

CONSTITUTION

THE UNIVERSITY OF BRISTOL LAW SCHOOL

CENTRE FOR LAW AT WORK

1. The Centre for Law at Work ('the Centre') will be intellectually inclusive, committed to embracing a wide range of methodological approaches to the study of law at work.
2. Members of the Centre will be academic staff hired on any pathway (1, 2 or 3) in the Law School who have indicated to the Directors of the Centre that they have an interest in any aspect of law relating to work.
3. The Directors of the Centre will be appointed by election of the members, will stand for a two-year term, and will not stand for two consecutive terms. Elections will take place each year for one Director only; so that the Directors are appointed in alternate years. Elections will be conducted by the existing Directors according to methods agreed in consultation with the Advisory Board and the Student Council. The aim will be that Directors comprise a mix of genders, ethnicity and promoted and non-promoted staff to the extent that this is possible from 1 June 2019.
4. Decisions regarding the Constitution of the Centre and its amendment from time to time will be taken by meetings of the Centre consisting of members, with a proviso that there will need to be six members present for a meeting to be quorate. The Centre will hold at least one annual meeting per year to plan for events, seminars and workshops for the following academic year. Issues regarding finances and web pages will also be raised at this time.
5. The Centre will hold at least one international event (involving Bristol and external academic scholars) every two years and potentially more frequently. This is to be on a theme of common interest to more than two members and to have a committed organiser (or organisers).
6. The Centre will hold seminars and/or workshops during the academic year to enable members to showcase their own work and, where possible, invite external speakers (usually from within the UK) to also participate.
7. Funding for the Centre conferences, workshops, seminars and external speakers will be expected to be raised from external grants, but the Directors will also assist organisers of events in applying for funds available at Bristol (for example through PolicyBristol, the University's Strategic Research Initiative Fund or the Law School discretionary fund). Funds will be held in a single grant code for the Centre within the Law School. Where members make a profit from organisation of a Centre event or from royalties from an edited book arising from such an event, it is expected that this will usually be placed in the Centre funds. This may then be used to cross-subsidise future events, seminars and workshops.

8. The Centre will seek to influence policy at national, transnational and international levels. Opportunities to consult on policy proposals should be circulated to members by the directors or other members. Where it is decided that a single Centre response should be drafted, the process of compilation will be as inclusive as possible, drawing on all relevant expertise of members, under the guidance of the directors.
9. The Centre may choose to commission research projects, which could be externally or internally funded. These may take the form of, for example, research council or other funder grants in which a number of members are named as co-applicants (with or without external participation).
10. The Centre will not engage in the provision of legal advice, but the directors will liaise with the Law Clinic regarding the most effective means of mutual support of our respective activities.
11. A webpage will be established, connected to the School research pages and Law School Blog, which will seek to flag the membership of the Centre, its events, workshops and seminars, its policy work and any research projects it has commissioned. Timely information regarding recent developments and recent publications will also be made available.
12. The Centre will seek and maintain affiliation with the Labour Law Research Network and other international scholarly associations as appropriate with the agreement of members at the annual meeting or any quorate ad hoc meeting.
13. The Centre will foster interdisciplinary dialogue around legal issues related to work through liaising with the Faculty Research Group on Work and other scholarly initiatives based in the University of Bristol.
14. An Advisory Board will be established to advise further on the work of the Centre, with members being appointed for three year terms, renewable for a fourth year. Members of the Advisory Board will be invited to attend the members' annual meeting to be held in June and will have the opportunity to meet separately on the same day. The Advisory Board will be consulted regarding planned events, seminars, workshops, policy engagement and research projects. The final decision regarding Centre activities will however rest with the Centre members.
15. We will approach each year a number of potential sponsors asking for donations, which will provide an ongoing funding base for the Centre. These sponsors will be selected from a range of solicitors' firms, barristers' chambers and NGOs. The institutions approached will be invited in exchange for their donation to nominate a representative for our Advisory Board (in addition to the current invited members). We will also give the opportunity for individuals to make donations without any representation on the advisory board being attached. Such individuals will (where appropriate) also be considered as potential invitees for associate membership (see 18. below).
16. A Student Council will be created to assist the Centre with its work. All postgraduate students will have the option to join the Centre as 'student members' and elect representatives to the Council. The Student Council's assistance will be primarily advisory,

but from time to time student members will also be invited to participate in planning for or delivery of events, seminars and workshops, to help with policy-related work, to engage in research and to assist in updating the website. Such invitations will ideally be on a paid basis, unless the Student Council by a majority determines that for particular reasons voluntary assistance is feasible for its student members on an individual occasion.

17. In consultation with the Student Council, the Centre Directors will decide whether to invite Law School postgraduate and undergraduate students to attend Centre events, seminars, workshops and external speaker lectures. This may depend on the nature of the event and the availability of funding. For example, attendance at a lecture from a visiting speaker should be straightforward to arrange, but there may be restricted participation in a smaller event aimed at assembling the special issue of a journal. In the latter case, the Centre might arrange an additional lecture by one of the participants for students to attend.
18. The Centre Directors will consider various candidates for 'associate membership' of the Centre on the basis of longstanding work and/or connections or potential collaborations with the School and its members. Proposals for associate members will either be approved by both co-directors or agreed by the School research committee before invitations are made. Associate members will not be invited to Centre meetings or sit on the Advisory Board, but will be kept informed of all Centre events and will be invited to participate in these as considered appropriate by the Directors and the organisers concerned.
19. The Centre Directors will seek to collaborate with administrative staff in the Law School, the Advisory Board, the Student Council and directors of the other Law School centres so as to achieve the most effective management of the Centre and its activities.

Alan Bogg (director 2018 – 2020) and Tonia Novitz (director 2018 – 2019)

Approved by Law School meeting

February 2018