

# Fitness to Practise Policy



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<b>Scope of policy (audience):</b>	All Leeds Trinity University registered students who are enrolled on a programme which is recognised by a Professional, Statutory or Regulatory Body for the purpose of obtaining a professional qualification, future registration with the relevant body and/or for the entitlement to practise the applicable profession.
<b>Policyholder:</b>	Director of Academic Quality and Standards
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## 1. Introduction and Context

- 1.1. Leeds Trinity University is committed to ensuring that all students, including apprentices and those individuals studying with our franchise partners, undertaking a course of study leading to the recommendation of their professional registration with a Professional, Statutory or Regulatory Body have the skills, knowledge, health, and character to work effectively and safely.
- 1.2. In support of the above commitment, this Policy explains how the University undertakes this responsibility and provides guidance to all students and apprentices registered on such a programme as to what is expected of them throughout the course of their study.
- 1.3. The University is also committed to promoting an open and diverse community where the rights and dignity of all are respected regardless of their background. This is reflected in the University's [mission, vision and values](#) and our [Equality, Diversity and Inclusion Policy](#).
- 1.4. This Policy sets out how a student's conduct and their state of health and wellbeing can determine their professional suitability for their chosen course, as well as for subsequent professional qualification and eligibility for future registration with a Professional, Statutory or Regulatory Body.
- 1.5. The University cannot guarantee a student's registration with any Professional, Statutory or Regulatory Body as this is a decision for the relevant Body in accordance with its own separate and independent procedures. Successful completion of an accredited programme leads to the recommendation for professional registration only.
- 1.6. The associated Procedure is designed to ensure that all legitimate concerns relating to a student's perceived Fitness to Practise are heard and responded to in a manner that is fair, transparent, timely and based on the consideration of relevant evidence.
- 1.7. This Policy and its associated Procedure have been developed in accordance with the QAA's [Quality Code](#), its Advice and Guidance for [Concerns, Complaints and Appeals](#) and [Monitoring and Evaluation](#), and the Office of the Independent Adjudicator's "[Good Practice Framework for Fitness to Practise](#)".
- 1.8. It is the University's aim to provide an inclusive and supportive response to students who experience (or have previously experienced) issues that might affect their ultimate Fitness to Practise. This Policy and its associated Procedure provide a suitable and coordinated response where other internal procedures are not appropriate (see also Section 6).
- 1.9. It is the student's responsibility to inform the University prior to enrolment (or as soon as they become aware thereafter) of any relevant disabilities which may affect the student's ability to attain the relevant competence standards and/or comply with the code of conduct on the professional course. The University will then be able to work with the student to identify the reasonable adjustments that can be implemented to avoid any substantial disadvantage arising from the disability (see also Section 6).

- 1.10 Fitness to Practise concerns will generally fall into three main categories: concerns about conduct, concerns about competence and concerns about capability.

## 2. Definitions

- 2.1. **“Fitness to Practise”** – Leeds Trinity University applies the Quality Assurance Agency for Higher Education’s definition of Fitness to Practise. Being fit to practise means “being suitably qualified and prepared, and demonstrating appropriate skills, conduct, values and attributes, to perform a particular professional role as recognised by the relevant professional body.”
- 2.2. **“The University”** – Leeds Trinity University
- 2.3. **“Students”** – All students registered on an undergraduate or postgraduate programme awarded by Leeds Trinity University which will lead to recommendation of professional registration with a Profession, Statutory or Regulatory Body, including those studying for apprenticeships/CPD purposes or on programmes delivered by our franchise partners. This also applies to those who have applied for such a programme but have not yet enrolled.
- 2.4. **“LTSU”** – Leeds Trinity Students’ Union
- 2.5. **“PSRB”** – Professional, Statutory or Regulatory Body
- 2.6. **“OIA”** – Office of the Independent Adjudicator
- 2.7. **“QAA”** – Quality Assurance Agency for Higher Education
- 2.8. **“NHS”** – National Health Service
- 2.9. **“NMC”** – Nursing and Midwifery Council
- 2.10. **“SWE”** – Social Work England
- 2.11. **“HCPC”** – Health and Care Professions Council
- 2.12. **“QTS”** – Qualified Teacher Status
- 2.13. **“DBS”** – Disclosure and Barring Service
- 2.14. **“CRO”** – Community Resolution Order
- 2.15. **“TRA”** – Teaching Regulation Agency
- 2.16. **“LADO”** – Local Authority Designated Officer
- 2.17. **“DAQS”** – Director of Academic Quality and Standards
- 2.18. **“PVCEE”** – Pro Vice-Chancellor for Education and Experience

