

**UNIVERSITY OF BIRMINGHAM**

**CODE OF PRACTICE ON PROCEDURES FOR MISCONDUCT AND FITNESS TO PRACTISE  
COMMITTEE**

## **Contents**

1. Introduction
2. Referral to the College Misconduct and Fitness to Practise Committee
3. Common Principles for all Misconduct and Fitness to Practise Committees
4. College Misconduct and Fitness to Practise Committee – Full Hearing: Evidence stage
5. College Misconduct and Fitness to Practise Committee: Outcome or sanction stage
6. University Misconduct and Fitness to Practise Committee
7. University Misconduct and Fitness to Practise Committee – Appeal Hearing Process
8. Case Reviews

Appendix A: Referral and Constitution of the Committees

Appendix B: Sanctions for non-academic misconduct

Appendix C: Sanctions for academic misconduct

Appendix D: Conditions and Outcomes in Fitness to Practise Cases

Appendix E: Closing Considerations

Appendix F: Order of Proceedings for College Misconduct and Fitness to Practise Committee

Appendix G: Order of Proceedings for University Misconduct and Fitness to Practise Committee

## **1. Introduction**

- 1.1 This Code of Practice applies to all Registered Students, Students on Leave of Absence (including suspended Students), External Students, Thesis Awaited Students and Graduands (collectively referred to in this Code of Practice as “Students”). This Code of Practice sets out the procedures for the following:
1. misconduct cases referred to the College Misconduct and Fitness to Practise Committee in accordance with Regulation 8;
  2. cases referred to the College Misconduct and Fitness to Practise Committee on the basis of concerns, including professional or health concerns of Students following Fitness to Practise programmes;
  3. cases referred to the College Misconduct and Fitness to Practise Committee in accordance with the Code of Practice on Plagiarism;
  4. appeals to the University Misconduct and Fitness to Practise Committee;
  5. the review of cases where Students are required to withdraw from their programme of study or the University by a College Misconduct and Fitness to Practise Committee.
- 1.2 In relation to Students registered on a Fitness to Practise programme (as defined in Regulation 1), concerns about misconduct, either academic or non-academic (which could include professional concerns), will be dealt with under the procedures outlined in Regulation 8.
- 1.3 All references in this Code of Practice to the Director of Academic Services and College Administration, Pro-Vice-Chancellor (Education), Head of College, and other positions identified by title, include their nominee.

## **2 Referral to the College Misconduct and Fitness to Practise Committee**

- 2.1. Students will be referred to a College Misconduct and Fitness to Practise Committee in accordance with the circumstances outlined in Section 1.1.
- 2.2. On receiving a referral, the Secretary, on behalf of the Head of College, will send to the Student an Investigating Officer’s Report which will set out the reason for referral to a Committee, including any alleged breaches of Regulations, and details of the investigation

(including any relevant evidence and incorporating any statement made by the Student during the investigation). The Student will be informed of the names and status of any witnesses to be called by the Case Presenter, and the reason for calling the witnesses.

2.3 The Student will be asked to submit within 10 University working days from the date of the letter accompanying the Investigating Officer's Report:

- a) a response to the Investigating Officer's Report. In cases of alleged misconduct, the Student should state in their response whether they admit or deny the offence;
- b) any evidence to be relied on;
- c) the names of any witnesses to be called by the Student and a brief outline of the evidence the witness is expected to give.

The Student should also submit any information about mitigating factors, and/or character references they wish the Committee to consider as part of any outcome or sanction stage. Any evidence not written in English should be accompanied by a certified translation. Any evidence or response received after the relevant deadline may be admitted only at the discretion of the Chair.

2.4 The Student's response to the Investigating Officer's Report will be given to the Investigating Officer and/or Case Presenter, as appropriate.

2.5 As soon as reasonably practicable, a College Committee will be convened. The Committee will be constituted in accordance with Appendix A.7. The Student will be sent the following information, at least 10 University working days before the hearing:

- a) the date and venue of the hearing;
- b) the papers that will be considered by the Committee (including the Investigating Officer's Report and any response by the Student);
- c) any supplemental report related to previous findings of misconduct relating to the Student (which will be given to the Committee only if the case is found proven);
- d) the names of the Committee members.

