

Behaviour Management and Disciplinary Policy and Procedures

SLT Member responsible for policy	Vice Principal Quality and Curriculum
Date of policy	October 2017
Date of approval by Board	February 2018
Date of next review	February 2019
Date Equality & Diversity Impact Assessment completed	October 2017

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1. Principles and Scope

Hereward College recognises its duty of care to all learners and staff and this policy applies to all learners and visitors who receive care and support from Hereward college staff.

This Policy applies to all learners, full and part-time enrolled at the College or any of its subsidiary organisations or collaborative partner institutions. Disciplinary matters related to learners from schools are managed in partnership with the school.

It applies to learner behaviour in all College related activities, on or off site, such as College-arranged transport to and from College, visits and residential visits.

Hereward College holds the belief that positive behaviour management is the key to learner success. This is achieved through:

- Policies and practices designed to recognise individual learner need.
- Individual assessment that includes consideration of needs in relation to impairment, a diverse range of disabilities, and other protected characteristics including; age, cultural and religious background, gender and sexual orientation.
- On-going development of College staff.
- The overall College environment.
- Actively developing learners' self-awareness, self-esteem and confidence as a way of promoting positive behaviour and self-respect.
- Promoting the development of coping strategies such as problem solving and mediation.
- Developing social and emotional awareness and emotional resilience.

Hereward College Admissions Panel, in line with the Admissions Policy, carefully considers and assesses the needs of each individual learner against the environment of Hereward and the skills and expertise of the staff team.

Behaviour management within the College is based on the following principles:

- The frequency and consistency with which sanctions are applied are more important than the severity of the consequence.
- Inappropriate behaviour is often based upon low self-esteem and poor emotional regulation. Consequences which are punitive or too severe will decrease self-esteem. These combined factors will increase the likelihood that behaviour problems will re-occur.
- Small, manageable consequences can be applied with a high level of frequency and more consistency. This enables more frequent learning opportunities and more opportunities to successfully modify behaviours. Therefore, a high level of consistency is essential.
- Positive responses to positive behaviours are more powerful in changing behaviour and are the responsibility of **all** staff. This means that frequent positive feedback for positive behaviour is required, in order to maximise personal growth.

Staff response to physically aggressive behaviour is covered in the 'Use of Reasonable Force Policy'.

In the event of an incident, staff should:

- Assess the risk of the situation in front of them.
- Respond only according to their level of training and competence.
- It is recommended that staff do not intervene physically, wherever possible.
- Any intervention should be reasonable, proportionate to the situation and based on the need to prevent further harm to themselves or others.
- All incidents must be recorded on the College electronic system CPOMs.
- A detailed report must be completed and passed to the DSL within 24 hours of the incident occurring.
- On call / senior managers will be informed of this type of situation immediately and will co-ordinate the contact of parents and other relevant bodies, as appropriate.
- The DSL review will ensure that staff and learners are offered opportunities to discuss and review the incident.

Incidents are recorded by staff and reviewed by managers through the weekly Multi-Disciplinary team meeting and through the procedures detailed below.

2. Expectations

Hereward College has high expectations of behaviour and sets these out in a range of key documents, including the College values statement and the Learner Code of conduct.

Independence: Learners should follow instructions, take responsibility for themselves and arrive on time to sessions.

Respect: Learners must respect individual differences, care for College and other's property and demonstrate good manners.

Achievement: Learners must attend all timetabled sessions, commit to learning, participate and try.

Honesty: Learners should ask for help if needed tell the truth and tell people how they feel.

Excellence: Learners should strive to be the best they can be, wear appropriate clothing for College and follow the College policies and procedures.

3. Behaviour Management System

Framework

The following framework has been developed and used to support the management of behaviour with learners. The system has been incorporated into the learner support and disciplinary procedure to reflect the actions the college takes when responding to unacceptable learner behaviour. It is aimed at providing:

- a. A hierarchy of warnings and incident processes which deal with minor incidents and thereby prevent escalation.
- b. A framework within which everyone can operate thereby maximising consistency and therefore effectiveness.
- c. A system which is non-punitive and does not humiliate, but does give clear messages about what is acceptable and unacceptable behaviour.
- d. A structure to deal with Misconduct or Gross Misconduct, where behaviour has fallen below the expectations of the wider College community.
- e. A system which credits learners for positive behaviours.

