

Policy/Procedure/Strategy: Student Discipline Policy
 Review Due: 01/06/2019
 Date of Assessment: 31/03/2017

Author/Owner: Liz Richardson
 Department/Section: Student Services

Signature: John McLuckie
 Date: 31/03/2017

Step 1

Aim of proposed activity/decision/new or revised policy or procedure:

The aim of this student disciplinary policy is to provide a consistent approach to student disciplinary issues across the college, and in so doing **safeguard the students'** learning experience from disruption caused by their own or other misconduct, promote fair and equitable treatment to all, irrespective of race, religious belief, gender, sexual orientation, marital status, age, or disability, **clarify the students' rights in respect of any disciplinary** action resulting from their misconduct, identify staff responsibilities in handling disciplinary issues.

- New
 Revised
 Existing

Who will be affected?	Who will be consulted?	Evidence available:
College staff and students	College staff and students	Qualitative – Argyll College UHI Student Discipline Policy, Argyll College UHI Equality and Diversity Policy, UHI ICT Acceptable Use Policy, Argyll College UHI Bullying and Harassment Policy, Argyll College UHI Safeguarding Children, Young People, Adults at Risk and Staff Policy, Argyll College UHI Self-Evaluation Documents 2015-16 and Student Surveys 2015-16 and 2016-17, UHI Red Button report 2015-16. Quantitative - Self-Evaluation Documents to identify any courses with KPIs adversely affected by student disciplinary issues relating to individuals with protected characteristics. Anecdotal – Staff and student views on the policy.

Step 2

Potential Positive/Negative/Neutral Impact Identified. P, N, N/I	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation
Eliminating Discrimination	P	P	N/I	P	N/I	P	P	P	P
Advancing Equality of Opportunity	P	P	N/I	P	N/I	P	P	P	P
Promoting Good Relations	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I

Step 3

Action to be taken

- Policy review should consider stating specifically that the promotion of fair and equitable treatment to all includes those to whom the protected characteristics of pregnancy and maternity, and gender reassignment, apply.
- Policy review should consider including the 9 protected characteristics as examples of discrimination, in the list of possible examples of serious misconduct under stage 3 of the student disciplinary process.
- Policy review should consider stating specifically that arrangements for disciplinary hearings and appeals will include provision for individuals with accessibility issues.
- Review of equality impact assessment whenever this or associated college policies are updated or revised.
- Ongoing monitoring of compliance to ensure no protected group is discriminated against when dealing with issues relating to student discipline.

Summary of EIA Outcome – please tick

- No further action to be carried out
 Amendments or changes to be made
 Proceed with awareness of adverse impact
 Abandon process – Stop and Rethink

Please forward completed EIA forms to the Equality & Diversity Committee