### **3. Scope**

- 3.1. This Policy and its associated Procedure applies to all relevant undergraduate and postgraduate students from the point of application throughout their programme of study and, where relevant, up to and including the point of confirming eligibility to register with the appropriate PSRB. It applies to all campus-based learning as well as placements or other Practise-based settings and includes the conduct of students in their personal lives in determining their fitness to practise their chosen profession.
- 3.2. This Policy and its associated Procedure will be invoked in the event of any conduct or cause for concern arising which may render a student who is enrolled on a professionally regulated course which leads directly to or satisfies the conditions for recommendation for a professional qualification, or which confers upon them a direct licence to practise a particular profession, unfit to be admitted to the profession.
- 3.3. This Policy and its associated Procedure may be invoked where there is an alleged breach of the professional code of conduct or statutory standards by a student registered on a professional course.
- 3.4. While Leeds Trinity University recognises that the conduct or cause for concern in question will usually arise within the course activity (whether at the University, on placement or in other clinical settings), behaviour outside the University may also be considered under this Policy.
- 3.5. Any cause for concern which relates specifically to the PSRB for each course will be defined by the relevant School with reference to the appropriate PSRB's code of conduct.
- 3.6. Examples of causes for concern which apply to all courses and may result in this Policy and its associated Procedure being invoked include (please note that this is a non-exhaustive list):
  - 3.6.1. Aggressive, violent, or threatening behaviour, e.g., assault, physical violence, bullying/harassment, and verbal abuse.
  - 3.6.2. Criminal convictions or cautions.
  - 3.6.3. Dishonesty, e.g., falsification of professional records, qualifications, or signatures, misrepresenting attendance, failing to immediately declare involvement in a criminal incident, or failing to declare a criminal conviction.
  - 3.6.4. Drug or alcohol misuse, e.g., supplying, possessing, or misusing drugs, driving under the influence of alcohol and/or drugs, or where the consumption of alcohol or misuse of drugs affects the work or study environment.
  - 3.6.5. Persistent inappropriate attitude or behaviour, e.g., failure to accept educational advice, poor attendance or time management, poor communication, failure to submit coursework, or failure to observe and/or comply with the rules of the University or the rules of any placement provider.

- 3.6.6. Unprofessional behaviour, e.g., breach of confidentiality, failure to maintain appropriate boundaries, unlawful discrimination, absence from placement without permission, misuse of the internet and social networking sites, failure to work within the limits of professional competencies, or failure to report safeguarding concerns.
  - 3.6.7. Health concerns, particularly where a student cannot be expected to attain the competency standards of the course, notwithstanding reasonable adjustments. This includes the failure to seek or adhere to medical treatment or support, failure to recognise personal limits and abilities and a demonstrable lack of insight into health issues.
  - 3.6.8. Any other circumstance whereby the Head of School is unable to evidentially certify that the student is fit to Practise and/or enter the professional register upon completion of the course.
  - 3.6.9. Sexual violence or sexual misconduct.
  - 3.6.10. Failure to complete a Disclosure & Barring Service (DBS) Application or a Self-Declaration Form as and when required in each academic year.
- 3.7. Allegations of academic dishonesty (including contract cheating, plagiarism, collusion, or inappropriate use of AI) will be considered in line with the University's Academic Misconduct Policy and Procedure and the standard academic penalties will apply.
  - 3.7.1. Where the Student Academic and Professional Misconduct Panel, following a discussion with the Head of School, considers that an academic sanction by itself is inadequate due to the nature of the offence (e.g., it involves theft, falsification, impersonation or otherwise calls into question a student's fitness to Practise), the matter may also be referred for consideration under this Policy and its associated Procedure.
- 3.8. Allegations of sexual misconduct will be considered in line with the University's Sexual Misconduct Policy and Procedure and the standard outcomes will apply. Where it is agreed by a Student Conduct Panel, following a discussion with the Head of School, considers that offence calls into question a student's Fitness to Practise, the matter may also be referred for considered under this Policy and its associated Procedure.
- 3.9. The Raising and Escalating Concerns Procedure and the Fitness to Practise Policy and Procedure take precedence over all other university procedures, except in cases of alleged sexual misconduct which will be processed under the University's Sexual Misconduct Policy and Procedure.
- 3.10. The Fitness to Practise Policy and its associated Procedure are separate from the Student Conduct and Discipline Policy and Procedure and Fitness to Study Policy and Procedure. Where there are allegations of inappropriate behaviour, if there is any doubt as to whether an issue should be dealt with under the Student Conduct and Discipline Policy or the Fitness to Practise Policy, the Fitness to Practise Policy will normally take precedence (with the exception of allegations of sexual misconduct, as set out in Regulation 3.9).

