

FITNESS TO PRACTISE

2026-27



University of
CUMBRIA

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POLICY SCHEDULE	
Policy Title	Fitness to Practise Policy
Policy Owners	Student Procedures
Policy Lead Contact	Student Casework Manager
Approving Body	Academic Board
Date of Approval	March 2026
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Version no.	10
Related Guidelines, Procedures, Codes of Practice etc.	• Admissions Policy & Procedures • Fitness to Study Policy & Procedure • Student Disclosure of Criminal Background (DBS) Policy • Student Code of Conduct • Student Progress Review Policy and Procedure • Student Disciplinary Policy and Procedures • Student Precautionary Actions and Suspension Procedures • UoC Professional Practise Case Conference process • UoC Professional Practise Committee process • Academic Regulations: Academic Malpractice Policy and procedures; Extenuating Circumstances policy and procedures • IOH Raising and Escalating concerns in Relation to Safeguarding Vulnerable Adults, Children and Young People • PSRB Standards and Codes of Conduct
Review interval	Annual

FITNESS TO PRACTISE PROCEDURE

1. Introduction

1.1 Who these regulations apply to

“We”, “our” and “us” refer to the University of Cumbria. “You” and “your” refer to students. These regulations apply to students enrolled on courses leading to a professional qualification where health, behaviour, or attitude standards are required by professional, regulatory and/or statutory bodies (PSRBs). Typically, this will involve students and apprentices who are:

- (a) enrolled on professional approved/regulated programmes in health, social care and initial teacher training which lead to a professional qualification and/or eligibility to apply to a professional register; or
- (b) already subject to professional codes of practise even though the programme they are currently on may not be governed by a PSRB; or
- (c) expected to comply with professional standards outlined in a code of practise even though the programme may not be explicitly covered
- (d) applicants for any programme set out in (a)-(c) above.

1.2 Scope: What Fitness to Practise Means

PSRBs require the University to ensure that relevant academic policies and processes within the student/apprentice journey are congruent with the protection and safeguarding of the public and that students/apprentices have demonstrated ‘fitness to practise’. To this end, we have a duty to:

- (a) Ensure that students on a professional course are fit to practise in that profession, or will be when they complete their programme;
- (b) Protect present or future patients, clients, service users and members of the public;
- (c) Safeguard public confidence in the profession;
- (d) Comply with the requirements of professional/regulatory bodies; and ensure that students are not awarded a qualification that permits them to practise a professional if they are not fit to do so.

An indicative list of examples of issues and behaviours that may lead to fitness to practise concerns is provided in Appendix 1 Fitness to Practise takes into account your ability to meet the standards required by both the relevant PSRB Code of Conduct (see Appendix 2) and the University Student Code of Conduct. This includes having the knowledge, skills, health, and character necessary to work safely and effectively in a regulated profession. It covers aspects such as:

- Professional competence (meeting academic and practical standards)

- Health and wellbeing (being physically and mentally capable of performing duties)
- Conduct and behaviour (acting ethically and responsibly)
- Good character (honesty, integrity, and trustworthiness)

Fitness to Practise concerns will arise if you act in a manner which is inconsistent with the expectations outlined in your programme-specific Code of Conduct, if you breach any of the provisions of the University Student Code of Conduct, or if there are concerns that your health and wellbeing may impair your ability to perform the professional duties expected of you.

Good Health

When considering fitness to practise in relation to your good health and wellbeing, the goal of this Procedure is to confirm that you are fit and well enough to be able to fully engage with your programme and have the ability to meet the requirements of the relevant PSRB, (including the practice element), which ultimately leads to professional recommendation and registration. As such, the provisions outlined here are implemented as a supportive measure.

Good Character

Concerns raised regarding your good character, behaviour, conduct or attitude which are in breach of the Student Code of Conduct will be addressed through the Student Disciplinary Procedure. Where the matter raises concerns about your fitness to practise however, it will be addressed through this Procedure.

