her duty or proper function as such | **CONDUCT INVESTIGATOR:**
Formal warning  
Fine  
Letter of apology  

**STUDENT CONDUCT COMMITTEE:**
Moved to alternative accommodation  
Banned from SU licensed premises  
Refused University accommodation |
| --- | --- |
| A9. Behaviour that is likely to cause injury or impair safety on University premises, including University owned or administered accommodation. | **CONDUCT INVESTIGATOR:**
Attendance at a specified workshop  
Fine  

**STUDENT CONDUCT COMMITTEE:**
Moved to alternative accommodation  
Banned from SU licensed premises  
Refused University accommodation  
Suspended expulsion from the University |
| A10. Interfering with or impeding, by the use of intimidation, violence, threat of violence or physical obstruction, the supply or delivery of any goods or services to the University, or interfering with or impeding the entry into the University or University owned or administered accommodation of any lawful visitor. | **CONDUCT INVESTIGATOR:**
Compulsory attendance at a specified workshop  
Fine  

**STUDENT CONDUCT COMMITTEE:**
Fine  
Refused University accommodation  
Suspended expulsion from the University |
| A11. Behaving in a manner which obstructs, frustrates or disrupts:  
- any lecture, class or other instruction, or any laboratory work, or any examinations, authorised to be held, given or undertaken within the University; or  
- any meeting or other function (including social or sporting activities) authorised to take place within the University; or  
- the satisfactory conduct of the administrative work of the University or its public or official functions, activities or legal duties. | **CONDUCT INVESTIGATOR:**
Compulsory attendance at a specified workshop  
Fine  

**STUDENT CONDUCT COMMITTEE:**
Fine  
Suspended expulsion from the University |
| A12. Failing to disclose name and other relevant details | **CONDUCT INVESTIGATOR:**

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to an employee of the University or the Students’ Union when it is reasonable to require that such information be given.

### B. OFFENCES RELATED TO HEALTH, SAFETY AND WELLBEING

<table>
<thead>
<tr>
<th>Student Conduct Regulation</th>
<th>Example Penalty</th>
</tr>
</thead>
</table>
| **B1.** Possessing, using, or supplying within the University and University owned or administered accommodation any controlled drug or psychoactive substance. | **CONDUCT INVESTIGATOR:**
Attendance at a specified workshop
Fine

**STUDENT CONDUCT COMMITTEE:**
Banned from SU licensed premises
Removal from University accommodation
Refused University accommodation
Suspended expulsion from the University
Expelled from the University |

| **B2.** Possessing within the University and University owned or administered accommodation any offensive weapon. | **CONDUCT INVESTIGATOR:**
Compulsory attendance at a specified workshop
To confiscate without compensation prohibited items

**STUDENT CONDUCT COMMITTEE:**
Suspended expulsion from the University
Expelled from the University |

| **B3.** Sounding or raising of a fire alarm within the University and University owned or administered accommodation when it is unwarranted. | **CONDUCT INVESTIGATOR:**
Fine which may be part suspended pending any further breach

**STUDENT CONDUCT COMMITTEE:**
Refused University accommodation
Suspended expulsion pending any further breach |

| **B4.** Misusing fire detection equipment, fire prevention equipment or fire-fighting appliances within the University and University owned or administered accommodation. | **CONDUCT INVESTIGATOR:**
Pay the whole cost or part of repair
Compulsory attendance at a specified workshop
Fine |

| **B5.** Failing to immediately evacuate any part of the University or University-owned or administered accommodation, when a fire alarm sounds or returning before being told it is safe to do so by a fire officer or | **CONDUCT INVESTIGATOR:**
Formal written warning
Fine |
| authorised member of the University staff. | STUDENT CONDUCT COMMITTEE:  
Refused University accommodation  
Suspended expulsion pending any further breach |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------|
| B6. The use of lighted candles, tea lights, incense sticks or any other device which has a naked flame. | CONDUCT INVESTIGATOR:  
Compulsory attendance at a specified workshop  
Fine  
STUDENT CONDUCT COMMITTEE:  
Refused University accommodation  
Suspended expulsion pending any further breach |
| B7. Failing to comply with the University’s No Smoking Policy. | CONDUCT INVESTIGATOR:  
Compulsory Attendance at a specified workshop  
Fine  
STUDENT CONDUCT COMMITTEE:  
Refused University accommodation  
Suspended expulsion pending any further breach |

### C. OFFENCES AGAINST PROPERTY OR THE ENVIRONMENT

<table>
<thead>
<tr>
<th>Student Conduct Regulation</th>
<th>Example Penalty</th>
</tr>
</thead>
</table>
| C1. Committing theft within the University and University owned or administered accommodation. | CONDUCT INVESTIGATOR:  
Letter of apology  
Reimbursement up to value of property stolen  
Fine  
STUDENT CONDUCT COMMITTEE:  
Refused University accommodation  
Suspended expulsion from the University pending any further breach |
| C2. Committing or attempting to commit any fraud in relation to any monies due to the University or any debt owed to the University by any student. | CONDUCT INVESTIGATOR:  
Fine  
Suspended fine  
STUDENT CONDUCT COMMITTEE:  
Suspended expulsion from the University  
Expelled from the University |
<table>
<thead>
<tr>
<th>scrimmage number</th>
<th>Conduct Investigator:</th>
<th>Student Conduct Committee:</th>
</tr>
</thead>
<tbody>
<tr>
<td>C3. Causing damage to property belonging to another or unauthorised use of the property of the University or its grounds, or interfering with any mechanical, electrical or other services or installations within the University and University owned or administered accommodation without the authority to do so.</td>
<td>Letter of apology</td>
<td>Suspended expulsion from the University pending any further breach</td>
</tr>
<tr>
<td></td>
<td>Formal written warning</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pay for the cost or repair or replacement to damaged property</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C4. Behaving in a manner that causes, or is likely to cause, death, unnecessary suffering, harm or distress to any species of wildlife or domesticated or semi-domesticated animal.</td>
<td>Formal written warning</td>
<td>Suspended expulsion from the University</td>
</tr>
<tr>
<td></td>
<td>Fine</td>
<td>Expelled from the University</td>
</tr>
<tr>
<td>C5. Disposing of litter inappropriately within the University and University owned or administered accommodation.</td>
<td>Formal written warning</td>
<td></td>
</tr>
</tbody>
</table>

### D. OTHER OFFENCES

<table>
<thead>
<tr>
<th>Student Conduct Regulation</th>
<th>Example Penalty</th>
</tr>
</thead>
</table>
| **D1. Infringing or attempting to infringe a regulation of the University and encouraging or assisting others to infringe a regulation of the University including encouraging or assisting another student to commit an academic offence.** | **CONDUCT INVESTIGATOR:** Formal written warning  
Fine  
Suspended fine  
**STUDENT CONDUCT COMMITTEE:** Suspended expulsion  
Expelled from the University |
| **D2. Having received a formal police caution or having been convicted in a court of law or failing to report having received a formal police caution or having been convicted in a court of law in relation to any relevant criminal offence(s).** | **CONDUCT INVESTIGATOR:** Compulsory attendance at a specified workshop  
Formal written warning  
**STUDENT CONDUCT COMMITTEE:** Refused University accommodation  
Suspended expulsion from the University  
Expelled from the University |
| **D3. Behaving in such a way as may reasonably be deemed to harm the reputation of the University of Essex or its relationship with the local or wider community and/or attracting adverse publicity.** | **CONDUCT INVESTIGATOR:** Fine  
Suspended fine |
| D4. Misusing the University's name or any University record or document; or forging or falsifying any University record or document; or making any false statement either verbally or in writing in relation to any academic examination or assessment or University administrative function or service; or being party to impersonation in relation to any academic examination or assessment or University administrative function or service. This includes, but is not limited to, the use of false documentation or false statements in the process of gaining admission to the University. | CONDUCT INVESTIGATOR:  
Formal written warning  
Fine  
Suspended fine  
STUDENT CONDUCT COMMITTEE:  
Suspended expulsion from the university  
Expelled from the University |
|---|---|
| D5. Failing to comply with the terms and conditions of the contract for accommodation. | CONDUCT INVESTIGATOR:  
Formal written warning  
Fine  
Suspended fine  
STUDENT CONDUCT COMMITTEE:  
Refused University accommodation |
| D6. Failing to comply with the 'IT Acceptable Use Policy'. | CONDUCT INVESTIGATOR:  
Formal written warning  
Letter of apology  
STUDENT CONDUCT COMMITTEE:  
Suspended expulsion from the University pending any further breach  
Expelled from the University |
| D7. Failing to comply with any direction or restriction, imposed by the Librarian in respect of the use of Library facilities. | CONDUCT INVESTIGATOR:  
Formal written warning  
Letter of apology  
STUDENT CONDUCT COMMITTEE:  
Suspended expulsion from the University pending any further breach |
| D8. Failing without good reason to comply with a resolution previously imposed by the Registrar and Secretary, the Conduct Investigator, a Student Conduct Committee or a Student Conduct Committee of Appeal. | CONDUCT INVESTIGATOR:  
Fine  
STUDENT CONDUCT COMMITTEE:  
Suspended expulsion from the University  
Expelled from the University |
| D9. Making an allegation which is deemed to be vexatious, malicious or false. | CONDUCT INVESTIGATOR:  
Formal written warning  
Letter of apology  
Fine  
STUDENT CONDUCT COMMITTEE:  
Suspended expulsion from the University  
Expelled from the University |
| D10. Attempting to undermine or undermining the University’s obligations in respect of UK Immigration policy. | **STUDENT CONDUCT COMMITTEE:**  
Suspended expulsion from the University  
Expelled from the University |
|---|---|
| D11. Failing to comply with the University’s policy and procedures for attendance monitoring or misuse of a student registration card or a ‘Count-me-in’ electronic reader in relation to attendance monitoring (https://www1.essex.ac.uk/students/course-admin/attendance.aspx). | **CONDUCT INVESTIGATOR:**  
Formal written warning  
Fine  
**STUDENT CONDUCT COMMITTEE:**  
Suspended expulsion from the University pending any further breach |
| D12. Any other behaviour that is deemed to contravene the general principles of the Code of Student Conduct, including failure to engage in the Code of Student Conduct when requested to do so. | **CONDUCT INVESTIGATOR:**  
Formal written warning  
Letter of apology  
Fine  
**STUDENT CONDUCT COMMITTEE:**  
Suspended expulsion from the University  
Expelled from the University |
Code of Student Conduct

Appendix 2: Criminal Proceedings

1. If your alleged breach of the Code of Student Conduct may also constitute an offence under criminal law, this Appendix sets out how this affects the University's procedures.

2. The University will always initiate the conduct procedures at the earliest opportunity. Where the Code is initiated alongside criminal proceedings, it will be kept under regular review and may be suspended if there is a clear reason to do so. An example of when the procedure may be initiated and then suspended would include when the University's internal procedures risk prejudicing the criminal proceedings. When considering circumstances in which a suspension may be appropriate, the Student Progress Team will consult with the Police prior to making any recommendation to the Registrar and Secretary for decision.

3. Any decision to suspend proceedings under this Code will be kept under regular review to ensure that the period of any suspension is kept to a minimum. You will be notified if this is relevant to your case.

4. While criminal proceedings are on-going, you are obliged to keep the University informed of any progress or change in status regarding your case. In circumstances where criminal proceedings have been concluded before the University procedures have been completed, the Academic Registrar or nominee will then decide what action to take. The action will include an assessment of the risk posed to the University community and take account of any caution, community resolution or penalty imposed by the criminal court. The Academic Registrar or nominee may:
   - Take no further action; or
   - Refer the matter to the Conduct Investigator to be dealt with according to this Code; or
   - Refer the matter to a Student Conduct Committee.

5. If a court remands you in custody pending trial or sentence, or after conviction you are sentenced to prison and are absent from your studies for a period of fewer than twelve months, you will normally be required to intermit from your studies for this period. It is your responsibility to notify the Student Progress Team of the date of your release from custody. The matter will then be referred to a Student Conduct Committee. The Committee will decide whether the nature of your offence poses an on-going risk to the University community. It will also decide whether there are any outstanding matters of concern that have not been addressed by the criminal proceedings.

6. If you are remanded in custody pending trial or sentence, or after conviction you are sentenced to prison and are absent from your studies for a period of twelve months or more, you will be considered to have withdrawn from the University. Nevertheless, you may apply for readmission to the University upon your release from custody.
Code of Student Conduct

Appendix 3: Temporary Orders

1. This Appendix to the Code of Student Conduct sets out the circumstances and arrangements for temporary orders that may be imposed whilst an investigation is underway.

**TEMPORARY NON-CONTACT ORDER**

2. While an investigation is taking place or in circumstances where procedures are suspended until criminal proceedings have been concluded, the Conduct Investigator may decide that the reported student and/or the complainant and/or witness should have no contact or restricted contact with certain people. You must comply with any such instructions issued to you. If you do not comply (without good reason), this will amount to a breach of Student Conduct Regulation D8.

3. The Conduct Investigator may decide in circumstances where there has been insufficient evidence to make a finding and no penalty is imposed that it remains or becomes necessary for the safety, security and wellbeing of the members of the University to put a non-contact order in place between all parties involved in the case. You must comply with any such instructions issued to you. If you do not comply (without good reason), this will amount to a breach of Student Conduct Regulation D8.

4. **TEMPORARY EXCLUSION FROM UNIVERSITY ACCOMMODATION**

   If it is relevant to the case, the Conduct Investigator may decide that it is necessary for you to move to alternative University student accommodation immediately while the investigation continues. The Conduct Investigator will not relocate you until you have been given the opportunity to discuss the matter with the Conduct Investigator personally. If the Conduct Investigator decides that it is not practical for you to attend in person, you will be entitled to make a representation in writing.

5. **TEMPORARY EXCLUSIONS FROM THE UNIVERSITY PENDING A CONDUCT OUTCOME OR CRIMINAL TRIAL**

   5. If an allegation has been made against you or you are subject to criminal proceedings, the Registrar and Secretary may, on the recommendation of the Conduct Investigator, exclude you from the University pending the outcome of the Code of Student Conduct procedures.

   6. Temporary exclusion pending the outcome of the procedures is not used as a penalty. The power to exclude is designed to protect the interests of the University and the members of its community, including you. It will be used only where the Registrar and Secretary believes that it is in the best interests of you or any other member of the University community. The reasons for the decision will be recorded in writing and you will be notified of them. The decision will also be shared with other parties involved in your case, where this is appropriate, and with other members of the University or Students’ Union, where this is required to manage ongoing risks.

   7. Exclusion means that your attendance at, or access to, the University will be restricted on a selective basis as set out in the exclusion order. It may also mean that if you have any functions or duties as an officer or committee member in the University or Students’ Union, you will not be able to carry them out. The exact details will be specified in writing to you.

   8. The Registrar and Secretary may temporarily exclude you with immediate effect. If you have been temporarily excluded, you may make representations in person or in writing to the Registrar and Secretary who imposed the temporary exclusion. You must do so within five working days of the date of the letter notifying you of the temporary exclusion or as soon as possible afterwards, provided there is good reason why you were prevented from meeting the deadline. If you attend in person you may take someone with you, either a fellow student or a University of Essex staff member or a representative from SU Advice.

   9. A decision to exclude you temporarily will be kept under review by the Conduct Investigator. Any significant changes in the circumstances of your case will be reported to the Registrar.
and Secretary. If your disciplinary hearing or criminal proceedings are delayed and the exclusion has continued for at least four weeks, you may request a review of the decision by contacting the Student Progress Team. A review will be conducted by the Pro-Vice-Chancellor (Education) and you will be given the opportunity to submit written representations and to make representations in person. Should the exclusion continue after the review, it will be reviewed every four weeks by the Conduct Investigator until a disciplinary hearing or criminal trial takes place. If things change in the interim or if you ask for it, an independent review will be carried out.

10. If you breach an order it will be regarded as a breach of Student Conduct Regulation D8. This may result in an immediate referral to a Student Conduct Committee which may issue an appropriate penalty according to its powers.
Appendix 4: Eligibility for study abroad in cases of proven misconduct

1. If you are registered on a course with study abroad, or wish to take a period of study abroad or an international experience whilst at the University of Essex, the Essex Abroad Team will work with you to facilitate this. However, if you breach a student conduct regulation, you may put a risk your eligibility to do so. This is because your misconduct may have an impact on the University’s reputation, and affect your eligibility governed by the rules and regulations of the country and/or partner institution where you are intending to study.

2. This Appendix sets out the procedure that is followed if you are registered for a course with study abroad, or decide that you would like to undertake a period of study abroad or an international experience and have breached the Code of Student Conduct.

3. The Essex Abroad Manager (or nominee) will assess your case based on a risk assessment. If your case is straightforward and has no impact on your study abroad choices, they will write to you to confirm that you remain eligible for study abroad and that no changes are required to current arrangements.

5. If your case is more complex and could have an impact on your study abroad choices, the Essex Abroad Manager (or nominee) will invite you to attend a meeting to discuss your case. Failure to attend such a meeting may result in the decision being made in your absence. Possible outcomes could be:
   a. There is no impact on your study abroad choices and you continue to be eligible without making any changes;
   b. You can continue to be eligible for study abroad but with some restrictions, such as country or choice of institution. You will be provided with details of the restrictions and offered advice on alternative options;
   c. You are no longer eligible for study abroad.