Some learners do not always perform to the best of their ability and that this may manifest itself in poor attendance, punctuality, poor work completion rate and non-compliance with deadlines for coursework or assignments. Poor performance may result in the learner failing to achieve their learning goals which may in turn affect the progression opportunities open to them for their future aspirations. In these circumstances the College reserves the right to impose Flexible Supportive Strategies and/or learner performance sanctions upon those learners whose performance falls below the College's high expectations of its learners.

In any disciplinary situation where a learner has been threatened, bullied or intimidated, apart from any actions taken through this procedure, the College will provide additional support to enable the learner concerned to deal with their situation.

Code of Conduct and Learner Agreements

All learners are required to sign a Learner Agreement on enrolment with the College and any breach of this Agreement may be subject to consideration for disciplinary action. The main regulations and obligations of learners with respect to discipline are outlined below. Learners must:

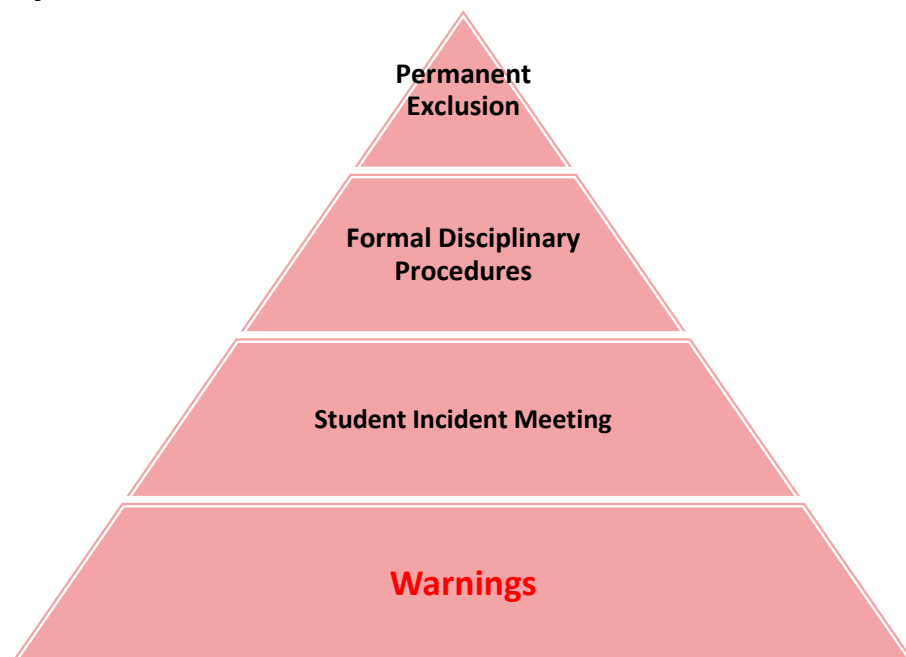
- Use College facilities and behave generally in a way which respects the needs and aspirations of others to learn, teach and live within the community of the College.
- Act at all times with due regard for their own safety and that of others.
- Respect the property of the College, and its staff, and of learners and visitors.
- Support staff and other learners in the maintenance of a clean and tidy environment throughout the College.
- Attend regularly and punctually and inform the relevant member of staff promptly if they are unable to attend a timetabled learning session.
- Comply with the College Code of Conduct and all College policies and procedures, including those pertaining to Safeguarding.

Credits and Warnings System

Credits Pyramid



Warnings Pyramid



The pyramids above provide detail on how appropriate behaviour is rewarded and the consequences for unacceptable behaviour.

Credits

All staff can reward learners by awarding credits for the demonstration of positive behaviour at any time.

Departments can also agree on behaviours that may earn credits in their particular work place, each residence, classroom etc.

Only one credit should be given at any one time by staff.

