




# Quality System

## Procedure Number

BAC-SS-01

## Procedure Title

Student Behaviour and Disciplinary

|                                                                                                    |                                                                                                    |                                                                                                                         |
|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| Written by:<br> | Checked by:<br> | Equality Impact<br>Assessed by:<br> |
| Author: Claire Smith                                                                               | Manager: Shaun Hope                                                                                | Assessor: Claire Smith                                                                                                  |

## Index

|                              | <b>Page</b> |
|------------------------------|-------------|
| 1.0 Purpose                  | 3           |
| 2.0 Scope                    | 3           |
| 3.0 References               | 3           |
| 4.0 Definitions              | 3           |
| 5.0 Procedure                | 3 - 10      |
| 6.0 Documentation            | 11          |
| 7.0 Quality Records Schedule | 12 - 16     |
| 8.0 Appendix                 | 17 - 19     |

|                                                                                                                                                                                                                                                                                                              | Responsibility |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <b>1.0 Purpose</b>                                                                                                                                                                                                                                                                                           |                |
| 1.1 The purpose of the Student Behaviour and Disciplinary Procedure is to ensure that good standards of behaviour are upheld. Formal disciplinary action is undertaken when all other supportive mechanisms have been exhausted or when an offence is serious enough to necessitate immediate formal action. |                |
| 1.2 To describe the steps to be followed in the event of a student being involved in an incident of unacceptable behaviour (ref 3.1 and appendix 1) or recognised unauthorised absence.                                                                                                                      |                |
| <b>2.0 Scope</b>                                                                                                                                                                                                                                                                                             |                |
| 2.1 All students on programmes directly provided by Bishop Auckland College.<br><br><i>Note: Those students who are pre-16 and not on a full time programme will be referred to their relevant School so that the School's Disciplinary Procedure can be followed</i>                                        |                |
| 2.2 As this procedure involves processing personal data, data protection regulations will be adhered to. Please refer to the General Data Protection Regulation Policy (ref: POL-DP-01) for further information.                                                                                             |                |
| 2.3 All paperwork relating to any investigation/appeal must be passed to Student Services for filing. For data protection reasons, please do not keep any copies of the paperwork relating to the investigation/appeal.                                                                                      |                |
| <b>3.0 References</b>                                                                                                                                                                                                                                                                                        |                |
| 3.1 Student Handbook                                                                                                                                                                                                                                                                                         |                |
| 3.2 Student Code of Conduct                                                                                                                                                                                                                                                                                  |                |
| 3.3 Duty Manager's Handbook (Q-DM-02)                                                                                                                                                                                                                                                                        |                |
| 3.4 Guidelines for Completing a Quality Records Schedule (Q-QR-01)                                                                                                                                                                                                                                           |                |
| 3.5 General Data Protection Regulation Policy (POL-DP-01)                                                                                                                                                                                                                                                    |                |
| 3.6 Terms and Conditions – Learning Agreement.<br><a href="https://bacoll.ac.uk/Documents/2024/2/Learning-Agreement.pdf">https://bacoll.ac.uk/Documents/2024/2/Learning-Agreement.pdf</a>                                                                                                                    |                |
| <b>4.0 Definitions</b>                                                                                                                                                                                                                                                                                       |                |
| 4.1 Advocate: to represent/support the student. The advocate may be a peer, support worker or counsellor                                                                                                                                                                                                     |                |
| 4.2 Designate: Duty Manager or other College Manager as appropriate                                                                                                                                                                                                                                          |                |
| 4.3 Appendix 1 – Student Code of Conduct<br>Appendix 2 – Recommended Action Guidelines                                                                                                                                                                                                                       |                |
| <b>5 Procedure to deal with unacceptable behaviour</b>                                                                                                                                                                                                                                                       |                |
| 5.1 REPORTING AN INCIDENT/UNACCEPTABLE BEHAVIOUR/<br>UNAUTHORISED ABSENCE                                                                                                                                                                                                                                    |                |