6. You will receive written confirmation of the outcome of your case and advised on your right to appeal. If the outcome of your case has an impact on your programme of study, your department will also be notified.

7. All students will have a right to appeal on the following grounds:
   - That there is evidence now available, which for good reason was not previously available, which might have materially affected the outcome
   - That the decision made was unreasonable with regard to all the circumstances of the case
   - That there was a procedural irregularity in the operation of the procedure to consider continued eligibility for study abroad.

8. To initiate an appeal, you will need to complete an appeal form setting out concisely the grounds for appeal and sending it to the Essex Abroad Team within ten working days of the date of the outcome letter. The appeal will be considered by the Academic Registrar or nominee and their decision is final. Notification of the outcome of the appeal will be provided in 30 calendar days.
Code of Student Conduct

Appendix 5: Flowchart

- **Investigation**
  The Conduct Investigator will carry out an investigation and meet with the reported student, the reporting student and any witnesses.

- **Minor Allegation**
  **Conduct Investigator Penalty**
  The Conduct Investigator considers whether there is a case to answer to or not. If a minor breach of the Code of Student Conduct is found to have occurred, the Conduct Investigator may apply a minor penalty.

- **Serious Allegation**
  **Step 1: Academic Registrar Review**
  The Academic Registrar or nominee decides whether the case should be considered by a Student Conduct Committee. If not, the Conduct Investigator may proceed with the case as a Minor Allegation.

  **Step 2: Student Conduct Committee**
  The Student Conduct Committee meet with the reported student, the reporting student, Conduct Investigator and any witnesses, and review the case. The Committee may dismiss the case or apply a range of penalties, including expulsion from the University.

- **Allegation Dismissed**
  The allegation may be dismissed if the allegation is not proven or there is insufficient evidence.

- **Minor Penalty**
  A minor breach of regulations is proven. The Conduct Investigator may apply a minor penalty.

- **Serious Penalty**
  A serious breach of regulations is proven. The Student Conduct Committee may apply a more serious penalty.

- **Student Conduct Appeal**
  The reported and/or reporting student may submit an appeal, which is considered by the Academic Registrar or nominee in the first instance.

  **Not Valid Grounds for Appeal**
  Academic Registrar or nominee dismisses the appeal for not having valid grounds.

  **Valid Grounds for Appeal**
  The Academic Registrar or nominee may refer the case to be considered by a Conduct Investigator with no prior involvement in the case for review.
  The Conduct Investigator may dismiss the appeal, amend the decision and/or penalty or refer the appeal to be considered by a Student Conduct Committee of Appeal.

  **Student Conduct Committee of Appeal**
  The Academic Registrar or nominee may refer the case to be considered by a Student Conduct Committee of Appeal, who will meet with the reported student, the reporting student, Conduct Investigator and any witnesses, and review the case. The Committee may dismiss the appeal, overturn the original decision or amend the penalty.

- **Internal Review**
  If the reported or reporting student believes there was a procedural irregularity in the appeal procedure, then they may submit a request for internal review. If a procedural irregularity is confirmed, then the original appeal will be reviewed by a new Student Conduct Appeal Committee.

- **External Review**
  If the reported or reporting student remains dissatisfaction with the Appeal Outcome and/or Internal Review, they may submit a complaint to the Office of the Independent Adjudicator.
Code of Student Conduct

Appendix 6: Order of Proceedings

1. The order of proceedings for a Student Conduct Committee and Committee of Appeal will normally be as follows:
   a. The Chair welcomes everyone present and sets out the purpose of the meeting.
   b. The Conduct Investigator sets out the allegations of misconduct, summarising the information they have gathered and concluding that there may have been a breach of Conduct Regulations. The Chair facilitates any questions around points of clarification.
   c. The complainant (where applicable) will make their statement and ask any witnesses to join the meeting. The Chair will facilitate any questions.
   d. The reported student will make their statement and ask any witnesses to join the meeting. The Chair will facilitate any questions.
   e. All present are given the opportunity to summarise their information.
   f. The complainant (where applicable), reported student, and Conduct Investigator will then leave, and the Committee reaches its decision on whether there has been a breach of conduct regulations in private.
   g. If the Committee find the case proven, the reported student and Conduct Investigator will be asked back into the room. The reported student will be invited to inform the Committee of any mitigation and the Conduct Investigator will outline if there have been any previous proven allegations of misconduct.
   h. The Committee reaches its decision on which penalty or penalties to impose in private.
   i. When the final outcome and any penalty (where applicable) has been determined, the Chair communicates the decision, in person, separately to the reported student and complainant.

2. The Committee Secretary will be present throughout the above proceedings.

3. Proceedings will be adapted to accommodate any approved alternative arrangements for the complainant and/or witnesses, such as being located in a separate room to present evidence by video link.
## Appendix 7: Glossary of Terms

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aggravating factors</td>
<td>Factors which made your offence more serious or less excusable.</td>
</tr>
<tr>
<td>Allegation</td>
<td>An assertion, especially relating to wrongdoing or misconduct on somebody's part, which has yet to be proved or supported by evidence.</td>
</tr>
<tr>
<td>Acquit, acquitted</td>
<td>To declare officially that somebody is not guilty of a charge.</td>
</tr>
<tr>
<td>Balance of probabilities</td>
<td>A standard of proof in which a decision is made following an objective assessment of the evidence whether it is more likely than not that an alleged incident occurred.</td>
</tr>
<tr>
<td>Confiscation</td>
<td>To have the authority to take or seize someone’s possessions or property.</td>
</tr>
<tr>
<td>Conflict of interest</td>
<td>A conflict between the personal interests or loyalty of an individual and the functions that they carry out that could result in them pre-judging a case.</td>
</tr>
<tr>
<td>Convicted</td>
<td>Found guilty of a crime in a court of law.</td>
</tr>
<tr>
<td>Compensation</td>
<td>Something awarded to someone in recognition of loss or suffering or injury, which may or may not be financial.</td>
</tr>
<tr>
<td>Complainant</td>
<td>The individual who has been impacted by an incident.</td>
</tr>
<tr>
<td>Criminal proceedings</td>
<td>A term used in the Code when a criminal investigation is being conducted by the police into an alleged offence or when the police have concluded their investigation and subsequent Court proceedings are taking place.</td>
</tr>
<tr>
<td>Deliberations</td>
<td>Long and careful consideration of something; formal or official discussion or debate.</td>
</tr>
<tr>
<td>Expel, expulsion</td>
<td>Expulsion from the University is compulsory permanent withdrawal from the University and means that the student is no longer eligible to be registered for a programme of study or a component of a programme of study; or to be awarded a degree or exit award from the University or to live in University Accommodation. Earned credits which have already been ratified by a Board of Examiners can be recorded on a transcript. A student expelled as a result of conduct proceedings shall have no right to a refund.</td>
</tr>
<tr>
<td>Impede</td>
<td>To interfere with the movement, progress, or development of something or somebody.</td>
</tr>
<tr>
<td>Infringe</td>
<td>To fail to obey a law or regulation.</td>
</tr>
<tr>
<td>Term</td>
<td>Definition</td>
</tr>
<tr>
<td>------</td>
<td>------------</td>
</tr>
<tr>
<td>Malicious</td>
<td>Making an allegation on insufficient grounds with the purpose of causing harm or damage.</td>
</tr>
<tr>
<td>Misconduct</td>
<td>Unacceptable or inappropriate behaviour.</td>
</tr>
<tr>
<td>Mitigating factors</td>
<td>Factors which made your offence less serious or more excusable.</td>
</tr>
<tr>
<td>Nominee</td>
<td>A person who has designated authority to act on someone else’s behalf.</td>
</tr>
<tr>
<td>Office of the Independent Adjudicator (OIA)</td>
<td>An independent body set up to review student complaints about Higher Education Providers in England and Wales. It provides students with the opportunity of an independent review of their complaint or appeal once the University’s internal procedures have been followed and completed.</td>
</tr>
<tr>
<td>Permitted occupier</td>
<td>A person or persons permitted to live with a registered Student in that accommodation and is named in the University’s offer of student accommodation.</td>
</tr>
<tr>
<td>Police caution</td>
<td>A formal warning given by the Police to a person who has admitted that they are guilty of a minor crime.</td>
</tr>
<tr>
<td>Prosecute</td>
<td>Take legal action against somebody.</td>
</tr>
</tbody>
</table>
| Relevant Criminal Offence | An offence that:  
- Is committed against any member of the University  
- Is committed against the University more broadly or its grounds or buildings  
- Is committed whilst engaged on any University or Students’ Union related activity (whether academic, sporting, social or other)  
- May reasonably be considered to harm the reputation of the University or its relationship with the local or wider community and/or which may attract adverse publicity  
- Offences involves any kind of violence including threatening behaviour, offences concerning the intention to harm, or offences which resulted in actual bodily physical harm  
- Involves sexual violence, harassment or hate crime, including offences listed in the Sexual Offences Act 2003  
- Involves unlawfully supplying controlled drugs or psychoactive substances  
- Involves Firearms, knives or offensive weapons;  
- Is listed in the Terrorism Act 2006  
- Involves arson |
<p>| Reported student | The student who is alleged to have breached the Conduct Regulations. |
| Suspend | Defer or delay taking action. This may relate to action under the procedures or the application of a penalty. |</p>
<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Premises</td>
<td>Any buildings or grounds owned, leased or administered by the University on any of its Campuses, including University owned or administered accommodation.</td>
</tr>
<tr>
<td>Vexatious</td>
<td>Making an allegation on insufficient grounds and with the intention of causing annoyance to the person who is reported to have breached the Conduct Regulations.</td>
</tr>
<tr>
<td>Working Day</td>
<td>Monday to Friday when the University is open. The University is normally open throughout the year, except for a closure period between Christmas and New Year. A working day does not include English bank holidays.</td>
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Academic Offences Procedures

1. Academic Offences & General Information

1.1. The University, the Students’ Union and the University’s Partner Institutions expect all students:
   - to behave with honesty and integrity in relation to coursework, examinations and other assessed work;
   - to be familiar and act in accordance with the conventions of academic writing including appropriate referencing of sources and acknowledgement of assistance;
   - to show understanding of ethical considerations and be compliant with the relevant University Procedures.

A student who does not comply with any of these requirements (either intentionally or by negligence) may be charged with having committed an academic offence.

1.2. The following are some examples of academic offences and do not constitute an exhaustive list:
   a. plagiarism, that is, using or copying the work of others (whether written, printed or in any other form) without proper acknowledgement in any assignment, examination or other assessed work;
   b. self-plagiarism, that is, using or copying one’s own work that has previously been submitted for assessment, at the University or elsewhere, without proper acknowledgement in any assignment, examination or other assessed work, unless this is explicitly permitted;
   c. false authorship or contract cheating, that is the soliciting of a third party to provide written material that is then submitted for assessment presented as one’s own original work;
   d. collusion, that is, submitting work produced collaboratively for individual assessment, unless this is explicitly permitted and acknowledged;
   e. falsifying data or evidence;
   f. unethical academic practice, for example conducting research without obtaining ethical approval from the University where such approval is required, or the unauthorised use of information that has been confidentially acquired;
   g. introducing, or attempting to introduce, any written, printed or electronically accessible information into an examination, other than material explicitly permitted in the instructions for that examination;
   h. copying, or attempting to copy, the work of another candidate in an examination;
   i. communicating, or attempting to communicate, with another person, other than an invigilator, during an examination;
   j. accessing, or attempting to access, the assessment material (such as an examination paper) prior to it being published, except in cases where it is formally permitted by the University.

1.3. A student suspected of helping another student commit an academic offence may be investigated and dealt with in accordance with the University’s Code of Student Conduct. Action may also be taken against maliciously false allegations of academic offences.

1.4. These procedures do not apply for assessment that is undertaken for formative purposes only.

1.5. These procedures do not apply to any student that is regarded as a visitor to the University of Essex (ie a student registered with a separate Higher Education Institute whose studies are not validated or formally assessed, entirely or in part, by the University of Essex). In such circumstances, the matter will be reported to the individual’s home institution.

1.6. A report of the number of academic offence cases and appeals formally administered under these procedures at the University of Essex and its Partner Institutions will be submitted annually to Senate and appropriate sub-committees.
Support and Guidance
1.7. Support and guidance is available to students studying at the University of Essex via the Student Services Hub, or independently from SU Advice. Students studying at a partner institution should seek support and guidance from their education provider.

1.8. Students may request reasonable adjustments to these procedures in line with the rights that students retain under the Equality Act 2010. Requests will be considered individually, and students will be notified of the adjustments that have been agreed to in writing and at the earliest opportunity.

Definitions of Terminology
1.9. An examination is to be defined as any assessment under controlled conditions.

1.10. A unit of assessment is to be defined as any element of a taught module which contributes to a final module mark.

1.11. A postgraduate taught dissertation is extended to include any equivalent assessment, as confirmed in the Credit Framework for Taught Postgraduate Courses.

2. Investigating an Academic Offence

Reporting an Academic Offence
2.1. Departments and Partner Institutions may initiate the Academic Offences Procedures at any point that the integrity of a students' work is called into question, including when a concern is raised by (but not limited to):
   - The individual(s) marking a student’s submission for assessment;
   - an external examiner in reviewing a student’s submission for assessment;
   - the invigilator(s) of a formal examination;
   - a student or non-member of the University;
   - a plagiarism checking tool.

2.2. Any students or non-members of the University wishing to raise a concern about a suspected academic offence(s) should submit their concerns to the relevant Department, Partner Institution or the Student Progress Team. A named record will likely be kept of the concern being raised and may be submitted as evidence. Anonymous allegations will not normally be acted upon.

Investigating an Academic Offence
2.3. All Academic Offence allegations are subject to formal investigations that are conducted by approved Adjudicators and Academic Offence Committees who are required to follow these procedures. Adjudicators are approved on behalf of Senate by the Executive Dean (or their deputy) of the appropriate Faculty or the Dean of Partnerships (or their deputy), and are required to attend a briefing on the Academic Offences Procedures before they can undertake this role. The type of Adjudicator that will consider the case will depend on the severity of the allegation, and the range of penalties that are available to the Adjudicator.

2.4. Adjudicators may not investigate any allegations which they are directly involved in the teaching, assessment or supervision of. In such cases, the matter should be referred to an alternative Adjudicator within the Department, School or Partner Institution. A student may submit a request that a case is escalated to a Faculty Adjudicator or Academic Offences Committee prior to any investigative meeting taking place.

2.5. Departmental Adjudicators are responsible for the initial investigation of all alleged academic offences within the Department, School or Partner Institution, except for allegations relating to formal examinations or postgraduate research students. Departmental Adjudicators are able to apply a fixed range of penalties for undergraduate and postgraduate taught students, as stated in Section 5 of these procedures, or refer the matter to a Faculty Adjudicator.

2.6. Faculty Adjudicators are responsible for considering cases that have been referred to the Faculty by the Departmental Adjudicator, cases relating to formal examinations and cases where the student is completing a research degree. Faculty Adjudicators are able to apply a fixed range of penalties for all students, as stated in Section 5 and 6 of these procedures, or refer the matter to an Academic Offences Committee.
2.7. Academic Offences Committees are responsible for considering cases that have been referred by the Faculty Adjudicator and are able to apply the full range of penalties for all current and former students, as stated in Section 5 and 6 of these procedures.

2.8. Adjudicators and Academic Offences Committees are required to:
   a. provide written notification to the student that an allegation is being formally investigated, with confirmation of the unit of assessment or submission that is being investigated;
   b. check for any previous academic offences before making a final decision;
   c. consider whether the allegation is in breach of the Code of Student Conduct;
   d. ensure that an appropriate record of how the concern was raised and how the allegation was investigated is kept;
   e. provide each student an opportunity to respond to the allegation (see Section 3);
   f. provide written confirmation to the student, the Department and the Student Progress Team of the decision made. The written confirmation will include a summary of the allegation, a summary of the student's response and the reasons for the decision, as well as a notification of the student's right of appeal;
   g. notify the relevant offices and stakeholders within the University (and Partner Institution) of the final decision.

2.9. Where the alleged offence involves an alleged breach of the University's Code of Student Conduct, the Departmental Adjudicator must first consult with the Proctor before proceeding with the investigation. The Proctor will consider how best to proceed on a case by case basis and advise the Initial Adjudicator accordingly.

Timeframes
2.10. Departmental Adjudicators will endeavour to complete their investigation within 20 working days of becoming aware of the allegation, whilst Faculty Adjudicators and Academic Offence Committees will endeavour to reach a final decision within 20 working days of receiving the referral. During this time, the student must meet any deadlines set. If a student enters a period of intermission, then the Academic Offence procedures will normally proceed within the standard timeframes, except in exceptional circumstances.

2.11. Occasionally there will be circumstances when, for good reason, the University will need to extend the timeframe. Where this is the case, the student will be notified and kept regularly informed of progress. While every effort will be made to comply with the time limits set out above, if a time limit is exceeded, it shall not invalidate the outcome of the academic offence proceedings.

Gathering Evidence
2.12. The University reserves the right to use plagiarism detection facilities and services in checking students' work for plagiarism.