The application of this Procedure will ensure that admission and progression processes for PSRB regulated programmes are sufficient to demonstrate that students/apprentices can practise safely and effectively, during and up to the point of registration/recording of qualification and/or academic credits, in accordance with the requirements of the Student Code of Conduct and the expectations of the relevant PSRB Codes. This approach will support the University's obligation to fulfil its role in assuring the protection and safeguarding of the public.

Students enrolled with other institutions will be subject to the fitness to practise procedures of their own institution or organisation.

2. Principles

- 2.1 The Procedure seeks to meet the core principles identified in the OIAs Good Practise Framework (Fitness to Practise)
- Accessibility
 - Clarity
 - Proportionality
 - Timeliness
 - Fairness
 - Independence
 - Confidentiality
 - Improving the student experience
- 2.2 We aim to ensure that you are treated fairly and transparently, and all processes will be proportionate to the context and circumstances of any incident which has led to a fitness to practice concern being raised.
- 2.3 The fitness to practise process is underpinned by the principle of ‘natural justice.’ You will have the right to:
- Be informed of the nature of the concern(s); this will always be in writing (by email to their student email address) and without prejudging the outcome.
 - Be provided with any accompanying evidence or information.
 - Be given an opportunity to respond to the concern(s); with advance notice of any appointment to provide time to prepare a response.
 - Seek information, advice and guidance before, during and after appointments.
 - Request reasonable adjustments to be made to accommodate any disability/SPLD.
 - Fair and unbiased meetings/committee at which all relevant circumstances are considered.
 - Appeal against any outcome.
- 2.4 We will, wherever possible seek to adhere to the time limits outlined within this Procedure, but there may be circumstances which require variance from these limits. In such cases, you will be advised of the reasons for any delay. Reasons may include the volume of evidence, the number of parties involved, the need to make reasonable adjustments or a dependency on another case/investigation (including a police or employer investigation).

3 Procedures that support Fitness to Practise

Where issues may be considered under another university policy or procedure as well as this one e.g. the Disciplinary Procedure, we will use the most appropriate procedure. We take account of fairness to you, the scope and purpose of the regulations and our responsibility to professional, statutory and regulatory bodies.

3.1 Admissions procedures

It is recognised that PSRB requirements related to fitness to practise may apply to prospective students who have not yet commenced their programme of study. Admission procedures will, therefore, specifically and explicitly consider potential fitness to practise (good health and good character) through:

- Consideration of references as per PSRB requirements
- Occupational health screening
- Disclosure and Barring System (DBS) checking as per the University's published policy
- A Professional Practise Case Conference (PPCC) for prospective students with complex health/disability needs

At the point of admission, reasonable adjustments are considered where possible, for those students/apprentices who disclose a health condition/ disability/specific learning difficulty or disability.

3.2 Disclosure of Criminal Background and DBS procedures

The University of Cumbria's [Student Disclosure of Criminal Background \(DBS\) Policy](#) sets out the way in which declarations of a criminal record will be handled and that possession of a criminal record will not automatically be a barrier to studying a professionally regulated programme. However, more complex cases will be considered by the University's DBS Panel where the risk is assessed independently in line with PSRB DBS guidelines.

3.3 Annual Declaration of Good Health and Good Character

To meet PSRB requirements, students/apprentices studying on professionally regulated programmes in the Faculty of Health are required to sign an annual [Declaration of Good Health and Good Character](#) and report any changes that would impact on declarations made within as soon as is reasonably practicable after their occurrence/incidence as directed within the Declaration. Failure to make or update a declaration when required is in itself a breach of this Procedure.

3.4 Precautionary Actions and Suspensions

Under the Precautionary Actions and Suspension Procedure, the University may take the decision to impose Temporary Conditions or suspend a student as an initial response to the seriousness of the allegations or concerns that have arisen. A precautionary action may be applied at any point during the process. Precautionary actions do not imply any prejudgement of any of the issues under consideration.

3.5 Student Disciplinary Procedure

The University's Student Disciplinary procedure considers alleged breaches of the Student Code of Conduct. Whilst the Disciplinary Procedure seeks to identify whether a breach of the Student Code of Conduct has occurred and impose an appropriate sanction for that breach, the Fitness to Practise procedure will consider the extent to which that breach brings into question the reported student's fitness to practise. Consequently, one outcome from a disciplinary process may be a referral of the conduct for consideration under this Procedure.

