

Policy on and procedures for the determination of 'fitness to practise'

[For the

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17. If the offer is not withdrawn, consideration as to whether the information needs to be reported to the relevant PSRB (given specific reporting requirements) will be made by the School and the applicant will be informed prior to any report being made.

During a Programme

18. Cause for concern as to a student's fitness to practise can be raised relating to a wide range of behaviours, including, but not limited to:
 - x Criminal conviction, caution, reprimand or equivalent ;
 - x Concerns raised by their placement employer ;
 - x Continuing compliance with the entry requirements for the programme;
 - x Drug or alcohol misuse ;
 - x Aggressive, violent or threatening behaviour ;
 - x Persistent inappropriate attitude or behaviour;
 - x Academic misconduct ;
 - x Dishonesty or fraud (whether or not linked to the professional role);
 - x Unprofessional behaviour or attitudes;
 - x Health concerns and lack of insight or management of these concerns; and,
 - x Putting client , staff or student safety at risk .
19. Anyone may raise a cause for concern, including academic staff, administrative staff, students, clients or staff of the placement provider. All University staff that have responsibility for students on programmes to which fitness to practise requirements apply should be attentive with regard to the various means by which a cause for concern might be initially presented.
20. Where a cause for concern has been raised it should be referred to the relevant PSRB for consideration.

Overview of 'fitness to practise' procedure

Initial investigation

23. The purpose of the initial investigation is to determine whether there is a prima facie case to answer as to whether the

to act as a 'friend' unless otherwise agreed by the Chair. Disabled Students may also be accompanied by a Support Worker in addition to a 'friend', as appropriate to their needs.

26. The interview should be minuted. This interview should normally take place within 10 working days of the concern being raised to the School Director Teaching and Learning or their delegate.
27. When investigating a cause for concern the School Director of Teaching and Learning or their delegate will weigh the interests of the clients, other students and staff against those of the student with proportionality. The School Director of Teaching and Learning or their delegate will consider:
 - a) The specific facts of the case, including but not limited to, in particular :
 - o the seriousness of the behaviour in question ;
 - o

43. In the case where a student or School Director of Teaching and Learning wishes to call a witness, reasonable advance notice must be given in writing to the

x termination of training but transfer of University registration to an alternative programme if available ;

x

65. The Student Appeals Committee will not make a professional determination on fitness to practise and, consequently, in its review it will determine only whether the grounds presented are valid and sufficient for the decision of the SCFtP to be overturned.

Interaction with other University disciplinary processes

66. Where the conduct, or one element of the conduct, which has caused concern falls in to a category of misconduct dealt with through other disciplinary processes within the University it is important that those processes are concluded prior to the determination of fitness to practise by the Standing Committee on Fitness to Practise. However, a student may be suspended from a placement pending an investigation where deemed necessary.
67. Prior to these processes being concluded the allegations remain undetermined and therefore cannot be taken into account with regard to fitness to practise. However, where fitness to practise is a concern every reasonable effort will be made to expedite the process(es).

Notification to professional, statutory or regulatory bodies

68. Every PSRB has its own set of guidelines regarding the reporting of information and disciplinary decisions relating to fitness to practise.
69. The DBS's guidance and advice regarding referrals can be found at: <https://www.gov.uk/government/publications/dbs-referrals-factsheets>. The referral form can be found at: <https://www.gov.uk/government/publications/dbs-referrals-form-and-guidance>.
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