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| <p>5.1.1 Any member of staff witnessing or informed of an incident of unacceptable behaviour or recognising unauthorised absence will identify the student(s) from their College Card, if possible, and collect a Student Disciplinary Report Form (SS-SD-01) from Student Services.</p> <p><b>Note:</b> <i>The Duty Manager in conjunction with one other College Manager has authority to suspend the student(s) concerned if necessary (ref 5.5.2).</i></p> | <p>Member(s) of staff</p> <p>Duty Manager</p>            |
| <p>5.1.2 Student Services Staff will log the issue of the Student Disciplinary Report Form (SS-SD-01) on the Disciplinary Report Form Log (SS-SD-25)</p> <p><b>Note:</b> <i>Copies of all correspondence will be retained in the Student File within the Student Services and recorded on the Disciplinary Record Sheet (SS-SD-26)</i></p>                                                                                                                     | <p>Student Services Staff</p>                            |
| <p>5.1.3 The member of staff must return the Student Disciplinary Report Form (SS-SD-01) to Student Services. Those forms requiring no further action should be returned to Student Services detailing the reasons why no action has been taken within one working day.</p>                                                                                                                                                                                    | <p>Staff</p>                                             |
| <p>5.1.4 Where necessary Student Services will forward the Student Disciplinary Report Form to the relevant Head of School.</p>                                                                                                                                                                                                                                                                                                                                | <p>Student Services Staff</p>                            |
| <p>5.1.5 The Head of School will consider the Report and using the Recommended Action Guidelines (appendix 2) determine the appropriate action to be taken ie the issue of an oral or written warning (5.2/5.3).</p>                                                                                                                                                                                                                                           | <p>Head of School</p>                                    |
| <p>5.1.6 The disciplinary process can be implemented at any level eg oral, written, suspension dependent upon the level of severity of the incident.</p>                                                                                                                                                                                                                                                                                                       |                                                          |
| <p>5.2 ORAL WARNING</p>                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                          |
| <p>5.2.1 The Personal Tutor/ Head of School /Designate will issue an oral warning and explain to the student that this will be recorded.</p>                                                                                                                                                                                                                                                                                                                   | <p>Personal Tutor/<br/>Head of School/<br/>Designate</p> |
| <p>5.2.2 The Personal Tutor/ Head of School /Designate will record the issue of Oral Warning on the Student Disciplinary Report Form (SS-SD-01) and where possible obtain the student signature on the reverse of the Form. The Student Disciplinary Report Form (SS-SD-01) will be returned to Student Services within seven working days.</p>                                                                                                                | <p>Personal Tutor/<br/>Head of School/<br/>Designate</p> |
| <p>5.2.3 Student Services will record the Oral Warning on eTrackr.</p>                                                                                                                                                                                                                                                                                                                                                                                         | <p>Student Services Staff</p>                            |
| <p>5.2.4 Where three oral warnings have already been issued to a student the fourth oral warning will automatically become a written warning, follow procedure 5.3.2 – 5.3.4, unless the Head of School/Designate decides that no further action should be taken.</p>                                                                                                                                                                                          | <p>Personal Tutor/<br/>Head of School/<br/>Designate</p> |

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| 5.3   | WRITTEN WARNING                                                                                                                                                                                                                                                                                                         |                                                         |
| 5.3.1 | The Head of School will consider the Report and using the Guidelines (appendix 2) determine the appropriate action to be taken i.e. the issue of a written warning.                                                                                                                                                     | Head of School                                          |
| 5.3.2 | The Head of School /Designate will interview the student (wherever possible) and inform the student that a written warning will be sent to him/her and a copy to his/her parent/carer as appropriate and where possible obtain the student signature on the reverse of the Student Disciplinary Report Form (SS-SD-01). | Head of School/<br>Designate                            |
|       | <b>Note:</b> <i>Only parents/carers of students under 18 years of age will be notified.</i>                                                                                                                                                                                                                             |                                                         |
| 5.3.3 | The Head of School /Designate will authorise the Student Disciplinary Report(s) (SS-SD-01) and return the forms(s) to Student Services within seven working days.                                                                                                                                                       | Head of School/<br>Designate                            |
| 5.3.4 | The written warning (ref SS-SD-05) will be sent to the student and a copy to parent/carer within three working days, as appropriate.                                                                                                                                                                                    | Student Services<br>Staff                               |
| 5.3.5 | Student Services will record the written warning on eTrackr.                                                                                                                                                                                                                                                            | Student Services<br>Staff                               |
| 5.3.6 | Where three written warnings have already been issued to a student the fourth written warning will automatically become a suspension, follow procedure 5.5.1 – 5.5.10, unless the Head of School/Designate decides that no further action should be taken.                                                              | Head of School/<br>Designate                            |
| 5.4   | APPEALS AGAINST ORAL AND WRITTEN WARNINGS                                                                                                                                                                                                                                                                               |                                                         |
| 5.4.1 | If a student wishes to appeal, s/he will contact Student Services within seven working days to arrange a meeting with the Head of School /Designate.                                                                                                                                                                    | Student/<br>Student Services Staff                      |
| 5.4.2 | A convenient date and time will be arranged with the Head of School /Designate. The date, time and venue will be confirmed on Outlook Calendar. The student and parent/carer as appropriate will be informed of the date, time and venue of the meeting.                                                                | Student Services Staff                                  |
| 5.4.3 | A meeting will be held with the student (and parent/carer(s)/advocate if appropriate) within fourteen working days. A member of Student Services will be present to take notes of the meeting.                                                                                                                          | Head of School/<br>Designate/<br>Student Services Staff |
| 5.4.4 | Following enquiries the Head of School /Designate will advise Student Services of her/his decision within one working day which will be recorded on the Disciplinary Report Form (SS/SD/01) to either:                                                                                                                  | Head of School/<br>Designate/<br>Student Services Staff |
|       | a) uphold the warning or                                                                                                                                                                                                                                                                                                |                                                         |
|       | b) remove record of the warning                                                                                                                                                                                                                                                                                         |                                                         |
|       | c) remove record of written warning but record an oral warning.                                                                                                                                                                                                                                                         |                                                         |
| 5.4.5 | The student and parent/carer as appropriate will be informed of the decision by letter (SS-SD-10) within three working days of the receipt of the outcome.                                                                                                                                                              | Student Services Staff                                  |

