

## Appendix 1 – Fitness to Practice Policy

**Title: Areas of Concern**

**Most frequent areas of concern relating to student fitness to practise – professional conduct and professionalism**

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| <b>Criminal conviction or caution</b>  | Child pornography<br>Theft<br>Financial fraud<br>Possession of illegal substances<br>Child abuse or any other abuse<br>Physical violence<br>Fixed Penalty Notices  |
| <b>Drug or alcohol misuse</b>  | Drunk driving<br>Alcohol consumption that affects clinical work or the work environment<br>Dealing, possessing or misusing drugs even if there are no legal proceedings  |
| <b>Aggressive, violent or threatening behaviour</b>                            | Assault<br>Physical violence<br>Bullying<br>Abuse  |
| <b>Persistent inappropriate attitude or behaviour</b>                          | Uncommitted to work<br>Neglect of administrative tasks<br>Poor communication skills<br>Failure to accept and follow educational advice<br>Inappropriate or unprofessional behaviour to patients, their relatives, members of staff or fellow students.<br>Major problems with attendance, punctuality, organisational skills or dishonesty, particularly as these relate to responsibilities in patient care.<br>Demonstration of inappropriate attitudes, or demonstration of bias, for example, on the grounds of either race, religion, gender, sexuality, disability or social background, particularly, but not exclusively, in the context of patient care.<br>Major problems with effective communication in a clinical context, particularly with patients and their relatives, but also with other health care professionals. |
| <b>Cheating or plagiarising</b>  | Cheating in examinations, logbooks or portfolios<br>Passing off others' work as one's own<br>Forging a supervisor's name on assessments  |
| <b>Dishonesty or fraud, including dishonesty outside the professional role</b> | Falsifying research<br>Financial fraud<br>Fraudulent CVs or other documents<br>Misrepresentation of qualifications<br>University regulations relating to discipline<br>( <a href="http://www.calendar.soton.ac.uk/sectionIV/discipline.html">http://www.calendar.soton.ac.uk/sectionIV/discipline.html</a> ).  |
| <b>Unprofessional behaviour of confidentiality or attitudes</b>                | Breach of confidentiality<br>Misleading patients about their care or treatment<br>Culpable involvement in a failure to obtain proper consent from a patient<br>Sexual, racial or other forms of harassment<br>Inappropriate examinations or failure to keep appropriate boundaries in behaviour<br>Persistent rudeness to patients, colleagues or others<br>Unlawful discrimination<br>Lack of ability to work towards and demonstrate the Standards of the Profession<br>Lack of demonstration of and ability to keep knowledge and skills up-to-date<br>Lack of appreciation of personal limits of knowledge, skills, and experience<br>Lack of effective supervision of tasks devolved to others  |

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| <b>Health concerns and insight or management of these concerns</b> | Failure to seek medical treatment or other support<br>Refusal to follow medical advice or care plans, including monitoring and reviews, in relation to maintaining fitness to practise<br>Failure to recognise limits and abilities or lack of insight into health concerns<br>Treatment-resistant condition. |
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### Most frequent areas of concern relating to student fitness to practise – academic progression

Concern regarding academic progression may be indicated by any of the following indicative behaviours:

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| <b>Academic progression</b> | Failure to meet academic standards   |
|                             | Failure to meet practice standards   |
|                             | Poor health that impacts on capacity to engage fully in learning opportunities despite reasonable adjustment (see also Fitness to Study policy:<br><a href="http://www.calendar.soton.ac.uk/sectionIV/fitness-study.html">http://www.calendar.soton.ac.uk/sectionIV/fitness-study.html</a> ) |
|                             | Non- adherence to Disciplinary Regulations including academic integrity.<br>For Disciplinary Regulations, see:<br><a href="http://www.calendar.soton.ac.uk/sectionIV/discipline.html">http://www.calendar.soton.ac.uk/sectionIV/discipline.html</a> )  |
|                             | For Academic Integrity regulations,<br>see: <a href="http://www.calendar.soton.ac.uk/sectionIV/academic-integrity-regs.html">http://www.calendar.soton.ac.uk/sectionIV/academic-integrity-regs.html</a>  |

### Most frequent areas of concern relating to student fitness to practise – health

Concern regarding health may be indicated by any of the following indicative behaviours.

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| <b>Health concerns and insight or management of these concerns</b> | Failure to seek medical treatment or other support<br>Refusal to follow medical advice or care plans, including monitoring and reviews, in relation to maintaining fitness to practise<br>Failure to recognise limits and abilities or lack of insight into health concerns<br>Treatment-resistant condition. |
|  | Ongoing poor health which limits engagement with learning opportunities   |
|  | Ongoing poor health which limits capacity to respond to feedback  |
|  | Ongoing poor health which limits retention of information and ability to respond in an appropriate and timely fashion.  |
|  | Ongoing poor health where reasonable adjustments threaten acquisition or demonstration of, Standards of the Profession (i.e., ability to satisfactorily complete placements, ability to work in teams, ability to communicate effectively, ability to reflect on practise and learning).                      |