Credits are recorded on a paper Credit card held by the learner, they should be dated and signed for each entry. Completed Credit cards are collected and the following rewards issued.

Credits

Achievements are recognised in the following way:

10	Bronze certificate	and	Indigo voucher for £1
20	Silver certificate	and	Indigo voucher £2
40	Gold certificate	and	Indigo voucher £4
60	Letter of commendation from the Principal, a letter home and £10 shopping voucher		

Credits will be counted on a cumulative basis and Certificates will be awarded to learners on a termly basis.

An attendance certificate will be awarded to any learner who achieves an agreed high level of attendance throughout the year (generally 96% or above)

Disciplinary and Warning system

Stage 1: The Warning System

Any member of staff can issue a warning for behaviour they feel falls below College expectations.

Examples of behaviour and approach to learning which can lead to warnings:

- anti-social behaviour, including verbal
- persistent poor timekeeping
- inability to follow instructions/classroom rules/residential rules
- leaving site without permission
- damage to property
- bullying/threatening others

Any warning given must be entered on to the Incident Log on Databridge, with details of the behaviour and the consequence so that this can be monitored by the MD Team. If an incident is serious enough to warrant disciplinary action (see section 5), or if a learner has been given a total of five warnings, the learner will be expected to attend a Learner Incident meeting – see disciplinary policy and procedures.

These lists are not exhaustive and staff should use their common sense in the implementation of the warning system.

More serious incidents or repeated incidents of unacceptable behaviour will be dealt with through the Learner Disciplinary procedures.

Learner Concerns

If a learner, or group of learners, have a concern regarding the behaviour of other learners, they should report this immediately to staff. A learner concern/incident form (see Appendix 6) should be completed and passed to the relevant College manager.

Time out from College

It may be appropriate on some occasions to ask learners not to attend College following an incident (s). This can either be done as part of their behaviour support plan, or as a response to a specific incident(s). The purpose of this time out period is to allow a “cooling off” period and to give staff and learners time to reflect and plan. It may be that the ‘Fitness to Study Policy and Procedure’ is evoked at this stage.

Any time out period will usually last for one to two days (unless there are exceptional circumstances) and can only be agreed if a member of SLT agrees this is the right course of action. Any periods of time out will not be treated as part of the formal disciplinary process or as a suspension period.

4. Monitoring of Learner Incidents and Concerns

It is anticipated that the majority of incidents will be dealt with informally through discussion, in tutorials, weekly support meetings, Pathway meetings and by the use of the warning system.

Learner Incident Meeting

More serious incidents or repeated concerns will be dealt with through a learner incident meeting, which will normally take place within two days of the incident. This meeting will be chaired by an Operational manager, who is the most relevant to the incidents that have occurred. The meeting will discuss concerns/incidents with the learner, and are not part of the formal disciplinary process.

The meeting will also agree targets for improvement and set a timescale for a review of these targets.

If at the review stage, targets have been achieved, no further action will be required. If targets have not been achieved, further reviews may be held, or if concerns are serious enough, a learner may be referred on to the formal disciplinary procedures.

5. Stage 2 Disciplinary Policy and Procedures

General Principles

In the event that the learner fails to attend any disciplinary meeting or hearing, without good reason, the Chair of the meeting may decide that the hearing should proceed in the learner’s absence.

The College retains the right to vary any time limits set out in this procedure or to adjourn any hearing if circumstances require.

This procedure may also be varied if required as a reasonable adjustment for a particular learner's disability.

All correspondence, minutes of meetings and record of disciplinary penalties will be scanned onto the learner's programme folder.

6. Misconduct

The following are **examples** of misconduct which may result in disciplinary action being taken against learners:

- Any breach of the Learner Agreement.
- Any failure to follow the reasonable instructions of a member of staff.
- Verbal or physical abuse of learners, staff and/or governors of the College.
- Racial or sexual harassment, sexual misconduct or general indecent behaviour.
- Theft or illegal removal of College's or other persons' property, or damaging or defacing such property.
- Misconduct or dishonesty during examinations or assessments, plagiarism, forgery or fraud.
- Drunkenness, alcohol and drug use or possession or trafficking on College premises.
- Any bullying, harassment, intimidation, taunting, verbal abuse or the use of any violence or threat of violence towards any person, or behaviour which is offensive to those with learning and/or physical disabilities or impairments.
- Any behaviour which could bring the College into disrepute.
- Any act which may have an adverse effect on the work of the College or on other learners or staff.
- Cumulative breaches of College regulations of a more minor nature.