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| 5.5    | SUSPENSION                                                                                                                                                                                                                                                                                                                                                  |                                                                      |
| 5.5.1  | Any member of staff witnessing/becoming aware of unacceptable behaviour which warrants suspension using the Guidelines (appendix 1), will identify the student(s) concerned, using their College Card(s), if possible, and inform the relevant Head of School/Designate or Duty Manager.                                                                    | Member of Staff                                                      |
| 5.5.2  | The Head of School/Designate or Duty Manager will report to Student Services and request for Student Services to arrange for a <b>Suspension Panel</b> to meet and discuss the suspension. The Suspension Panel will meet within one day and consist of two Managers.                                                                                       | Head of School /<br>Designate/Duty Manager<br>Student Services Staff |
| 5.5.3  | Student Services Staff will log the issue of the Student Disciplinary Report Form (SS-SD-01) on the Issue Log (SS-SD-25)                                                                                                                                                                                                                                    | Student Services Staff                                               |
| 5.5.4  | Following discussions the Suspension Panel will complete and authorise the Student Disciplinary Report Form (SS-SD-01) and advise Student Services within one day of their decision to either: <ul style="list-style-type: none"> <li>a) take alternative disciplinary action</li> <li>b) take no further action</li> <li>c) suspend the student</li> </ul> | Suspension Panel/<br>Student Services Staff                          |
| 5.5.5  | In the case of 5.5.4(a) the Suspension Panel will notify Student Services of their decision to take alternative action and follow the procedure for either an Oral Warning (5.2) or a Written Warning (5.3).                                                                                                                                                | Suspension Panel                                                     |
| 5.5.6  | In the case of 5.5.4(b) the Suspension Panel will notify Student Services of their decision to take no further action.                                                                                                                                                                                                                                      | Suspension Panel                                                     |
| 5.5.7  | In the case of 5.5.4(c) a letter (SS-SD-12) will be sent to the student and a copy to his/her parent/carer (as appropriate) within one working day confirming the suspension and asking the student to contact Student Services within seven working days to arrange a meeting with the Head of School/Designate.                                           | Head of School /<br>Designate via Student<br>Services Staff          |
| 5.5.8  | Student Services will flag the student's record on the ProSolution system                                                                                                                                                                                                                                                                                   | Student Services Staff                                               |
| 5.5.9  | Student Services will record the suspension on eTrackr.                                                                                                                                                                                                                                                                                                     | Student Services Staff                                               |
| 5.5.10 | An e-mail will be forwarded to the Head of School, Student Services, Estates, Learning Zone, Finance, IT Services, SENCO and Registry Staff informing them of the student's suspension.                                                                                                                                                                     | Student Services Staff                                               |
| 5.5.11 | If the student/parent/carer contacts Student Services to arrange a meeting, a convenient date and time will be arranged and confirmed on Outlook Calendar with the Head of School /Designate and one other Manager within fourteen working days.                                                                                                            | Student Services Staff                                               |
| 5.5.12 | The student, parent/carer if appropriate will be informed of the date, time and venue of the meeting.                                                                                                                                                                                                                                                       | Student Services Staff                                               |
| 5.5.13 | A meeting will be held with the student (and parent/carer/advocate if appropriate). A member of Student Services will be present to take notes of the meeting.                                                                                                                                                                                              | Head of School /<br>Designate and Student<br>Services Staff          |

