

5.9. Honorary awards

5.9.1. The Board shall approve honorary awards on the recommendation of the Governance Committee in accordance with the Conferment Policy and Procedure approved by the Governance Committee.

5.9.2. The University has two honorary awards:

- (a) Honorary doctorates for outstanding contributions to particular fields of academic or professional endeavour;
- (b) Honorary fellowships for exceptional accomplishments that reflect the ethos and values important to the University and its community.

5.9.3. The following awards may be conferred as honorary awards:

Doctor of Laws (LLD)

Doctor of Letters (DLitt)

Doctor of Philosophy (DPhil)

Doctor of Science (DSc)

Doctor of Technology (DTech)

Doctor of Business Administration (DBA)

Honorary Fellow

5.9.4. Once an honorary award has been approved by the Board, the conferral of the award shall take place at a location and date determined by the Vice Chancellor in consultation with the intended recipient of the award. Awards are normally conferred at the University's graduation ceremonies unless other arrangements are approved by the Vice Chancellor.

5.9.5. On the recommendation of the Governance Committee, the Board may revoke an honorary award which has been awarded in error or as a result of false pretences, or where the recipient of the award is considered to have acted in a manner which is contrary to the values of the University.

5.10. Freedom of Speech

5.10.1. The Board shall approve and shall periodically review a Freedom of Speech Code of Practice setting out how the University will ensure freedom of speech within the law for students, staff and visiting speakers in accordance with the Education Act (No. 2) 1986, the 'Prevent' duty under the Counter-Terrorism and Security Act 2015, and other legal requirements.

6. The London Metropolitan University Students' Union

6.1. Constitution and oversight

- 6.1.1. There shall be a Students' Union whose constitution (comprising the Students' Union's Memorandum and Articles of Association and Byelaws) shall be subject to approval by the Board. The Board shall review the Students' Union's constitution at least once every five years.
- 6.1.2. The Board shall approve a Code of Practice on how the Board will discharge its obligations with respect to the Students' Union under the Education Act 1994.
- 6.1.3. The relationship between the University and the Students' Union shall be formalised in a Memorandum of Understanding approved by the Board which shall be reviewed by the Board at least once every five years.
- 6.1.4. The Board shall consider the annual accounts of the Students' Union and may require the Students' Union to provide any information which the Board considers is necessary to discharge the Board's obligations under the Education Act 1994.
- 6.1.5. The Board shall appoint an Independent Governor to act as a trustee of the Students' Union in accordance with the Students' Union's Articles of Association.
- 6.1.6. In accordance with the University's obligations under the Education Act 1994, the Secretary shall consider complaints about the Students' Union which are referred to the University after the complainant has completed the Students' Union's internal complaints procedures.

7. Finance and Resources

7.1. Financial governance

- 7.1.1. The following financial matters are reserved to the Board under the Articles and cannot be delegated:⁵⁴
 - (a) Approving annual estimates of income and expenditure of the University (i.e. the annual budget);
 - (b) Ensuring the solvency of the University and the safeguarding of its assets;
 - (c) Recommending the annual accounts to a General Meeting of the Members of the University;
 - (d) Authorising expenditure or the disposal of any assets of the University, except within limits of authority delegated by the Board to individuals or bodies;
 - (e) Setting the policy for pay and general conditions of employment of all members of Staff.

⁵⁴ Articles of Association, Schedule 3.

7.1.2. The Board has established a Finance and Resources Committee to assist it in discharging its responsibility for stewardship of the University's resources. The Committee's responsibilities are established in its terms of reference and in the Scheme of Delegation. The Scheme of Delegation also sets out the limits of authority delegated by the Board to Committees and the Senior Staff for the approval of acquisitions, disposals and expenditure.

7.1.3. There shall be Financial Regulations, approved by the Board on the recommendation of the Finance and Resources Committee, which will govern the arrangements for the proper management of the University's finances and financial affairs, assets, monies and resources irrespective of the source of funding. The Financial Regulations shall:

- (a) reflect the requirements of the Office for Students/ HEFCE and other bodies which may provide funding;
- (b) be compliant with all established legal requirements as from time to time in force, including (but not limited to) the 2006 Act;
- (c) be consistent with the University's status as a charity and a company; and
- (d) reflect and keep abreast of contemporary good practice across the Higher Education sector.

7.1.4. The Chief Financial Officer shall issue Financial Procedures to give effect to the requirements of the Financial Regulations.

7.2. Establishing subsidiaries

7.2.1. The University may establish and wind up subsidiary companies and joint ventures⁵⁵, subject to approval by the Finance and Resources Committee in accordance with the Financial Regulations. The Secretary in consultation with the Chief Financial Officer is authorised to discontinue dormant subsidiary companies.

7.3. Entering into agreements

7.3.1. The Vice Chancellor, the Secretary, the Chief Operating Officer, the Chief Financial Officer, the Pro Vice Chancellor Academic Outcomes and the Pro Vice Chancellor Employment Outcomes are authorised to sign agreements on behalf of the University which have been approved by the Board or a properly authorised Committee or are within the limits of authority set by the Scheme of Delegation. The Vice Chancellor may delegate the authority to sign agreements to other Staff; the Secretary shall maintain a register of Staff who are given delegated authority to sign agreements.

