

# Fitness to Practise Policy

<b>Policy Category:</b>	Academic – Student
<b>Subject:</b>	Fitness to Practise
<b>Approving Authority:</b>	College Council
<b>Responsible Officer:</b>	Vice-President & Principal (Education)
<b>Responsible Office:</b>	Student Conduct & Appeals
<b>Related Procedures:</b>	Fitness to Practise Procedure
<b>Related College Policies:</b>	Fitness to Study Policy G27 Misconduct
<b>Effective Date:</b>	01/09/2021
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## I. Purpose & Scope

When conferring awards which lead to professional qualifications registerable with a Professional, Statutory and Regulatory Body (PSRB), the university must be satisfied that the student would be a safe and suitable entrant to the given profession, and as such would be fit for registration and fit to practise. Such programmes depend upon the satisfactory completion of theory and practice assessment as well as demonstrating appropriate standards of behaviour, health and professional conduct relevant to future employment in the associated profession. Behaviour, health and/or professional conduct that adversely affect a student's fitness to practise, may result in their Professional, Regulatory and Statutory Body (PRSB) refusing to record the student's award and entitlement to practice.

Faculties determine standards and criteria for students to ensure their fitness for practise. Standards of Education and Standards of Proficiency are published by PRSBs.

This policy and procedure outline how the university will respond to concerns about a student's fitness to practise.

The policy has been developed with regard to equal opportunities legislation, which ensures that the rights of students are protected, and judgements are free from prejudice on the basis of protected characteristics. It should be considered in conjunction with the university's [Fitness to Study Policy and Procedure](#), the [Academic Regulations](#) and the university [Misconduct proceedings](#).

This policy is specific to students following a programme of study leading to the following professional qualifications:

- all programmes in Midwifery with registration
- all programmes in Nursing with registration
- BSc Nutrition and Dietetics
- BSc Physiotherapy
- MSc Physiotherapy
- MBBS
- BDS
- BSc Dental Therapy and Hygiene
- PGDip Dietetics
- MSc Dietetics
- PGCE Postgraduate Certificate in Education

- PCE Professional Graduate Certificate in Education
- MPharm
- DClinPsych
- Foundation Year One Training. The university is responsible for ensuring that MBBS graduates of the university during their Foundation Year One training follow an approved training programme and certify successful completion of this programme. This certification entitles full registration with the General Medical Council. For the purpose of this Policy, the term 'student' shall include Foundation Year One students and , the term 'programme of study' shall include the Foundation Year One training.

This Policy and Procedure do not cover:

- Failure to progress academically. This would be considered within the remit of [Academic Regulation G28](#).
- Fitness to Study. Please see section 8.
- Where a matter that may be considered under this Policy could also constitute an offence under the criminal law, the university's own consideration or proceedings may be delayed until such time as the police and/or courts have completed their investigations and proceedings.
- Students who already hold a professional qualification which is registrable with a PSRB, unless they are also following a programme of study leading to one of the professional qualifications listed above. However, nothing in policy shall prevent the university from informing a PSRB about a student who is already registered with that body, where:
  - the student has been found guilty of misconduct by a Misconduct Committee under [Academic Regulation G27](#); or
  - the student demonstrates behaviour and/or health issues which do not constitute misconduct under [Academic Regulation G27](#), but raise issues of their fitness for registration and to practise; and
  - there is a legal obligation to inform the professional, statutory or regulatory body about the matters covered by (i) and (ii), or in the judgment of the university it would be in the public interest to do so.

## II. Definitions

Please see the [Academic Regulations Glossary](#) for the following definitions:

- Programme of Study
- Fitness to Practise
- Fitness to Study
- Misconduct

## III. Policy

### 1. Introduction

- 1.1. In accordance with university procedures for academic progression and professional conduct, professional body requirements, and Faculty procedures, the university must endeavour to ensure that the behaviour, health and professional conduct of students does not constitute a risk to themselves or others.

1.2. A student's Fitness to Practise may be challenged when their behaviour, health and/or professional conduct gives cause for concern. In these circumstances, a student should initially be considered by Fitness to Practise Procedures at a local Faculty level, which may include a Faculty committee/panel or meeting. When required, the Faculty may refer the case to a College Fitness to Practise Committee.