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| <p>5.5.14 After consideration of the evidence the two Managers will advise Student Services of their decision within three working days;</p> <p>a) lift the suspension<br/>b) lift the suspension and impose a Behaviour Support Contract (SS-SD-07) or<br/>c) recommend exclusion</p>                                                                                   | <p>Managers<br/>Student Services Staff</p>                                                            |
| <p>5.5.15 In the case of 5.5.14 (a) letter (SS-SD-15) will be sent to the student and a copy to parent/carer, as appropriate within three working days</p>                                                                                                                                                                                                               | <p>Managers/<br/>Designate via Student<br/>Services Staff<br/>Student Services Staff</p>              |
| <p>5.5.16 In the case of 5.5.14 (b) a Behaviour Support Contract (SS-SD-07) will be prepared for the student (and where appropriate copied to the parent/carer) by Student Services in conjunction with the Managers within three working days of the meeting. The letter (SS-SD-16) and two copies of the Behaviour Support Contract will be issued to the student.</p> | <p>Managers/<br/>Designate via Student<br/>Services Staff<br/>Student Services Staff</p>              |
| <p>5.5.17 The student will sign and return one copy of the Behaviour Support Contract to Student Services on their first day back in College or within seven working days.</p>                                                                                                                                                                                           | <p>Student</p>                                                                                        |
| <p>5.5.18 The copy of the Behaviour Support Contract will be filed in Student Services.</p>                                                                                                                                                                                                                                                                              | <p>Student Services Staff</p>                                                                         |
| <p>5.5.19 In the case of 5.5.14 (a/b) an e-mail will be sent to the Head of School, Student Services, Estates, Learning Zone, Finance, IT Services, SENCO and Registry Staff informing them of the lifting of suspension.</p>                                                                                                                                            | <p>Student Services Staff</p>                                                                         |
| <p>5.5.20 Where necessary Student Services will remove the flag from the student's record on the ProSolution system.</p>                                                                                                                                                                                                                                                 | <p>Student Services Staff</p>                                                                         |
| <p>5.5.21 Student Services will update eTrackr accordingly.</p>                                                                                                                                                                                                                                                                                                          | <p>Student Services Staff</p>                                                                         |
| <p>5.5.22 In the case of 5.5.14 (c) Student Services will arrange for an <b>Exclusion Panel</b> to meet and discuss the exclusion within one working day. The Exclusion Panel will consist of two Managers and a member of Directorate.</p>                                                                                                                              | <p>Student Services Staff/<br/>Exclusion Panel</p>                                                    |
| <p>5.5.23 Following discussions the Exclusion Panel will advise Student Services of their decision within one working day to either:</p> <p>a) exclude the student<br/>b) lift the suspension and impose a Behaviour Support Contract (ref SS-SD-07)</p>                                                                                                                 | <p>Exclusion Panel/ Student<br/>Services Staff</p> <p>Exclusion Panel/ Student<br/>Services Staff</p> |
| <p>5.5.24 In the case of 5.5.23 (a) the letter 'Notification of Exclusion' (SS-SD-19) is sent to student and parent/carer as appropriate, within one working day and informs the student of his/her right to appeal.</p>                                                                                                                                                 | <p>Student Services Staff</p>                                                                         |
| <p>5.5.25 In the case of 5.5.23 (a) an e-mail will be forwarded to the Head of School, Student Services, Estates, Learning Zone, Finance, IT Services, SENCO and Registry Staff informing them of the exclusion.</p>                                                                                                                                                     | <p>Student Services Staff</p>                                                                         |
| <p>5.5.26 Student Services will update eTrackr accordingly</p>                                                                                                                                                                                                                                                                                                           | <p>Student Services Staff</p>                                                                         |
| <p>5.5.27 In the case of 5.5.23 (b) follow procedure from 5.5.16 – 5.5.21</p>                                                                                                                                                                                                                                                                                            | <p>Student Services Staff</p>                                                                         |

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| 5.6    | BREAKING OF BEHAVIOUR SUPPORT CONTRACT ISSUED AFTER SUSPENSION                                                                                                                                                                                                                                                                                                        |                                                       |
| 5.6.1  | Any member of staff witnessing/becoming aware of unacceptable behaviour which warrants suspension using the Guidelines (appendix 1), will identify the student(s) concerned, using their College Card(s), if possible and inform the Head of School/Designate or Duty Manager                                                                                         | Member(s) of staff                                    |
| 5.6.2  | Where a student has been suspended previously another suspension can be invoked, follow procedure from 5.5.4 (c). Where a student has already been suspended twice previously follow procedure from 5.6.3                                                                                                                                                             | Head of School / Designate or Duty Manager            |
| 5.6.3  | Student Services will log and issue the Disciplinary Report Form (SS-SD-01) on (SS-SD-25) and arrange for this to be completed within one working day.                                                                                                                                                                                                                | Student Services Staff                                |
| 5.6.4  | The Head of School/Designate or Duty Manager will report to Student Services and request Student Services to arrange for an Exclusion Panel to meet and discuss the exclusion. The Exclusion Panel will meet within one working day and consist of two Managers and a member of the Directorate.                                                                      | Head of School / Designate or Duty Manager            |
| 5.6.4  | Following discussions the Exclusion Panel will complete and authorise the Student Disciplinary Report Form and advise Student Services of their decision within one working day to either: <ul style="list-style-type: none"> <li>a) exclude the student</li> <li>b) suspend the student pending further investigations</li> <li>c) take no further action</li> </ul> | Exclusion Panel                                       |
| 5.6.5  | In the case of 5.6.4(a) the student will be excluded and informed of the reasons for and the meaning of the exclusion within one working day.                                                                                                                                                                                                                         | Exclusion Panel                                       |
| 5.6.6  | A letter (SS-SD-19) will be sent to the student and a copy to his/her parent/carer (as appropriate) and a copy forwarded to the Principal/Chief Executive confirming the exclusion and the appeals procedure. The letter will be sent within one working day.                                                                                                         | Head of School / Designate via Student Services Staff |
| 5.6.7  | An e-mail will be forwarded to the Head of School, Student Services, Estates, Learning Zone, Finance, IT Services, SENCO and Registry Staff informing them of the exclusion.                                                                                                                                                                                          | Student Services Staff                                |
| 5.6.8  | Student Services will flag the student's record on the ProSolution system                                                                                                                                                                                                                                                                                             | Student Services Staff                                |
| 5.6.9  | Student Services will update eTrackr accordingly.                                                                                                                                                                                                                                                                                                                     | Student Services Staff                                |
| 5.6.10 | In the case of 5.6.4(b) the student will be informed of the suspension pending investigation.                                                                                                                                                                                                                                                                         |                                                       |
| 5.6.11 | Follow procedure from 5.5.7 – 5.5.13                                                                                                                                                                                                                                                                                                                                  |                                                       |



