

Fitness to Practise Types, Examples and Actions Table

Concerns surrounding Fitness to Practise (FtP) are not limited to the examples stated below. The FtP types, examples and actions are intended as non-punitive and are there to help support and resolve any FtP concerns including, giving a clear expectation on the potential consequences more serious FtP concerns can have on a referred student's progression and or termination of study.

Any student(s) can be referred to the [RVC Student Fitness to Practise Procedure](#) should there be cause for concern around a student's behaviour, conduct or health which may be in breach of [The RVC Charter](#), [RCVS Code for Professional Conduct for Veterinary Surgeons](#), [RCVS Code for Professional Conduct for Veterinary Nurses](#), [General Regulations for Study and Award](#), or may cause reputational damage to the RVC, the profession or an individual.

	Concern Type	Examples of issues leading to a referral to Fitness to Practise	Examples of Actions and professional development measures
Minor concerns	Health	Showing early signs or concerns of not : <ul style="list-style-type: none"> Being able to manage an illness during studies on or off campus e.g. repeatedly not notifying a member of staff before taking sick leave and returning home. Engaging with support and advice to manage any ongoing health concern(s). Declaring medication that might alter a student's behaviour 	<ul style="list-style-type: none"> Written/ verbal apology by way of mediation. Reminder to be vigilant around professional behaviours. Provide advice and support to help improve professionalism moving forward i.e. signposting to directed learning sessions with professional studies and/or RVC or RVCS codes of conduct. Recommendation to attend RVC Support Services i.e. disability advisor, SPD system for deferrals or interruptions.
	Performance	<ul style="list-style-type: none"> Failure to appropriately care for animals through neglect or carelessness (minor, isolated incident not resulting in lasting harm). Behaviours which hold the potential to compromise the welfare of animals and, if left unaddressed could amount to an escalation of harm. Not being able to follow clinical health and safety protocols (with appropriate support measures in place if indicated) 	
	Conduct	<ul style="list-style-type: none"> Academic misconduct which demonstrates the referred student has either been reflective or shown an ability to take ownership of their mistakes within the previous procedure. Breach of process which has not resulted in harm or risk to the safety of the students, others, or animals. Not following instructions which results in minor aggravations to the student or RVC. Posting images of people or animals without the owner's permission which would not be expected to result in distress or concern to the person/owner. Posting material on internet sites that contain offensive material, or where posting of material might be considered to bring the RVC or the professions into disrepute by association (e.g., pornography sites). Making unwanted remarks of a sexual nature. Non-verbal harassment e.g., sending unwanted emails or messages containing sexual content. Threats to hurt another person. Acting in an intimidating and hostile manner. Acting unprofessionally either during a learning session, or clinical environment which disrupts the learning or teaching of others. Micro-aggressions against an individual's protected characteristic* that result from ignorance or stereotyping, rather than be intentionally hurtful. 	
Intermed iate concerns	Concern Type	Examples of issues leading to a referral to Fitness to Practise	Examples of Actions and professional development measures
	Health	<ul style="list-style-type: none"> Failure or inability to seek medical treatment or other support. Refusal or inability to follow medical advice or treatment plans. 	<ul style="list-style-type: none"> Written/ verbal apology by way of mediation.

		<ul style="list-style-type: none"> ▪ Poor mental or physical health or serious physical impairment that could impair decision-making ability during a clinical environment. ▪ Not declaring an illness or medication which could impair decision-making ability during a clinical environment. 	<ul style="list-style-type: none"> ▪ Notifying the RVCSU to review and consider the justified outcome against the referred students involvement with RVCSU social events and/or their RVC representations. ▪ Engage in additional learning opportunities to enhance their professional and clinical development e.g. offer a period of voluntary time or services to the RVC (helping at Boltons Farm or events hosted by the Animal Care Trust and RVCSU). ▪ Compulsory attendance at a workshop/ coaching session. ▪ Compulsory directed learning workshops. ▪ Study i.e., referral to an SPD meeting. ▪ Clinical practice conditions such as a requirement to attend UK-only placements. ▪ Engage with occupational health, health authorities or disability support for managing a student's health and professional progression. ▪ Instruct an interruption of study to support medical treatment or remedial action. ▪ In addition to the above actions, the FtP Panel may implement study or clinical condition(s) to support remedial action.
	Performance	<ul style="list-style-type: none"> ▪ Inappropriate use of personal information. ▪ Failure to care for animals resulting in harm where this is non-deliberate (e.g., through ignorance or neglect). ▪ Being dishonest in clinical record keeping. ▪ Deliberate/knowning infringements of health and safety regulations, especially those of a more serious nature i.e., removing and damaging fire preventative equipment. ▪ Substance misuse e.g. drugs, alcohol and other substances that can impair performance. ▪ Actions or incidents which amount to a lack of insight into the code of professional behaviour and standards. ▪ Taking risk which compromises student, staff, client, and animal welfare. ▪ Unsafe practice, incompetence or requiring too much supervision. ▪ Poor self-management and /or repeated history of not following deadlines or advice e.g. in completing EMS or AHMS deadlines, paperwork, or SPD outcomes. 	
	Conduct	<ul style="list-style-type: none"> ▪ Repeated minor infringements which are disrupting the health and safety of others and animals. ▪ Repeated academic misconduct (of the same nature) which demonstrates the referred student has shown little or no reflection and/or ability to take ownership of their mistakes. ▪ Misuse of social media policy. ▪ Serious or intentional breaches of client confidentiality. ▪ Proven disciplinary offences (for example antisocial, abusive, or threatening behaviour, sexual misconduct, violence, bullying or harassment, damage to property, internet access abuse, substance/ alcohol abuse) which shows the referred student has not been reflective or shown an ability to take ownership of their mistakes within the previous procedure. ▪ Inaccurate or falsified placement documentation. ▪ Inappropriate or offensive behaviour towards fellow students, staff, clients, or placement providers ▪ Aggressive, threatening, harassing or violent behaviour. ▪ Dishonesty, cheating or plagiarising, including dishonesty outside the professional role. ▪ Breach of process or conduct which has resulted in harm or risk to the safety of the students, others, or animals. ▪ Discriminate against an individual based on their race, gender, disability, sexual orientation, age, religion or beliefs, or national origin. ▪ Not following instructions which results in significant aggravations to the student or RVC. 	