## **2. Responsibilities**

### ***University***

2.1. The university has a duty to:

- 2.1.1. Ensure that students on a professional course are fit to practise in that profession, or will be when they complete the course;
- 2.1.2. Protect present or future patients, clients, service users and members of the public;
- 2.1.3. Safeguard public confidence in the profession;
- 2.1.4. Comply with the requirements of professional/regulatory bodies; and
- 2.1.5. Ensure that students are not awarded a qualification that permits them to practise a profession if they are not fit to do so.

2.2. In accordance with the Equality Act 2010, the university will consider any reasonable adjustments to this Policy to take into account the needs of individual students.

2.3. If an investigation has begun under this Policy during a student's registration with the university, it shall be concluded regardless of whether the student withdraws from the university where the relevant PSRB requires this. Otherwise the university will exercise discretion as to whether to continue Fitness to Practise processes following a student's withdrawal from the university.

2.4. If a College Fitness to Practise Committee determines that a student is not fit to practise, or a College Misconduct Committee determines that a student be expelled, the student's details will be added to the relevant regulatory body's 'Excluded Students' database where one is in place or where there is no database, the relevant PSRB will be informed.

### ***Students***

2.5. Students are expected to behave professionally and competently and be aware of their health and conduct to ensure they are safe to be around patients, clients and members of the public. This includes:

- 2.5.1. Ensuring that behaviour is professional on placements, in university and in their personal life (including on social media);
- 2.5.2. Being aware that their health problem(s) may put themselves or others at risk or adversely affect their ability to engage with study or placements;
- 2.5.3. Accepting that they may not be able to assess their own health accurately and be willing to seek advice from a healthcare professional, including referral for treatment and to engage in any recommended treatment programmes. Students must register

with a GP so that they have access to independent and objective medical care and must protect themselves and others by being immunised against common serious communicable diseases if vaccines are available and are recommended by the Department of Health or relevant devolved department;

2.5.4. Reporting anything that give cause for concern relating to themselves or another student that might impact on someone's fitness to practise

2.5.5. Being aware that when they graduate, they are responsible for informing their employer or other appropriate person if their health poses a risk to themselves or others and to declare any health problems

2.6. Students are required to familiarise themselves with and comply with the relevant professional code of conduct and should approach their Faculty for profession-specific advice about standards and criteria for students to ensure their fitness for practise. Standards of Education and Standards of Proficiency are published by PSRBs.

### **3. Reporting Fitness to Practise Concerns**

3.1. Anyone concerned about the behaviour, health and/or professional conduct of a student has the right to raise their concern via relevant Faculty procedures for raising concerns. Faculties will determine the management in accordance with Fitness to Practise procedure.

3.2. External complaints should be submitted through the usual Faculty Placement Complaints Procedure.

### **4. Removal from an External Environment**

4.1. A student undertaking a placement or a period of study or practical training in an external working or educational environment may be removed from this, under [Academic Regulation G28](#), pending an investigation in accordance with this Policy.

4.2. If the university considers the reasons for the removal would require a misconduct investigation under [Academic Regulation G27](#) or a fitness to practise investigation under this Policy, the student's removal from the external environment will be temporary, pending the outcome of the proceedings. The student may attend classes and sit assessments that are not in the external environment during this period. As part of its outcome, the Committee will confirm the status of the student's removal from the external environment; if this is permanent and the student will be unable to complete their programme of study, their registration will be terminated.

4.3. When a student is suspended from placement this will be confirmed to them in writing normally within 5 working days. The letter will include notification of the allegations against the student/concerns about the student's practice and an outline of the procedures that will be followed by the Faculty. Whenever the student is suspended from practice, the Faculty is required to inform the placement supervisor. The student and the placement supervisor will be advised of this at the earliest opportunity.

## 5. Fitness to Practise Procedure

- 5.1. This is a summary of the Fitness to Practise Procedure. The full Procedure is included below.
- 5.2. A student facing an allegation of being unfit for registration and to practise may be represented at any point in the proceedings by another university member, by a member of the King's College London Students' Union, or a member of the student's professional organisation (where applicable).
- 5.3. Additionally, the student may be accompanied by a family member or a friend who will not be able to speak on the student's behalf, unless this is a reasonable adjustment, such as, a sign language communicator or interpreter.