This list is not exhaustive and may include other incidents of misconduct deemed a threat to a learner's education or welfare, or to the proper functioning of the College.

7. Serious Misconduct

Any particularly grave cases of misconduct may be treated as serious misconduct. For example, any incident involving violence or threat of violence; any incident that is contrary to, or interferes with, the College's responsibility for safeguarding young people and adults at risk; deliberate or reckless damage to property; endangering the health or safety of themselves or others; any criminal activity that may affect the College or other learners; or any activity/incident which may bring the College into disrepute, are likely to be treated as incidents of serious misconduct.

Further misconduct by a learner who has already received a verbal warning, a written warning or a final written warning through a formal disciplinary process may also be treated as serious misconduct.

It must be emphasised that this is not an exhaustive list of the types of case which the College may treat as serious misconduct. Any bullying which takes place via social media will be considered as bullying and treated as such.

8. Criminal Offences

In cases (internal or external to the College) where the police have been involved, a learner may be suspended from College at the discretion of any Vice Principal, pending the outcome of any police investigation (please refer to section 10). The matter for which the learner has been arrested and its relevance to the College will be taken into account where consideration is given to suspension. The period of suspension may be extended until the conclusion of any legal proceedings and/or internal disciplinary proceedings, including any appeal.

Where alleged misconduct would also constitute a criminal offence, the College shall have the discretion to continue action under these procedures but such action may be deferred pending any police investigation or prosecution.

9. Penalties for Misconduct

A range of penalties are open to the College, such as a verbal warning, a written warning, a final written warning, financial penalty, recompense for damage caused or loss of privileges which are felt to be appropriate to misconduct proven.

In the case of serious misconduct, there is the possibility of a fixed term or permanent exclusion from the College. It is understood that exclusion is to be considered the ultimate sanction and only to be used in the most serious circumstances. Alternative sanctions will be fully considered before a decision to exclude is made.

10. Suspension Pending Disciplinary Action for Alleged Serious Misconduct

Suspension can be carried out by a Vice Principal, the Care and Independence Services Manager, a Curriculum Manager or the Manager of the SEDD department. The person, who suspends, in the event they are not a Vice Principal, must notify the onsite Vice Principal so that they are aware of the incident and can confirm the suspension.

A learner may be suspended with immediate effect where it is considered that the learner may have committed, or been party to, an incident of serious misconduct or where their continued presence on College grounds would pose a risk to themselves, other learners or staff. The learner will be informed verbally of the suspension, where practicable, and it will be confirmed in writing as soon as possible, providing details of the allegation made against the learner. The learner has the right to make a verbal representation to the Vice Principal before a decision to suspend is made, or in writing after the suspension has been made.

The learner will remain suspended until the conclusion of the disciplinary investigation and any appeal, unless the Vice Principal decides otherwise. The investigation will be undertaken as quickly as possible to minimise disruption to learning.

The person who suspends must:

- Ask the learner to write their account of the incident before leaving the premises, if possible, or to send it to the Vice Principal as soon as possible.
- Ask witnesses to write their accounts straight away.
- Check arrangements by which the learner will leave the premises / travel home.
- Ensure that the learner's parent / carer / guardian or other appropriate adult, are informed of the suspension and continue to liaise, as necessary.
- Arrange for a standard suspension letter to be sent to the learner and copied to other parties as referred to in Appendix 1.

Suspension should be regarded as a neutral step in which time the College will carry out an investigation into the circumstance of any allegation made. The period of suspension will not prejudice any subsequent disciplinary proceedings. The learner will be informed of the outcome of the investigation, in writing, **within fifteen (15) learner attendance days** of the date of suspension. This period may be extended and notification to the learner must be undertaken immediately.

