

## **BANGOR UNIVERSITY EQUALITY IMPACT ASSESSMENT**

The process of Equality Impact Assessment (EIA) should be embedded into new policy development, policy review, strategic and operational decisions<sup>1</sup> in order that inequalities and discrimination are eliminated or addressed at the earliest opportunity.

This checklist forms part of the university's approach to equality impact assessment and should be used to assess the impact of the policy on groups with protected characteristics as outlined by the Equality Act 2010.

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### **EQUALITY GROUPS:**

<b>Age</b>	<b>Disability</b>	<b>Gender Re-assignment</b>	<b>Pregnancy and maternity</b>	<b>Welsh Language</b>
<b>Race</b>	<b>Religion and belief</b>	<b>Sex</b>	<b>Sexual orientation</b>	<b>Contract Type</b>
<b>Marriage and civil partnership</b>				

Note –It is good practice to consider issues relating to Welsh Language and Contract type although these areas are covered by legislation other than the Equality Act 2010.

### **Policy Name or Title: -**

Regulation 21: Regulation for Student Discipline

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<sup>1</sup> Although the word POLICY is used throughout this template it should be changed to STRATEGY / OPERATIONAL DECISION as appropriate

<b>About the Policy:</b>	
What is the purpose of the Policy?	This Regulation applies to individuals who are currently (or who were during the period in question) a student at Bangor University and should be used by all academic schools and professional services to deal with disciplinary issues arising out of instances of breaches of University regulations.
Who is responsible for the Policy?	Head of Governance and Compliance.
How does the Policy link to the University's strategic priorities?	Our Mission: "serving its community by raising its horizons of expectation".  Our Values: "safe, welcoming and inclusive environment".
Which Groups are stakeholders in the Policy?	Students. Former students that were registered within the last 12 months. Staff.
Will the Policy be applied uniformly to all areas of the University?	Yes.
Please state which groups the Policy applies to.	Students. Former students. Staff.

<b>Have the following been considered? (requirement of the Public Sector Equality Duty)</b>	
Could any elements of the Policy be directly or indirectly discriminatory?	The purpose of the regulation is to ensure that there is a fair, transparent and consistent process in place for the discipline of students and former students. A student may seek support and guidance at any point during this process.
Could the Policy be used to promote diversity and equal opportunities?	The procedure is intended to ensure that all parties have equal opportunities and protect the rights of all students. Extenuating circumstances will be considered in determining outcomes.

March 2020 Revision

Could the Policy be used to promote good relations?	N/A
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<b>Monitoring</b>	
What quantitative or qualitative data is available to advise the Policy?	Disciplinary proceedings are analysed annually with trends noted and reported to the Senate Regulations and Special Cases Committee.

  

<b>Consultation</b>	
What Groups have been consulted in drafting the Policy?	The Senate Regulations and Special Cases Committee is responsible for the approval and amendment of this procedure.
How has consultation taken place?	Regular meetings of the key stakeholders occur each year and records kept. Any staff member or student can suggest changes to the procedure through the Compliance and Regulations Assistant.
How has consultation informed the development of the Policy?	Consultation with key stakeholders has occurred to increase accessibility of the regulation to users.

  

<b>Implementation</b>	
How will the Policy be implemented?	<p>The Senate Regulations and Special Cases Committee is responsible for the approval and amendment of this regulation.</p> <p>The regulation will be available online at <a href="http://www.bangor.ac.uk">www.bangor.ac.uk</a> and also in print upon request.</p>
Who will be responsible for the implementation of the Policy?	The Head of Governance and Compliance is responsible for ensuring that the implementation of the regulation is in line with what is stated in the document. The Senate Regulations and Special Cases Committee will oversee this.

<b>Monitoring</b>	
How will the Policy be monitored to ensure that it is achieving its aims?	Each disciplinary proceeding follows the procedure and any issues that arise resulting from the procedure are reviewed at that time.  Continuous monitoring and reporting to Senate Regulations and Special Cases Committee occurs as part of the annual University Calendar.
Who will be responsible for monitoring the Policy?	Senate Regulations and Special Cases Committee.
How will the Policy be monitored to ensure that it does not disadvantage particular groups?	Any equality issues that arise will be explored and any reasonable adjustments shall be made.
When will the Policy be reviewed to see if it is achieving its aims and objectives?	This procedure is on a 3 year review cycle however is tested each time that it is used.

<b>Resource implications</b>	
Training – are there any training requirements associated with the development, implementation or monitoring of this Policy?	The OIA Good Practice Framework expects that all University Staff are familiar with the Student Complaints Procedure.
What are the other resource implications of implementing the Policy (including time and workload)?	Online resources are being developed and will be made available at <a href="http://www.bangor.ac.uk">www.bangor.ac.uk</a>

<b>RECOMMENDATIONS AND REVIEW DATE</b>	
3 years	
<b>IMPACT ASSESSMENT SIGNATURE AND DATE</b>	
Gwenan Hine	23 March 2020