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# The University Charter, Statutes, Ordinances and Regulations

## Section 6 Consultation

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# Today's Session

- Background & Wider Context
- Section 6 Review
- Questions and Feedback



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# Background

## Council Effectiveness Review (Nov 2010 – Nov 2011)

- Charter, Statutes, Ordinance and Regulations of Council
- Schedule of the powers of delegation to officers/committees
- Statutes governing the employment of academic staff (Statute 6)

Three areas are now being reviewed in parallel



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# Governance relating to the Review

- Council owned (October 2012)
- Council sub-group to oversee review
- Legal advisers appointed
- Proposed changes to Council (April 2013 & July 2013)
- Proposed changes to Senate (May 2013)
- Overall approval by the Privy Council

# Aims of the University Review

To revise the existing Charter, Statutes, Ordinances and Regulations of Council to ensure that they:

- Reflect current legal and related requirements (e.g. HEFCE)
- Are as simple and clear as possible (structure and language)



# What is Statute Section 6?

- Section I – Application/Interpretation
- Section II – Redundancy
- Section III – Discipline
- Section IV – Medical Incapacity
- Section V – Appeals
- Section Vi – Grievance



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# Aims of the Review?

- Compliance with employment law
- Safeguarding against future change
- Transparent and streamlined
- Academic freedom protection
- Enable all University staff to be treated equitably



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# Consultation arrangements for Section 6

- SUCU – represent academics (other than professorial staff)
- Professorial consultation





# Section 6 Review: Consultation Aims

- Scope, i.e. who should be covered
- Guiding Principles
- Procedural detail
- Additional Comments



# Question 1: Scope

- Academic freedom is about ensuring that appropriate
- '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.'
- Applies to Professors, Senior Lecturers, Lecturers
- **Do you think that the protection provided by the principle of academic freedom should be extended to other staff groups e.g. Teaching and/or Research?**



## Question 2: Guiding Principles (Existing)

- To ensure that 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.
- To enable the University to deliver the university's mission and vision and associated activities efficiently and economically; and
- To apply the principles of justice and fairness.



## Question 2: Guiding Principles (additions?)

- Inclusivity as detailed within the Equality Act 2010
- Early and/or informal dispute resolution
- **Do you agree with these proposed additions?**
- **Are there any others that you think should be included in Section 6?**



## Question 3: Procedural Detail

- Out of date procedures in Section 6
- Incompatible with employment law (e.g. equality, redundancy)
- Refers to legislation no longer in force and does not incorporate recent legislative provisions
- Not transparent and not good employment practice



# Question 3: Procedural Detail

- **Is it appropriate for the employment procedures:**
  - i. **To remain within Section 6, subject to change by Privy Council, with University Council approval; or**
  - ii. **To be placed within the Regulations (Ordinances) and subject to change with Council approval; or**
  - iii. **To be stand alone University employment procedures, subject to change with Council approval?**



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# Questions & Feedback



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[www.sheffield.ac.uk/hr/guidance/statutesection6](http://www.sheffield.ac.uk/hr/guidance/statutesection6)