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| 5.7   | APPEALS AGAINST EXCLUSION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                   |
| 5.7.1 | If the student wishes to appeal, s/he will send the grounds for their appeal with supporting evidence to the Pastoral & Welfare Manager in writing within fourteen days of receipt of 'Notification of Exclusion'.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Student                                           |
| 5.7.2 | The intention to appeal against the decision to exclude will be acknowledged by Student Services within three working days of receipt of the student's request to appeal using letter (SS-SD-21).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Student Services Staff                            |
| 5.7.3 | An Exclusion Review Committee will be convened by Student Services within seven working days following date of receipt of the student's request to appeal. This will allow all those staff connected with the student to discuss the lifting or upholding of the exclusion.                                                                                                                                                                                                                                                                                                                                                                                                                                  | Student Services Staff/<br>Chair of the Committee |
| 5.7.4 | The Exclusion Review Committee will make a recommendation to either lift or uphold the exclusion. This recommendation and the minutes of the meeting will be recorded by a member of Student Services.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Student Services Staff/<br>Chair of the Committee |
| 5.7.5 | <p>The Exclusion Appeals Committee will be convened within three working weeks of receipt of the student's request to appeal. This timescale maybe extended to allow time to gather any extra information which may be required by the Committee. The Committee will consist of:</p> <ul style="list-style-type: none"> <li>- Principal/Chief Executive or Designate, will chair the meeting</li> <li>- A Staff member from a different learning area</li> <li>- A student from a different learning area</li> <li>- A member of Student Services/Designate, to record the minutes of the hearing</li> </ul> <p>The members of the committee will have no previous affiliation to the student concerned.</p> | Student Services Staff                            |
| 5.7.6 | Student Services will ensure that all paperwork relating to the disciplinary of the student, any relevant paperwork from the Curriculum, minutes of the Exclusion Review Committee's meeting (ref 5.7.4) together with the written appeal provided by the excluded student are presented to the Exclusion Appeals Committee.                                                                                                                                                                                                                                                                                                                                                                                 | Student Services Staff                            |
| 5.7.7 | <p>The Exclusion Appeals Committee will consider all documentation provided and will either</p> <ul style="list-style-type: none"> <li>a) Endorse the exclusion or</li> <li>b) Request the Head of School /Designate to lift the exclusion and impose a Behaviour Improvement Contract</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                            | Chair of the Exclusion<br>Appeals Committee       |
| 5.7.8 | The memo (SS-SD-23) conveying the decision of the Exclusion Appeals Committee will be sent to Student Services within three working days.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Chair of the Exclusion<br>Appeals Committee       |

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| <p>5.7.9 In the case of 5.7.7 (a) the letter (SS-SD-24) will be sent to the student informing them of the Exclusion Appeals Committee's decision to uphold the exclusion.</p> <p>If the student is attending an ESFA funded course, the letter will provide details of how to contact the ESFA Complaints Team if the student is dissatisfied with the outcome of their appeal.</p> <p>If the student is attending an Open University course, the letter will provide details of how to access The Open University's Complaint Procedure if the student is dissatisfied with the outcome of their appeal.</p> <p>If the student is attending a Higher Education course, Model OIA Completion of Procedures Letter (Q-CC-18) will be included. This letter informs the complainant that they can contact the OIA within 12 months of receiving the Completion of Procedures Letter, and gives details of how to do this, if the student is dissatisfied with the outcome of their appeal.</p> <p>The letter will be sent within three working days of receiving the decision memo.</p> | <p>Student Services Staff</p>                                        |
| <p>5.7.10 In the case of 5.7.7 (b) a Behaviour Support Contract (SS-SD-07) will be prepared for the student (and where appropriate copied to the parent/carer) by the Head of School /Designate within three working days of the hearing. The Behaviour Support Contract will take into account any comments/suggestions from the Exclusion Appeals Committee. The letter (SS-SD-16) and two copies of the contract will be sent to the student.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>Head of School /<br/>Designate via Student<br/>Services Staff</p> |
| <p>5.7.11 The student will sign and return one copy of the contract to Student Services within seven working days.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Student</p>                                                       |
| <p>5.7.12 A copy of the contract will be filed in Student Services.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p>Student Services Staff</p>                                        |
| <p>5.7.13 An e-mail will be sent to the Head of School, Student Services, Estates, Learning Zone, Finance, IT Services, SENCO and Registry Staff informing them of the lifting of exclusion.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>Student Services Staff</p>                                        |
| <p>5.7.14 Where necessary Student Services will remove the flag from the student's record on the ProSolution system.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>Student Services Staff</p>                                        |
| <p>5.7.15 Student Services will update eTrackr accordingly.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>Student Services Staff</p>                                        |
| <p><b>5.8 REQUEST FOR RE-ADMITTANCE</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                      |
| <p>5.8.1 Any request for re-admittance must be made to the Principal/Chief Executive if the suspension is still in place or upon the expiry of the period of exclusion.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>Student</p>                                                       |
| <p>5.8.2 The Principal/Chief Executive will convene a meeting with the student and the relevant Head of School to discuss the request for re-admittance within fourteen days.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p>Student Services Staff</p>                                        |