11. Disciplinary Hearings

Any allegation of misconduct or serious misconduct which cannot be dealt with through the Behaviour management system or Learner Incident meeting, will be fully investigated irrespective of whether a learner has been suspended or not. The Vice Principal responsible will select an Investigating Officer, to conduct an investigation and collate the evidence, including witness statements. The Investigating Officer will be required to write a report, detailing the allegation(s), the evidence in support of and against the learner and make a recommendation as to whether there is a case to answer. The Investigating Officer must forward their report and evidence to Vice Principal **within a maximum of ten (10) learner attendance days** of the date the matter was referred for investigation (see Appendix 5).

If the Investigating Officer believes there is a case to answer, a Disciplinary hearing will be arranged and the learner concerned will be given at least **five (5) learner attendance days'** notice to attend (see Appendix 2).

This hearing is the learner's opportunity to put forward their version of events, their defence and /or any mitigating circumstances that they wish to be taken into account and must be treated as a **mandatory** part of the disciplinary process. The learner will be entitled to be accompanied at the hearing by a family member, friend or member of staff and will be allowed to call and question any witnesses.

The hearing will be chaired by a Vice Principal and the Investigating Officer will present the evidence relating to the allegation.

The learner will be informed in writing, **within three (3) learner attendance days** of the outcome of the hearing and any penalties imposed in accordance with section 9 of this document.

An action plan will be completed and a review date set to ensure behaviour expectations continue to be met. This action plan will be reviewed by the Vice Principal who conducted the original hearing and the key staff involved with the learner. Parents/key carers will be informed of the outcome of this review.

12. Appeal Against a Penalty Other than Exclusion

An appeal against a penalty other than exclusion should be made in writing to the Principal within **five (5) learner attendance days** of notification of the decision. The appeal will be allocated to another Vice Principal who has had no previous dealings with the disciplinary matter and who will review the disciplinary file. A rehearing will not normally be granted unless the Vice Principal believes there to be a defect in the procedure.

The learner will be informed of the Vice Principal's decision in writing, within **three (3) learner attendance days** of acknowledgement by the College of the appeal. The Vice Principal shall have the power to confirm, annul or vary the outcome of the original disciplinary hearing but not to increase the penalty.

13. Appeal Against Exclusion

An appeal against a fixed term or permanent exclusion must be addressed to the Principal within **five (5) learner attendance days** of receipt of notification of the decision to exclude. A panel will be convened, within ten **(10) learner attendance days**, in agreement with both parties, comprised of the Principal, a Vice Principal (but not the Vice Principal who originally heard the case) and a College manager to review the case by holding a hearing which the learner is entitled to attend. This will not normally be a full rehearing unless the panel decides this is necessary.

The learner will be entitled to be accompanied at the appeal by a family member, friend or member of staff.

The excluded learner (or their advocate) will be asked to explain why he/she believes the disciplinary decision was wrong.

The Vice Principal whose decision is the subject of the appeal will then explain to the panel the basis on which the decision to exclude was reached.

The panel will then ask any party any questions relevant to the appeal.

The panel will inform the learner of their decision in writing **within five (5) learner attendance days**.

14. Data Protection

Hereward College undertakes that all information obtained directly from the subject of the disciplinary proceedings and from all third parties shall be treated in the strictest of confidence and will be used solely for the purposes of the disciplinary proceedings. Any disclosure of personal information shall be made only to those persons directly involved with the disciplinary proceedings.

Appendix 1

RECORDED DELIVERY, 1st CLASS

Name
Address

Dear

Suspension from College, (date)

I write to confirm that you are suspended from College with immediate effect, owing to an allegation of **(allegation)** made against you. The allegation refers to an incident which occurred on **(date of incident)**.

You are therefore suspended until further notice, during which time an investigation will be conducted into the incident by a nominated Investigating Officer and a report will be made to me. I will write to you again to notify you of the outcome of that investigation in accordance with the terms of the Behaviour and Learner Disciplinary Procedure.

Before you left the College premises you may have been asked to prepare an account detailing your version of events. If this did not take place, please forward your account to (name of Vice Principal) as soon as possible.