### Stage One: Faculty Fitness to Practise Procedure

- 5.4. The Faculty will investigate any concerns about a student's Fitness for Registration and to Practise and will make one of the following decisions:
  - 5.4.1. Permit the student to continue with the course as there is no case to answer;
  - 5.4.2. Permit the student to continue with the course with no further action;
  - 5.4.3. Permit the student to continue with the course with enhanced supervision, support and/or monitoring or remediation which could include a period of interruption and a review before returning;
  - 5.4.4. Refer the student to a university Fitness to Practise Committee.

### Stage Two: Referral to the Fitness to Practise Investigation

- 5.5. There are two routes of referral to the Fitness to Practise Committee:
  - 5.5.1. **Misconduct:** where a student faces an allegation of misconduct under the terms of [Academic Regulation G27](#), the case shall be considered in accordance with the procedure outlined in G27. Where such a student is found guilty of misconduct, the findings shall be notified to the appropriate Executive Dean of Faculty. The Faculty shall consider the findings, in accordance with the Faculty's fitness to practise procedures, to determine whether the case should be referred to the Head of Student Conduct & Appeals (HoSCA) for consideration by the Fitness to Practise Committee. Where a Fitness to Practise issue is present within a misconduct case, the HoSCA will notify the Faculty as soon as possible in order to allow the Faculty to determine whether any precautionary action should be taken.
  - 5.5.2. **Other matters justifying referral:** where a student demonstrates behaviour and/or health issues which do not constitute misconduct under [Academic Regulation G27](#) but raise issues of fitness for registration and practise, the Faculty shall investigate internally, in accordance with the Faculty's fitness to practise procedures, and determine whether the case should be referred to the HoSCA for consideration by the Fitness to Practise Committee. Where the Faculty determines that a case should be referred for consideration by the Fitness to Practise Committee, the Faculty shall notify the HoSCA in writing as soon as possible.

- 5.6. Upon receiving notification from the Faculty Vice Dean (Education) or their nominee, the HoSCA shall convene a meeting of the Fitness to Practise Committee. Further information on the committee membership for a Fitness to Practise Committee can be found under [Academic Regulation G57](#).
- 5.7. The Faculty Assessment Board may be instructed by the Head of Student Conduct & Appeals to not issue the student with a final award whilst action is being taken under this Policy. This restriction will be lifted upon completion of the action.

## **6. Possible Outcomes**

- 6.1. Based on the previously determined findings and the evidence submitted to the Committee, one of the following decisions will be made:

- 6.1.1. The student is fit for registration and practise;
- 6.1.2. The student is unfit for registration and practise.

- 6.2. A student will be presumed 'fit' to practise unless the Committee is satisfied that there is proof the student is unfit for registration and practise. In such instances, no further action will be taken.

- 6.3. Where the Committee finds that the student is unfit for registration and to practise, the following options will be considered:

- 6.3.1. That the student should undergo medical treatment or other appropriate remedial action, during which the student may be suspended. In such cases a time limit must be specified, at the end of which the case will be reviewed and continuation on the programme shall be at the discretion of the Faculty Vice Dean (Education) and the Chair of the Fitness to Practise Committee. Where the student is not permitted to continue, their registration on the programme of study will be terminated.
- 6.3.2. That the student is given the option to transfer to another non-professional programme if appropriate and providing the student meets the admission requirements for that programme;
- 6.3.3. That the student's registration on the programme of study be terminated.

## **7. Appeals**

- 7.1. Students may appeal the decision of the Committee on either or both of the following grounds:

- 7.1.1. there is new evidence that could not have been, or for good reason was not, made available at the time of the Committee, and sufficient evidence remains that the appeal warrants further consideration;
- 7.1.2. that evidence can be produced of significant procedural error on the part of the university before or during the Committee, and sufficient evidence remains that the appeal warrants further consideration.