2.13. Examples of suitable evidence include, but are not limited to, the use of plagiarism detection software, obtaining and annotating allegedly plagiarised material, inspecting material taken into an examination without authorisation, and reviewing the student's notes and drafts. Witness statements may be considered as evidence, but may be disregarded if the witness is not prepared to be named. For allegations relating to false authorship, contract cheating or plagiarism, the student may be questioned about the content of the assignment and their submission may be compared with work that they have previously submitted in order to establish the student as the author.

2.14. Academic Offences Committees and Adjudicators may approve witnesses to be in attendance at a meeting in exceptional cases only, and must provide a clear rationale for doing so when notifying the student. Witnesses will only be expected to provide a statement and answer any questions put to them by the Adjudicator, Committee or the student. The witness will not be permitted to direct any questions to the student directly.

Additional Investigative Responsibilities: Undergraduate and Postgraduate Taught Students
2.15. The Departmental Adjudicator is responsible for the investigation of alleged academic offences relating to coursework submitted by any student undertaking a module in their
department. Where a student is charged with committing an offence on a module which is not run by a Department, School or Centre, the Department responsible for the student's degree programme shall investigate the allegation.

2.16. All allegations relating to formal examinations will be referred directly to the Faculty Adjudicator and the Exam Invigilator(s) will normally be required to provide a report of the incident that is said to have occurred.

2.17. Adjudicators are restricted in the range of penalties available for allegations made against a postgraduate taught dissertation, as per Section 5 of the procedures.

Additional Investigative Responsibilities: Postgraduate Research Students
2.18. The Departmental Adjudicator is responsible for the initial investigation of alleged academic offences relating to preliminary drafts of chapters or to papers submitted to a Supervisory Panel or for consideration by a Research Students' Progress Board produced by a research student in their own department.

2.19. All allegations relating to work submitted for assessment by a Supervisory Panel or Research Students' Progress Board shall be considered for formal investigation.

2.20. Where an offence is alleged by an Examiner during the examination process for a research degree, the examination must be suspended and the allegation referred to a Faculty Adjudicator. If plagiarism is alleged before the viva takes place, then the viva should be held over until the investigation has been completed. If plagiarism is identified during the viva, the Examiners should inform the candidate and suspend the viva. In both cases, the Examiners should prepare a written report for the Faculty Adjudicator. All allegations brought after the thesis has been submitted will be considered by an Academic Offences Committee.

2.21. The Departmental Adjudicator should not be involved in the investigation of allegations where they are the student's supervisor or a member of the Supervisory Board. In such cases a substitute Departmental Adjudicator should be appointed by the Head of Department and approved by the Executive Dean or Deputy Dean (Postgraduate Research Education).

2.22. The Departmental Adjudicator will refer all allegations of an academic offence for a Postgraduate Research Student to the Faculty. An appropriate Faculty Adjudicator will consider all cases referred to the Faculty.

2.23. The Faculty Adjudicator will refer to an Academic Offences Committee any such case that is suspected to warrant a more severe penalty than those that the Faculty can apply.

2.24. For research students where the form of assessment is more akin to taught assessment (as determined by the Adjudicator or Academic Offences Committee), the Adjudicator may apply the procedures applicable for Postgraduate Taught students, including the range of penalties that may be applied.

Additional Investigative Responsibilities: Postgraduate Certificate in Higher Education Practice
2.25. For allegations made against students studying towards a Postgraduate Certificate in Higher Education Practice, a Faculty Adjudicator will take on the investigative duties of the Departmental Adjudicator in conducting the initial investigation and adjudicating the case. The Adjudicator will be restricted to the penalties available to a Departmental Adjudicator as outlined in Section 5 of the procedures. Should the offence be deemed to be more serious, the matter should be referred directly to an Academic Offences Committee, for which an alternative Faculty Adjudicator will be appointed as Chair and the initial Faculty Adjudicator will take on the role of the Departmental Representative.

Additional Procedural Requirements: Former Students
2.26. Where an allegation is made against a person that is no longer a student of the University, University policies and procedures should be followed as if the individual were a student, including the range of penalties available. However, if the individual has received a validated award from the University, then the allegation should be referred directly to an Academic Offences Committee. The Pro-Vice Chancellor (Education) may also approve any amendments to the procedures that are deemed appropriate. In such circumstances, the
individual must be informed of the amendments and the reasons why the amendments have been agreed to.

2.27. The former student will retain all rights afforded to students in these procedures, including due notification of the allegation, access to evidence and documentation, the right to representation by a member of the University or Students’ Union and the right to appeal.

2.28. The Academic Offence Committee will make use of the standard range of penalties given in these procedures. Should a penalty be applied, the relevant Progress Procedures and/or Rules of Assessment will be followed in order to reconsider the award previously conferred. The Pro-Vice Chancellor (Education) must be consulted before rescinding an award.

2.29. Should an Academic Offences Committee or Board of Examiners provide the opportunity to resubmit work or undertake reassessment and the former student declines to do so, a mark of zero will be replace the mark previously awarded.

3. Right to Reply

3.1. A student has the right to reply to any allegation and must be given the opportunity to meet with the relevant Adjudicator or Academic Offences Committee, before a final decision about the allegation is made.

3.2. For clarity, a penalty cannot be decided upon by an Adjudicator or Academic Offences Committee unless a meeting has been scheduled and due notice has been given, but cases may be referred to the Faculty or to an Academic Offences Committee without scheduling a meeting with the student.

3.3. In holding a meeting, the Adjudicator or Academic Offences Committee will normally:
   a. give the student notice of the meeting and access to any relevant evidence at least five working days in advance;
   b. arrange the meeting at a time that does not clash with teaching events or examinations that the student is scheduled to attend;
   c. not rearrange meetings if the above conditions have been met;
   d. provide the student with a clear explanation of the allegation;
   e. ensure the student is granted the opportunity to present their response to the allegation, including any extenuating circumstances.

3.4. Upon receiving notice of a meeting, the student may choose to:
   a. attend the meeting, and may be accompanied to the meeting by a fellow student, a member of staff, the Students’ Union or a representative of SU Advice. Student attendance at meetings is strongly advised. The student may not normally bring anyone to the meeting that is not a member of the University unless this has been agreed as a reasonable adjustment under the Equality Act 2010;
   b. submit a written statement and any evidence, instead of attending the meeting. All written statements should be provided ahead of the scheduled date and time of the meeting.

   The case will be considered in the student’s absence, if they fail to respond to the allegation and appropriate notice of the meeting was provided.

3.5. In responding to the allegation, the student will be asked to:
   a. confirm whether they admit or deny the allegation;
   b. notify the Adjudicator or Academic Offences Committee of any extenuating circumstances that may be relevant to the case;
   c. Provide any evidence that is deemed relevant to the case.

3.6. In some instances, such as allegations relating to collusion or group submissions, it may be necessary and appropriate for the Adjudicator or Academic Offences Committee to see more than one student at a time.

3.7. If an allegation of an academic offence has been proven, the student will be invited to disclose any further cases which they wish to be taken into consideration as part of the same offence. Students are warned that all undisclosed offences which come to light will be treated as subsequent offences, potentially carrying heavier penalties.

3.8. All meetings conducted by Faculty Adjudicators and meetings of the Academic Offences Committee will be serviced by a Secretary, acting on behalf of the Academic Registrar. The Secretary of the Committee will notify the student in writing of the time and place in which
the case will be heard. During the meeting, the Secretary will take notes, taking particular care to record the reasons for the decision and the deliberation concerning the imposition of any penalty and the alternatives from the set of possible penalties that were considered.

3.9. Academic Offences Committees shall consist of a Faculty Adjudicator in the chair, and two members of staff from outside of the student’s department approved by the Executive Dean or their Deputy, and who have no connection with the case in question. If the Faculty Adjudicator has previously made a judgement relating to the allegation in question, then another Faculty Adjudicator must chair the Committee.

3.10. A representative of the Department in which the alleged offence has occurred (normally the Departmental Adjudicator) will attend the meeting of the Committee to set out evidence relating to the alleged offence. The Departmental Representative should not present any extenuating circumstances on behalf of the student unless they relate to the Department’s procedures or teaching. The Departmental Representative is not a member of the Committee should not propose or comment on any penalty that might be imposed, and is not permitted to ask questions of the student during the meeting except through the Chair.

3.11. Only members of the Committee and the Secretary shall be present while the Committee is reaching a decision. The student is entitled to be present at all times that the Departmental Representative is in attendance at the meeting.

3.12. The order of proceedings for an Academic Offences Committee will normally be as follows:
   a. The members of the Committee have a preliminary discussion without the student, the student’s representative or the Departmental Representative being present;
   b. The student, the student’s representative and the Departmental Representative enter the room and the Chair introduces all those present;
   c. The Chair checks that the student has received details of the case and any supporting documentation;
   d. The Chair explains the order of proceedings to the student;
   e. The evidence relating to the alleged offence is then presented by the Departmental Representative, and members of the Committee, the student and the student’s representative are invited to put questions to the Departmental Representative;
   f. The Chair then invites the student to put forward a case orally if they wish to do so including any extenuating circumstances or other mitigation, and members of the committee (but not the Head) are invited to put questions to the student;
   g. The Chair invites the student’s representative to put forward any additional statement;
   h. The Chair invites the student to make any final response;
   i. The student, the student’s representative and the Departmental Representative are then asked to leave the room;
   j. The Committee then deliberates and comes to a decision as to whether an offence has been committed;
   k. The Committee then determines the appropriate penalty from the set of penalties available to it, clarifying the reasons for the choice of penalty;
   l. The student and the student’s representative are then recalled to the room to be told the decision as to whether the alleged offence is confirmed and, if so, the penalty and the reasons why this is the appropriate penalty. The Departmental Representative may be present during this final stage.

3.13. The Committee may choose to adjourn in order to enable the student or the student’s representative to be present, or where this is necessary to obtain further information. The Committee shall meet to consider an adjourned case at the earliest opportunity and the student should be kept informed of the progress of the case. If necessary, the Executive Dean, or the appropriate Deputy Dean of the relevant Faculty, may co-opt additional members to replace any member not able to attend the reconvened meeting, including a new chair. If there are two new members, the reconvened meeting shall proceed as a new hearing. If there is one new member, the student may request that the meeting proceed as a new hearing.
4. Determining an Academic Offence and Applying a Penalty

4.1. Adjudicators and Academic Offences Committee are expected to determine whether an academic offence has been proven, before deciding which penalty to apply. Where a professional body (or similar) may be concerned with the intentionality of the offence, a judgement has to made as to whether the offence was intentional or not.

4.2. The standard of proof shall be based on the balance of probabilities and a student may be found guilty of an academic offence whether or not there has been any intention to deceive; that is, a judgement that negligence has occurred is sufficient to determine guilt.

4.3. Any allegation can be dismissed before or after a meeting with the student has been held. The Departmental Adjudicator may determine that no offence has been committed at any point of their investigation, but not after a case has been referred to the Faculty. The Faculty Adjudicator may determine that no offence has been committed at any point after a case has been referred to them by the Department, but not after the case has been referred to an Academic Offences Committee. In all cases where formal proceedings have begun, such a decision should be confirmed to the student in writing and noted on the student’s record.

4.4. In determining an appropriate penalty, the Adjudicator or Academic Offences Committee will take the following into account:
   a. the severity of the offence;
   b. any previous offences and penalties;
   c. the level of study (first year undergraduate, Masters, PhD etc) and the status of the taught module enrolment (ie core, compulsory or optional) or status of the submission towards a research degree;
   d. any extenuating circumstances;
   e. how co-operative the student has been with the investigation and procedures.

4.5. The Adjudicator or Academic Offences Committee should not take a student’s array of marks into consideration when allocating a penalty.

4.6. When more than one offence is considered at the same time the offences will normally all be considered as a first offence if the student has not previously been found guilty of an academic offence. A subsequent offence may occur from the point at which a student is found guilty of a first offence.

4.7. If an academic offence is proven, the Adjudicator or Academic Offences Committee shall apply a penalty and may, in addition, require the student to complete an Academic Integrity Tutorial, attendance at which will be considered compulsory. Attendance at an Academic Integrity Tutorial cannot replace a penalty. Failure to attend the Academic Integrity Tutorial will be noted should the student commit any subsequent offences and shall not be considered as a valid claim of mitigation, unless exceptional extenuating circumstances have prevented the student from attending.

5. Penalties for Undergraduate and Postgraduate Taught Students

5.1. The following penalties may be applied by Departmental Adjudicators, Faculty Adjudicators and Academic Offences Committees:
   - Penalty 1: A formal written warning only;
   - Penalty 2: Resubmit unit of assessment with minor amendments only, as determined by the Adjudicator (such as correct referencing, paraphrasing or striking out), for an uncapped mark.
   - Penalty 3: Resubmit unit of assessment with minor amendments only, as determined by the Adjudicator (such as correct referencing, paraphrasing or striking out) for a capped mark.
   - Penalty 4: Mark of zero to be given for the unit of assessment, reassessment available to the Board of Examiners.

5.2. The following penalty may be applied by Faculty Adjudicators and Academic Offences Committees:
• Penalty 5: Mark of zero to be given for the unit of assessment, with no resubmission or reassessment permitted.

5.3. The following penalties may be applied by Academic Offences Committees only:
• Penalty 6: Mark of zero to be awarded for the module, with no resubmission or reassessment permitted;
• Penalty 7: No longer eligible for full award: Mark of zero to be awarded for the module with no resubmission or reassessment permitted and the student may complete currently enrolled credits for an exit award only;
• Penalty 8: Required to withdraw immediately and no longer eligible for full award: A mark of zero to be awarded for the module no resubmission or reassessment permitted and the Examination Board to be invited to consider the student only for an exit award on the basis of credits already achieved;
• Penalty 9: Required to withdraw immediately with no qualification awarded: A mark of zero to be awarded for the module no resubmission or reassessment permitted and the Examination Board to be invited to ratify credits that have already been achieved for recording purposes.

5.4 Departmental Adjudicators and Faculty Adjudicators may not apply Penalty 4 or Penalty 5 for offences that have occurred in a postgraduate taught dissertation.

6. Penalties for Postgraduate Research Students

6.1. For allegations that have occurred prior to the student’s submission for final assessment, the following penalties may be applied by Faculty Adjudicators and Academic Offences Committees only:
• Penalty 1: A formal written warning only;
• Penalty 2: Specified section of submission to be referenced correctly, rewritten or removed, and resubmitted for assessment.

6.2. For allegations that have occurred prior to submission for the student’s final assessment, the following penalties may be applied by Academic Offences Committees only:
• Penalty 3: No longer eligible for full award: the student’s registration shall be downgraded and they will be considered for a lesser award only.
• Penalty 4: Required to withdraw with no qualification awarded.

6.3. For allegations that have occurred after the submission of the student’s final assessment, the following penalties may be applied by Academic Offences Committees only:
• Penalty 1: Formal written warning only;
• Penalty 2: The Examiners shall be instructed to consider the non-plagiarised sections of the final submission, for the degree for which it has been submitted;
• Penalty 3: No longer eligible for full award: The Examiners shall be instructed to consider the non-plagiarised sections of the final submission for a lesser award only;
• Penalty 4: Required to withdraw with no qualification awarded.

7. Implications of an Academic Offence

7.1. An academic offence may lead to a student:
• being prevented from continuing their studies, either as a direct result of a penalty, or by the further application of the rules of assessment after a penalty has been applied;
• being prevented from studying abroad under the Study Abroad Scheme;
• being prevented from completing a work placement as part of their course;
• being prevented from receiving accreditation from a Professional Body;
• having their scholarship terminated by the Executive Dean (or their Deputy) of the relevant Faculty;
• being subject to the Fitness to Practise Procedure (applicable for students on a relevant course of study only);

On each occasion, the student will be notified separately as part of the relevant process or procedure.
7.2. All information relating to suspected academic offences and their outcomes will be recorded on the academic offences database and in the student’s file.

7.3. Academic Offences are not explicitly recorded on academic transcripts or the Higher Education Achievement Record. However details of an academic offence, such as the nature of the offence and the penalty applied, may be passed on to third parties as deemed appropriate, such as professional accreditors, placement providers, educational sponsors (including embassies) and organisations approved by the student in order to provide a professional or character reference.

7.4. Details of the allegation (including evidence presented by the student’s Department) may be passed on to other University services if deemed appropriate, such as the Proctor, the Talent Development Centre or a Professional Suitability Group. On such occasions, students will be notified and informed of the reason why.

**Academic Offences and the Undergraduate and Postgraduate Taught Rules of Assessment**

7.5. A Board of Examiners may not overturn any decision on a penalty given in relation to an academic offence by a Departmental Adjudicator, a Faculty Adjudicator or an Academic Offences Committee.

   a. If a student submits a claim of extenuating circumstances for the same module for which they have committed an academic offence, the Board of Examiners will have limited discretion on how to proceed and should act in accordance with the relevant guidance.

   b. The mark for any individual unit of assessment that has had an academic offence penalty applied (including a mark of zero) must be used in the calculation of the overall module aggregate.

   c. If a student would normally be able to complete reassessment prior to marks being ratified by the Board of Examiners (as a result of an approved variation to the Rules of Assessment), then a student with an academic offence may be offered reassessment before the Board of Examiners, if the penalty allows for it.

