



## Disciplinary Policy

### Overview

Outlining the changes to, and reasons for making changes to, the Discipline Policy that the Union has.

### Background

With the start of term, we have begun to receive incident reports detailing behaviour from some of our members that require disciplinary action. In looking at those incidents, we have discovered that our Disciplinary Policy is out of date and needs revising in order to make sense.

The current and suggested policies are attached to this document. Whilst the changes are highlighted on the new policy, it is important that I detail here the thinking behind each change and why I feel the new policy improves the current policy.

### Changes

- 1.6, 1.7 and 1.8 – minor changes to the wording to more realistically reflect what we do and have
- 1.12 – change to put the language into plain English and clarify rules
- Whole of section 2 – this is quite a large change to two sections of the old policy. The reasoning here was to again make clear who actually has responsibility for implementing discipline, as well as streamlining the process to take into account the testimony of the student under investigation and more clearly outline the grounds on which someone can appeal
- 3.1 – a simple change to say that the Union Councillors will be appointed by the Council
- 3.4 – an addition in case of the (likely) scenario that all of the Sabbaticals have some conflict of interest. On a larger campus, this would be less of a problem, but here where most people tend to know each other, it's good to have the extra clause
- 3.6 – a small addition aimed at speeding up the process
- Removed between 3.10 and 3.11 – the section about non-appearance and rearrangement is negated by the addition in 3.6
- 4.3 – a small addition to make sure there is no bias on the appeals panel
- 4.6 – the same as 3.6
- Removed between 4.10 and 4.11 – as with removed between 3.10 and 3.11
- 4.13 – a change to reflect the changes in the right to appeal
- 4.15 – clarifying what rights the appeal panel has regarding decision making
- 5.1 – we now refer items to the Dean of Learning Development due to a change in the university structure



Paper number:

- Removal of the whole of the old Section 8: Use of Bans – we felt that this section was limiting for those delivering punishments and that there are times when behaviour in the bar might have an impact on a persons ability to play sport for example (or vice versa). This is covered in the new page 7 – Suggested Guidelines
- The Suggested Guidelines have also been altered to allow flexibility and provide clarity. The main change is that they are suggested and therefore at the discretion of the disciplinary body

### **Proposal**

- That Council accepts the changes to this document
- That the new Discipline Policy is published on the website

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