- 7.2. The Vice-President and Vice-Principal (Education) will have the discretion to take into account grounds (including grounds of compassion) other than those stated above in deciding whether to allow an appeal to be heard.
- 7.3. Students can appeal via Student Conduct & Appeals by submitting the appropriate form detailing the grounds for their appeal within 10 working days of being notified of the Fitness to Practise Committee outcome. Fitness to Practise Appeal Forms received after this deadline will only be accepted at the discretion of the Vice-President and Vice-Principal (Education).
- 7.4. The appeal will be considered by the Vice-President and Vice-Principal (Education) or their nominee, having reviewed the case documentation and evidence to date. The student will be told one of the following outcomes within 30 working days:
  - 7.4.1. If the appeal is to be heard, an Appeal Committee will be appointed. Further information on the committee membership for a Fitness to Practise Appeal Committee can be found under [Academic Regulation G57](#);
  - 7.4.2. If the appeal is rejected, reasons will be given. There is no further right to appeal internally.
- 7.5. When all internal procedures are complete, students may request an independent review of their case by the [Office of the Independent Adjudicator for Higher Education](#), if they remain dissatisfied with the university's final outcome.

## **8. Fitness to Study and Fitness to Practise**

- 8.1. There may be instances where a student's fitness to study also impacts on their fitness to practise (for professional programmes). In cases where it is deemed appropriate by the university (and/or its collaborative partners), the student's case may be dealt with under the Fitness to Practise Policy. For example, this includes but is not limited to where there is a cause for concern relating to a professional clinical placement, patient safety will be the paramount consideration.
- 8.2. There may be occasions where a student is deemed fit for study at the university but not on a professional placement. In these cases, the Fitness to Practise Policy and its associated procedures will be invoked, but support may also be provided under the Fitness to Study Policy and Procedure.

## **9. Fitness to Practise and Conduct**

- 9.1. Where a case is referred to the HoSCA and the student is appealing the findings of the Misconduct Committee, the Fitness to Practise Committee will be paused until the misconduct process, in accordance with Academic Regulation G27, is complete.

## 10. Confidentiality and Retention of Data

- 10.1. All university staff members are governed by the requirements of GDPR. All data relating to an individual's physical or mental health is regarded as sensitive personal data. The [KCL Data Protection Policy](#) contains guidance on the use of sensitive personal data and should be followed in any Fitness to Practise procedures.
- 10.2. If a member of staff judges that it would be in the student's best interests to disclose sensitive information (e.g. so appropriate support may be provided), informed consent should be obtained from the student where possible.
- 10.3. If the student chooses to withhold consent, this decision should be respected. In this scenario, the implications of non-disclosure in terms of additional support and Fitness to Practise processes should be made clear by the relevant staff in the Faculty or Student Conduct & Appeals.
- 10.4. However, there are occasions when the student's consent is withheld, or it is impracticable to try to obtain it, when confidentiality may be broken, these include:
  - 10.4.1. When the student's mental health has deteriorated to the extent of compromising their personal safety
  - 10.4.2. When the student is at risk of serious abuse or exploitation
  - 10.4.3. When the student's behaviour is likely to adversely affect the rights and safety of others
  - 10.4.4. Where the member of staff would be liable to civil or criminal procedure if the information were not disclosed Patient Safety Information will be shared with others in circumstances where there may be a risk to others if information were withheld.
- 10.5. All records related to the process, the meeting and any ruling of the Committee will be held on the student's file for in accordance with the [KCL Data Protection Policy and Procedures](#).
- 10.6. Unless a case has been dismissed, referral to Fitness to Practise procedures will be made in all exiting student references where relevant in PSRB registration procedures.



## **Fitness to Practise Procedure**

### **Introduction**

A student shall be deemed to be unfit for registration and to practise if found by the Fitness to Practise Committee to demonstrate any health condition, behaviour or attitude which would render that student a person not fit to be admitted to and practise the given profession.

It is important to investigate all concerns as soon as they arise and to keep clear and accurate records.

### **Fitness to Practise Concerns**

1. As per the Office of the Independent Adjudicator's [Good Practice Framework: Fitness to Practise](#), examples of issues that may lead to Fitness to Practise concerns if the student's ability to meet professional standards are impaired, include but are not limited to:
  - academic misconduct (for example, plagiarism; cheating in examinations; forging records, including placement documentation);
  - 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;
  - 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; and
  - failure to seek help or engage with appropriate services in relation to health issues.

