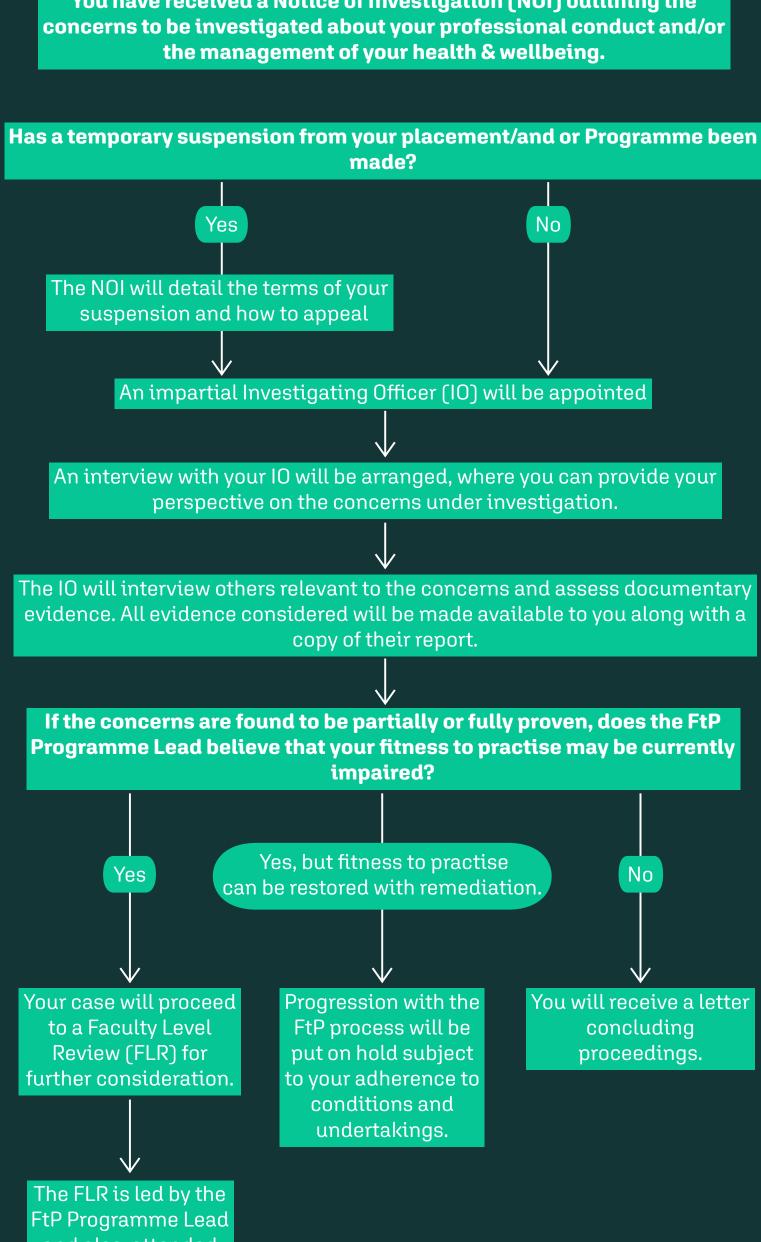


Fitness to Practise Flow Chart

If you have received a formal letter detailing a new Fitness to Practise (FtP) investigation this workflow will guide you through what to expect.

You have received a Notice of Investigation (NOI) outlining the the management of your health & wellbeing.



and also attended by the IO, Faculty Cases representative and your supporter(s).

The FtP Programme Lead will consider the IO's report and all available evidence including your testimony before making one of the following decisions.

Concerns found proven. It is believed that your FtP is likely currently impaired.

Your investigation will proceed to a University Panel Hearing.

Concerns are partially valid and/or your FtP is seen to be restorable.

The FtP Programme
Lead will consider
what measures may
be required to ensure
you are fit to practice.

Your case will be put on hold subject to you adhering to any conditions and undertakings.

You will receive an outcome letter which will detail all required actions.

You will receive 20 working days notice of the Panel Hearing along with a list of actions and their deadlines. This is issued alongside the first-draft of your documentation bundle which contains everything pertinent to your FtP case.

The panel membership includes, but is not limited to a Chair, an academic from your programme and an academic from another regulated profession. There's also a non-voting secretary. The FtP Programme Lead is supported by the IO in presenting the case for an impairment of fitness to practise on behalf of the Faculty. The student's role is to present any new evidence and/or mitigation in response to the concerns. All those present will be able to ask questions of others in attendance.

Witnesses may be called into the Panel Hearing by either the FtP Programme Lead or yourself.

The Panel are tasked with agreeing on four areas of determination;

- 1. Whether the concerns are proven, partially proven or invalid
- 2. Whether your fitness to practise is currently impaired or not (a definitive call)
- 3. Whether any mitigation has been provided that should impact the fourth determination
- 4. The outcome of the Panel Hearing (sanction)

On receiving the Determination of Outcome do you wish to appeal the panel's decision?



You will have the right to appeal the panel's decision within 10 working days'.

Information on how to appeal will be included in your Determination of Outcome Letter.



End of process

Refer to the Determination of Outcome and accompanying letter for details of any actions you are required to complete, along with their deadlines. Your queries can continue to be sent through to the FtP inbox.

You're encouraged to engage with support services throughout this process, such as The Wellbeing Service, The Student Guild [Exeter] or The Student Union [Penryn]. You may bring a named supporter to any FtP meeting.