	Concern Type	Examples of issues leading to a referral to Fitness to Practise	Examples of Actions and professional development measures
Major concerns	Health	<ul style="list-style-type: none"> ▪ Despite reasonable adjustments or supportive arrangements demonstrating a failure or inability to seek medical treatment or engage in support to aid progression. ▪ Despite reasonable adjustments or supportive arrangements demonstrating a refusal or inability to follow medical advice or treatment plans. ▪ Not declaring an illness or medication which has caused a lack of insight resulting in harm or injury to another animal or person. ▪ Taking unnecessary risks and compromising animal welfare. ▪ Deliberately ignoring or failing to follow instructions or advice. ▪ Demonstrating a serious or persistent lack of insight into their limitations and lack of experience due to an ongoing or undisclosed health or disability. ▪ Deliberate and severe health and safety breaches e.g. not following clinical or laboratory instructions which has resulted in avoidable danger around animals or in a clinical environment. 	<ul style="list-style-type: none"> ▪ Written/ verbal apology by way of mediation. ▪ Make permanent or periodic withdrawal of privileges e.g., from out of hours facilities, RVCSU social events or representation duties. ▪ A written reflective essay. ▪ Compulsory attendance at a workshop/ coaching session. ▪ Compulsory directed learning workshops. ▪ Interruption of study for a period of no longer than 12 months. ▪ That the student's enrolment on the programme of study be suspended pending medical treatment or other appropriate remedial action within the normal registration period for the course. ▪ That a referred student's enrolment on the registered programme of study be terminated i.e. a referred student is withdrawn from the RVC and no longer has a right to study as an RVC student.¹ ▪ In addition to the above actions, the FtP Panel may implement study or clinical condition(s) to support remedial action.
	Performance	<ul style="list-style-type: none"> ▪ Demonstrating a serious or persistent lack of insight into their limitations and lack of experience ▪ Deliberately ignoring or failing to follow instructions or advice while in the clinical or study environment on or off campus. ▪ Substance misuse e.g. drugs, alcohol and other substances that can impair performance. ▪ Persistence unsafe practice, incompetence or requiring too much supervision. ▪ Falsely completing/signing documentation ▪ Purporting to have qualifications that they do not have. ▪ Failure to respect a client's instructions or going beyond the scope of consent. 	
	Conduct	<ul style="list-style-type: none"> ▪ Cause undue distress or provoke anti-social or violent behaviour. ▪ Repeatedly threatening to hurt another person and/or causing deliberate injury to another person. ▪ Inappropriate use of internet or social media which can cause offence and be regarded as bullying or harassment or reputational damage to the RVC or an individual. ▪ Deliberate infringement of health and safety regulations resulting in injury (or anticipated injury) to self or others. ▪ Intent to obtain or supply drugs inappropriately obtained through veterinary channels. Use of recreational drugs when in a clinical setting. Dishonesty, cheating or plagiarising, including dishonesty outside the professional role. ▪ Dishonesty within clinical responsibilities other than an assessment-based task for example, documented evidence to support patient reports have been doctored or falsified one or more times. ▪ Causing deliberate harm to animals through neglect and ignorance (other than for accepted husbandry or veterinary purposes, such as tail-ringing or neutering for example). ▪ Actions causing major reputational damage to the RVC or the profession. ▪ Failure to comply with precautionary measures set by the RVC as part of the Misconduct Procedures. ▪ Failure to disclose convictions or other information that the student is required to disclose. ▪ Failure to disclose an ongoing RCVS disciplinary investigation or outcome 	

Definition: Having a protected characteristics means you have the right not to be treated less favourable or subjected to an unfair advantage by reason of that characteristics for example, because of race, gender, sex, sexual orientation, age, religion or belief, disability, gender reassignment, pregnancy or maternity or civil partnership.

¹ Admission to an alternative non-RCVS programme will be decided in accordance with the admission criteria.