3.6 Student Progress Review Procedure

The [Student Progress Review](#) (SPR) process is intended to aid student/apprentice retention and achievement by discussing concerns at the earliest opportunity. Where there are concerns regarding a student's/apprentice's health and wellbeing, a SPR should be arranged to discuss the concerns with the student/apprentice in the first instance. A SPR may result in a learning support plan/placement learning support plan, referral to occupational health guidance or referral to a Professional Practise Case Conference (PPCC).

4. Self-Reporting

- 4.1** You need to let us know about any important issues related to your health, behaviour, or attitude—for example, if you're involved in a criminal investigation or a disciplinary process (either as a student or employee). A failure to self-report may result in actions being taken under this Procedure.
- 4.2** If you are already part of a professional body and/or working in a profession, you are responsible for reporting any possible breaches of professional behaviour to the relevant professional organisation and/or your employer. A failure to do so may result in actions being taken under this Procedure, in addition to any that may be taken by your employer/professional body.

5. Confidentiality

- 5.1 An appropriate level of confidentiality is fundamental to the operation of an effective fitness to practise process and must balance transparency, the requirements of natural justice, and the legitimate interests of those involved, against a legitimate expectation of personal privacy. To ensure the integrity of the process all parties involved in the operation of these procedures must ensure that they maintain an appropriate level of confidentiality during the operation of the procedures and afterwards. However, the University recognises that it may be necessary and therefore appropriate for those involved in the operation of these procedures to share certain confidential information with third parties, as set out below.
- 5.2 The University may disclose information:
- to those who need to know to discharge their responsibilities at work;
 - where it considers that disclosure is necessary in the interests of health and safety at work or the welfare of other staff, students or the public interest, this will include but not be limited to disclosure in line with safeguarding duties.
 - where it considers sharing of information related to the case with the reporting student(s) is in the legitimate interests of the reporting student(s).
 - where disclosure is required by law.
 - to witnesses and/or attendees at the meetings within these procedures and any other procedure relating to the case.
 - as necessary to ensure the fairness of proceedings.
 - to its professional advisers, or subject specific Professional Bodies, for the purpose of obtaining advice or to comply with any specific reporting requirements where these apply;
 - to relevant external bodies such as the police, Office of the Independent Adjudicator (OIA) or the University's regulator, the Office for Students (OfS).
- 5.3 The University has a statutory requirement to inform external agencies of certain outcomes of the Disciplinary Procedure, for example, but not limited to, the DBS, Independent Safeguarding Authorities, HCPC, UK Visas and Immigration and relevant professional organisations. Students will be notified should external reporting be required.
- 5.4 The University has a statutory requirement to consider the [Safeguarding and Prevent](#) duty guidance of the Counter Terrorism and Security Act 2015 to prevent people from becoming terrorists or supporting terrorism and may therefore be required to disclose

information about allegations to the Regional Prevent Co-ordinator or Counter Terrorism agencies.

- 5.5 The parties raising or responding to the allegation, concern or grievance may disclose information that they have received from the University:
- to professional advisers including Student Services, Trade Union Representatives and University of Cumbria Student's Union for the purpose of obtaining advice and support.
 - to family members (on the basis that those family members maintain confidentiality), for the purpose of obtaining support.
 - to relevant external bodies such as the police, OIA or the OfS.
 - otherwise, only as expressly authorised by the University in writing.

6. Audio Recording

- 6.1 The covert audio recording of any part, or in furtherance or expectation, of a fitness to practise process is strictly prohibited, and where you engage in this, it will constitute a breach of the Student Code of Conduct in its own right. Any unauthorised recording will not be accepted as evidence in any part of the fitness to practise process.
- 6.2 Audio recording may be agreed where you request such a recording as a reasonable adjustment.
- 6.3 Audio recordings of any meetings/committees under this Procedure which take place via MS Teams may be recorded to enable efficient recording of meeting notes or minutes. The recording will be used by the notetaker only and will not be shared. It will be retained only until a confirmed (by the Chair) set of notes has been produced.