7.4. Auditors and the Audit Committee

⁵⁵ Articles of Association, Schedule 2 para. 6.

7.4.1. The annual General Meeting of the University shall appoint external auditors and set their remuneration on the recommendation of the Audit Committee.

7.4.2. The Audit Committee shall oversee the University's internal audit service, and shall ensure that the Board receives annually a report of the internal audit service and a report of the activities of the Audit Committee in accordance with the requirements of Office for Students/HEFCE.

8. Staff

8.1. The Senior Staff

8.1.1. The Senior Staff of the University are defined in the Articles as the Vice Chancellor, the Deputy Vice Chancellor, the Deputy Chief Executive, the Director of Finance and the Secretary. The Board may designate other Staff as Senior Staff through amendments to these Regulations. Commencing from 5 February 2019, the Senior Staff shall comprise the Vice-Chancellor, the Secretary, the Chief Operating Officer, the Chief Financial Officer, the Deputy Vice-Chancellor and the Pro Vice-Chancellors.

8.1.2. The Senior Staff have a right to appeal to the Board against their suspension, discipline and dismissal. Appeals may only be heard by the Independent Governors.⁵⁶ The procedure for the consideration of appeals shall be set out in Human Resources Regulations approved by the Board.

8.1.3. The Chair on behalf of the Board shall nominate at least one Independent Governor to sit on the interview panel with the Vice Chancellor for the appointment of Senior Staff other than the Vice Chancellor. The Senior Staff shall be appointed on such terms and conditions of employment and with such functions and responsibilities as the Finance and Resources Committee may determine in respect of each such appointment.⁵⁷

8.1.4. The Board shall approve Human Resources Regulations governing the appointment of the Senior Staff.

8.2. Appointment of the Chancellor

8.2.1. The Board is empowered (although not required) to appoint a Chancellor of the University on such terms and with such functions and responsibilities as the Board may determine. The Chancellor shall not be a member of Staff and shall not receive any Benefit for acting (except reimbursement of his or her expenses).⁵⁸

8.3. Appointment of the Vice Chancellor

8.3.1. The Board shall appoint a Vice Chancellor as chief executive of the University on such terms and conditions of employment and with such functions and responsibilities as the

⁵⁶ Articles of Association, Schedule 3, paras. 3, 4.1-4.2.

⁵⁷ Articles of Association, Articles 18.4, 19.4.

⁵⁸ Articles of Association, Article 18.1.

Board may determine. The power to appoint the Vice Chancellor may only be exercised by the Independent Governors and may not be delegated.⁵⁹

8.3.2. The Board shall approve Human Resources Regulations setting out the procedure for the appointment of the Vice Chancellor.

8.4. Appointment of the Secretary

8.4.1. The Board shall appoint a Secretary of the University on such terms and conditions of employment and with such functions and responsibilities as the Board may determine. The power to appoint the Secretary may only be exercised by the Independent Governors and may not be delegated.⁶⁰

8.4.2. The Board shall approve Human Resources Regulations setting out the procedure for the appointment of the Secretary.

8.5. Staff procedures and Human Resources Regulations

8.5.1. Subject to the Articles and Regulations, the Vice Chancellor shall have the power to appoint all Staff with the exception of Senior Staff, who shall be appointed in accordance with Regulations 8.1.3 and 8.1.4.⁶¹

8.5.2. The Vice Chancellor has the power to appraise, promote, suspend, discipline or dismiss all Staff, subject to the Articles and Regulations approved by the Board, and the right of Senior Staff to appeal to the Board under Regulation 8.1.2.⁶²

8.5.3. Following consultation with Staff (including recognised staff trade unions), the Board may approve Human Resources Regulations relating to the appointment and terms and conditions of Staff, the conduct of Staff, the suspension of Staff, the discipline and dismissal of Staff and Staff grievances. Until Human Resources Regulations are approved, the provisions of Articles 46-63 of the University's previous Articles of Association (superseded on 1 August 2014) remain in force.⁶³

8.5.4. The Board shall approve the policy for pay and general conditions of employment for the Staff through Human Resources Regulations and policies approved by the Board.⁶⁴

8.5.5. Human Resources Regulations under these Board Regulations shall be approved by the Board on the recommendation of the Finance and Resources Committee, following consultation as indicated in Board Regulation 8.5.3. In making Human Resources Regulations, the Board shall have regard to the need to ensure that Staff have freedom

⁵⁹ Articles of Association, Article 18.2 ; Schedule 3 paras. 3, 4.1.

⁶⁰ Articles of Association, Article 18.2 ; Schedule 3 paras. 3, 4.1.

⁶¹ Articles of Association, Article 19.3.

⁶² Articles of Association, Article 19.2.

⁶³ Articles of Association, Article 19.1.

⁶⁴ Articles of Association, Schedule 3 para. 1.8.

within the law to question and test received wisdom in their academic disciplines and to put forward new ideas and unpopular opinions without placing themselves in jeopardy of losing their jobs or any privileges they may have at the University.⁶⁵

APPENDIX A: [Statement of Primary Responsibilities of the Board of Governors](#)

APPENDIX B: [Scheme of Delegation](#)

APPENDIX C: [Regulations pertaining to the Academic Board \(Terms of Reference\)](#)

⁶⁵ Articles of Association, Article 19.5.