|       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Responsibility</b>                                |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|
| 5.8.3 | After consideration the Principal/Chief Executive and Head of School/ Designate will:<br><br>a) Lift the suspension/exclusion and impose a Behaviour Support Contract (SS-SD-07) and if necessary complete a Risk Assessment Form<br>b) Turn down the request for re-admittance                                                                                                                                                                                                                                                            | Principal/Chief Executive /Head of School/ Designate |
| 5.8.4 | The memo (SS-SD-27) conveying the decision of the Request for Re-admittance will be sent to Student Services within three working days                                                                                                                                                                                                                                                                                                                                                                                                     | Principal/Chief Executive /Head of School/ Designate |
| 5.8.5 | In the case of 5.8.3(a) follow procedure from 5.5.16 – 5.5.21                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Head of School / Designate/ Student Services Staff   |
| 5.8.6 | In the case of 5.8.3(b) the student has the right to appeal. (ref 5.7.1)                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Head of School / Designate/ Student Services Staff   |
| 5.9   | <b>RECORDS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                      |
| 5.9.1 | The Pastoral & Welfare Manager is responsible for maintaining the documented records associated with this procedure. S/he will determine the records to be held, their location, retention period and disposal using the Guidelines for Completing a Quality Records Schedule (ref 3.3) for reference.<br><br>Documentation relating to this procedure will be held in a secure locked filing cabinet within the Student Services Department.<br><br>The Quality Records Schedule associated with this procedure is included as section 7. | Pastoral & Welfare Manager                           |
| 6.0   | <b>Documentation</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                      |
| 6.1   | SS-SD-01 Student Disciplinary Report Form                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                      |
| 6.2   | SS-SD-05 Letter – Written Warning                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                      |
| 6.3   | SS-SD-07 Behaviour Improvement Contract following Disciplinary Action                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                      |
| 6.4   | SS-SD-10 Letter – Oral/Written Warning Appeals Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                      |
| 6.5   | SS-SD-12 Letter - Student Suspension                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                      |
| 6.6   | SS-SD-15 Letter – Lift of Suspension                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                      |
| 6.7   | SS-SD-16 Letter – Behaviour Improvement Contract following Suspension/Exclusion                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                      |
| 6.8   | SS-SD-19 Letter - Notification of Exclusion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                      |
| 6.9   | SS-SD-21 Letter - Appeal against Exclusion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                      |
| 6.10  | SS-SD-23 Memo – Exclusion Appeals Committee Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                      |
| 6.11  | SS-SD-24 Letter – Exclusion Appeals Committee Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                      |
| 6.12  | SS-SD-25 Issue of Internal Student Disciplinary Report Forms Log                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                      |
| 6.13  | SS-SD-26 Student Disciplinary Record Sheet                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                      |
| 6.14  | SS-SD-27 Memo – Re-admittance Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                      |

# Student Behaviour and Disciplinary



## 7.0 Quality Records Schedule

| Identification of Record                       | Medium         | Storage Location/<br>Protection                                                     | Retention Period | Access Rights/<br>Retrieval                           | Method of Disposal                                 |
|------------------------------------------------|----------------|-------------------------------------------------------------------------------------|------------------|-------------------------------------------------------|----------------------------------------------------|
| SS-SD-01<br>Disciplinary Report                | Paper-based    | Student Support Centre/<br>in a locked filing Cabinet                               | 2 years          | Student Services Team/<br>Filed by student<br>Surname | Destroyed as<br>'Confidential Waste'<br>(Shredded) |
|                                                | Computer based | College Archive Room                                                                | 5 Years          |                                                       |                                                    |
| SS-SD-05<br>Letter to Student                  | Paper-based    | Student Support Centre/<br>in a locked filing Cabinet                               | 2 years          | Student Services Team/<br>Filed by student<br>Surname | Destroyed as<br>'Confidential Waste'<br>(Shredded) |
|                                                | Computer based | College Archive Room                                                                | 5 Years          |                                                       |                                                    |
| SS-SD-07<br>Contract following<br>Disciplinary | Paper-based    | Student Support Centre/<br>in a locked filing Cabinet                               | 2 years          | Student Services Team/<br>Filed by student<br>Surname | Destroyed as<br>'Confidential Waste'<br>(Shredded) |
|                                                | Computer based | College Archive Room                                                                | 5 Years          |                                                       |                                                    |
|                                                | Paper-based    | Student Support Centre/<br>in a locked filing Cabinet                               | 2 years          | Student Services Team/<br>Filed by student<br>Surname | Destroyed as<br>'Confidential Waste'<br>(Shredded) |
|                                                | Computer based | College Computer<br>System/Password<br>protected and restricted<br>by access rights | 7 Year           |                                                       |                                                    |