7. Information, support, advice and guidance for students

- 7.1 If concerns in respect of your fitness to practise are to be considered under this Procedure, you will receive information when this Procedure is initiated. This will explain the nature of the allegation or concerns, what your rights and entitlements are, what is expected of you and what you can expect from the procedure.
- 7.2 The Students' Union offers an independent source of information, advice and guidance. Information about the Students' Union Student Support Team can be found online: <http://www.ucsu.me/support>. You are strongly encouraged to contact the SU if they

are required to attend a disciplinary appointment.

- 7.3 If you have a disability and/or specific learning difficulty, you will be offered reasonable adjustments to assist you during any fitness to practise procedure. Adjustments will be relevant to the disability and/or specific learning disability. If you require reasonable adjustments, you should declare this to us at the earliest opportunity. Students with mental health conditions can also seek support from the [University's Mental Health and Wellbeing team](#).
- 7.4 If at any time, you are unable to engage with the Fitness to Practise Procedure, consideration will be given to putting the procedure on hold until your support needs have been assessed. Where it is necessary to proceed with the procedure to protect others, including patients, pupils and members of the public, consideration will be given to reasonable adjustments which may include allowing third-party representation.
- 7.5 Staff involved in the application of this Procedure may liaise with colleagues in the University's Disability Team to ensure appropriate adjustments are offered or to seek relevant information to help inform decisions.
- 7.6 If you are sponsored by the University under the UK Visas & Immigration (UKVI) regulations, you should be aware that non-compliance with your Student Route Visa responsibilities might result in the withdrawal of University sponsorship and therefore termination of your right to remain in the UK. International students should seek visa advice from the UKVI Compliance team (ukvicompliance@cumbria.ac.uk).

8. Equality, Diversity and Inclusion

The University of Cumbria is committed to providing an inclusive environment, where staff, students and visitors are encouraged to be their true self, in order to enhance the individual and collective experience. As a university community, we share the social responsibility of enabling this inclusive environment by valuing, respecting and celebrating differences, to ensure that we generate a sense of understanding and belonging. The University recognises that our differences are our strength, seeking and valuing different perspectives and ideas, in an environment that is without prejudice and bias. We are committed to embracing our responsibility as a facilitator of change and continue to develop our equality agenda in line with and, where appropriate, beyond the Equality Act 2010. We do not tolerate discrimination, bullying or harassment in any form on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or

belief, sex, or sexual orientation.

The Fitness to Practise Procedure and its implementation have been subjected to the University's Equality Impact Assessment (EIA) process. This ensures that due regard to any equalities impact has been considered and that appropriate action has been taken to meet the needs of our community, without unlawfully discriminating.

9. Risk Management Statement

Failure to comply with this Procedure could lead to non-compliance with the requirements of PSRBs and employing/commissioning bodies as well as a potential risk regarding future public protection and safeguarding. This Procedure supports mitigation of risks associated with but not limited to: maintenance and enhancement of quality accreditations/validations/approvals; compliance in one of more areas of legislative, regulatory and contractual compliance/obligation which could lead to negative financial and/or reputational consequences and impact on the achievement of institutional or operational objectives.

10. Policy Review and Reporting

This Procedure is monitored annually, and amendments can be made from time to time to reflect changes in legislation and good practice as appropriate and ensure clarity. An annual report is submitted to Academic Board, reporting on the use of these procedures, outcomes and any recommendations. A full review normally takes place triennially.

