

Committee	Human Resources		
Date paper prepared	14/02/2025	Date of committee meeting	01/09/2025
Subject	Student Carers Policy		
Author	Anne Maree Dykes, Student Services Manager (UHI Single Policy)		
Action requested	I. Endorsement sought		
Purpose of the paper	To provide information on the support student carers can expect to receive whilst a student at UHI North, West and Hebrides.		
Summary of the paper	<p>Minor amendments to previously endorsed single policy: Recent Review Update to number of academic partners. Text added regarding Senior Phase students. Text added regarding sharing of reasonable adjustments with academic staff. Addition of United Nations Convention on the Rights of the Child (UNCRC) (Incorporation) (Scotland) Act 2024 under legislative duties.</p> <p>The Student Carers Policy outlines the University of the Highlands and Islands' commitment to supporting students with unpaid caring responsibilities. It ensures a unified approach across its network of colleges, research institutions, and learning centres, providing equity of experience for student carers.</p>		
Key Points:	<ol style="list-style-type: none"> Purpose: To provide guidance and support for student carers, ensuring they can successfully complete their studies while managing their caring responsibilities. Scope: Applies to all enrolled students and prospective students across the university and its academic partners. Definition: A carer is defined as someone who provides unpaid care for a family member or friend unable to cope due to illness, disability, frailty, mental health issues, or addiction. Support: Students can disclose their carer status during admissions, interviews, or at any point during their studies. Support plans may include reasonable adjustments like authorized absences, assessment extensions, timetable flexibility, part-time study options, and priority access to discretionary funding. Evidence: Carer status can be confirmed through various forms, including self-certification, GP letters, or documentation from relevant organizations. Exceptions: The policy does not cover students with parental responsibilities (unless for a child with a disability) or those employed in a caring capacity. Implementation: Academic partners are responsible for ensuring the policy is followed locally. Staff are encouraged to proactively contact identified student carers and refer them to support services. Legislation: The policy aligns with relevant laws, including the Equality Act (2010), Carers (Scotland) Act (2016), GDPR (2018), and others. Monitoring: Support plans are reviewed annually or as needed, and external agencies may be involved for additional support. 		

	10. Accessibility: The policy is publicly available, and accessible versions can be requested.
Consultation	Policy has been developed by a group of practitioners from across the network who are part of the University's Priority Group Forum.
Resource implications	No change
Risk implications	This policy will reduce risk for partners by ensuring that best practice from across the partnership is being shared and followed.
Link with strategy	Links to KPIs and inclusivity for all our students. Student Experience Strategy.
<u>Equality, Diversity, and Inclusion</u>	Demonstrates fairness and equality across our diverse range of student groups and an inclusive learning environment to all. Please refer to the <u>Equality, Diversity and Inclusivity Policy</u> for more information.
Island Community Impact	This is a single UHI policy and UHI are the relevant authority.
Paper status	<input type="checkbox"/> Open – The paper may be circulated to non-members of the committee and published online without restriction. <input checked="" type="checkbox"/> Restricted – The paper must not be circulated to non-members or published online until after the committee meeting. <input type="checkbox"/> Confidential - The paper must not be circulated beyond the committee members and should not be published online. Some information is considered commercially sensitive. [Please note papers may still be subject to Freedom of Information requests – see below].
<u>Freedom of information</u>	Open <u>FOISA exemptions Scottish Information Commissioner (itspublicknowledge.info)</u> If closed/ withheld, select date this will become 'open': Enter a date.