Where a student has a penalised mark for work as a result of an academic offence, the penalty will not be carried forward if the student repeats a module in full, including after a period of intermission. However, the record of the offence is kept on the student’s record and the academic offences database and any further offences will be classified as subsequent offences.

**Resubmitted Work**

7.6. Where a student is entitled to resubmit work with the correct referencing applied following an academic offence:

   - if the student does not take up the opportunity to resubmit the work by the given deadline, a mark of zero will be awarded for consideration by the Board of Examiners;
   - any allegations made about the resubmitted piece of work will be treated as a subsequent offence;
   - no other changes may be made to the original submission except for the minor amendments as determined by the Adjudicator. Any unauthorised changes made to the assignment will be treated as a subsequent offence.

8. **Academic Offence Appeals**

**Submitting an Appeal**

8.1. Students studying at the University of Essex may appeal by completing an Appeal Form, setting out the grounds for appeal and sending it with all supporting evidence to the Student Progress Team at the University of Essex. Students must do so within 10 working days that the outcome of the Academic Offence proceedings was confirmed in writing.

8.2. Appeals received after the deadline will only be accepted at the discretion of the Academic Registrar (or nominee). For this to apply, the student must be able to show, to the satisfaction of the Academic Registrar (or nominee), that circumstances beyond the student’s control prevented them from meeting the standard time limit and that unfair treatment would result from not extending the deadline.
Grounds for Appeal
8.3. Students have the right of appeal against any finding or penalty of the Departmental Adjudicator, Faculty Adjudicator or Academic Offences Committee (hereafter referred to as ‘the Initial Adjudicator’) on one or more of the following grounds:
   a. there is new evidence, which for good reason was not previously available to the Initial Adjudicator, which might have materially affected the outcome;
   b. the Initial Adjudicator did not follow the Academic Offences Procedures which disadvantaged the student’s case;
   c. there is evidence of prejudice and/or bias during the procedures;
   d. on the balance of probabilities, the facts of the case did not justify the decision that the student had committed an academic offence;
   e. the penalty imposed by the Initial Adjudicator was unreasonable with regard to all the circumstances of the case.

Academic Offence Appeal Procedures
8.4. The Academic Registrar (or nominee) will acknowledge receipt of the appeal within five working days.
8.5. The University will endeavour to complete the appeal proceedings within 20 working days from receipt of the appeal form and supporting evidence. During this time, the student must meet all deadlines set. Occasionally there will be circumstances when, for good reason, the University will need to extend the timeframe. Where this is the case, the student will be notified and kept regularly informed of progress.
8.6. On receipt of an Appeal, the Initial Adjudicator whose decision the appeal is made against is asked to write a Statement of the Case which shall include:
   - the details of the charge(s) in respect of which the decision that was made;
   - a brief summary of the evidence and of the relevant findings;
   - the decision, including the details of any penalty imposed;
   - a brief comment as to the reason for such findings, decision and penalty;
   - any further information that may be deemed to be relevant.
Where the Initial Adjudicator was an Academic Offences Committee, the Chair of the Committee will normally provide the statement.
8.7. An Executive Dean or their deputy who has no previous involvement with the case (hereafter the Appointed Dean) will be appointed to deal with the appeal.

Duties of the Appointed Dean
8.8. The Appointed Dean shall consider whether or not the request discloses a valid ground for an appeal. Where it is agreed that the appeal does have valid grounds, the case shall be referred to an Academic Offences Appeals Committee.
8.9. Should the Appointed Dean decide to dismiss the appeal, the student will be sent a Completion of Procedures Letter.

Academic Offences Appeals Committee
8.10. The Academic Offences Appeal Committee will have the same authority, and be composed in the same way, as an Academic Offences Committee (see Section 3) but will operate with the following differences:
   a. The Appointed Dean chairs the Academic Offences Appeal Committee.
   b. The Initial Adjudicator will normally attend the meeting of the Appeals Committee instead of the Departmental Representative, and, in regards to their role at the meeting, will be bound by the same requirements. The Initial Adjudicator is not a member of the committee. The Secretary shall be responsible for providing the Initial Adjudicator with the relevant documentation. Where the Initial Adjudicator is an Academic Offences Committee, a member of the Academic Offences Committee (normally the Chair) will normally undertake this role;
   c. Where a Committee has adjourned and it is necessary to co-opt additional members, these must be approved by the Appointed Dean or the Pro-Vice-Chancellor (Education);
d. The student will not normally be given a further opportunity to disclose any further cases which they wish to be taken into consideration as part of the same offence.

8.11. An Academic Offences Appeal Committee shall have the power to:

- rescind a resolution of the Initial Adjudicator that the student has committed an offence and rescind all consequential penalties;
- confirm a resolution of the Initial Adjudicator that the student has committed an academic offence;
- confirm or amend (increasing or decreasing) the penalty allocated by the Initial Adjudicator, provided that any amendment is consistent with the powers of the original authority.

8.12. An Academic Offences Appeal Committee can only apply a more serious penalty where evidence or information is provided by the student as part of the appeal, or where new evidence is submitted by the Department or Initial Adjudicator at the request of the Appeals Committee that indicates that the offence is more severe.

8.13. The student may withdraw an appeal at any time before the meeting of the Committee.

Internal Review

8.14. Any request for internal review following the formal conclusion of the Academic Offences Appeal Committee may be made on the grounds of procedural irregularity only, specifically that the Committee departed from the prescribed procedures. If the student wishes to request an internal review against the outcome on the grounds of procedural irregularity, they should write to the Student Progress Team within 10 working days of the date of the Academic Offences Appeal Committee meeting. The request must set out in detail the evidence to support their claim that there were procedural irregularities in the process.

8.15. Should the Pro-Vice-Chancellor (Education) (or nominee), decide that the request does not have valid grounds, it will be dismissed and the student will be sent a Completion of Procedures letter.

8.16. If there is evidence to support the request then the case will be reviewed by the Pro-Vice-Chancellor (Education) (or nominee). If the Pro-Vice-Chancellor (Education) (or nominee), decides that there were procedural irregularities in the process then the case will be referred to a new Academic Offences Appeal Committee.

External Review

8.17. The Office of the Independent Adjudicator for Higher Education (OIA) provides an independent scheme for the review of student complaints or appeals. When the University's internal procedures for dealing with complaints and appeals have been completely exhausted, the University will issue a Completion of Procedures Letter.

8.18. Students will be issued with a Completion of Procedures letter when:

a. The Appointed Dean has deemed the appeal to not have valid grounds;

b. the Pro-Vice-Chancellor (Education) or nominee has dismissed the request for Internal Review.

8.19. Students may also request a Completion of Procedures within 20 working days that the outcome of the Academic Offences Appeal Committee was confirmed in writing.

8.20. Students wishing to avail themselves of the opportunity of an independent review by the OIA must submit their application to the OIA within 12 months of the issue of the Completion of Procedures letter. Full details of the scheme are available on request and will be enclosed with the Completion of Procedures letter.
Appendix: Guidelines for Penalties for Undergraduate and Postgraduate Taught Students

The Bands presented below are guidelines only and provide examples of academic offences, whilst the Penalties are fixed. Adjudicators should always take the evidence with which they have been provided into account, including any extenuating circumstances.

**Band A – Minor Offence / Unacceptable Academic Practice**

<table>
<thead>
<tr>
<th>Maximum Suggested Penalty:</th>
<th>Penalty 3</th>
</tr>
</thead>
</table>

**Coursework:** The academic offence relates to a failure to understand or apply the University's academic conventions in regards to proper referencing and acknowledging source material, but where an attempt to do so has been made.

The student is completing a unit of assessment that is early in their studies, or has no previous experience of the particular referencing style (including self-plagiarism), and there has been a failure to understand the University's academic conventions.

**Examination:** The student is found to have contravened the rules of the examination and as a result of human error or a misunderstanding, and it is agreed that they have not gained an unfair advantage.

**Band B – Intermediate Offence**

<table>
<thead>
<tr>
<th>Maximum Suggested Penalty:</th>
<th>Penalty 5</th>
</tr>
</thead>
</table>

**Coursework:** A significant portion of the work submitted by a student is not original text and has not been referenced properly, either where the student has made no attempt to acknowledge the source material, or where the student would reasonably be expected to have a full understanding of the academic conventions. The work submitted includes references that are false or incongruous, (ie it appears that the student has not consulted works to which reference is made) but the concern does not relate to false authorship.

**Examination:** The student is found to have contravened the rules of the examination by introducing and/or attempting to access a small amount of material to aid their attempt at the examination.

The student is found to have had access to the internet or to have communicated with someone other than an invigilator during an examination.

**Band C – Severe Offence**

<table>
<thead>
<tr>
<th>Maximum Suggested Penalty:</th>
<th>Penalty 9</th>
</tr>
</thead>
</table>

**Coursework:** The majority of the work submitted by the student is not original or has not been referenced properly, either where the student has made no attempt to acknowledge the source material, or where the student would reasonably be expected to have a full understanding of the academic conventions.

The student has submitted work that has been written or created by a third party, either wholly or in part.

**Examination:** The student is found to have contravened the rules of the examination by introducing and/or attempting to access a significant amount of material to aid their attempt at the examination.

The student is found to have accessed the internet, or communicated with someone other than an invigilator during an examination, about the content of the module.

The student has arranged for the examination to be attempted by a third party on their behalf.

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*Departmental Adjudicators and Faculty Adjudicators may not award Penalty 4 or 5 for allegations relating to Postgraduate Taught dissertions*
Academic Integrity Tutorials
In addition to a penalty, a student who is found to have committed an Academic Offence may be required to complete an Academic Integrity Tutorial.

Failure to attend the Academic Integrity Tutorial will be noted should the student commit any subsequent offences and shall not be considered as a valid claim of mitigation, unless exceptional extenuating circumstances have prevented the student from attending.

Subsequent Offences

ESCALATION OF PENALTIES
A subsequent academic offence will generally result in a more severe penalty, particularly when the student has made little or no attempt to understand the University’s academic conventions since the first or previous offence.
- Where a student is found to have committed successive offences at Band A, or where one of the offences is Band B, it would normally be appropriate for Penalty 4 to be considered the minimum available penalty.
- Where the student has been found to have committed successive offences at Band B or higher, or where one of the offences is Band C, it would normally be appropriate for Penalty 7 to be considered the minimum available penalty.

EXCEPTIONS
The only occasions when the penalty need not necessarily be escalated (or escalated so severely) are where the Adjudicator has deemed that:
- The academic offence is of a different nature and/or
- there was no intent to deceive in either offence; and/or
- the student has made a suitable effort to resolve all and any concern(s) that arose following their previous academic offence(s) and/or
- there are exceptional extenuating circumstances in the latest academic offence.
Student Engagement Policy

Policy context

1. The University of Essex delivers a transformational education to our students and puts their success at the heart of our mission, supporting every student from every background to achieve outstanding outcomes, and nurturing our community of educators to support and promote student success. In supporting our students to achieve, we work in partnership with them to enable them to take an active role in their engagement with their studies, underpinned by the responsible use of data to provide the broadest picture of individual student engagement. Our purpose is to enable meaningful interventions and to provide effective support arrangements.

Policy coverage, aims and principles

2. The Student Engagement Policy (“the policy”) establishes an institutional framework for our approach towards taught student engagement with their studies.

3. For the purposes of the policy, taught students are defined as all undergraduate and postgraduate students undertaking taught modules or courses. This includes postgraduate research students who may be undertaking taught modules as part of their programme of study.

4. The purpose of the policy is to maximise the success and achievement of every student through a structured approach based on support and mutual decision-making to enable timely and impactful interventions.

5. While providing a structure for the management and response to student engagement, the policy recognises the importance of:
   - personal contact alongside the use of data
   - a focus on support for students
   - flexibility in approach to respond to individual student needs and behaviour

6. The policy is underpinned by five principles:
   - An approach to monitoring and responding to student engagement that is driven, and seen to be driven, by support and advice to succeed
   - Visibility and a shared understanding across the institution of student engagement and the impact of our interventions
   - Personalised interventions and mutually agreed solutions for students as far as possible, tailored to individual needs and circumstances to support students to be active participants in their education and academic progress
   - Parity of experience for all our students regardless of academic discipline or Department through the establishment of clear institutional expectations both of the University and of our students in managing student engagement
   - Resource deployment that focuses on effectiveness, efficiency and is targeted in support of student success.

7. The policy recognises that there are many single or combined factors that may affect students’ engagement with their academic studies and/or their personal circumstances. The policy seeks to enable us to identify and understand these factors and to intervene in order to provide appropriate support to facilitate our students’ success and development to thrive in their future lives.

Monitoring student engagement

8. Students are active partners in their education. They are expected to engage fully in the full range of academic activities and are expected to attend and engage with all timetabled teaching events and other scheduled activities.

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7 For example, these factors could include but are not exclusively academic-related, health, financial, caring or other responsibilities and/or personal relationships.
9. Taught student engagement is measured primarily through the data available in the Learner Activity Engagement Portal (LEAP), which provides a broad picture of engagement across a range of education activities at individual and cohort levels, combined with other data and knowledge, including academic marks and interactions with personal tutors and academic and professional services colleagues. LEAP is not the sole method of monitoring engagement, which is also undertaken through a variety of formal and informal means.

10. LEAP creates a daily engagement rating for students based on their academic activity in relation to attendance at teaching (both in person and online), use of Moodle, FASER, Listen Again and PC Logins. The system establishes the following engagement ratings for individual students: Very Low, Low, Partial, Good and High. The ratings are used to determine the appropriate action and interventions required to understand why a student may not be engaging and advise them of the support that can be offered.

11. Data available through LEAP are managed in accordance with the Ethical Use of Data Policy, which sets out the University’s commitment to using student data in ways that are ethical, beneficial, legal and proportionate. The policy ensures that LEAP activity data meet our commitments through an approach based on transparency; student success; privacy; training, guidance and support; accuracy and access & disclosure. All students have access to their own individual engagement data.

Supporting student engagement
12. Academic Departments and Schools (‘Departments’) are responsible for monitoring, understanding and maximising the engagement of their students with their studies and for taking proactive steps where there is evidence of lower engagement than expected. Departments engage with data available to them, encourage a culture of student engagement, undertake regular reviews of data and contact students to offer support. Arrangements for courses with a Professional Code of Conduct or other additional engagement requirements are managed by the relevant Departments and Schools alongside this policy, which provides an institutional framework.

13. Departments are supported in the work to monitor the engagement of their students and with the operation of the policy through advice and guidance provided by central Professional Services teams, including the Student Progress team, Student Wellbeing and Inclusivity Service and those providing data analysis.

14. Decisions in relation to referral for further action to support engagement are taken in conjunction with broader data and knowledge about a student’s academic progress.

15. The policy’s referral process does not prevent intervention at other points in the academic year for students where engagement levels may drop or for options to be discussed to facilitate an appropriate decision to be made for an individual student. Monitoring continues for all students throughout the year to enable meaningful interventions to support student success.

16. All taught students are monitored to measure the engagement with their studies. Where there are concerns about a student’s engagement, there are normally three stages of intervention and referral during the Autumn and Spring terms.

Courses with different entry and continuation points
17. Where a student undertakes a programme of study with a different entry point during the academic year or academic structure, an equivalent process to monitor early engagement is managed by the Department or School to enable students to be referred in line with the principles of the stages of the policy and for support to be offered. These arrangements are agreed in discussion with the Academic Registrar or nominee.

Stage 1: Early engagement
18. WEEKS 1 TO 5: WEEKLY REVIEW
   In the first five weeks of the Autumn term, Departments monitor the engagement of all students at least once a week to identify and contact students identified as having very low or low engagement. A small group of staff in each Department, including both academic
and professional services staff, meet weekly in the crucial early engagement period to determine which students they will contact to understand why they are not engaging and to offer support.

The guidance provided to Departments in line with paragraph 27 of the policy includes a framework for the actions to be taken during weeks 1-5, covering: Week, Cohort/Year Group, Data to Review, Criteria for Contact and Recommended Type of Contact.

In the early weeks of the autumn term, Departments prioritise the following specific categories of students for contact if their engagement falls into the low or very low categories:

- Students that are repeating a year or returning after a lengthy period away (including intermission, placements or Study Abroad, reassessment out of residence)
- Students that are known to the Department as having experienced problems in previous years
- Students who have joined the University through clearing
- Students who have joined a course following a foundation year
- Students who have changed course
- Students who have declared conditions that may result in additional support requirements

19. WEEKS 6 TO 11: FORTNIGHTLY REVIEW

From week 6, Departments undertake fortnightly reviews, along with discussions with students through the scheduled Personal Tutor meetings, to ensure that all taught students who are not engaging with their studies are identified. The guidance provided to Departments in line with paragraph 27 of the policy includes a framework for the actions to be taken during weeks 6-11, covering: Week, Cohort/Year Group, Data to Review, Criteria for Contact and Recommended Type of Contact.

Stage 2: Referral for support

20. By 1 December in the autumn term, the Department undertakes the following actions and all students with low or very low engagement and/or where concerns remain about the student’s academic progress are referred to the Student Progress team for contact and support:

- Contact has been made with the student
- The student has met their Personal Tutor and/or the Departmental Progress Officer

21. The Student Progress team contacts the students to confirm they have been identified as having low engagement with their studies. The purpose of the contact is to identify and understand the reasons for the low engagement and to offer routes to solution and support, including signposting and/or referring a student to another support service or referral for action under another policy or procedure. Where appropriate, the team works in partnership with the Department(s) to remove barriers to engagement for the individual student.