2.6 In cases where a supplemental report is sent to the Student, the Student will be invited to respond to the supplemental report in writing.

### **3 Common Principles for all Misconduct and Fitness to Practise Committees**

- 3.1 The University will act fairly and in accordance with the rules of natural justice when dealing with misconduct and fitness to practise matters.
- 3.2 The Student may object to a member of the Committee. The only ground for objection is that of possible bias arising from either:
- a) involvement of the member in the issues to be considered by the Committee at an earlier stage, or
  - b) involvement of the member in a related appeal hearing, misconduct hearing or grievance procedure, or
  - c) material knowledge of the matter or Student.

An objection must be submitted as soon as possible and within no more than five University working days of the date of notification of the Committee membership. The Director of Academic Services and College Administration will decide whether that Committee member should continue or be replaced.

- 3.3 All hearings will be in private unless the Student requests otherwise and the Committee agrees to this request. The Committee will make its reasons known in this event. The University does not permit hearings to be recorded.
- 3.4 It is expected that the Student will attend the hearing in person. The University may, at its discretion, approve arrangements for the Student to attend by telephone or video conferencing where such arrangements are possible and it is unrealistic for the Student to attend in person.
- 3.5 Where a Student, for any reason, does not attend the hearing, the Committee will decide whether to proceed or adjourn the hearing. The Committee has the right to consider the case and to reach a decision in the absence of the Student. However, no adverse inference should be drawn if a Student does not attend the hearing.
- 3.6 No-one shall be asked to swear an oath, but those involved in the proceedings are expected to make statements and answer questions truthfully.

- 3.7 The Chair will decide whether any evidence submitted by any party is admissible, and their decision shall be final.
- 3.8 All questions should be directed through the Chair. The Chair will have the final decision as to whether any question is permissible. The Chair has the discretion to manage the hearing as appropriate, and in doing so will have regard to the need to ensure fairness and natural justice, whilst having regard to the principles in this Code of Practice.
- 3.9 Committee decisions shall be taken by a simple majority of the members present and voting. The Chair will have the casting vote in the event of a tie. Findings will be made based on a balance of probabilities.
- 3.10 The Student may be accompanied by a 'Friend' (as defined in Regulation 1) at the hearing. A Friend may speak for the Student at the hearing but cannot answer questions on behalf of the Student except with the express agreement of the Chair. The Student is responsible for arranging a Friend to accompany them to the hearing. A Friend cannot also act as a witness or give evidence for the Student.
- 3.11 A Student may not be represented by a legal representative except in the case of students registered on Fitness to Practise programmes who are appealing to the University Misconduct and Fitness to Practise Committee who may be represented by a legal representative at their own cost. The Case Presenter may also be similarly represented.
- 3.12 Students may not normally request a postponement because of the unavailability of any person who they wish to accompany them to the hearing as a Friend or representative.
- 3.13 It is the responsibility of the Student and the University to arrange for their respective witnesses to attend the hearing. In cases of academic misconduct, a representative from the relevant School may be called to answer questions or give any necessary information that the Committee may require. If a witness (including a School representative) fails to attend, the Committee will decide whether to proceed in their absence, or to adjourn the hearing. Once a witness or School representative has given evidence and has been questioned they should leave the hearing.
- 4 College Misconduct and Fitness to Practise Committee - Full Hearing: Evidence stage**

