

# Termination of Membership Policy

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This policy is intended to set out the justification for having a membership termination process, to indicate the types of circumstances in which the membership termination process detailed in the SLSA's constitution would be commenced, and to indicate who can request that the termination process be commenced.

## Why Does the SLSA Need a Membership Termination Power?

Under section 9(4)(a) of the SLSA's constitution, membership of the SLSA can be terminated for a number of reasons (a complete copy of the whole of section 9(4) is replicated in the appendix to this policy). While many of the items covered in 9(4) are routine (e.g. termination for non-payment of membership), others require the trustees to exercise some discretion. Of particular relevance in this regard is 9(4)(a)(iv), which reads as follows:

'Membership of the CIO comes to an end if: [...] (iv) the charity trustees decide that it is in the best interests of the CIO that the member in question should be removed from membership, and pass a resolution to that effect.'

As a CIO, the SLSA must be mindful of whether allowing one or more people or organisations to continue to hold membership with the SLSA would be in the SLSA's best interests. That is, would the continuation of that individual's or organisation's membership impede our ability to meet our objects by, for example, bringing the SLSA into disrepute? In implementing the termination process the SLSA will at all times observe the principles of natural justice since to do otherwise would also be likely to bring the SLSA into disrepute.

## Under What Circumstances Could the Termination Process be Commenced?

The constitution does not give examples of circumstances which might mean it would be in the best interests of the SLSA to terminate a membership under 9(4)(a)(iv), but allegations regarding the following may provide a justification for considering commencing the termination process under 9(4)(a)(iv).

### In the Case of Individuals:

- A serious criminal offence
- Conduct in the course of the member's academic employment which, in the considered view of the trustees, amounts to misconduct (for example, bullying, sexual harassment).

- Academic misconduct (for example, plagiarism, unethical research practice)
- Dishonesty in relation to the member's interactions with the SLSA

#### **In the Case of Organisations:**

- A serious criminal offence (for example, corporate manslaughter)
- Dishonesty in relation to the organisation's interactions with the SLSA.

These lists are not intended to be exhaustive.

### **Who Can Request the Termination Process be Commenced?**

Section 9(4)(b) sets out the process for removing a member in relation to 9(4)(a)(iv), however it does not specify who may trigger the process, or how they should do so. The decision remains one for the trustees, however, it is suggested that a request to start the termination process can be brought to the attention of the trustees in the ways listed below.

- Either, a trustee requests either in writing or at a meeting of the trustees that the process be commenced, or
- Any other person or organisation requests in writing to the trustees that the process be commenced, or
- As a result of a finding made under our complaints process termination of membership is proposed as an appropriate outcome,

And

- At a duly constituted meeting of the trustees, having considered the request, the trustees vote by a majority of those present to commence the process.

### **Personal Information and the Termination Process**

We will not disclose the personal information (e.g. name, institutional affiliation) of a person(s) requesting that the termination process be commenced without their consent. However, we will ask the person(s) requesting the commencement of the termination process to give their consent to this information, and documentation relating to their request, being disclosed to the person(s) and/or organisation(s) named in that request (having regard to s.9(4)(b)(i) of the constitution). In the event that a requestor does not wish to disclose their personal details, the trustees would consider whether it is possible for the substance of their request to be fairly considered without disclosing their personal information to the party/parties identified in the request (again, having regard to s.9(4)(b)(i)). For example, where a members' alleged misconduct is common knowledge within an academic department (e.g. because of public action taken within the department by Human Resources, or by the Police), the identity of the person drawing the issue to the attention of the SLSA

may be of less significance. As such, disclosure of the requestor's personal information may not be necessary in order to properly consider the request. Similarly, we will not make public the personal information of members subject to the termination process.

## **Removal of a Trustee**

There are specific rules relating to removal of a trustee in section 15 of the SLSA Constitution. Where a Trustee is also a member, any decision about termination of their membership is a separate issue and should be dealt with in line with this policy. A Trustee who is the subject of a process which might terminate their membership has a conflict of interest and must recuse themselves from the process.

## **Reapplications**

If the membership of an individual has been terminated under this policy, any new application to join may be refused on the grounds that membership is not in the best interests of the SLSA, in line with section 9(1)(b)(ii) of the Constitution.

## **Change Record**

<b>Date of change</b>	<b>Changed by</b>	<b>Comments</b>
09/07/2025	-	Approved by the Board