# Student Behaviour and Disciplinary



| Identification of Record                     | Medium         | Storage Location/<br>Protection                                                     | Retention Period | Access Rights/<br>Retrieval                           | Method of Disposal                                 |
|----------------------------------------------|----------------|-------------------------------------------------------------------------------------|------------------|-------------------------------------------------------|----------------------------------------------------|
| SS-SD-10<br>Letter – Oral/Written<br>Warning | Paper-based    | Student Support Centre/<br>in a locked filing Cabinet                               | 2 years          | Student Services Team/<br>Filed by student<br>Surname | Destroyed as<br>'Confidential Waste'<br>(Shredded) |
|                                              | Computer based | College Archive Room                                                                | 5 Years          |                                                       |                                                    |
| SS-SD-12<br>Letter – Student<br>Suspension   | Paper-based    | Student Support Centre/<br>in a locked filing Cabinet                               | 2 years          | Student Services Team/<br>Filed by student<br>Surname | Destroyed as<br>'Confidential Waste'<br>(Shredded) |
|                                              | Computer based | College Archive Room                                                                | 5 Years          |                                                       |                                                    |
| SS-SD-15<br>Letter- Lift of Suspension       | Paper-based    | Student Support Centre/<br>in a locked filing Cabinet                               | 2 years          | Student Services Team/<br>Filed by student<br>Surname | Destroyed as<br>'Confidential Waste'<br>(Shredded) |
|                                              | Computer based | College Archive Room                                                                | 5 Years          |                                                       |                                                    |
|                                              | Paper-based    | Student Support Centre/<br>in a locked filing Cabinet                               | 2 years          | Student Services Team/<br>Filed by student<br>Surname | Destroyed as<br>'Confidential Waste'<br>(Shredded) |
|                                              | Computer based | College Computer<br>System/Password<br>protected and restricted<br>by access rights | 7 Year           |                                                       |                                                    |

# Student Behaviour and Disciplinary



| Identification of Record                                     | Medium                                | Storage Location/<br>Protection                                            | Retention Period                                      | Access Rights/<br>Retrieval                        | Method of Disposal                                 |
|--------------------------------------------------------------|---------------------------------------|----------------------------------------------------------------------------|-------------------------------------------------------|----------------------------------------------------|----------------------------------------------------|
| SS-SD-16<br>Letter – Contract following Suspension/Exclusion | Paper-based                           | Student Support Centre/<br>in a locked filing Cabinet                      | 2 years                                               | Student Services Team/<br>Filed by student Surname | Destroyed as 'Confidential Waste' (Shredded)       |
|                                                              |                                       | College Archive Room                                                       | 5 Years                                               |                                                    |                                                    |
|                                                              | Computer based                        | College Computer System/Password protected and restricted by access rights | 7 Year                                                |                                                    |                                                    |
|                                                              | SS-SD-19<br>Notification of Exclusion | Paper-based                                                                | Student Support Centre/<br>in a locked filing Cabinet | 2 years                                            | Student Services Team/<br>Filed by student Surname |
|                                                              |                                       | College Archive Room                                                       | 5 Years                                               |                                                    |                                                    |
|                                                              | Computer based                        | College Computer System/Password protected and restricted by access rights | 7 Year                                                |                                                    |                                                    |
|                                                              | SS-SD-21<br>Appeal Against Exclusion  | Paper-based                                                                | Student Support Centre/<br>in a locked filing Cabinet | 2 years                                            | Student Services Team/<br>Filed by student Surname |
|                                                              |                                       | College Archive Room                                                       | 5 Years                                               |                                                    |                                                    |
|                                                              | Computer based                        | College Computer System/Password protected and restricted by access rights | 7 Year                                                |                                                    |                                                    |
|                                                              | SS-SD-23<br>Memo – Appeals Decision   | Paper-based                                                                | Student Support Centre/<br>in a locked filing Cabinet | 2 years                                            | Student Services Team/                             |

# Student Behaviour and Disciplinary



| Identification of Record                           | Medium                            | Storage Location/<br>Protection                                                                                                                                     | Retention Period                     | Access Rights/<br>Retrieval                        | Method of Disposal                           |
|----------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|----------------------------------------------------|----------------------------------------------|
|                                                    | Computer based                    | College Archive Room<br><br>College Computer System/Password protected and restricted by access rights                                                              | 5 Years<br><br>7 Year                | Filed by student Surname                           | Destroyed as 'Confidential Waste' (Shredded) |
| SS-SD-24<br>Appeals Committee Decision             | Paper-based<br><br>Computer based | Student Support Centre/<br>in a locked filing Cabinet<br><br>College Archive Room<br><br>College Computer System/Password protected and restricted by access rights | 2 years<br><br>5 Years<br><br>7 Year | Student Services Team/<br>Filed by student Surname | Destroyed as 'Confidential Waste' (Shredded) |
| SS-SD-25<br>Issue of Disciplinary Report Forms Log | Paper-based<br><br>Computer based | Student Support Centre/<br>in a locked filing Cabinet<br><br>College Archive Room<br><br>College Computer System/Password protected and restricted by access rights | 2 years<br><br>5 Years<br><br>7 Year | Student Services Team/<br>Filed by student Surname | Destroyed as 'Confidential Waste' (Shredded) |
| SS-SD-26<br>Disciplinary Record Sheet              | Paper-based                       | Student Support Centre/<br>in a locked filing Cabinet                                                                                                               | 2 years                              | Student Services Team/<br>Filed by student Surname | Destroyed as 'Confidential Waste' (Shredded) |