- 4.1 The Committee will normally begin once all the members of the Committee are present, except that if the student member of the Committee nominated by the Guild of Students is not in attendance for whatever reason, then the Committee may proceed without a student member, at the discretion of the Chair.
- 4.2 The Student, their Friend (if present) and the Case Presenter will be invited into the room. The Chair will outline the purpose of the Committee and the procedure to be followed.
- 4.3 In cases of alleged misconduct, the Chair should establish whether the Student admits or denies the allegation. If the Student admits the offence, as detailed in the Investigating Officer's Report, the hearing may proceed to the sanctioning stage (Section 5), unless the Chair decides it is appropriate to hear the case in part or full. If the Student denies the offence or offences in whole or in part, a full hearing will be held, and the process outlined in Section 4.6 should be followed.
- 4.4 During the evidence stage of a hearing, the Case Presenter should not refer to any previous findings except in the following cases:
  - a) where the allegation relates to a case of repeated plagiarism, or
  - b) where the Student did not wish to accept the outcome of a Plagiarism Meeting, or
  - c) where the penalty applied as a result of a Plagiarism Meeting results in the Student failing the programme, or
  - d) where the case relates to a breach of conditions imposed by a previous Committee.
- 4.5 For cases referred to a Committee on the basis of health concerns of a Student following a Fitness to Practise programme, if the Student agrees that they have a health concern that may impair their Fitness to Practise, as detailed in the Investigating Officer's Report, the hearing may proceed to the outcome stage (Section 5), unless the Chair decides it is appropriate to hear the case in full. Otherwise, a full hearing will be held, and the process outlined in Section 4.6 should be followed.
- 4.6 The hearing will normally proceed as set out in Appendix F, but the Chair has the discretion to manage the hearing as appropriate to ensure:
  - a) fairness;

- b) that all parties have an opportunity to make statements and to be questioned about the matter concerned;
- c) that the Student is given the opportunity to make the final statement.

- 4.7 The Committee will then consider the evidence presented in the absence of the Student, their Friend, and the Case Presenter.
- 4.8 In misconduct cases, the Committee should then decide whether or not the allegation is found proven. In cases of plagiarism, the Committee will also decide on the categorisation of plagiarism in accordance with the categories listed in the Code of Practice on Plagiarism. For Fitness to Practise cases relating to a Student's health only, the Committee will decide whether there is a health issue that may be impairing the Student's fitness to practise.
- 4.9 Once the Committee has made a decision, the hearing will be reconvened. The Chair will inform all parties of the Committee's decision.

## **5 College Misconduct and Fitness to Practise Committee: Outcome or sanction stage**

- 5.1 The outcome or sanction stage will normally proceed in accordance with Appendix F, but the Chair has the discretion to manage the hearing as appropriate in accordance with the principles in section 4.6. At the start of this stage, the supplemental report and any mitigating factors or character references submitted by the Student will be distributed to the Committee. Additional evidence related to any mitigating factors or character references may also be admitted at the discretion of the Chair.
- 5.2 The Committee will then decide on the outcome or sanction to be imposed from Appendices B, C or D as appropriate, and decide on any Closing Considerations (Appendix E). In determining the sanction or outcome, the Committee may take into account any history of previous findings of misconduct.

### **5.3 Fitness to Practise**

If a Student registered on a Fitness to Practise programme is found to have breached University Regulation 8: Student Conduct, before deciding an appropriate sanction, the Committee will decide whether the matter raises specific concerns regarding the Student's fitness to practise.

For other matters, the Committee will decide whether the Student's fitness to practise is impaired before deciding on an appropriate outcome in accordance with Appendix D.

The Committee may adjourn to consult a relevant professional body before deciding the outcome.

#### **5.4 Decision Letters and Reports**

The decision made by a Committee (including any outcome or sanction imposed) will be confirmed in writing to the Student normally within two full University working days after the end of the hearing. The report, outlining the reasons for referral to Committee, a summary of evidence received, and the reasons for the decisions of the Chair and Committee (including any sanction imposed, if applicable), will normally be sent to the Student within five University working days of the hearing, and in any case as soon as reasonably practicable.

### **6 University Misconduct and Fitness to Practise Committee**

6.1 A Student may appeal against the decision of the College Misconduct and Fitness to Practise Committee no later than 15 University working days from the date on which the Outcome Report was sent to the Student. The Student must submit the appeal and any further supporting evidence in writing to the Director of Academic Services and College Administration, specifying the grounds of appeal. Students may appeal on one or more of these grounds:

- a) the sanction is disproportionate to the offence;
- b) a procedural irregularity;
- c) relevant new evidence which was not available at the time of the initial hearing; and
- d) the outcome is disproportionate to the fitness to practise impairment that needed addressing (for Students registered on Fitness to Practise programmes only).

6.2 On receiving an appeal, the Director of Academic Services and College Administration will convene a University Misconduct and Fitness to Practise Committee hearing. The Committee will be constituted in accordance with Appendix A.8.