Stage 3: Supported decision-making

22. The Student Progress team monitors the engagement of students referred for support under stage 2. Where a student’s engagement does not improve following referral at stage 2, in February of the Spring term, the Student Progress team offers the student a formal choice of three options, which are set out below, noting that these options may be discussed at any stage during the escalation process to facilitate the best outcome for the student:

- Continuation in the current year of study
- Intermission
- Voluntary withdrawal, including the option to transfer to another higher education institution

23. The student is required to make the decision during the Spring term in line with relevant regulations and to take account of assessment requirements and other factors. The student is supported in making the decision through the provision of relevant information,
including the financial and academic implications of each option, and access to relevant support services.

24. Where a student decides to continue in the current year of study, they are informed of the academic implications of proceeding with continued low engagement and they are referred back to their Department for support by their Personal Tutor as a priority during the Spring and Summer terms. If other support requirements are identified at this point, the student is signposted appropriately.

25. For students who do not engage with the stages of referral for further action and support, the default position is that they remain a student and any decision about their academic progression is determined by the Board of Examiners as per our standard procedures. Support continues to be offered by the Department throughout the academic year, working with central Professional Services teams where appropriate.

**Exceptional withdrawal through lack of engagement**

26. In cases where (i) there has been zero or minimal engagement from a student either with their studies or in response to contact for support; and/or (ii) there is evidence taking all the facts into account that a student has disengaged from their studies, a recommendation may be made exceptionally to the Academic Registrar or nominee, who will have the authority to withdraw the student from the University. In such cases, the student will be notified in advance of the recommendation to the Academic Registrar. Where the recommendation to withdraw a student is approved, the student will be notified and a final deadline set by which they may request to remain a student. Where the student requests to continue with their studies, the case will be considered under stage 3 of the policy and appropriate options considered.

**Policy guidance**

27. The policy is accompanied by a range of guidance materials relating to student engagement to support its operation, including information for students, Personal Tutors, Departments and in relation to the LEAP system. The guidance is updated annually by the Student Progress team in conjunction with stakeholders, including students, to support enhancement and to ensure it remains fit for purpose.

**Analysis and monitoring**

28. An annual report of the operation of the policy is provided to Senate and its relevant sub-committees at the end of each academic year, including analysis of the impact of the policy in supporting student success and trends in institutional performance.

29. The Education Committee provides institutional oversight for the use, deployment and impact of LEAP and the focus on the use and understanding of data to support student achievement. There is appropriate reporting to the University Steering Group and Senate.

**Policy review and oversight**

30. On behalf of the University Senate, the Academic Registrar is responsible for ensuring that the policy operates effectively and is reviewed appropriately and remains fit for purpose in meeting its aims and supporting the University’s mission.

31. On behalf of the Academic Registrar, the Senior Student Progress Manager co-ordinates all aspects of the administration and operational delivery of the policy across all University campuses, providing a focal point for operational management for activities associated with the policy and in partnership with Departments.

32. The policy is reviewed annually by the Academic Registrar or nominee in conjunction with stakeholders, including students. Any proposed changes are considered by the Education Committee and recommended to Senate for approval.
Academic Appeals Procedure for Undergraduate and Postgraduate Taught Students

1. Introduction

1.1. The Academic Appeals Procedure provides students with the opportunity to appeal against a formal decision made by a Board of Examiners about a student’s progress or the awarding of a qualification, including the consideration of a student’s claims of extenuating circumstances.

1.2. This procedure applies to all students studying on a Taught Programme of Study that is accredited by the University of Essex or at one of the University’s partner institutions, including students studying on an undergraduate and postgraduate taught course, a foundation degree, a year of study abroad or work placement.

1.3. On behalf of the University Senate, the Academic Registrar is responsible for ensuring that there are effective procedures for considering student appeals against the decisions made by Boards of Examiners.

1.4. The University Senate (and its sub-committees) receives an annual report on academic appeals and Internal Reviews to provide assurances to Senate and make recommendations that inform University practices, procedures and activities.

Timescales

1.5. The University will endeavour to complete the appeal proceedings within 40 working days from receipt of an appeal and supporting evidence, and any internal review proceedings within 20 working days from receipt of the request.

1.6. Occasionally there will be circumstances where, for good reason, the University will need to extend the timeframe. Where this is the case, the student will be notified and kept regularly informed of progress.

1.7. While every effort will be made to comply with the time limits set out above, if a time limit is exceeded, it shall not invalidate the outcome of the appeal proceedings.

Support & guidance

1.8. Support and guidance is available to students studying at the University of Essex via the Student Services Hub, or independently from SU Advice. Students studying at a partner institution should seek support and guidance from their education provider.

1.9. Students may request reasonable adjustments to these procedures in line with the rights that students retain under the Equality Act 2010. Requests will be considered individually, and students will be notified of the adjustments that have been agreed in writing and at the earliest opportunity.

Immigration status

1.10. Staff involved in consideration of academic appeal matters should not consider immigration status. Immigration status is a secondary decision but may mean that a student would not be able to proceed with the academic decision that has been confirmed as part of the Academic Appeals Procedure for Undergraduate and Postgraduate Taught Students.

1.11. The University of Essex is not able to sponsor students to extend their leave to remain in the UK in order to await the outcome of an appeal. An appeal outcome offered that requires a student’s continued registration at the University is subject to their ability to maintain a valid UK immigration status and provide proof of their right to study with us for the duration of their course.

1.12. Students studying at the University of Essex may be referred to the International Services Team if the evidence considered in relation to this procedure brings a student’s continued UK immigration status into question, in accordance with paragraphs 7.22-7.28 of the University’s General Regulations and the relevant UK
Immigration rules and guidance. Equivalent action may also be taken by a Partner Institution.

2. Submitting an appeal

2.1. A student may appeal by completing an Appeal Form, setting out their grounds for appeal and sending it with all supporting evidence to the Student Progress Team or Partner Institution. Students must do so within 10 working days of the publication of their results following the Board of Examiners.

2.2. Appeals received after the deadline will only be accepted at the discretion of the Academic Registrar (or nominee). For this to apply, the student must be able to show, to the satisfaction of the Academic Registrar (or nominee), that circumstances beyond the student’s control prevented them from meeting the standard time limit and that unfair treatment would result from not extending the deadline.

2.3. When submitting an appeal, students are expected to provide any and all evidence that may be relevant to the appeal. The University will not normally request more evidence in considering the appeal.

2.4. The Academic Registrar (or nominee) will acknowledge receipt of the appeal within 5 working days.

3. Grounds for appeal

3.1. Students may submit an appeal on the following grounds:
   a. there is new evidence, which for good reason was not previously available to the Board of Examiners, which might have materially affected the outcome;
   b. the Board of Examiners did not follow the University’s procedures which disadvantaged the student’s case;
   c. there is evidence of prejudice and/or bias during the consideration of the student’s progress by the Board of Examiners.

3.2. The following are not considered legitimate grounds for appeal, and any appeals based exclusively on one or more of these grounds will be rejected automatically:
   a. disagreement with a mark or grade and/or appeals against the academic judgement of internal or external examiners. Coursework and examinations cannot be remarked, except in cases of procedural irregularities;
   b. any provisional mark or informal assessment of the student’s work by a member of staff that is not the final mark approved by the Board of Examiners;
   c. the retrospective reporting of extenuating circumstances which a student might reasonably have been expected to disclose to the Board of Examiners before their meeting;
   d. appeals against the judgement of the Board of Examiners in assessing the significance of extenuating circumstances, and whether and to what extent they affected academic performance;
   e. marginal failure to attain a higher class of degree;
   f. concerns relating to the inadequacy of teaching or other arrangements during the period of study. Students should raise such complaints in writing, before the Board of Examiners meeting, under the Student Concerns and Complaints Procedures (or equivalent for Partner Institutions).
   g. Appeals where the student has not understood or complied with the Rules of Assessment properly, including:
      (i) not attending scheduled examinations (or equivalent)
      (ii) not notifying the University of any planned absences as scheduled examinations (or equivalent)
      (iii) not undertaking any reassessment that was previously instructed

Other requests

3.3. The following are not considered legitimate grounds for appeal, but may be submitted to the Student Progress Team or Partner Institution, and will be considered by the Executive Dean (or their deputy), or the Dean of Partnerships (or their deputy):
a. Requests to repeat a year of study in full or to repeat failed modules part-time, where this offer has not been made by the Board of Examiners.

b. Requests to undertake reassessment, repeat the year or to repeat failed modules part-time, after the student has been withdrawn by the Board of Examiners solely due to the student’s complete non-engagement with their examinations or required reassessment.

Such requests will be considered exceptionally by the Executive Dean (or their deputy), or the Dean of Partnerships (or their deputy), whose decision will be final.

4. Academic Appeals Procedure

4.1. The Academic Registrar (or nominee) will conduct an initial check to determine whether the student has demonstrated valid grounds for appeal.

4.2. If it is deemed that the appeal does not have valid grounds (as indicated under Section 3), the student will be notified that the appeal has been dismissed and the reasons for this. The student will not be entitled to request an Internal Review and will be issued with a Completion of Procedures Letter (see Section 7).

Early resolution

4.3. If the appeal demonstrates a clear administrative or procedural error that led to the Board of Examiners reaching an incorrect decision, and the matter may be rectified by the standard application of the Rules of Assessment, the matter will be referred to an Executive Dean (or their deputy), or the Dean of Partnerships (or their deputy) (hereafter referred to as the Appointed Dean) for consideration.

4.4. Students will be notified in writing if their appeal has been considered by an Appointed Dean and of the Appointed Dean’s decision.

4.5. If an appeal is deemed not eligible for early resolution, it shall not invalidate the outcome of the Appeal proceedings.

Appeal Officer consideration

4.6. If the appeal demonstrates valid grounds for appeal, but is not eligible for Early Resolution, or the student remains dissatisfied with Early Resolution, then the appeal will be submitted to an Appeal Officer for consideration.

4.7. The Appeal Officer will give full consideration to whether the student’s progress should be reviewed by a Board of Examiners as a result of the appeal or whether the appeal should be dismissed. In order to reach their decision, the Appeal Officer may need to consult with anyone able to assist the Appeal Officer in reaching a decision, including the student who has submitted the appeal.

4.8. The Appeal Officer will provide the Academic Registrar (or nominee) with a written report that outlines the reasons for reaching their final decision.

4.9. If the Appeal Officer decides there are sufficient grounds for the Board of Examiners to reconsider the student’s progress, then the appeal will be referred to a Board of Examiners who will be asked to reconvene (see Section 6).

4.10. If the Appeal Officer decides there are not sufficient grounds for putting the case to a Board of Examiners, the Academic Registrar (or nominee) will confirm the Appeal Officer decision to the student in writing and provide the student with a copy of the Appeal Officer report.
5. **Internal review for appeals dismissed by an Appeal Officer**

5.1. Students who are dissatisfied with the outcome of their appeal may request an Internal Review on the following grounds:
   a. there is new evidence, which for good reason was not previously submitted as part of the appeal, which might have materially affected the outcome;
   b. the University did not follow the Appeal Procedures properly which disadvantaged the student’s case;
   c. there is evidence of prejudice and/or bias during the consideration of the student’s appeal.

5.2. A student who wishes to submit a request for Internal Review must do so within 10 working days of the date of the Appeal Officer’s decision in writing.

5.3. Requests for Internal Review received after the deadline will only be accepted at the discretion of the Academic Registrar (or nominee). For this to apply, the student must be able to show, to the satisfaction of the Academic Registrar (or nominee), that circumstances beyond the student’s control prevented them from meeting the standard time limit and that unfair treatment would result from not extending the deadline.

5.4. Students who are dissatisfied with the outcome of their appeal but do not have grounds for internal review, may request a Completion of Procedures Letter within 20 working days of the Appeal Officer’s decision being confirmed in writing (see Section 7).

**Internal Review procedure**

5.5. An Internal Review will consider whether the University has considered the appeal properly and fairly and does not usually mean that the issues raised in the appeal are considered afresh or involve a further investigation. An academic appeal must have been considered and an outcome reached at the formal stage before it can be escalated to the review stage.

5.6. An Internal Review will be conducted by the Pro-Vice Chancellor (Education) (or nominee) (hereafter referred to as the PVC) who may consult with anybody that is able to assist the PVC in reaching a decision, including the student who has submitted the request.

5.7. The PVC may resolve that:
   a. There are not sufficient grounds for the appeal to be referred to a Board of Examiners.
   b. That the appeal should be referred to a Board of Examiners for consideration in light of the information provided.

5.8. If the PVC decides that there are not sufficient grounds for putting the case to a Board of Examiners, the PVC will confirm their decision to the Academic Registrar (or nominee) in writing to explain the reason for their decision. The Academic Registrar (or nominee) will confirm the PVC’s decision to the student in writing.

5.9. If the PVC decides there are sufficient grounds for the Board of Examiners to reconsider the student’s progress, the appeal will be referred to the Board of Examiners who will be asked to reconvene (see Section 6).

6. **Referred appeals**

6.1. The Board of Examiners will be provided with the student’s appeal and evidence and any other documentation deemed to be relevant, including any reports or comments provided by the Appointed Dean, Appeal Officer or PVC who have previously considered the appeal.

6.2. The reconvened Board of Examiners will operate in compliance with the *Assessment Policies for Undergraduate And Taught Postgraduate Awards of the University Of Essex* and the relevant Rules of Assessment, and may take the following action:
   a. Amend the previous decision made about the student’s progress and agree a new outcome, in light of the information provided.
   b. Not amend the previous decision made about the student’s progress, confirming the information provided following the appeal to have had no material effect.
6.3. If the grounds for the upheld appeal are based on prejudice or bias in the operation of the Board of Examiners, then the reconvened Board should normally have a new membership, except for the External Examiners.

6.4. The Board of Examiners decision shall be final. The Board will confirm their decision to the Academic Registrar (or nominee) in writing with an explanation as to how the decision was reached. The Academic Registrar (or nominee) will confirm the Board's decision to the student in writing.

6.5. Students who are dissatisfied with the outcome of the reconvened Board of Examiners decision may request a Completion of Procedures Letter within 20 working days of the decision being confirmed in writing (see Section 7).

7. **External review**

7.1. The Office of the Independent Adjudicator for Higher Education (OIA) provides an independent scheme for the review of student complaints or appeals. When the University's internal procedures for dealing with appeals have been completed, the University will issue a Completion of Procedures letter.

7.2. Students will be issued with a Completion of Procedures letter when:
   a. the Academic Registrar (or nominee) has deemed the appeal to not have valid grounds;
   b. the Pro-Vice Chancellor (Education) (or nominee) has dismissed the request for internal review.

7.3. Students may also request a Completion of Procedures within 20 working days of receiving:
   a. the written decision of the reconvened Board of Examiners following an appeal.
   b. the written confirmation that the appeal has been dismissed by an Appeal Officer, where the student does not intend to request an internal review.

7.4. Students wishing to avail themselves of the opportunity of an independent review by the OIA must submit their application to the OIA within twelve months of the issue of the Completion of Procedures letter. Full details of the scheme are available on request and will be enclosed with the Completion of Procedures letter.
Progress and Appeals Procedures for Research Degree Students

1. Progress Procedures for Research Students

1.1. These procedures focus exclusively on Academic Progress and Appeals, staff involved in consideration of progress matters or appeals should not consider immigration status. The University is not able to sponsor students to extend their leave to remain in the UK in order to await the outcome of an appeal. An appeal outcome offered that requires continued registration at the University is subject to the student's ability to maintain a valid UK immigration status and provide proof of their right to study with us for the duration of their course. Immigration status is a secondary decision but may mean that students would not be able to proceed with the decision that has been confirmed as part of the Progress and Appeals Procedures.

1.2. If the evidence considered in relation to this procedure brings a student's continued UK immigration status into question, a referral will be made to the International Services team by the Secretary and/or Chair of the Supervisory Panel (SP) or Research Students’ Progress Board (RSPB), for consideration in accordance with 7.22-7.28 of the University’s General Regulations and the relevant Immigration rules and guidance.

1.3. Where a supervisor has concerns over the engagement of a research student at any time, they should refer the matter to the Academic Registrar; Heads of Department are responsible for ensuring effective measures are in place within their department in order to achieve this.

Support & guidance

1.4. Support and guidance is available to students studying at the University of Essex via the Student Services Hub, or independently from SU Advice. Students studying at a partner institution should seek support and guidance from their education provider.

1.5. Students may request reasonable adjustments to these procedures in line with the rights that students retain under the Equality Act 2010. Requests will be considered individually, and students will be notified of the adjustments that have been put in place in writing and at the earliest opportunity.

Monitoring of student progress

1.6. Supervisory meetings, ongoing interaction with one’s supervisor, and submission of work to the Supervisory Panel and/or Research Students’ Progress Board are the primary means by which research student progress is monitored in and by departments.

1.7. Heads of Department (or nominee) are responsible for ensuring that an effective means of monitoring students’ progress and attendance is established and maintained in each department in accordance with the requirements set out below.