### **Representation**

2. A student may be represented at any point in the proceedings by another university member, by a member of the King's College London Students' Union, or a member of the student's professional organisation (where applicable).

3. Additionally, the student may be accompanied by a family member or a friend who will not be able to speak on the student's behalf, unless this is a reasonable adjustment, such as a sign language communicator or interpreter.
4. If the student is to be represented or accompanied, the name of the person who is to attend must be received in writing by the HoSCA at least 48 hours in advance of the Committee. The Fitness to Practise Committee or Appeal Committee has the discretion to refuse to permit a representative or friend or family member to attend where prior written notice has not been given.
5. If a student wishes to be represented by an individual not listed above, they should make representations to the Chair of the Fitness to Practise Committee or Appeal Committee. The Chair has the absolute discretion to accept or reject an application for alternative representation and their decision will be final.

### **Stage One: Faculty Fitness to Practise Investigation**

6. Where a Faculty has concerns about a student's fitness for registration and to practise they shall investigate internally in accordance with the Faculty's fitness to practise procedures.
7. A Faculty's fitness to practise procedures will make one of the following decisions:
  - Permit the student to continue with the course as there is no case to answer;
  - Permit the student to continue with the course with no further action;
  - Permit the student to continue with the course with enhanced supervision, support and/or monitoring or remediation which could include a period of interruption and a review before returning;
  - Refer the student to a university Fitness to Practise Committee Where a case is referred for consideration by the Fitness to Practise Committee, the Faculty shall notify the HoSCA in writing as soon as possible.
8. A student may not contest a decision that ii) there is no further action or iv) that the case be referred for consideration by the Fitness to Practise Committee. However, a student may contest under iii) any remedial action or supportive measures or other decision of the Faculty under iii). The student must contest the Faculty decision within 5 working days to the Head of Student Conduct & Appeals (HoSCA) who will consider the contestation and if satisfied there is a case to be answered, the HoSCA will refer the matter to Fitness to Practise Committee.
9. In the event of failure to agree to remedial action or supportive measures, imposed in accordance with the Faculty's fitness to practise procedures, the Faculty may also refer the case for consideration by the Fitness to Practise Committee, the Faculty shall notify the HoSCA in writing as soon as possible.

### **Stage Two: Fitness to Practise Committee**

10. Written notice of the Hearing date will normally be sent to the student and the Faculty Vice Dean (Education), together with the names of the Committee members, any witnesses, and all documentary evidence, at least 14 days before the Committee date.
11. The decision of a Misconduct Committee cannot be challenged.
12. The student may present documentary evidence or witnesses in their defence or mitigation. Documentary evidence for consideration by the Committee and/or the names of any witnesses and written copies of their evidence, must be sent to the HoSCA at least seven days in advance of the Committee. This evidence will be sent immediately to the Committee and the Faculty Vice Dean (Education) by the HoSCA. Documentary evidence and/or witnesses received after this deadline will only be accepted at the discretion of the Chair of the Committee.
13. The Vice Dean (Education) or nominee will present the Faculty's case to the Committee. The student (or their representative) will be invited to reply. Both parties may call witnesses and present documentary evidence, provided that any such evidence or the names of witnesses had previously been received and circulated by the HoSCA.
14. The Committee may also call upon other persons (whether members of the university or not) to provide advice on specific aspects of the case, either in person or in writing, provided that the names of any such persons have previously been made available to all parties.
15. The Committee may ask questions of all those called before it. The representative of the Faculty and the student may raise questions through the Chair.
16. At the conclusion of the Faculty representative and student's presentations and questions, the student may address the Committee and make a statement.
17. The Committee may, at its discretion, at any time during the proceedings have a private discussion where only the Committee and the Clerk will be present.
18. The Committee will consider its decision in private and will normally reach a decision and outcome without adjournment.
19. At any time during the proceedings, the Chair may adjourn the Committee, for the purpose of reaching a decision, outcome, or for other good cause. The Committee will ensure that any adjournment does not unreasonably delay the proceedings.
20. A decision of the Committee will be reached by a majority vote of the Committee members but will be announced as a decision of the Committee. The votes of the individual Committee members will be treated as confidential. In the event of a tie, the Chair will have the casting vote.
21. The decision of the Committee will normally be sent, to the student and Faculty Vice Dean (Education), within five working days of the date of the decision of the Committee. Where a student has been found unfit for registration and practise, the relevant regulatory body will be informed.