6.3 The Case Presenter will be given an opportunity to respond to the Student's appeal.

- 6.4 The Student will be sent the following information at least 10 University working days before the hearing:
- a) the date and venue of the hearing;
  - b) the papers that will be considered by the Committee (including any response by the Case Presenter or Investigating Officer to the Student's appeal);
  - c) the names of the Committee members;
  - d) the names and status of any witnesses to be called by the Case Presenter.
- 6.5 The Student will be asked to submit the following information at least five days before the hearing:
- a) the name and status of their Friend (and/or representative if the Student is registered on a Fitness to Practise programme);
  - b) the names of any witnesses they wish to call, and a brief outline of the evidence the witness is expected to give;
  - c) any response to the Case Presenter's response to their appeal.

Any evidence or response received after the relevant date will be admitted only at the discretion of the Chair.

- 6.6 The University Misconduct and Fitness to Practise Committee may, prior to the hearing, or at the hearing itself, decide in its discretion whether to hear the matter afresh and in full or whether it should consider only the specific ground for appeal specified by the Student. If it is to be heard afresh, the Chair may postpone the hearing to allow both parties to prepare accordingly, or, with the consent of both parties, to continue with the hearing. If the case is heard afresh, the Committee will have all of the powers and sanctions of the College Misconduct and Fitness to Practise Committee, and the procedures outlined above in Section 4 should be followed. Otherwise, the procedures outlined in Section 7 should be followed. If a case is heard afresh by the University Misconduct and Fitness to Practise Committee, there is no further right of appeal.

## **7. University Misconduct and Fitness to Practise Committee – Appeal Hearing Process**

- 7.1 The Committee will normally begin once all the members of the Committee are present. The Chair will outline the purpose of the Committee and the procedure to be followed. The

hearing will normally proceed as set out in Appendix G, but the Chair has the discretion to manage the hearing as appropriate to ensure:

- a) fairness;
- b) that all parties have an opportunity to make statements and to be questioned about the matter concerned;
- c) that the Student is given the opportunity to make the final statement.

7.2 The Committee will then decide whether the appeal is allowed in whole or part. The Secretary and (if appointed) independent legal advisor will remain in attendance to advise as necessary.

7.3 All sanctions and outcomes set out in Appendices B, C and D are available if the Committee decides that the sanction imposed or outcome decided by the College Misconduct and Fitness to Practise Committee is not appropriate.

#### **7.4 Decision Letters and Reports**

The decision made by a Committee (including any outcome or sanction imposed) will be confirmed in writing to the Student normally within two full University working days after the end of the hearing. The report outlining the grounds for appeal, a summary of evidence received, and the reasons for the decisions of the Chair and Committee (including any sanction imposed, if applicable) will normally be sent to the Student within five University working days of the hearing, and in any case as soon as reasonably practicable.

### **8 Case Reviews**

Where a College Committee withdraws a Student from their programme, or the University, and the Student does not submit an appeal against that decision, the case will be reviewed by the University Misconduct and Fitness to Practise Committee to consider whether a procedural irregularity occurred which might have had a material effect on the outcome. The review will be undertaken by the Chair and a member from Pool 1 or an external member from Pool 2, as applicable (in accordance with Appendix A.8). If the reviewers agree that a procedural irregularity occurred, the University Misconduct and Fitness to Practise Committee will consider the matter as an appeal, which will be dealt with in accordance with the procedures outlined in Sections 6 and 7.