1.8. Heads of Department (or nominee) are responsible for any additional progress monitoring procedures the Department may decide to operate.

1.9. Departmental procedures, including norms for formal face-to-face meetings between students and their supervisor(s), should be communicated to all students in the Department.

1.10. Students and supervisors are required to communicate, whether face-to-face or by electronic means, to engage in discussion/review of the student’s work and progress at least once per month. For part-time students contact should be at least bi-monthly. A record of this monthly contact should be kept in the department in an accessible and immediately available format and then made available upon request.

1.11. Supervisors are responsible for making contact with their student if the student fails to meet/communicate with them as expected each month. If the student fails to meet/communicate with the supervisor in that month they should be contacted to arrange another meeting at the earliest possible point in that same month or within two weeks. If this is not possible or they do not attend, then the supervisor should refer the
student to the Graduate Director who will arrange a meeting with the student to discuss their progress. If the student continues to fail to meet/communicate with the supervisor, their progress remains unsatisfactory, or they fail to attend the meeting with the Graduate Director, the matter should be considered by the Research Students’ Progress Board.

1.12. The Research Students’ Progress Board will arrange an ad hoc meeting with the student to assess their progress and determine whether they should be permitted to continue with their studies.

1.13. If a student is co-supervised by staff in two different departments, the lead supervisor should liaise with the second supervisor to ensure that there is full co-ordination on the monitoring of progress.

Monitoring engagement for Tier 4 sponsored students

1.14. Students must be studying within the UK on a full-time basis, meet with their supervisor monthly in-person and adhere to all their responsibilities as a Tier 4 sponsored student.

1.15. The University is not able to guarantee to continue to sponsor students during periods of study away. Where a student wishes to retain their Tier 4 sponsorship during an agreed study away period, requests must be referred to the International Services team for consideration.

1.16. In respect of the required monthly meeting under 1.10. above, the majority in any six-month period must be face-to-face in person. Meetings must be recorded centrally by the Department/School in a format agreed with the International Services team.

2. Appeals Procedure

2.1. The following procedure applies to all Postgraduate Research students, including those at Partner Institutions, wishing to appeal against either a progress decision (a recommendation made by the Research Students’ Progress Board (RSPB)) or an examination decision (an outcome decided upon by the examiners following a viva voce). This procedure also contains the process for students wishing to request an Internal Review of an appeal outcome.

2.2. A postgraduate research student who wishes to appeal against one of the following decisions must do so in writing on the Form of Appeal, stating fully and precisely the grounds for appeal and within 20 working days of receiving written confirmation of the Executive Dean’s (or their deputy’s) decision, be it:
   a. the recommendation of an RSPB that they be downgraded, discontinued, or not have their PhD status confirmed; or
   b. the examination outcome of ‘fail’, ‘referred’, a lower award, or option to resubmit for a lower award.

2.3. Appeals received after the deadline will only be accepted at the discretion of the Academic Registrar or nominee, whose decision is final. For this to apply, students must be able to show, to the satisfaction of the Academic Registrar (or nominee), that circumstances beyond their control prevented them from meeting the standard time limit and that unfair treatment would result from not extending the deadline.

2.4. Students are strongly encouraged to contact the SU Advice Centre for advice and guidance before completing the form.

2.5. The University will endeavour to complete the appeal proceedings within 40 working days from receipt of an appeal and supporting evidence, and any internal review proceedings within 20 working days from receipt of the request.

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8 An MPhil/PhD registered student whose PhD status has not been confirmed and who wishes to appeal against the recommendation of an RSPB that their registration be changed to MPhil or Masters by Dissertation, may appeal using this procedure only after the RSPB has considered their case twice and has recommended a change of status. There is no right of appeal following a decision of an RSPB not to confirm PhD status following the first SP meeting, procedure only after the RSPB has considered their case twice and has recommended a change of status. There is no right of appeal following a decision of an RSPB not to confirm PhD status following the first SP meeting.
2.6. Occasionally there will be circumstances when, for good reason, the University will need to extend the timeframe. Where this is the case, the student will be notified and kept regularly informed of progress.

2.7. While every effort will be made to comply with the time limits set out above, if a time limit is exceeded, it shall not invalidate the outcome of these proceedings.

Integrated PhD students and Professional Doctorates

2.8. A research student on the first year of an Integrated PhD (a 4-year programme) or a research student on a Professional Doctorate programme who wishes to appeal against a progress decision of the RSPB (e.g. being downgraded or discontinued) should do so in accordance with this procedure. However, if they wish to appeal against the decision of the Board of Examiners’ consideration/decision of their taught marks, they should appeal in accordance with the Academic Appeals Procedure for Undergraduate and Postgraduate Taught Programmes of Study.

Grounds for appeal

2.9. Students may submit an appeal on the following grounds:
   a. There is new evidence, which for good reason was not previously available to the RSPB/examiners, which might have materially affected the outcome;
   b. The Supervisory Panel/RSPB/ examiners did not follow the University’s procedures, which led to the student being disadvantaged;
   c. There is evidence of prejudice and/or bias or the appearance of prejudice and/or bias during the Supervisory Panel/RSPB/examination process.

2.10. The following are not considered legitimate grounds for appeal, and any appeals based exclusively on one or more of these grounds will be rejected automatically:
   a. Prior informal assessments of the student’s work by the supervisor or another member of staff;
   b. the retrospective reporting of extenuating circumstances which a student might reasonably have been expected to disclose in advance of the RSPB/examination;
   c. concerns relating to the inadequacy of supervision or other arrangements during the period of study. Students should raise such complaints in writing in accordance with the University complaints procedure (or equivalent for Partner Institutions) in advance of the RSPB/examination and preferably during the standard period of study;
   d. appeals against academic judgement. Coursework and examinations cannot be remarked, except in cases of procedural irregularities.

Submission and consideration of appeals

2.11. Appeals should be submitted in accordance with the guidance published alongside these procedures and using the agreed form. Any member of staff of the University who receives a formal appeal from a research student shall forward it to the appropriate team.

2.12. Following receipt, the appeal will be acknowledged within five working days of receipt. The appeal will be processed and sent to the Academic Registrar or nominee for consideration.

2.13. The Academic Registrar (or nominee) shall consider the appeal and will dismiss any appeal that either does not meet the criteria stated above (2.9), or that are solely based on the criteria listed in 2.10, without referring the appeal to the Executive Dean or their deputy. A Completion of Procedures letter will be issued and the student may request an independent review by the OIA (see External Review section for more details).

2.14. The Academic Registrar (or nominee) will refer to the Executive Dean (or their deputy) any appeal that meets the criteria stated above (2.9), who may consult such persons as they think fit, including the student who has lodged the appeal.

2.15. In some cases, where the circumstances of the case merit it, the Executive Dean (or their deputy) may arrange an Appeal Committee to consider the appeal.
Appeal outcomes

2.16. The Executive Dean (or their deputy) or the Appeal Committee, having considered the evidence and taken such advice as may be necessary, may;
   a. reject the appeal, in which case the original decision shall stand;
   b. ask the RSPB/examiners to reconsider their decision for reasons specified as part of the consideration of the appeal;
   c. determine that the unamended thesis shall be re-examined by new examiners;
   d. consult with the RSPB/examiners and/or the student’s supervisor(s) and/or other member of academic staff before reaching a decision on an appropriate outcome which takes into account the evidence provided by the student in support of their appeal. The Executive Dean (or their deputy) or the Appeal Committee will then decide whether or not to change the original decision of the RSPB/examiners in whole or part, and decide upon a new outcome.

2.17. For appeals against an examination outcome:
   a. Where the Executive Dean (or their deputy) or Appeal Committee determines that the examiners should be asked to reconsider their decision under paragraph 2.16(b), the examiners must either:
      i. Agree to amend their decision, in which case a new results letter with the revised result will be issued to the candidate; or
      ii. Decline to amend their decision, in which case the examiners’ original recommendation stands and the original result will be confirmed in a letter to the candidate.
   b. Where the Executive Dean (or their deputy) or Appeal Committee determines that a re-examination under paragraph 2.16(c) is required, the new examiners shall be appointed under the normal procedures. The new examiners shall be given no information about the previous examination except the single fact that they are conducting a re-examination on appeal. The re-examination will follow the standard examination procedure. Any such re-examination will be chaired by an Independent Chair.

2.18. All decisions of the Executive Dean (or their deputy) or Appeal Committee must be notified to the student, the supervisor, the Graduate Director, and the Head of Department in writing, together with a statement of any conditions that are attached to the decision. If a student’s status is altered, a copy of the relevant written statement of arrangements for supervision must be included and the supervisor requested to ensure that the student fully understands these.

Internal Review

2.19. Following the formal conclusion of the appeal procedures set out above, a student may request an internal review of the appeal outcome on the following grounds:
   a. There is new evidence, which for good reason was not previously submitted as part of the appeal, which might have materially affected the outcome;
   b. the University did not follow the Appeal Procedures properly which disadvantaged the student’s case;
   c. there is evidence of prejudice and/or bias or the appearance of prejudice and/or bias during the consideration of the student’s appeal.

2.20. A student who wishes to request a review of the outcome of the appeal procedures should do so in writing on the Internal Review Request Form within 20 working days of the date of the appeal outcome letter, setting out in detail the nature of the evidence to support their claim.

2.21. Requests received after the deadline will only be accepted at the discretion of the Academic Registrar (or nominee), whose decision is final. For this to apply, students must be able to show, to the satisfaction of the Academic Registrar (or nominee), that

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9 Notwithstanding paragraph 2.19, a student whose original viva examination result was ‘fail’, or ‘referred’, or is the award of, or option to resubmit for a lower degree, cannot appeal against the original examination result following their resubmission and re-examination. Any subsequent appeal can only be made against the outcome of the re-examination and not against the original examination.
circumstances beyond their control prevented them from meeting the standard time limit and that unfair treatment would result from not extending the deadline.

2.22. Students are strongly encouraged to contact the SU Advice Centre for advice and guidance before completing the form.

2.23. Following receipt, the request for review will be acknowledged within five working days. The Internal Review Request will be sent to the Academic Registrar (or nominee) for consideration.

2.24. The Academic Registrar (or nominee) shall consider the Internal Review Request and will dismiss any requests that do not meet the criteria stated above (2.19), without referring them to the Pro-Vice-Chancellor (Education) (or nominee.) A Completion of Procedures letter will be issued and the student may request an independent review by the OIA (see External Review section for more details).

2.25. The Academic Registrar (or nominee) will refer to the Pro-Vice-Chancellor (Education) (or nominee) any request that meets the criteria stated above (2.19), who may consult such persons as they think fit, including the student who has lodged the request.

2.26. In some cases, where the circumstances of the case merit it, the Pro-Vice-Chancellor (Education) (or nominee) may arrange an Appeal Committee to consider the appeal. No member of the Committee will have had any previous involvement in the case.

2.27. The Pro-Vice-Chancellor (Education) (or nominee) or Appeal Committee, having considered the evidence and taken such advice as may be necessary, may:
   a. reject the appeal, in which case the original decision shall stand;
   b. ask the RSPB/examiners to reconsider their decision for reasons specified as part of the consideration of the appeal;
   c. determine that the unamended thesis shall be re-examined by new examiners;
   d. consult with the RSPB/examiners and/or the student’s supervisor(s) and/or other member of academic staff before reaching a decision on an appropriate outcome which takes into account the evidence provided by the student in support of their appeal. The Pro-Vice-Chancellor (Education) (or nominee) or the Appeal Committee will then decide whether or not to change the original decision of the RSPB/examiners in whole or part, and decide upon a new outcome.

2.28. For appeals against an examination outcome:
   a. Where the Pro-Vice-Chancellor (Education) (or nominee) or Appeal Committee determines that the examiners should be asked to reconsider their decision under paragraph 2.27(b), the examiners must either:
      i. Agree to amend their decision, in which case a new results letter with the revised result will be issued to the candidate; or
      ii. Decline to amend their decision, in which case the examiners’ original recommendation stands and the original result will be confirmed in a letter to the candidate.
   b. Where the Pro-Vice-Chancellor (Education) (or nominee) or Appeal Committee determines that a re-examination under paragraph 2.27(c) is required, the new examiners shall be appointed under the normal procedures. The new examiners shall be given no information about the previous examination except the single fact that they are conducting a re-examination on appeal. The re-examination will follow the standard examination procedure. Any such re-examination will be chaired by an Independent Chair.

2.29. All decisions of the Pro-Vice-Chancellor (Education) (or nominee) or Appeal Committee must be notified to the student, the supervisor, the Graduate Director, and the Head of Department in writing, together with a statement of any conditions that are attached to the decision. If a student’s status is altered, a copy of the relevant written statement of arrangements for supervision must be included and the supervisor requested to ensure that the student fully understands these.
Representation

2.30. Students have the right to be accompanied by a fellow student, a member of staff or a representative of SU Advice or the Students’ Union at any meetings and committee hearings conducted as part of this Procedure. Whoever accompanies the student must not be involved in the case.

2.31. Students may not bring anyone to a meeting that is not a member of the University unless this has been agreed as a reasonable adjustment under the Equality Act 2010. Reasonable adjustments should be requested at the earliest opportunity through the appropriate team. Legal representatives are not permitted to be present at any stage of the appeals process.

External Review

2.32. The Office of the Independent Adjudicator for Higher Education (OIA) provides an independent scheme for the review of student complaints or appeals. When the University’s internal procedures for dealing with appeals have been completed, the University will issue a Completion of Procedures letter.

2.33. Students will be issued with a Completion of Procedures letter when:
   a. the Academic Registrar (or nominee) has deemed the appeal or internal review request not to have valid grounds;
   b. the Pro-Vice Chancellor (Education) (or nominee) has dismissed the request for internal review.

2.34. Students may also request a Completion of Procedures within 20 working days of receiving:
   a. the written decision of the reconvened RSPB/Examiners following an appeal;
   b. the written confirmation that the appeal has been dismissed by the Executive Dean (or their deputy), where the student does not intend to request an internal review.

2.35. Students wishing to avail themselves of the opportunity of an independent review by the OIA must submit their application to the OIA within twelve months of the issue of the Completion of Procedures letter. Full details of the scheme are available on request and will be enclosed with the Completion of Procedures.

3. Appeal Committees

3.1. Where the Executive Dean (or their deputy) or the Pro-Vice-Chancellor (Education) (or nominee) decides to establish an Appeal Committee, the following will apply.

3.2. An Appeal Committee may be appointed by the Executive Dean (or their deputy) or Pro-Vice-Chancellor (Education) (or nominee) considering the case and will consist of:
   a. For initial appeals, the Executive Dean (or their deputy) as Chair and two members of academic staff from outside the student’s department who had no previous connection with the student; or
   b. For appeals following an Internal Review request, the Pro-Vice-Chancellor (Education) (or nominee) as Chair, not fewer than two Deans, and a student member appointed by the President of the Students’ Union.

3.3. The Appeal Committee will be serviced by a Secretary.

3.4. The Appeal Committee may consult such persons, including the student and their supervisor, and take such advice as it thinks fit.

3.5. The student will be invited to be present at the Committee whenever oral evidence is being heard by the Committee, and will receive all the papers.

3.6. The Chair of the Committee shall have the authority to determine the order of proceedings and exclude any material which appears irrelevant to the case.

3.7. The usual pattern of proceedings is:

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10 excluding the Dean who had originally approved the outcome against which the student is appealing, and the Dean who had considered the initial appeal
a. The members of the Committee have a preliminary discussion without the student, the student’s representative or any persons who have been called to give evidence being present.
b. The student and the student’s representative enter the room and the Chair introduces all those present.
c. The Chair checks that the student has received details of the case and any supporting documentation.
d. The Chair explains the order of proceedings to the student.
e. The Chair summarises the evidence relating to the appeal and members of the Committee are invited to put questions to any persons who have been invited to the Committee to give evidence.
f. The Chair then invites the student to make a statement orally if they wish to do so, including any mitigation, and members of the Committee are invited to put questions to the student.
g. The Chair invites the student’s representative to put forward any additional statement.
h. The Chair invites the student to make any final response.
i. The student, the student’s representative and any persons who have been invited to the Committee to give evidence are then asked to leave the room (or equivalent for meetings conducted by video-conferencing or similar).
j. The Committee then, having considered the evidence, and taken such advice as may be necessary, comes to a decision regarding the outcome of the appeal (see 2.16/2.27).
k. The student is then recalled to the room to be told the decision as to whether the appeal is well-founded. The outcome of the appeal and the reasons why are explained to the student.

3.8. The Committee may proceed in the absence of the student or the student’s representative provided that the Chair is satisfied that due notice has been given to the student.

3.9. Only members of the Committee and the Secretary shall be present while a committee is reaching a decision of the outcome of the Appeal Committee.

3.10. The Appeal Committee may adjourn where this is necessary to obtain further information.
Student Concerns and Complaints Procedure

1. Introduction

1.1. The University is a large community engaged in many activities of both an academic and non-academic nature. From time to time, a student may feel dissatisfied with some aspect of their dealing with the University and, when that happens, it is important that the issue is dealt with constructively and as quickly as possible ‘without risk of disadvantage or recrimination’. Each case will be considered on its own merit and in accordance with the evidence and circumstances presented.