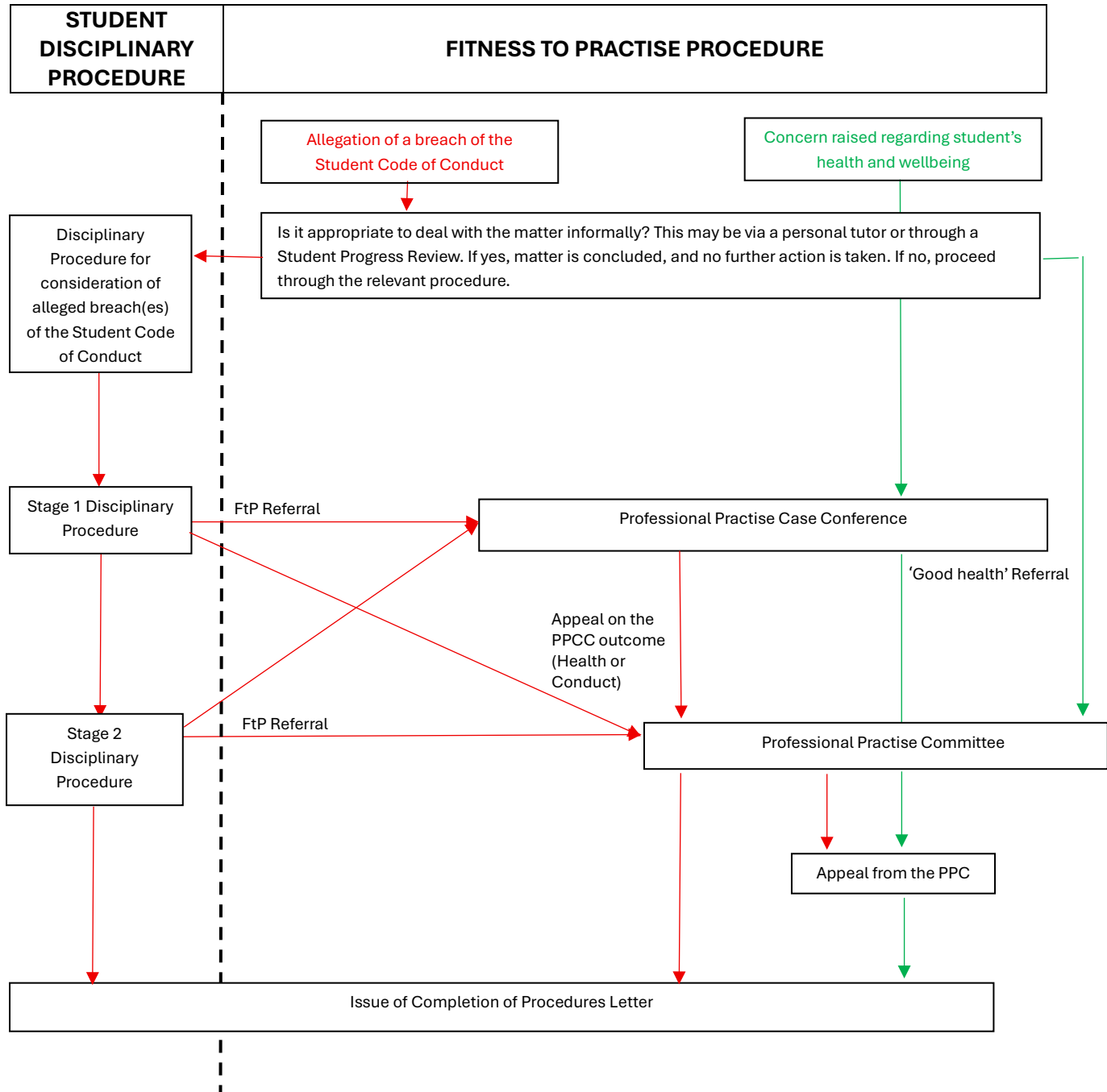
11. External Redress – Office of the Independent Adjudicator

Students may apply to the Office of the Independent Adjudicator (OIA) should they exhaust the internal Disciplinary Procedure, including Fitness to Practise, and remain dissatisfied with the outcome. Specific details of how to pursue redress via the OIA will be provided by the University's OIA contact in the form of the OIA's "Completion of Procedures" letter when all available avenues available have been exhausted.

Policies and procedures governing independent review are as determined by the OIA. Information relating to the OIA is available to all students at any time:

<https://www.oiahe.org.uk/>

12. OPERATIONAL IMPLEMENTATION OF THE FITNESS TO PRACTISE PROCEDURE



NB: Whilst a minor disciplinary matter may be dealt with by an investigating officer, there may still be significant fitness to practise issues warranting consideration by a PPC. Similarly, a case considered by a Disciplinary Committee may be referred to either a PPCC or a PPC. The appropriate referral route will be agreed between the Institute and Student Procedures.