## Appendix A: Referral and Constitution of the Committees

- A.1 Students will normally be registered on a programme in a particular College and will be referred to that College's Misconduct and Fitness to Practise Committee. None of the Committee members appointed to the hearing panel shall have been previously involved with the case concerned.
- A.2 If two or more Students are alleged to be involved in related misconduct, the Investigating Officer may request that the Director of Academic Services and College Administration (or Head of College where the student is registered on a Fitness to Practise programme) decide whether the cases should be heard jointly or separately.
- A.3 For cases involving two or more Students registered in different Colleges, the Chair (in consultation with the Director of Academic Services and College Administration) may appoint a member of staff from each relevant College, to reflect as closely as possible the College membership of those Students, or refer the case to the Misconduct and Fitness to Practise Committee of the College where the majority of Students involved are registered. Students registered on a Fitness to Practise programme must be referred to the relevant Misconduct and Fitness to Practise Committee.
- A.4 Students who are registered on a Programme situated outside the University's College structure (e.g. Birmingham International Academy or Liberal Arts Programmes) will have their case heard by the Misconduct and Fitness to Practise Committee deemed most appropriate by the Director of Academic Services and College Administration. Normally this will be the College to which the majority of their programme or the module concerned belongs.
- A.5 Sabbatical Officers of the Guild of Students will be referred to such College Misconduct and Fitness to Practise Committee as the Director of Academic Services and College Administration deems to be appropriate.
- A.6 In exceptional circumstances (for example, in the interests of fairness or where there may be a potential conflict of interest), the Director of Academic Services and College Administration may decide that the Misconduct and Fitness to Practise Committee of another College hear the case in accordance with Regulation 8.3.5.

## **A.7 Constitution of the College Misconduct and Fitness to Practise Committee**

- A.7.1 The College Misconduct and Fitness to Practise Committee pool shall comprise at least 12 members of Academic Staff of the College, which shall be appointed at the beginning of each session by the Head of College.
- A.7.2 For cases involving Students registered on a Fitness to Practise programme, the Committee shall be drawn from two pools, A and B, which shall be appointed at the beginning of each session by the Head of College.
- A.7.3 Pool A shall comprise at least 12 members of Academic Staff of the College, taken from Schools whose students are subject to Fitness to Practise procedures.
- A.7.4 Pool B shall comprise at least six members who are either honorary members of staff or external profession-specific representatives who are associated with programmes of study that include Fitness to Practise procedures.
- A.7.5 For cases involving Students not registered on a Fitness to Practise programme, the Committee shall normally consist of four members:
- a) The Chair (appointed by the Head of College from the College Pool)
  - b) Two members from the College Pool who have not been involved with the case
  - c) A full-time Registered Student nominated by the Guild of Students who is from a different School to the Student subject to the allegations, and who has received training from the University on misconduct procedures.
- A.7.6 For cases involving Students registered on a Fitness to Practise programme, the Committee shall normally consist of four members:
- a) The Chair (from Pool A and appointed by the Head of College)
  - b) A member from Pool A who has not been involved with the case
  - c) A member from Pool B who has not been involved with the case
  - d) A full-time Registered Student nominated by the Guild of Students who:
    - i. is from a different School to the Student subject to the allegations
    - ii. is himself subject to Fitness to Practise procedures

- iii. and has received training from the University on Fitness to Practise procedures.

## **A.8 Constitution of the University Misconduct and Fitness to Practise Committee**

- A.8.1 The University Misconduct and Fitness to Practise Committee shall be drawn from two Pools, 1 and 2.
- A.8.2 Pool 1 shall comprise of no fewer than 12 members of Academic Staff of the University, at least one of whom shall hold current General Medical Council (GMC) registration.
- A.8.3 Pool 2 shall comprise of no fewer than 12 members of honorary members of staff or external profession-specific representatives who are associated with Fitness to Practise programmes. At least one of these members shall hold current GMC registration.
- A.8.4 The Committee shall consist of four members:
  - a) The Chair (normally the Pro-Vice-Chancellor (Education))
  - b) Two members chosen from Pool 1 and none from Pool 2 for appeals from Students not registered on a Fitness to Practise programme
  - c) One member from Pool 1 and one member from Pool 2 for appeals from Students registered on a Fitness to Practise programme
  - d) The President of the Guild of Students or their nominee
- A.8.5 For appeals from Students registered on a Fitness to Practise programme, the members chosen from Pool 1 and 2 should have experience of fitness to practise issues through their involvement with designated Fitness to Practise programmes as defined in Regulation 1. In the case of appeals from Students registered for the degree of MBChB, the Committee shall include at least one member holding current GMC registration.