1.2. In line with the QAA Quality Code, a complaint is defined as ‘an expression of dissatisfaction by one or more students about a University’s action or lack of action, or about the standard of service provided by or on behalf of the University’. Some examples of concerns and complaints include:

- Failure by the University to meet its obligations including those outlined in the course/student handbooks or the Student Charter.
- Misleading or incorrect information provided by the University in prospectuses or promotional material.
- Concerns about the delivery of a programme, teaching or administration.
- Poor quality facilities, learning resources or services provided directly by the University.

1.3. This procedure is intended to provide a timely, simple and streamlined process with a strong focus on early resolution by empowered and well-trained staff.

1.4. Students wishing to raise a complaint, should follow each stage of the complaint procedure and would not normally be permitted to skip a stage. These are:

a. **Early Resolution (see Section 4)** – seeks to resolve concerns swiftly and effectively at the point at which the concern is raised, or as close to that point as possible, for example at departmental level. In all cases, students will be directed to the next stage of the procedure if they remain dissatisfied at the conclusion of the Early Resolution Stage.

b. **Formal Complaint (see Section 5)** – is appropriate where a student is dissatisfied with the outcome of early resolution, or where early resolution is not possible. This will usually be investigated by an independent Complaint Investigator appointed by the Student Progress Team. This stage may include mediation or conciliation where appropriate.

c. **Internal Review (see Section 7)** – provides an opportunity for a formal Internal Review, carried out by the Pro-Vice-Chancellor (Education), of the process of the formal complaint stage to ensure that appropriate procedures were followed; and/or that the outcome was reasonable. This stage will not normally require a reconsideration of the issues raised.

1.5. All concerns or complaints should be submitted as soon as possible after the events or actions which have prompted them, and normally within the timeframes outlined in these procedures. Students should be prepared to provide evidence to support their concerns or complaint and where required, students should use the relevant Complaint Form available from the University website.

1.6. If a concern or complaint is made directly to the Vice-Chancellor, the Registrar and Secretary or other senior officer of the University, it will be passed to the Student Progress Team who will ensure that it is referred to the most appropriate person, in line with the published procedure.

Advice, Support and Guidance

1.7. SU Advice provides independent advice, support and guidance and representatives are permitted to accompany students to meetings at any stage of the procedure. The
procedure is an internal process and does not have the same degree of formality as a court of law. The student may not normally bring anyone to a meeting that is not a member of the University unless this has been agreed as a reasonable adjustment under the Equality Act 2010.

1.8. If a complainant appears unable to engage effectively with the procedure, it may be necessary to suspend consideration of their concern or complaint until they have accessed appropriate support.

1.9. The University of Essex has a zero tolerance approach to sexual violence, harassment and hate crime. Students that are the victim of harassment or bullying may submit a complaint, and are encouraged to seek support via the University's Report and Support service at the earliest opportunity.

1.10. Students may request reasonable adjustments to these procedures in line with the rights that students retain under the Equality Act 2010. Requests will be considered individually, and students will be notified of the adjustments that have been agreed in writing and at the earliest opportunity.

Roles and Responsibilities

1.11. On behalf of the Academic Registrar, the Student Progress Team co-ordinates all aspects of the administration and delivery of this procedure across all University campuses.

1.12. Complaints Investigators are trained senior staff members responsible for the conduct of investigations and the co-ordination of all aspects of the response to complainants.

1.13. The Pro-Vice-Chancellor (Education) conducts Internal Reviews. They will review the complaint, at the complainant’s request, to consider whether any procedural irregularities occurred during the Formal Complaint, the reasonableness of the outcome and/or whether any further investigation is required.

1.14. On behalf of the University Senate, the Academic Registrar is responsible for ensuring that there are effective complaints handling procedures, with robust investigation processes which demonstrate that organisational learning is in place. The Academic Registrar also ensures that concerns and complaints are used to identify improvements to services and also deals with any unacceptable behaviour by complainants.

1.15. The Head of Department includes the Head of Department, School, Centre, Faculty or Service Provider at the University of Essex, and is responsible for ensuring staff employed in their relevant area of responsibility are making reasonable attempts at Early Resolution for any complaints initially raised with them, and are co-operating with the Formal Complaint, Internal Review and External Review proceedings.

1.16. The University Senate, (and its sub-committees) receives an annual report on Formal Complaints and Internal Reviews in order to identify emerging issues and trends that informs University practices, procedures and activities in order to enhance the quality of the student experience.

2. Principles

2.1. This procedure will:
- Be fair and impartial
- Be transparent and easy to access
- Be flexible and timely, ensuring that concerns and complaints are dealt with as quickly as possible
- Clearly communicate processes, decisions and the reasons behind decisions
- Ensure that decisions are taken without actual or perceived conflicts of interest
- Ensure an appropriate level of confidentiality
- Include support for students
- Use the information gathered to improve services for students and the student experience
- Will expect all involved to behave appropriately and not allow our procedures to be misused.
Confidentiality

2.2. Complainants may expect concerns and complaints to be dealt with confidentially and that their privacy will be respected. However, any person who is the subject of a concern or a complaint will be advised, and an appropriately redacted copy of the concern or complaint and any associated evidence will normally be copied to them, in order that they are given the opportunity to respond. It may also be necessary to disclose information to others in order to deal with the concern or complaint and, in these circumstances, the parties concerned will be informed of such a disclosure. An appropriately redacted copy of the investigator’s report may be provided to the person who is the subject of a concern or complaint.

2.3. Where a concern or complaint has been raised against a member of staff and has been upheld, the student will be advised of this. However, specific details affecting individual staff members will not normally be shared, particularly where disciplinary action is subsequently taken.

Managing unacceptable behaviour

2.4. All individuals involved in a complaint need are expected to act reasonably and fairly towards each other, and treat the process itself with respect and not abuse it. It is recognised that people may act out of character in times of trouble or distress, however, the University also recognises its duty to ensure the safety and welfare of its staff and students. Consequently, the University has a zero tolerance towards complainants whose behaviour is deemed to be unacceptable and action will be taken to protect staff. The term ‘complainant’ also includes anyone appointed as a third party to act on the complainant’s behalf or anyone who contacts the University in connection with a complaint.

2.5. The University’s definition of ‘unacceptable behaviour’ might include, but is not necessarily restricted to, cases in which there is clear evidence that the complainant has behaved in one or more of the following inappropriate ways or the complaint itself is considered to be frivolous, vexatious or motivated by malice:

- Complaints which are obsessive, harassing or repetitive
- Communicating with the University in an abusive, offensive, defamatory, distressing, aggressive, threatening, coercive or intimidating manner
- Submitting a complaint containing materially inaccurate or false information or evidence
- Insistence on pursuing non-meritorious complaints and/or unrealistic, unreasonable outcomes
- Insistence on pursuing meritorious complaints in an unreasonable manner
- Complaints which are designed to cause disruption or annoyance
- Demands for redress which lack any serious purpose or value

2.6. When a complainant’s behaviour, or the complaint itself, is considered to be unacceptable, as a first step, the University will normally tell the complainant why their behaviour or complaint is considered to be unacceptable and will ask them to desist. If the unacceptable behaviour continues, the University will take action to restrict contact with the University.

2.7. Any decision to restrict a student’s access will be communicated to the student in writing by the Academic Registrar (or nominee) and will be appropriate and proportionate. The options the University is most likely to consider are:

- Requesting contact in a particular form
- Requiring contact to take place with a named officer of the University
- Restricting telephone calls or emails to specified days and times
- Asking the complainant to appoint a representative to correspond with the University; and/or
- Asking the complainant to enter into an agreement about their conduct

2.8. Should the complainant not agree with the restriction, they should contest the decision in writing to the Registrar and Secretary within ten working days of its communication. The Registrar and Secretary (or nominee) will consider the student’s representations and, where the restriction is considered unavoidable and reasonable, the Registrar and
Secretary (or nominee) will confirm the terms of the restricted access to the student in writing.

2.9. In instances where a complaint is considered to be frivolous and/or vexatious, or where a complainant continues to behave in a way that is considered to be unacceptable, the Academic Registrar (or nominee) may decide whether University disciplinary proceedings should be initiated in accordance with the Code of Student Conduct or whether to terminate contact with the complainant. In exceptional circumstances, this may mean that consideration of the complaint is also terminated and a Completion of Procedures letter issued.

2.10. Should the complainant wish to appeal a decision to terminate contact or to dismiss a complaint, they should contest the decision in writing to the Registrar and Secretary within ten working days of its communication. The Registrar and Secretary (or nominee) will consider the student’s representations and, where the restriction is considered reasonable, the Registrar and Secretary (or nominee) will confirm the dismissal and issue the student with a Completion of Procedures letter within 28 days. Where the restriction is considered unreasonable the Registrar and Secretary (or nominee) may amend or rescind the restrictions.

2.11. Where a complainant submits multiple complaints on substantially the same issue, the University reserves the right to treat the matter as a single complaint and to decline to respond to each separate subsequent complaint.

3. Eligibility

3.1. This procedure is available to students registered on a programme of study at the University of Essex, wishing to raise a concern or complaint regarding an issue by which they have been materially affected. The term ‘student’ includes those registered to study with the University of Essex or registered for its awards and those who have recently left the University. Those students who have recently left a programme of study may only raise issues of concern or complaint within three months after the conferral of an award or withdrawal from their programme. The Academic Registrar (or nominee) has discretion to extend this three month period where they consider that there are compelling reasons to do so.

3.2. Some issues may be more appropriately considered under processes other than this procedure. As such, this procedure will not normally cover:

- Appeals relating to examinations or assessments or to academic progress or against a finding of guilt in relation to an academic offence (see the Academic Appeals Procedure, Academic Offences Procedure or Progress Procedures)
- Complaints involving an allegation that a student has failed to meet their academic commitments (see the Academic Appeals Procedure)
- A concern about a decision made under other specific regulations such as Fitness to Practise or DBS (see the Fitness to Practise Procedure / DBS)
- Complaints regarding an admissions or readmission decision.
- Complaints regarding the behaviour of another student, which should be submitted in accordance with the Code of Student Conduct.

3.3. Students who are affected by a policy outcome but do not have the right to appeal may submit their concern or complaint through this procedure.

Concerns and Complaints by third parties

3.4. Concerns and complaints submitted via a third party will not normally be accepted. However, it is recognised that some individuals may be unable to raise a concern or make a complaint on their own. In these circumstances, concerns or complaints brought by permitted third parties (for example, a Students’ Union representative or family member) will only be accepted when the individual affected has completed a third party authority form and the Academic Registrar (or nominee) has approved the request.
Collective concerns and complaints
3.5. Where the issues raised affect a number of students, those students can submit a concern or complaint as a 'group concern/complaint'. In such circumstances, in order to manage the progression of the concern or complaint, the University will normally ask the group to nominate one student to act as group representative. The University will deal with the nominated representative only and will expect them to liaise with the other students.

Anonymous concerns and complaints
3.6. Concerns and complaints received anonymously will not normally be accepted, except where there are compelling reasons, supported by evidence, for the matter to be investigated.

Students at Partner Institutions
3.7. For students studying under collaborative arrangements, concerns and complaints should be made through the partner institution's complaints procedure.
3.8. If a complainant does not consider that their complaint has been satisfactorily dealt with, they may be able to take their complaint to the Office of the Independent Adjudicator for Higher Education (OIA), within 12 months of the issue of the Completion of Procedures letter. Full details of the scheme are available at www.oiahe.org.uk.
3.9. Partner institutions will report formally to the University on an annual basis in relation to student complaints in order to identify emerging issues and trends and for action to be identified as appropriate.

Concerns and Complaints involving other organisations or contractors who provide a service on behalf of the University
3.10. Concerns and complaints regarding the facilities or services of University of Essex Campus Services or any other wholly owned subsidiary are covered by this procedure and begin at stage 1 Early Resolution (see Section 4).
3.11. If a student wishes to raise a concern or complain about the service or facilities provided on behalf of the University by a company not owned by the University, they should contact the organisation directly and follow their complaints procedure in the first instance. If the student does not know who to contact in order to raise their concerns, they may contact the Student Progress Team in the first instance.
3.12. If the complainant remains dissatisfied with the attempts of Early Resolution with the other organisation or contractor, they may submit a Formal Complaint under this procedure (see Section 5).

Concerns and complaints about the Students' Union
3.13. Students wishing to raise a concern or complain about an aspect of the Students' Union provision, should submit a complaint via the Students' Union complaints process in the first instance. If the complainant remains dissatisfied with the outcome of their complaint they may apply to the University for an Internal Review of their complaint (see Section 7). All requests must be made within ten working days of the date of the complaint outcome letter from the Students' Union, by completing the Internal Review Form, which should be submitted to the Academic Registrar via the Student Progress Team.

Reclassification and Suspension of Proceedings
3.14. Where it is deemed that elements of the complaint raised should be handled under another of the University procedures, then the student will be notified and the consideration of the complaint will be postponed until the other proceedings have resolved.
3.15. The procedure will normally be suspended where the complainant refers it to a court, tribunal or other external organisation until the outcome of the external process is known.
4. The Complaints Procedure: Early Resolution

4.1. The purpose of the early resolution stage is to attempt to resolve concerns and complaints as quickly as possible. Concerns at this stage may be made in writing or at a meeting with the relevant member of staff.

4.2. Students who experience a problem with their course or any other University service, should normally raise this with a relevant member of the University’s staff involved with the service or matter, providing relevant details of the complaint and any remedy sought. This may be the member of staff whose actions have caused the concern or a personal tutor or programme director. Issues of a general nature relating to the teaching and learning provision in a department/school or centre may alternatively be raised via the departmental Student Voice Groups representative.

4.3. Complaints submitted for Early Resolution should normally be raised within three months of the event(s) complained about unless there is good reason for the delay.

4.4. Where the student is uncomfortable about approaching the appropriate contact, or where they have not previously received a satisfactory response, they should contact the Head of Department. If the student is not sure who the relevant Head of Department is, then they should contact the Student Progress Team in first instance.

4.5. Staff investigating concerns at this stage should, if possible, have a face-to-face discussion with the parties concerned, to come to an understanding of the exact nature of the student’s dissatisfaction and to explore appropriate resolutions. These meetings are designed to clearly establish facts, not to apportion blame, and are not disciplinary investigations.

4.6. If a concern or complaint relates to the actions of two or more departments/schools/centres or services, the staff member or office receiving the concern or complaint will confer with the other areas and decide who will take the lead on the concern or complaint. The complainant should be informed to whom the matter has been passed and given their contact details.

Resolving the Concern at Early Resolution

4.7. Resolution may be achieved by providing an on-the-spot explanation of why the issue occurred and/or an apology and, where possible, what will be done to prevent this from happening in the future. It is important to remember that complaints may not always produce the outcome preferred by the complainant. There may be a number of reasons for this, including lack of evidence to substantiate the complaint or the fact that circumstances beyond the University’s control may affect the level of service provided.

4.8. The outcome of an early resolution, including the reasons for the outcome, should be communicated to the complainant. Where proportionate to do so this will be in writing. The decision and details of how and when it was communicated to the student will be recorded by the relevant service or department and reported on annually to the Student Progress Team.

5. The Complaints Procedure: Formal Complaint

5.1. Where it has not been possible to resolve the matter by Early Resolution, the complainant may initiate a Formal Complaint by completing Formal Student Complaint Form and submitting it to the Student Progress Team, University of Essex.

5.2. Complaints submitted as a Formal Complaint should normally be raised after attempts at Early Resolution have been completed, and no later than three months after the event/s complained about OR after one month after the attempts of the Early Resolution have concluded (whichever is later) unless there is good reason for the delay.

5.3. The Academic Registrar (or nominee) has absolute discretion to extend this deadline, providing that the complainant is able to demonstrate to the satisfaction of the Academic Registrar (or nominee) that circumstances beyond their control prevented the standard time limit being adhered to.
5.4. Students are required to set out their complaint clearly and succinctly and to provide evidence to substantiate the issues raised where it is reasonable to expect them to have gathered and provided it. This may include medical evidence such as letters confirming attendance or treatment at a GP surgery or hospital or counselling service, reports by professionals such as psychologists or disability advisors, police crime numbers in the case of reported incidents, financial information such as evidence of lost income (where relevant to the complaint), bank statements or receipts or statements of witnesses to incidents where it is safe and helpful to provide these.

5.5. Complainants should take care to raise all matters of complaint and put forward all supporting evidence, as they will not be able to raise new matters at Stage 3 and or provide any additional evidence to an Internal Review unless they can show good reason why the new evidence/information was not available to them to put forward as part of the Formal Complaint and it is essential to the complaint.

5.6. Complainants are encouraged to consider resolutions and are able to suggest an appropriate resolution. If at any time the complainant’s expectations appear to be beyond what the University can reasonably provide or are not within the University’s power to provide, they will be advised of this as soon as possible in writing.

What the University will do when it receives a Formal Complaint

5.7. The Student Progress Team will acknowledge the receipt of a complaint within five working days. All submitted complaint forms will be reviewed initially to establish whether they are eligible for consideration under this procedure.

5.8. The University will endeavour to complete the processing of a formal complaint within 40 working days. The 40 working day timeframe requires students to meet any university deadlines for the submission of material. There will occasionally be circumstances when, for good reason, the University will need to extend the timeframe. Where this is the case the University will notify the student and keep the student regularly informed of progress. While every effort will be made to comply with the time limits set out above if a time limit is exceeded it shall not invalidate the outcome of the complaint proceedings.