13. OPERATIONAL IMPLEMENTATION: Fitness to Practice Concerns – Good Health

- 13.1 In the context of fitness to practise, good health and wellbeing means that your health, wellbeing or disability is managed well enough for you to be capable of delivering safe and effective practice. It does not mean the complete absence of any health condition or disability.
- 13.2 Ill health and/or disability by itself is not a cause for concern. However, ill health and/or disability which affects achievement of learning outcomes and/or concerns regarding behaviour or conduct arising from ill health during your programme of study (whether at University or on placement) will be given due consideration.
- 13.3 A student with ill health and/or a disability which may be relevant to fitness to practise is expected to co-operate with the University to assist in the management of the impact of their condition on fitness to practise. This includes proactively giving us any necessary information to enable us to assess fitness to practice and make any reasonable adjustments that may be required.
- 13.4 Reasonable adjustments to allow you to engage while maintaining the safety and wellbeing of others will be considered at any point during their programme of study. It should be noted that there are certain occupational requirements in relation to the successful completion of and demands of the course, which may preclude some students/apprentices from being able to demonstrate competence and attainment (for example undertaking practice-based learning/placements)
- 13.5 PSRBs require you to be able to work safely. As such, you are required to adhere to workplace/practice learning settings policies and requirements and any occupational health referrals and guidance.
- 13.6 Where a member of staff is concerned about your health and wellbeing, they may feel that a reference to a Professional Practice Case Conference or a Professional Practice Committee is required depending on the nature of the concern. The concern may arise from a number of sources including (but not limited to) declarations made on your application form, your disclosures to the course team or the University's Health and Wellbeing team, or your engagement with the programme including whilst on placement. In some cases, the concerns may have initially been raised with the programme team by staff from your placement.

- 13.7 A member of the programme team will then prepare and initial cause for concern document, which will be discussed with you, and will consider whether a reference to either the Professional Practise Case Conference or the Professional Practise Committee.
- 13.8 A referral to a Professional Practise Case Conference or a Professional Practise Committee can also occur following the completion of a disciplinary process, in which case the documentation from that disciplinary process will form the basis of the discussions at the Professional Practise Case Conference or the Professional Practise Committee.
- 13.9 **Professional Practise Case Conference (PPCC):** A PPCC may be arranged to consider a case where your health, wellbeing and/or disability pose a concern that you may not be able to, for example:
- Work/practise safely without direct supervision
 - Meet the demands of the course including all practice learning/ placement elements

The PPCC will comprise:

- Chair (normally a senior member of staff from your Faculty G9 or above)
- A senior academic member of staff from your subject area; this may be your programme leader.
- An independent, external practice representative from your subject area

In addition, and depending on the nature of the concerns, the following may also be part of the PPCC panel:

- Placement Lead
- Disability Officer

You may take a member of the Students' Union or other supporter to the PPCC meeting. You are however expected to engage directly in the PPCC.

The focus of the PPCC is to support you and to facilitate reasonable adjustments to achieve all the requirements of your programme, wherever possible and appropriate. Typically, the outcome of a PPCC therefore will be focused on the identification and implementation of reasonable adjustments to allow this. In some cases, however, a PPCC may recommend onward referral to a Professional Practise Committee (PPC – see below) if it is agreed that you may need to be considered for

de-registration from your current programme due to inability to meet the programme requirements.

In rare and particularly serious cases, an initial concern may be considered by the PPC without consideration by the PPCC.

- 13.10 Professional Practise Committee (PPC):** A PPC may be arranged to consider a case where the complexity of your health, wellbeing and or disability poses an ongoing significant concern that you may not be able to, for example, work/practise safely without direct supervision or meet the demands of the course including all practice learning/placement elements despite reasonable adjustments being in place and demonstrate the required related competence and attainment

A PPC will be arranged following a recommendation from a PPCC, if it is agreed that all options and reasonable adjustments have been considered, and significant concerns remain that you are not able to meet the professional/practice learning requirements of their programme. The PPC will consider whether de-registration from your current programme is necessary due to inability to meet the programme's professional/practice learning requirements.