## **A.9 Others in Attendance at the Committees**

- A.9.1 The Director of Academic Services and College Administration, or the Head of College (in cases involving plagiarism or fitness to practise), should appoint a relevant member of University staff as Case Presenter. The Case Presenter may be the Investigating Officer.

A.9.2 For College Committees, the Director of Academic Services and College Administration, or the Head of College (for Fitness to Practise cases), will appoint a Secretary to make necessary arrangements, notes of the hearing and advise the Committee as appropriate. For the University Misconduct and Fitness to Practise Committee, the Director of Academic Services and College Administration will appoint a Secretary to the Committee. A note-taker may also be present.

A.9.3 The University may appoint an independent legal advisor to advise the Committee.

## **Appendix B: Sanctions for non-academic misconduct**

B.1 **One** of the following sanctions may be imposed when a Student admits the offence, or the offence is found proven, and the Committee has considered the circumstances of the case:

- a) a reprimand;
- b) with the Student's consent and for Students aged 18 or over only, Community Service (as defined in Regulation 1) the specific details of which must be explained to the Student before consent is obtained;
- c) a fine not exceeding the maximum decided by the Senate or its delegated authority;
- d) exclude the Student from specified University premises, services or facilities for a specified period;
- e) suspend the Student from the University for a specified period, not exceeding one year;
- f) withdrawal of the Student from the Programme (option available for Fitness to Practise cases only);
- g) withdrawal of the Student from the University, with an award;
- h) withdrawal of the Student from the University, without an award.

B.2 In addition to the above, the Committee may:

- a) order the Student to make good in whole or part any damages resulting from the misconduct, either by payment or otherwise as may be appropriate;
- b) order the Student to make a written apology to any person(s) affected by the misconduct;
- c) accept an agreement from the Student that they will engage with appropriate student support and/or remedial tuition.

### **B.3 Additional sanctions for Sabbatical Officers and Student members of University Committees**

In addition to, or instead of, any of the sanctions listed above, the Committee may also impose one or more of the following further sanctions:

1. require the return of any or all documents, materials or other resources provided by the University in relation to holding an office or membership of a University committee by a specified date;
2. recommend to the Vice-Chancellor that a Sabbatical Officer's status as a Registered Student is withdrawn.

### **B.4 Suspension of a Sanction**

The Committee may suspend a sanction, subject to conditions which should be specified and communicated to the relevant parties. Any conditions imposed should be appropriate, proportionate, workable, and measurable.

### **B.5 Failure to Comply with a Sanction or Condition**

When imposing certain sanctions or conditions (including those outlined in Appendix D), the Committee should specify any consequences if the Student does not comply. The Director of Academic Services and College Administration (or Head of College for Students registered on Fitness to Practise programmes) may refer any non-compliance back to the College Misconduct and Fitness to Practise Committee (with the original membership where possible) for further consideration, and an additional sanction may be determined.

## Appendix C: Sanctions for academic misconduct

C.1 In cases where academic misconduct (a breach of Regulation 8.2.1.j), or research misconduct (a breach of Regulation 8.2.1.a in relation to the Code of Practice on Research) is admitted by the Student or is found proven, the Committee may impose **one** of the following sanctions after considering of all of the circumstances:

### Taught Programmes and Taught Modules

C.1.1 For Students on taught programmes of study, or where the academic misconduct takes place on a taught module which is part of a research-based programme of study:

- a) require the Student to undertake appropriate remedial tuition. The Committee should specify any consequences of failure to comply with any such requirement;
- b) allow the examination or assessment mark obtained to stand;
- c) reduce the examination or assessment mark to an appropriate level, including an award of zero. If this leads to failure of the module, a further attempt shall be permitted, with the overall module mark awarded capped at the pass mark or a mark decided by the Committee which would still enable the Student to obtain credit or to progress. Any such further attempt shall be taken:
  - i. at the next available opportunity; or
  - ii. at a time specified by the Committee;
- d) reduce the examination or assessment mark to an appropriate level, including an award of zero. If this leads to failure of the module, no further attempts at passing the module shall be permitted;
- e) reduce the module mark to an appropriate level, including an award of zero with no further attempt at passing the module permitted;
- f) limit the award of a Postgraduate Certificate, Postgraduate Diploma or Taught Postgraduate Degree to Pass or Merit only where a Merit or Distinction might otherwise have been awarded;

- g) reduce the degree classification which would have been awarded (which may include a fail categorisation or award of a lower alternative qualification);
- h) suspend the Student from the University for a specified period not exceeding one year;
- i) withdrawal of the Student from the Programme (option available for Fitness to Practise cases only);
- j) withdrawal of the Student from the University, with an award;
- k) withdrawal of the Student from the University, without an award.

