

Annex A details the number and nature of disciplinary actions taken against lecturers and teaching staff in Northern Ireland's Further and Higher Education Institutions.

You may wish to note that the information provided for a number of the institutions is either absent or incomplete as those institutions remove disciplinary information from their records once the warning has expired.

Annex A

Higher Education Institutions

St. Mary's University College

Year	Nature of Offence	Sanction	Position
2005	Breach of contract	Dismissal	Lecturer
2007	Conduct	Verbal Warning	Lecturer
2008	Conduct	Final Written Warning	Lecturer

University of Ulster

Year	Nature of Offence	Sanction	Position
2002/3	Minor Health and Safety Offence	Verbal Warning	Professor
2002/3	Maladministration	Verbal Warning	Lecturer
2005/6	Maladministration	Written Warning	Senior Lecturer
2006/7	Minor Health and Safety Offence	Verbal Warning	Researcher
2009/10	One ongoing case that has not yet concluded.		

Stranmillis University College

No disciplinary action has been taken against lecturers/other teaching staff at Stranmillis University College over the last 10 years.

Queen's University Belfast

The University was unable to provide details in relation to the incidents of disciplinary action within the last 10 years, as it is not kept by the University once the warning has expired.

Further Education Institutions

North West Regional College (NWRC)

The College is unable to provide details in relation to the incidents of disciplinary action within the last 10 years on the basis that the College, in line with best practice, removes disciplinary records from files once the warning has expired. In light of this, the only information available relates to current warnings. (see below)

Academic Year	Nature of offence	Sanction	Number of Lecturers
Current	Safeguarding Vulnerable Adults	Second Written Warning	1
	Breaches of College Procedure	Second Written Warning	1

The following relates to the number of dismissals due to disciplinary action over the last 10 year period:

Number of dismissals: - Two

**Nature of offences - Safeguarding vulnerable groups
- Fraud**

South West Regional College

There has been no disciplinary action taken against any lecturer or other teaching staff since 1 Aug 2007, which was the date of the merger of the three colleges, East Tyrone, Fermanagh and Omagh.

Prior to the merger, information has been destroyed on any disciplinary sanctions which have lapsed.

Northern Regional College (NRC)

NRC can only present the information from the date of the merger which was August 2007.

Academic Year	Nature of offence	Sanction	Number of Lecturers
2008/09	Falsification of student coursework	Final Written Warning	1
	Examination/Assessment Malpractice	Final Written Warning	1

Southern Regional College (SRC)

The College is unable to provide details in relation to the incidents of disciplinary action within the last 10 years on the basis that the College, in line with best practice, removes disciplinary records from files once the warning has expired. In light of this, the only information available relates to current warnings (see below).

Academic Year	Nature of offence	Sanction	Number of Lecturers
2008/09	Use of inappropriate language in class	Oral Warning	1
	Failure to comply with College procedure	Verbal Warning	1
	Bringing College into disrepute	Written Warning	1

South Eastern Regional College

The College is unable to provide details in relation to the incidents of disciplinary action within the last 10 years on the basis that the College, in line with best practice, removes disciplinary records from files once the warning has expired. No members of the current teaching staff are subject to disciplinary action.

Belfast Metropolitan College (BMC)

The table below shows formal disciplinary action taken against lecturing Staff from 1 September 2002 to 13 January 2010

Academic Year	Nature of offence	Sanction	Number of Lecturers
2002/03	Misconduct Gross Misconduct Serious Misconduct	1st written warning Dismissed 2 nd written warning	1 1 1
2003/04	Serious Misconduct Gross Misconduct	2nd written warning Dismissed	1 1
2004/05	Misconduct Minor Misconduct Serious Misconduct	1st written warning oral Warning 2 nd written warning	1 1 1
2005/06	Misconduct Misconduct Misconduct Misconduct	1st written warning 1st written warning 1st written warning 1 st written warning	1 1 1 1
2006/07	Minor Misconduct Minor Misconduct Serious Misconduct Minor Misconduct	oral warning oral Warning 2 nd written warning oral warning	1 1 1 1
2007/08	Gross Misconduct Serious Misconduct Serious Misconduct Minor Misconduct Misconduct	Dismissal 2nd written warning 2 nd written warning oral warning 1st written warning	1 1 1 1 1
2008/09	Minor Misconduct Minor Misconduct Minor Misconduct Misconduct Misconduct	oral warning oral warning oral warning 1 st written warning 1 st written warning	1 1 1 1 1
2009/10	Minor Misconduct Serious Misconduct Misconduct Misconduct	oral warning second written warning 1 st written warning (Hearing pending)	1 1 1 1