The PPC will comprise:

- Chair (normally a senior member of staff from the Faculty's Senior Management team)
- A senior academic member of staff from your subject area; this may be your programme leader.
- An independent, external practice representative from your subject area

In addition, and depending on the nature of the concerns, the following may also be part of the PPC panel:

- Placement Lead
- Disability Officer

You may take a member of the Students' Union or other supporter to the PPC meeting. You are however expected to engage directly in the PPC.

No member of the PPC will have had any involvement in the matter prior to this point.

14. OPERATIONAL IMPLEMENTATION: Fitness to Practice Concerns – Good Conduct

- 14.1 Where an allegation is made that you have acted in breach of the University Student Code of Conduct, this matter will be considered initially through the University's Student Disciplinary Procedure. At the conclusion of the disciplinary process, and in consultation with the Professional Practise lead (or their nominee) in the relevant Faculty, the matter may be referred for consideration under this procedure. This procedure will consider the implications any misconduct may have on your ability to, or suitability for, practise.
- 14.2 Where the alleged misconduct is determined to be of a minor nature as set out in the Disciplinary Procedure, the Investigating officer may refer the matter to the PPCC. Where the alleged misconduct is determined to be of a major nature, the Disciplinary Committee may refer the matter to the PPC. The reference may be made regardless of whether any misconduct is found to have taken place. All documentation and evidence collected in furtherance of any disciplinary investigation, along with any outcome report, will be forwarded to the PPCC/PPC.
- 14.3 Any sanction or recommendation imposed/made by the PPCC/PPC will be in addition to any sanction applied through the disciplinary process. This may include a requirement that you be de-registered on fitness to practise grounds, even if a Disciplinary Committee has not considered deregistration appropriate.
- 14.4 The operation of the PPCC/PPC in disciplinary matters will follow the same operational provisions as set out above in Section 13.

15. Appeals against the decision of a PPCC or a PPC – Good Health and Good Conduct

- 15.1 You will have the right to appeal any decision made by the PPCC in relation to a fitness to practise outcome. This appeal will be considered by the PPC.
- 15.2 Where the PPC is considering an appeal from the PPCC, no further appeal will be permitted. Completion of Procedures letter will be issued following consideration by the PPC. Where the PPC is considering a matter for the first time e.g. following the referral of a major misconduct matter from a Disciplinary Committee, there will be an opportunity to appeal this decision.
- 15.3 An appeal can be made on one or more of the following grounds:
 - (a) You have new material evidence that could not be provided earlier. By material,

we mean evidence that may alter the decision of the PPCC and which could not be provided at the time of your disciplinary.

- (b) You have evidence that this Procedure was not followed or that the process followed was unfair.
- (c) You consider any the sanction/requirement to be disproportionate or not relevant.

If the appeal is solely against the professional judgment exercised in determining the outcome of the PPCC or PPC, it will not be accepted, and a Completion of Procedure letter will be issued to you.

- 15.3 If you wish to appeal, you should complete the Fitness to Practise Appeal Form. Outcomes are dependent on the ground(s) evidenced. The submission should include
- all information to be considered as part of the appeal. We may not accept additional information later, unless there is good reason as to why it could not be included with the appeal form.
 - a list of any documents attached to support the disciplinary appeal
 - include the permission of any third party (e.g.: other students, staff etc.) named in any appeal statement
- 15.4 Appeals should be emailed to studentprocedures@cumbria.ac.uk, within 10 working days of the date of notification of the outcome of the PPCC or the PPC. Whether a ground for appeal is established will be determined by the Student Casework Manager or, in their absence, the Deputy Academic Registrar/PVC Student Journey and Academic Registrar. Clarification and/or additional information may be requested from you if necessary and this may extend the timeframe for considering your appeal.
- 15.5 Appeals from the decisions of PPCC will normally be considered by a manager (Grade 9 or above). In cases where the outcome of the PPC is that you should be deregistered, the appeal will be considered by the Vice Chancellor, or their nominee. A Completion of Procedures letter will be issued, and this will conclude the University's Fitness to Practise procedure.
- 15.6 Where no grounds for appeal are accepted, a Completion of Procedures letter will be issued, and this will conclude the Fitness to Practice procedure.
- 15.7 Once you have received a Completion of Procedures letter, if you remain unhappy with the outcome of an appeal, you may apply to the Office of the Independent Adjudicator (OIA), subject to the OIA's scope and eligibility. Specific details of how to

pursue redress via the OIA will be provided by the University's OIA contact in the form of the OIA's "Completion of Procedures" letter when all available avenues available have been exhausted.