During this period of suspension you are not allowed on College premises, College transport or at any College events without my express permission. However, I have agreed that you can continue course work at home and you should contact your tutor, **(tutor's name)**, on the telephone number below.

A copy of the Behaviour and Learner Disciplinary Procedure is enclosed, which you are recommended to read carefully.

Yours sincerely

Vice Principal

cc: Principal
Progress Coach

Appendix 2

RECORDED DELIVERY, 1st CLASS

Name
Address

Dear

Disciplinary Hearing with Vice Principal

Further to the allegation of **(details of allegation)** on **(date)**, **(which resulted in your suspension from College)**, I write to confirm that an investigation has taken place and you are now invited to attend a meeting with the Vice Principal so that you may put forward your version of events and offer mitigating circumstances.

The details of the allegation are..... for your information.

The meeting will be with **(Vice Principal)** on **(day, date and time)** at **(location)** and you are entitled to be accompanied or represented at that meeting by a family member, friend or member of staff. Please let me know before the meeting if you will be accompanied by anyone and if you wish to call any witnesses to the meeting.

You must report to Reception on arrival and ask for the Vice Principal named above.

Until such time as this meeting takes place, you remain suspended and excluded from all College premises, College transport and College events, unless you have previously obtained my express permission.

Yours sincerely

Vice Principal

cc: Principal

Appendix 3

RECORDED DELIVERY, 1st CLASS

Name
Address

Dear

Disciplinary Hearing Outcome, (date)
Allegation of (allegation)

Further to our meeting on **(date)**, I have found that the penalty of **(fixed/permanent exclusion/final warning/verbal warning/other)** is the appropriate penalty to be applied in all the circumstances. This decision has been taken for the following reasons:

(insert brief reasons for this decision)

I have attached the action plan and review dates agreed at the disciplinary hearing.

You have the right of appeal against this exclusion and details of how to go about this are provided in the Behaviour and Disciplinary Policy, which is attached for your information.

If you choose to appeal against this penalty, you should address your appeal to the Principal within five learner attendance days of receipt of this letter.

Yours sincerely

Vice Principal

cc: Principal

Appendix 4

RECORDED DELIVERY, 1st CLASS

Name
Address

Dear

Appeal Against Exclusion

Following your decision to commence an appeal against your exclusion from the College, you are required to attend an appeal review at which time a specially selected panel will hear your representations, along with those of the Vice Principal concerned.

The appeal hearing will take place on **(day, date, time)** at **(location)**.

Please find enclosed a copy of the Behaviour and Disciplinary Procedure in which you will find full details of the appeal procedure.

Yours sincerely

Principal & Chief Executive

cc: Vice Principal

Investigating Officer's Report

Report Created on: (date)

Report Created by: (name)

Learner Name: (name)

Date of Birth: (d.o.b)

Age at start of course: age in years

Allegation(s)

Insert details here

Circumstances Surrounding the Allegation(s)

Insert details here.

Documentary Evidence Submitted

Insert details here

Additional Relevant Information Concerning the Learner(s) or Allegation(s)

Insert details here

Details of witnesses interviewed

Insert details here

Obligations of Learners

Please tick relevant box(es) to the obligation(s) you believe the learner has breached.

- use College facilities and behave generally in a way which respects the needs and aspirations of others to learn, teach and live within the community of the College;
- act at all times with due regard for their own safety and that of others;
- respect the property of the College and its staff and of other learners and visitors;
- support staff and other learners in the maintenance of a clean and tidy environment throughout the College;
- attend lectures regularly and punctually and inform the relevant member of staff promptly if they are unable to attend a timetabled learning session;
- comply with other rules of conduct

Misconduct

Please tick the relevant box(es) to the misconduct(s) you believe the learner has displayed.