22. None of the proceedings will be invalidated or postponed by reason of absence, provided that both the student against whom a case has been made and the Faculty Vice Dean (Education) bringing the case have been sent written notice of the Committee and provided that those conducting the Committee believe that all the evidence and representations are before it. In the event that a student has indicated that they will attend but then cannot do so for good reason, an adjournment would generally be considered.

### **Appeal Committee Procedure**

23. Written notice of the Committee date will normally be sent to the student and the Faculty Vice Dean (Education), together with the names of the Committee members and all documentary evidence, at least 10 working days before the Committee date.
24. The student and the Faculty Vice Dean (Education) may present documentary evidence and/or witnesses. Documentary evidence for consideration by the Committee and/or the names of any witnesses and written copies of their evidence, must be sent to the HoSCA at least 5 working days in advance of the Committee. This evidence will be sent immediately to the Committee and other party by the HoSCA. Documentary evidence and/or witnesses received after this deadline will only be accepted at the discretion of the Chair.
25. The student making the appeal, or their representative, will present their case. The Faculty Vice Dean (Education) or their nominee will present the Faculty's case to the Committee. Both parties may call witnesses and present documentary evidence, provided that any such evidence or the names of witnesses had previously been received by the HoSCA and made available to the other party.
26. The Committee may ask questions of all those called before it. The representative of the Faculty and the student may raise questions through the Chair of the Committee.
27. At the conclusion of the Faculty representative and student's presentations and questions, the student may address the Committee and make a statement.
28. The Committee may, at its discretion, at any time during the proceedings, have a private discussion where only the Committee and the Clerk will be present.
29. The Committee will consider its decision in private and will normally reach a decision and outcome without adjournment.
30. The Appeal Committee will normally reach its decision without adjournment but may adjourn for the purpose of reaching a decision. The Committee will ensure that any adjournment does not unreasonably delay the misconduct proceedings.
31. The decision of the Appeal Committee will be reached by a majority vote of the members of the Committee and will be announced as the decision of the Committee. The votes of individual Committee members will be treated as confidential.

## **Appeal Committee Outcome**

32. The Appeal Committee may reject or uphold the appeal. Where the Appeal Committee upholds the appeal, the Committee may decide on one of the following measures:
  - i. that the decision of the Fitness to Practise Committee be set aside and that the Fitness to Practise Committee re-hear the case;
  - ii. that the decision of the Fitness to Practise Committee be modified or reversed.
33. The decision of the Committee will normally be sent, to the student and the Faculty Vice Dean (Education) and Chair of the Fitness to Practice Committee, within 5 working days of the date of the decision of the Appeal Committee. Where a student has been found unfit for registration and practise, the student's details will be added to the relevant regulatory body's 'Excluded Students' database where one is in place or where there is no database, the relevant regulatory body will be informed.
34. Where the Appeal Committee reject the appeal, the decision of the Fitness to Practise Committee will stand.
35. A decision of an Appeal Committee will be final.

## **Office of the Independent Adjudicator – Information for Students**

36. A student will normally need to have completed the Fitness to Practise Procedure and have received a [Completion of Procedures Letter](#) before a complaint can be made to the OIA. The complaint needs to be submitted to the OIA within 12 months of the date of the Completion of Procedures Letter.
37. Provided the complaint is eligible under the rules of the OIA's complaints scheme, the OIA will look at whether the university has applied its regulations and policies properly and followed its procedures correctly. It also considers whether any decision made by the university was fair and reasonable in all the circumstances.

## **Faculty Procedures**

### **Faculty of Dentistry, Oral and Craniofacial Sciences**

[FoDOCS: Professionalism \(Health & Conduct\) Policy](#)

[FoDOCS: Professionalism \(Health & Conduct\) Panel Meeting Policy](#)

[FoDOCS: Raising Concerns Guidance for Students](#)

[FoDOCS: UG Attendance and Engagement Policy](#)