APPENDIX 1¹: Examples of Issues that may lead to Fitness to Practise Concerns

This is not intended to be an exhaustive list but rather provides an indication of the type of issues that may be addressed through this procedure.

- academic misconduct (for example plagiarism, cheating in examinations, forging records);
- other disciplinary offences (for example antisocial, abusive or threatening behaviour, sexual misconduct, violence, bullying or harassment, damage to property, internet access abuse, substance/ alcohol abuse);
- health and safety breaches;
- failure to disclose convictions or other information that the student is required to disclose;
- inaccurate or falsified placement documentation;
- unsafe practice, incompetence or requiring too much supervision;
- unprofessional behaviour, including:
 - lack of respect, aggressive or poor attitude, laziness;
 - indiscipline, failure to follow dress code, inappropriate use of mobile phone, poor time keeping, poor attendance;
 - failure to self-reflect, lack of insight;
 - failure to engage with investigations into unprofessional behaviour;
 - poor self-management, lack of personal accountability;
 - dishonesty;
 - breaking patient confidentiality;
 - behaviour away from the student's studies, including:
 - criminal conviction e.g. violent offence; offence of dishonesty;
 - disruptive behaviour in the community;
 - inappropriate use of social media;
 - safeguarding concerns; poor mental or physical health or serious physical impairment that interferes with the student's ability to practise safely (see section on Health and disability issues below);
 - failure to seek help or engage with appropriate services in relation to health issues; and
 - poor communication or language skills

¹ Source: [OIA Good Practice Framework Fitness to Practice](#)

APPENDIX 2: Professional Body Guidance

- Guidance on Health and Character Health & Care Professions Council at [Health and character declarations](#)
- Guidance on Conduct and Ethics for Students (Updated Sept 2024) Health & Care Professions Council at <https://www.hcpc-uk.org/globalassets/resources/guidance/guidance-on-conduct-and-ethics-for-students.pdf>
- Standards of Conduct, Performance & Ethics (Updated September 2024) Health & Care Professions Council at <https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/>
- Standards of Education & Training Guidance (2017) Health & Care Professions Council at [standards-of-education-and-training.pdf](#)
- NMC Health & Character Guidance for AEs (September 2024):
- <https://www.nmc.org.uk/registration/joining-the-register/health-and-character/good-health-and-good-character-for-aes/>
- The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates (2015, updated 2018) Nursing and Midwifery Council at [The Code](#)
- National Teachers' standards (2011) [Teachers' standards - GOV.UK](#)

Guidance from professional bodies and associations has been used to inform this Procedure and can be found at:

British Association of Sport Rehabilitators and Trainers (BASRaT)	http://www.basrat.org/home/healthcareregulation
British Medical Ultrasound Society (BMUS)	https://www.bmus.org/
British Psychological Society (BPS)	http://www.bps.org.uk/
Chartered Society of Physiotherapy (CSP)	http://www.csp.org.uk/
Royal College of Occupational Therapy (RCOT)	https://www.rcot.co.uk/
College of Paramedics (COP)	https://www.collegeofparamedics.co.uk/
General Pharmaceutical Council (GPhC)	https://www.pharmacyregulation.org/
Health and Care Professions Council (HCPC)	http://www.hcpc-uk.co.uk/
Nursing and Midwifery Council (NMC)	https://www.nmc.org.uk/
Society of Radiographers	https://www.sor.org/
Society for Radiological Protection (SRP)	https://srp-uk.org/
College of Radiographers	Home CoR (collegeofradiographers.ac.uk)
Social Work England	Professional standards - Social Work England
DfE (department for education)	Teachers' standards - GOV.UK