5.9. Where a formal complaint has been received made, the Student Progress Team will inform the relevant Head of Department/Section and thereafter keep them informed of progress.

Investigating the Complaint

5.10. Eligible complaints will be forwarded to a Complaints Investigator who will be independent of the source of the complaint. The purpose of conducting an investigation is to establish all of the facts relevant to the points made in the complaint and to provide a full, objective and proportionate response to the complainant which represents the University’s clear position.

5.11. Within five working days, the appointed investigator will write to the complainant, clarifying how the complaint is to be investigated. The Complaints Investigator will usually consult the relevant Head of Department/School, Head of Service (or nominee) and also seek to gather information as necessary from anyone else likely to be helpful in resolving the matter, including the complainant and the subject/s of the complaint. Information may be sought in writing, via oral interview or both.

5.12. The Complaint Investigator will contact complainants and staff members directly to ask them to attend investigative meetings and it is important that these take place quickly and at a mutually convenient time and location. Investigative meetings are designed to clearly establish facts, not to apportion blame and are not disciplinary interviews. In any meeting involving the complainant or a member of staff, they have the right to be accompanied by a student, an employee of the University or an advisor from the SU Advice or a trade union representative.

5.13. The Complaint Investigator will be responsible for keeping records of their investigation. During discussions and meetings, a note of the main points of discussion will be taken and shared with interviewees after each meeting. Any factual inaccuracies should be highlighted immediately.
5.14. If at any time the complainant’s expectations appear to be beyond what the University can reasonably provide or are not within the University’s power to provide, they will be advised of this as soon as possible in writing.

**Mediation**

5.15. The Complaints Investigator may consider whether the complaint or appeal is amenable to mediation at this stage.

5.16. Mediation and conciliation are voluntary processes where an impartial independent third party helps parties involved in a dispute to resolve issues confidentially. Using mediation can help both parties to understand what is driving the complaint, and may be more likely to result in a swift and mutually satisfactory conclusion being reached. Mediation and conciliation can be used to ‘stop the clock’ on the formal process which may be restarted if agreement cannot be reached.

5.17. Where both the University and the student agree to mediation or conciliation, revised timescales will be agreed between the parties and confirmed in writing. All parties should understand how the arrangement fits with more formal procedures, the scope of the mediation or conciliation process and whether its use is subject to the parties agreeing in advance to accept the solution offered and the findings reached.

**Resolving a Formal Complaint**

5.18. Where both the University and the student agree to mediation or conciliation, revised timescales will be agreed between the parties and confirmed in writing. All parties should understand how the arrangement fits with more formal procedures, the scope of the mediation or conciliation process and whether its use is subject to the parties agreeing in advance to accept the solution offered and the findings reached.

5.19. The Complaint Investigation will provide a written report at the end of the investigation, setting out clearly the process followed, the information gathered, the conclusions drawn and any recommendations. This will be shared with the complainant, the subject of the complaint and the Head of Service/Department, School or Centre. Any factual inaccuracies should be highlighted immediately.

5.20. Where a complaint is upheld or partially upheld, the outcome letter will also detail how and when the University will implement any remedy. It is important to remember that complaints may not always produce the outcome preferred by the complainant. There may be a number of reasons for this, including lack of evidence to substantiate the complaint or the fact that circumstances beyond the University’s control may affect the level of service provided.

5.21. If a complaint about a member of staff is upheld or partially upheld it might be recommended that the University considers whether any disciplinary action needs to be taken against the staff member. In these cases, the staff member’s line manager and Human Resources will also receive a copy of the report for their joint consideration. Details affecting individual staff members will not be shared with complainants, particularly where they relate to any subsequent disciplinary action that is taken.

5.22. Should the student remain dissatisfied with the outcome of their complaint, they should submit a request for Internal Review within one month of communication of the outcome of the formal stage (see Section 7).

5.23. If a student is satisfied with the outcome of the formal stage or does not submit a request for Internal Review within four weeks, the University will close the matter.

2. **The Complaints Procedure: Complaints about Members of Staff**

6.1. A student’s complaint may be in relation to the actions of a member of staff that the student is dissatisfied with. As with all complaints, it is important that students have the opportunity to raise concerns without risk of disadvantage or recrimination, whilst members of staff should have the opportunity to respond to the concerns raised.

6.2. Students may raise a Formal Complaint where attempts at Early Resolution have not been successful. Upon receipt of a complaint, it will be sent to Human Resources who will advise the Student Progress Team that either:
The nature and content of the Complaint indicates that the member of staff should be investigated in accordance with the Disciplinary Procedures for Staff, in which case the Student Progress Team will notify the student that the Formal Complaint will be suspended until the Disciplinary Procedures have been completed.

The nature and content of the complaint does not give reason to initiate the Disciplinary Procedures for Staff, or that the Disciplinary Procedures have previously been completed in relation to the complaint. As such, the Formal Complaint will proceed as outlined in this Procedure.

6.3. A Complaints Investigator will not have the authority to directly enact or overturn a decision previously taken under the University's Disciplinary Procedures for Staff but will be able to take into account the findings of the Disciplinary Procedures and consider this as part of their investigation.

6.4. If the Disciplinary Procedure for Staff is initiated, Human Resources will keep the student and the Student Progress Team updated of the progress of the disciplinary proceedings.

6.5. Should a Formal Complaint investigation establish any new evidence or information that may relate to staff conduct that has not previously been considered, then the Complaints Investigator should notify Human Resources immediately and the Formal Complaint will be suspended until it is confirmed that any disciplinary action has been dealt with.

Representation for Staff

6.6. Any member of staff directly affected by a concern or a complaint from a student may seek support from Human Resources, their trade union or the University occupational health service. Staff required to attend any meetings in relation to a student concern or complaint have the right to be accompanied by a work colleague or Trade Union Representative.

7. Internal Review

7.1. If the student is dissatisfied with the outcome of the formal complaint stage and believes their complaint has not been handled properly or fairly according to these procedures, they may request an Internal Review of the complaint within four weeks one month of the date of the letter containing the outcome of the Formal Complaint stage.

7.2. A request for an Internal Review may be made on limited grounds, including but not confined to:

- A review of the procedures that have previously been followed Consideration of whether the outcome was reasonable in all the circumstances
- New material evidence which the student was unable, for valid reasons, to provide earlier in the process

7.3. The Internal Review will not usually consider the issues afresh or involve a further investigation. The complaint must have been considered as a Formal Complaint before it is eligible for Internal Review.

7.4. In order to request an Internal Review of the complaint, students must complete an Internal Review Form. The form can be completed and submitted by a third party where appropriate written consent is provided. Students are expected to set out their complaint clearly and succinctly and provide evidence to substantiate the issues raised where possible.

What the University will do when it receives a request for review

7.5. Students can expect to receive written acknowledgement of the request for an Internal Review within five working days. The University will then pass the request for review to the Pro-Vice-Chancellor (Education) (or nominee) for consideration.

7.6. If, at any time, the student’s expectations appear to exceed the scope of the Internal Review stage, they will be advised of this as soon as possible in writing.

7.7. The University will endeavour to complete the processing of an Internal Review within 20 working days. The 20 working day timeframe requires students to meet any university deadlines for the submission of material. There will occasionally be circumstances when, for good reason, the University will need to extend the timeframe. Where this is the case the University will notify the student and keep the student regularly informed of progress.
While every effort will be made to comply with the time limits set out above if a time limit is exceeded it shall not invalidate the outcome of the complaint proceedings.

7.8. The decision of the Pro-Vice-Chancellor (Education) (or nominee) will be final. If the Pro-Vice-Chancellor (Education) (or nominee) determines that the request for an internal review is not well-founded, then s/he will dismiss the case and will formally issue the student with a Completion of Procedures letter, explaining the reasons for their findings.

7.9. If the Pro-Vice-Chancellor (Education) (or nominee) determines that the request for an Internal Review is well-founded, then they will initiate a review of the case and then issue the student with an outcome letter, containing details of their findings and what the outcome will be. Where a complaint is upheld, the letter will also detail how and when the University will implement any remedy.

8. **External Review**

8.1. Once the Internal Review has been completed, the student is entitled to ask the Office of the Independent Adjudicator (OIA), the independent ombudsman service of last resort, to look at their complaint. All applications to the OIA must be made within 12 months of the date of the outcome letter issued by the University to the student.

8.2. Students will be issued with a Completion of Procedures letter when the Pro-Vice Chancellor (Education) (or nominee) has completed the Internal Review and reached a final decision.

8.3. Students may also request a Completion of Procedures within 20 working days of the outcome of the formal complaint being confirmed in writing.

8.4. The OIA considers complaints from people who remain dissatisfied at the conclusion of the University’s internal Student Concerns and Complaints Procedure. The OIA looks at issues such as whether the University followed its procedures, whether these procedures were reasonable, and whether the University’s final decision was reasonable in all the circumstances.

8.5. The OIA’s Scheme Rules and guidelines are available on its website, [www.oiahe.org.uk](http://www.oiahe.org.uk)

**Useful Information**

Student Progress Team  
University of Essex  
Wivenhoe Park  
Colchester  
Essex  
CO4 3SQ

Telephone: 01206 874370  
Email: studentcomplaints@essex.ac.uk

**FURTHER INFORMATION**

**Making a complaint**  
Office of the Independent Adjudicator for Higher Education (OIA)
Schedule of Tuition Fees

How our tuition fees are set

Fee increases
Part-time fees
Fee liability and paying your fees
How we use your fees
Departments/Schools
Study Abroad and Placement Year Fees
Modular Study
Postgraduate Visiting Research Students
Other Fees and Charges

How our tuition fees are set
1. The Fees Group committee is an advisory group to USG (University Steering Group) which meets on a termly basis and has the following responsibilities with regards to the setting of fees:
   (a) Provides strategic direction for University fee policy
   (b) Develops policy on fees, recommends specific fees and price bands for undergraduate, postgraduate taught and postgraduate research courses
   (c) Reviews and endorses, on an annual basis, other fees and charges levied for additional or exceptional costs connected to individual student activity which is not included within the main fees.
2. All policies, fees, fee bands and other fees and charges are recommended to USG for approval on behalf of Council.
3. The amounts set out in this document for academic tuition are composite fees which include admission, registration, examination and graduation fees as well as an obligatory contribution towards the cost of student societies, sports activities and other amenities. The fees identified in this document do not include accommodation or the cost of meals.
4. The Undergraduate Home EU fees are regulated by the Government.

Fee increases
5. For full-time undergraduate students with a Home fee status (which currently includes EU students) any fee increases during your programme of study will be limited to the annual increase in the RPI-X index. Increases in fees for full-time undergraduate students with a Home fee status remain subject to UK Government approval.
6. The University sets tuition fees for one academic year at a time. If your course lasts for more than one academic year, the fees due in subsequent years of study may therefore be different to the fee advertised and charged for your year of entry.
7. For other students who started in 2017-18 and earlier, the annual fee increase will be 3% and other students starting from 2018-19 or later, the annual fee increase will be 5%.

Part-time fees
8. Part-time students will normally pay a fee pro-rata to the relevant full-time fee for the same course in each academic year in which they undertake study. For example, a student taking a part-time Masters course over two academic years starting in October 2020 will pay 50 per cent of the full-time fee charged for that course in 2020-21 and 50 per cent of the full-time fee charged for that course in 2021-22. The fee for the second year of the course may therefore be higher than for the first year.

Fee liability and paying your fees
9. Tuition fees are normally published online at least 12 months in advance of the start of the next academic year. Students returning for a second or subsequent year of study will be
notified of their tuition fees for the next year of study as part of the arrangements for Registration.

10. Liability for payment of overseas fees is determined by reference to the Education (Fees and Awards) Regulations. The Head of Admissions is responsible for determining the fee status of applicants to the University. Following Registration, a request by the student to reclassify their fee status can be considered only in specific circumstances. Cases are considered by the Funding Team and referred to the Academic Registrar for approval.

11. A tuition fee deposit may be payable before you start your course. If this applies to you, details of the amount and how it should be paid will be included with your offer of study issued by the relevant admissions office. Our full tuition fee deposit policy is available on our website.

12. General information on how new students can pay their first annual tuition fee will be included with your offer of study issued by the relevant admissions office. Arrangements will be confirmed when your place at the University is finalised and will be included in the pre-arrival information including arrangements for Registration. You can find more information on how to pay your fees on our fees and funding webpage.

13. At Registration, which takes place at the start of a period of academic study, you accept liability for the tuition fees for the forthcoming academic year. This will normally be a full academic year unless your course starts in January or April, or you are finishing prior to the end of the normal academic year.

14. Once registered at the University, all students, regardless of funding source and fee status, are liable for their fees for the relevant degree course or research degree. If for any reason a student withdraws from their course, information on tuition fee payment and liability can be found on our website.

15. Late payment penalties are charged if tuition fee payments are late. Home and EU undergraduates are charged £25 per term – all other students are charged interest at 12.5% pa.

How we use your fees
Full details on how we use your fees can be found on our using your fees webpage.
## Departments/Schools

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### Art History and Theory

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Study Abroad and Placement Year fees

(a) **INCOMING STUDY ABROAD PROGRAMME**
These fees are detailed under the ‘Academic Section’ department of the fee schedule and consist of fees for a full year and per term.

(b) **OUTGOING STUDY ABROAD PROGRAMME**
Full year abroad - 2017-18 entry and earlier
Student who started their undergraduate degree in 2017-18 will not be required to pay any tuition fees when you go on your year abroad.

Students who started their undergraduate degree from 2018-19 and 2019-20 will be required to pay 15% of their relevant tuition fee to Essex when you go abroad.

Student who started their undergraduate degree in 2020-21 will not be required to pay any tuition fees when you go on your year abroad.

(c) **TERM ABROAD**
All students are required to pay the full tuition fee to the University of Essex when studying a term abroad.

(d) **PLACEMENT FEES**
Students who opt for an industrial or clinical placement year as part of your Undergraduate course, will pay 20% of the relevant tuition fee for that year.

Modular Study

(a) Standalone modules and part time reassessment fees:
Students studying standalone modules or repeating modules on a part-time basis will be charged the module fee for the academic year in question and the module fee will be dependent on the module department, not the department the course is associated with. Full details can be found on the reassessment fees per credit webpage.

(b) Essex Modern Languages Certificates:
The Department of Language and Linguistics provide a Modern Language Certificate programme to give members of the public, students and staff the opportunity to learn a language and work towards a recognised qualification in modern languages. This is made up of 60 credits, accumulated from a mixture of 15 and 30 credit language modules.

Fees for 15 credit modules:
- £467 for members of the public
- £294 for registered University of Essex students and staff

Fees for 30 credit modules:
- £934 for members of the public
- £588 for registered University of Essex students and staff

(c) Languages for All Programme:
All students wishing to learn a language in addition to their main course of study can do so at no additional cost through Languages for All. Students who wish to undertake a second language course can do so for a fee. The fee for both Express and Portfolio additional modules has been set at £260.

Postgraduate Visiting Research Students
The University has a tariff for visiting students seeking research attachments to departments and/or individual members of academic staff. This is intended to reflect the cost of providing a research attachment for an occasional student. These fees are calculated as a proportion of the standard postgraduate research degree fees. The monthly rate is calculated as a quarter of a ‘four month’ term.

(a) Home/EU Fee - Classroom and Lab Based:
- Full Year: £2,430
- 2 terms: £1,620
1 term\textsuperscript{11}: £810
Monthly (3 months maximum): £200
(b) Overseas Fee - Classroom:
Full Year: £7,730
2 terms\textsuperscript{11}: £5,155
1 term\textsuperscript{11}: £2,575
Monthly (3 months maximum): £645
(c) Overseas Fee - Lab Based:
Full Year: £8,945
2 terms\textsuperscript{11}: £5,965
1 term\textsuperscript{11}: £2,980
Monthly (3 months maximum): £745

The fee will include access to IT and library facilities and contact time with academic staff which would not exceed that delivered to a registered research degree student and occasional lecture attendance. Full module attendance would still require separate registration and payment in order to be registered for classes, examinations and to receive credit at the conclusion of the module.

Other Fees and Charges

Re-assessment (Undergraduate and Postgraduate Taught) due to failure or to support a change of course
Re-examination or Re-submission of coursework: £50
Taking a resit exam overseas (where available): £450
Masters dissertation re-submission: £120
Additional module assessment to change course: £50

Registration-related costs
Replacement student registration cards: £5

Graduate document services
Duplicate Degree Certificate: £40
Award Confirmation Letter: £5
Alumni Information Letter: £5
Academic Transcript: £10

Postgraduate Research (PGR) costs
Higher Doctorate: £1,000
Completion period (up to three terms): £250 per term
PGR re-examination or re-submission: £200
Further Completion for students first registered prior to 2008-09 (to three terms): £500 per term
Exceptional extension to maximum period, following Completion period, for students first registered from 2008-09: £500 per term

Other
Continuation Fee for Mastership Students: £100 per term
For Information: Fees for postgraduate research degrees at Writtle College are published by the College.

\textsuperscript{11} includes vacation subsequent to final term, eg 1 term would be circa 1 October to circa 15 January.
### Information available elsewhere

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