## Equality Impact Assessment Form

Existing

X	University of the Highlands and Islands
	Argyll College

responsibilities in handling disciplinary issues.

	Policy/Procedure/Strategy:	Student Discipline Policy	Author/Owner:	Liz Richardson	Signature:	John McLuckie		
	Review Due:	01/06/2019	Department/Section:	Student Services				
	Date of Assessment:	31/03/2017			Date:	31/03/2017		
Ste	ep 1							
	Aim of proposed activity/decision	on/new or revised policy or proc	edure:					New
	The aim of this student disciplin	ary policy is to provide a consist	ent approach to student discip	linary issues across the colleg	je, and in so doing s <mark>afegua</mark> r	d the students'		
	learning experience from disrup							Revised
	sexual orientation, marital statu	s, age, or disability, clarify the stu	udents' rights in respect of any	disciplinary action resulting f	from their misconduct, iden	tify staff	_	

 
 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.	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation
P, N, N/I									
Eliminating Discrimination	Р	Р	N/I	Р	N/I	Р	Р	Р	Р
Advancing Equality of Opportunity	Р	Р	N/I	Р	N/I	Р	Р	Р	Р
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

- $\sqrt{}$  No further action to be carried out
- $\Box$  Amendments or changes to be made
- Proceed with awareness of adverse impact
- $\hfill\square$  Abandon process Stop and Rethink

Please forward completed EIA forms to the Equality & Diversity Committee