**Note:** Where the offence occurs in a supplementary examination or assessment the mark from the original assessment shall not stand.

C.2 In addition to any of the above, the Committee may accept an agreement from the Student to engage with appropriate student support and/or remedial tuition. The Committee should specify the consequences if the Student fails to comply with any agreement.

### **Additional Sanctions for Postgraduate Research Students**

C.3 For Students on research-based programmes of study, the following additional sanctions are available for academic and research misconduct in addition to those sanctions outlined above:

- a) for research assessments that do not carry a numerical mark, the outcome will be considered a fail or non-submission. For example, in a case of plagiarism in a Research Student's upgrade submission, a Student may be prevented from upgrading and will remain on the original programme;
- b) for research assessments that do not carry a numerical mark, a further opportunity to resubmit the assessment at a date specified by the Committee will be given;
- c) the Student is permitted to submit/resubmit their dissertation/thesis for the **original qualification:**
  - i. with the offending sections/data removed, and

- ii. the length of time given for resubmission determined by the Committee (maximum allowable 12 months), and
  - iii. with the extent of any additional work on the thesis determined by the Committee.
- d) the Student is permitted to submit/resubmit their dissertation/thesis for **a lower award** of the University, as determined by the Committee:
- i. with the offending sections/data removed, and
  - ii. the length of time given for resubmission determined by the Committee (maximum allowable 12 months), and
  - iii. with the extent of any additional work on the thesis determined by the Committee.

For sanctions C.3.(c) and (d) the Committee may decide that no additional work may be carried out.

## Appendix D: Conditions and Outcomes in Fitness to Practise Cases

### D.1 Conditions

In addition to the sanctions which may be applied in cases of academic or non-academic misconduct, if a Committee has found that the Student's fitness to practise is impaired, a condition may be imposed if the Committee is satisfied that:

- a) the impairment can be remedied through the conditions; and
- b) the conditions are necessary to address the impairment to the Student's fitness to practise; and
- c) the conditions are appropriate, proportionate, workable and measurable.

The Committee shall specify any consequences if the Student fails to comply with any condition imposed.

### D.2 Outcomes for cases referred on the basis of health grounds

For Students on Fitness to Practise programmes where the Committee agrees that the Student's fitness to practise is impaired on health grounds, the Committee may decide that **one** of the following outcomes is appropriate, after consideration of the evidence:

- a) that the Student be allowed to continue the programme under close supervision, as specified by the Committee with clearly set conditions;
- b) to accept an agreement from the Student that they will engage with appropriate support (The Committee should specify any consequences of failure to comply);
- c) to exclude the Student from specified University premises, services or facilities for a specified period;
- d) to suspend the Student temporarily from attending a placement for a specified or unspecified period subject to regular review;
- e) to suspend the Student temporarily from the University for a specified or unspecified period subject to regular review;
- f) withdrawal of the Student from the Programme;
- g) withdrawal of the Student from the University.

The Committee may also impose a condition, in accordance with Appendix D.1, outlined above.

### **D.3 Review of a Student's Fitness to Practise**

If a Student's fitness to practise is to be reviewed to determine if any outcome or conditions have been successful, the Committee should specify when the review will take place and who will conduct it. The Committee (with the original membership where possible) has the right to undertake this review.

**Note:** The decision of a College Misconduct and Fitness to Practise Committee or University Misconduct and Fitness to Practise Committee is not binding upon the relevant professional body.