# Student Behaviour and Disciplinary



| Identification of Record                       | Medium                            | Storage Location/<br>Protection                                                                                                                                     | Retention Period                     | Access Rights/<br>Retrieval                        | Method of Disposal                           |
|------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|----------------------------------------------------|----------------------------------------------|
|                                                | Computer based                    | College Archive Room<br><br>College Computer System/Password protected and restricted by access rights                                                              | 5 Years<br><br>7 Year                |                                                    |                                              |
| SS-SD-27<br>Student Agreement                  | Paper-based<br><br>Computer based | Student Support Centre/<br>in a locked filing Cabinet<br><br>College Archive Room<br><br>College Computer System/Password protected and restricted by access rights | 2 years<br><br>5 Years<br><br>7 Year | Student Services Team/<br>Filed by student Surname | Destroyed as 'Confidential Waste' (Shredded) |
| Q-CC-18<br>OIA Completion of Procedures letter | Paper-based<br><br>Computer based | Student Support Centre/<br>in a locked filing Cabinet<br><br>College Archive Room<br><br>College Computer System/Password protected and restricted by access rights | 2 years<br><br>5 Years<br><br>7 Year | Student Services Team/<br>Filed by student Surname | Destroyed as 'Confidential Waste' (Shredded) |



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## Appendix 1 - Student Code of Conduct

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Here at Bishop Auckland College we will work exceptionally hard to give you the best teaching and learning experience and all the support you need to help you achieve your qualification and progress further and higher. That's our promise to YOU!

We expect you to:

- Be respectful to everyone
- Attend and be punctual
- Behave responsibly inside and outside of College including online
- Wear your College id badge
- Report absences
- Follow Health and Safety rules
- Respect College property

We do not accept

- Using your mobile phone during lessons or exams (unless given permission by your tutor)
- Misuse of College computers
- Violent, bullying or intimidating behavior
- Foul, racist, sexual, offensive or abusive language and/or behaviour
- Smoking including e cigarettes in non-designated areas
- Spitting
- Carrying and drinking energy drinks
- Carrying, using or distributing alcohol or illegal substances or offensive weapons and/or objects (including laser pens)
- Wearing items, hoods, baseball, peaked caps or other head-wear that obscures the face unless it is integral to your faith or belief

## Appendix 2 – Student Disciplinary – Recommended Action Guidelines

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Staff should use their professional judgement as to the level of severity of the incident and act accordingly. However, for guidance, some examples of incidents and the recommended action are given below:

### Examples of incidents where oral warning is normally given:

Disregard of staff challenges (refer to the list below):

- Use of foul or abusive language
- Wearing hoods inside the College building
- Spitting
- Smoking in non-smoking areas
- Dropping litter/chewing gum
- Inconsiderate driving in College grounds
- Parking in restricted areas
- Refusal to comply with a reasonable request from a member of staff
- Lateness
- Unauthorised absence
- Blocking emergency exits, thoroughfares, entrances to lifts, etc.
- Boisterous, noisy behaviour
- Unauthorised use of mobile phones, iPods, mp3/4 players in lessons
- Eating or drinking in classrooms

### Examples of incidents where written warning is normally given:

- Disregard of oral warning(s) given previously (three previous oral warnings will automatically result in a written warning)
- Minor damage to College property
- Persistent lateness
- Dangerous driving in College grounds
- Repeated refusal to comply with a reasonable request from a member of staff
- Persistent unauthorised absence
- Any form of bullying, intimidation, taunting, verbal, racial or sexually offensive abuse towards any person
- Peer on peer abuse
- Plagiarism, cheating, copying work of other students
- Contravening internal examination regulations (including assessment and assignments) (action following contravention of external exam regulations will be determined by the examining body)
- Refusal to participate in lessons
- Inappropriate use of the internet
- Inappropriate use of social networking sites
- Inappropriate use of/unacceptable behaviour on College transport

### Examples of incidents which may call for suspension for a given period or while investigations are taking place (may lead to exclusion):

- Disregard of written warning(s) given previously (three previous written warnings will automatically result in suspension)
- Any serious case of incidents above
- Physical conflict between students (all parties should be suspended to ensure student safety and to allow investigations to take place)
- Sexual harassment/sexual violence

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## Appendix 2 (cont)

- Bringing any firearms, offensive weapons or explosives onto College premises or on any activity associated with the College (including laser pens)
- Any use of violence or a threat of violence to student or staff
- Vandalism
- Theft
- The use, possession or supply of any non-prescribed drug on College premises or on any activity associated with the College
- Bringing alcohol/controlled substances onto College premises/being under the influence of alcohol or controlled substances on College premises or on any activity associated with the College
- Smoking/vaping inside the College Building
- Any behaviour which could bring the College into disrepute
- Wilfully endangering the health and safety of others

The above examples are not exhaustive or exclusive and offences of a similar nature will be dealt with under the Student Behaviour and Disciplinary Procedure.