- any breach of the learner's obligations – see above;
- any failure to follow the reasonable instructions of a member of staff;

- verbal or physical abuse of learners, staff and governors of the College;
- racial or sexual harassment, sexual misconduct or general indecent behaviour;
- theft of or illegal removal of College or other persons' property, or damaging or defacing such property;
- misconduct or dishonesty during examinations or assessments or plagiarism, forgery or fraud;
- drunkenness, alcohol and drug possession or trafficking on College premises;
- any bullying, harassment, intimidation, taunting, verbal abuse or the use of any violence or threat of violence towards any person, or behaviour which is offensive to those with learning and/or physical disabilities or impediments;
- any behaviour which could bring the College into disrepute;
- any act which may have an adverse effect on the work of the College or on other learners or staff;
- cumulative breaches of College regulations of a more minor nature.
- other (please describe)

Serious Misconduct

Please tick the box if you believe serious misconduct has been committed.

- Any particularly grave case of misconduct may be treated as serious misconduct. For example, any misconduct involving violence or threat of violence, deliberate damage to property, endangering the health or safety of others, or any criminal activities affecting the College or other learners, or which could bring the College into disrepute are likely to be treated as serious misconduct (please describe).

Conclusion

Insert details here.

Please ensure that all documents are dated and signed by the person recording the information and, if applicable, the learner.

Signed by Investigating Officer

Print name

Job Title

Date

Learner Concern/Incident Form

Date	
Please explain what happened in as much detail as you can. Write down what you saw, or know, not what you think.	
Was anyone else there and saw what happened? Please give their names.	
Have any staff been informed already, or done anything? What have you done about this so far?	
What is your view, or your ideas, on what should happen next?	
Signed by (Learner or group reporting)	
Sent to (Please add which manager you have given this form to)	

Disciplinary/Incident Meeting Action Plan



Date:

<u>Present</u>	
<u>Summary</u>	

ACTION	BY WHOM	BY WHEN	COMPLETED

<p><u>Review date and notes</u></p>
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Initial Equality Impact Assessment Screening

Name of policy or service	Behaviour Management and Disciplinary Policy and Procedures
Author of impact assessment (name and job title)	Steph Kendrick Manager SEDD
Date impact assessment completed	
Is this a new or reviewed policy or service?	<p>New policy/service <input type="checkbox"/></p> <p>Date of policy/service</p> <p>Reviewed policy/service <input checked="" type="checkbox"/></p> <p>Date of review October 2017</p>

Briefly describe the aims and purpose of the policy	To state the college's policy on behaviour management and the disciplinary procedures to be followed
Who is intended to benefit from this policy and in what way?	The policy is intended to benefit all learners by promoting positive behaviour and setting our clear guidelines for expectations and consequences of how the College will respond to behaviour challenges
What could contribute or detract from achieving the aims and purpose of the policy?	Staff will need to apply the policy in a consistent way to avoid learners being treated unfairly
What evidence or data has been collected and used to determine the impact on equality groups. Have any data gaps been identified.	Data on incidents is considered on a termly basis to monitor the behaviour and impact on equality groups. Steps are also been taken to create the capability to report on warnings given so this will used as a further measure

		Comments / Evidence
Has consultation on this policy indicated any possible concerns or issues in relation to equality, diversity and inclusion?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Many of the proposed changes to this policy have recommended by learners and staff alike through consultation and are intended to introduce a clearer and fairer system for all
Is there an opportunity to promote equality of opportunity by this policy?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	There is an opportunity to use this policy to promote consistent responses to behaviour and to use the policy to challenge behaviour such as bullying and discrimination if they arise

Potential impact on grounds of:

Race	Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> No impact <input type="checkbox"/>	
Disability	Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> No impact <input type="checkbox"/>	
Gender	Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> No impact <input type="checkbox"/>	
Gender reassignment/identity	Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> No impact <input type="checkbox"/>	
Age	Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> No impact <input type="checkbox"/>	
Sexual orientation	Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> No impact <input type="checkbox"/>	
Religion or belief	Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> No impact <input type="checkbox"/>	

		Comments / Evidence
Marriage and civil partnerships	Positive <input type="checkbox"/> Negative <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	
Pregnancy and maternity	Positive <input type="checkbox"/> Negative <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	

If any potential negative impacts of this policy or service have been identified then a full equality impact assessment form should be completed.