## Appendix E: Closing Considerations

- E.1 Having made a decision, the College Misconduct and Fitness to Practise Committee shall decide:
1. whether any record of the decision shall be placed in the Student's School file and, if so, whether permanently or for a limited time (for poor academic practice or moderate plagiarism this would not normally be the case); and
  2. whether any report of the matter should be made to the appropriate Head of School; and
  3. whether any particular reference should be made with regard to the individual's fitness to practise; and
  4. whether the Student is entitled to an academic transcript; and
  5. whether the Student is entitled to undertake another programme of study at the University during a specified period of time; and
  6. whether, and if so in what form, the decision should be publicised within the University in accordance with the Data Protection Act 1998; and
  7. whether a report should be sent to the employer or professional body, in accordance with the Data Protection Act 1998; and
  8. whether the University may be required to make a referral to the Independent Safeguarding Authority or any successor organisation (in cases where there is concern that the Student's conduct gives rise to concerns about harm or the risk of harm to children or vulnerable adults).

## **Appendix F: Order of Proceedings for College Misconduct and Fitness to Practise Committee**

### **F.1 Evidence stage**

- F.1.1 The Case Presenter may make a statement about the case and call witnesses as required.
- F.1.2 The Case Presenter's witnesses may make a statement and then be questioned by the Case Presenter, the Student (or their Friend) and the Committee, normally in that order.
- F.1.3 The Case Presenter may then be questioned by the Student (or their Friend), and the Committee, normally in that order.
- F.1.4 The Student (or their Friend) may make a statement about the case and call witnesses as required.
- F.1.5 The Student's witnesses may make a statement and then be questioned by the Student (or their Friend), the Case Presenter, and the Committee, normally in that order.
- F.1.6 The Student may then be questioned by the Case Presenter, and the Committee, normally in that order.
- F.1.7 The Case Presenter may make a final statement which should be based on the evidence presented.
- F.1.8 The Student (or their Friend) may make a final statement which should be based on the evidence presented.

If an outcome or sanction stage is required, the Chair may allow a brief adjournment so that the Student and Case Presenter can prepare before the hearing proceeds.

### **F.2 Outcome or sanction stage**

- F.2.1 The Case Presenter may make a statement in relation to the outcome or sanction, any mitigating or aggravating factors, any fitness to practise concerns, and any history of previous findings of misconduct;

- F.2.2 The Case Presenter may then call witnesses who may make a statement in relation to the outcome or sanction and then be questioned by the Case Presenter, Student (or their Friend) and the Committee, normally in that order.
- F.2.3 The Case Presenter may then be questioned by the Student (or their Friend), and the Committee, normally in that order.
- F.2.4 The Student (or their Friend) may make a statement in relation to the outcome or sanction, any mitigating or aggravating factors, any fitness to practise concerns, and any history of previous findings of misconduct.
- F.2.5 The Student may then call witnesses who may make a statement in relation to the outcome or sanction and then be questioned by the Student (or their Friend), the Case Presenter, and the Committee, normally in that order.
- F.2.6 The Student may then be questioned by the Case Presenter, and the Committee, normally in that order.
- F.2.7 The Case Presenter may make a final statement in relation to the outcome or sanction which should be based on the evidence presented.
- F.2.8 The Student (or their Friend) may make a final statement in relation to the outcome or sanction which should be based on the evidence presented.
- F.2.9 The Student, their Friend, and the Case Presenter will then leave the hearing.

## **Appendix G: Order of Proceedings for University Misconduct and Fitness to Practise Committee**

- G.1.1 The Student (or their Friend) may make a statement in relation to the appeal.
- G.1.2 The Student may then call witnesses who may make a statement in relation to the appeal and then be questioned by the Student (or their Friend), the Case Presenter, and the Committee, normally in that order.
- G.1.3 The Student may then be questioned by the Case Presenter, and the Committee, normally in that order.
- G.1.4 The Case Presenter may make a statement in relation to the appeal.
- G.1.5 The Case Presenter may then call witnesses who may make a statement in relation to the appeal and then be questioned by the Case Presenter, the Student (or their Friend) and the Committee, normally in that order.
- G.1.6 The Case Presenter may then be questioned by the Student (or their Friend), and the Committee, normally in that order.
- G.1.7 The Student (or their Friend) may make a final statement in relation to the appeal which should be based on the evidence presented.
- G.1.8 The Student, their Friend, and the Case Presenter will then leave the hearing.