- 3.11. If separate disciplinary proceedings are initiated before Fitness to Practise proceedings, the student should be given the opportunity to appeal the disciplinary outcome. In these cases, the University will not usually start Fitness to Practise proceedings until the disciplinary proceedings are concluded. However, the University reserves the right to take immediate action to protect the student or other members of the Leeds Trinity community (see Section 6 of the Procedure).
- 3.12. The Fitness to Study Policy may be invoked at any stage in the Fitness to Practise process if it is considered appropriate to do so. Only in exceptional circumstances, however, would Fitness to Study procedures take precedence.
- 3.13. A full list of courses which are subject to this Policy is provided at Appendix 1 and is reviewed and agreed annually by our Academic Board.

#### **4. General Principles**

- 4.1. All references in this Policy to the Vice-Chancellor, Chief Operating Officer and Head of School includes their appointed nominee(s).
- 4.2. Students registered on a programme which is recognised by a PSRB for the purpose of obtaining a professional qualification, future registration with the relevant body and/or for the entitlement to practise the applicable profession may be required to make an annual self-declaration of their ongoing health and character status. If this is required by the relevant PSRB, students will be informed of this by the University.
- 4.3. Students whose behaviour and/or discipline indicates that they present a risk to the public should not be permitted to proceed and/or graduate with a registerable degree or award. The University reserves the right to terminate the studies of a student whose programme leads to a profession qualification, professional registration, or which provides the basis to Practise such a profession, should a student behave in such a way to render them unfit to be admitted to that profession. Similarly, the University may terminate the studies of a student whose ability to perform in an appropriately professional way presents a danger to themselves or others and which raises significant doubts about their suitability to practise professionally.
- 4.4. This Policy and its associated Procedure are not substitutes for a criminal investigation. See also Regulations 7.5 and 7.6.
- 4.5. Students may be required to undertake medical checks or provide medical evidence as proof of their fitness to practise in some cases. Where a placement provider or their occupational health practitioner raises doubts about a student's suitability for the intended profession, this Fitness to Practise policy should be invoked. See also Regulation 6.2.
- 4.6. The University will make reasonable adjustments to the Fitness to Practise Procedure under this Policy if required by a student's disability or for another valid reason. See also Section 6.
- 4.7. Students studying the courses listed in Appendix 1 must be aware that their actions and behaviour may have an impact on their fitness to practise their chosen profession at all times. This includes while they are at the University, on

placement, and in their personal lives. The expected standards of behaviour and responsibilities of students studying these courses may be different to those of other students and must at all times justify the trust that the public places in these key professions.

- 4.8. Students must be given full opportunity to explain, respond or defend themselves during the Fitness to Practise process. They must be explicitly given the opportunity to seek appropriate independent advice from LTSU.
- 4.9. Advice can be sought by either party if required from other members of staff within the University, from relevant PSRBs, the LADO and/or police at any stage of the proceedings.
- 4.10. In all Fitness to Practise cases, the burden of proof lies with the University, that is, the University must prove that the student has done what they are accused of doing. Students will need to prove any mitigating factors that they wish to rely on.
- 4.11. The standard of proof applied in Fitness to Practise proceedings is that used in civil legal cases and is based “upon the balance of probabilities”, that is, that it is more likely than not that something happened.
- 4.12. If a suspended student is subject to Fitness to Practise proceedings, they will not be permitted to return to their programme until any such proceedings are concluded.
- 4.13. If a student withdraws from or is withdrawn by the University, they should note that any Fitness to Practise proceedings will continue and may require their engagement.

## **5. Responsibilities**

- 5.1. The relevant Faculty is responsible for making prospective and current students aware of Leeds Trinity University policies and procedures in relation to Fitness to Practise, and relevant PSRB requirements, prior to enrolment.
- 5.2. The relevant Faculty is responsible for signposting students to this Fitness to Practise Policy and its associated Procedure, as well as any relevant Code(s) of Conduct, in the programme handbook and for drawing these to the attention of students throughout a programme’s duration.
- 5.3. It is the responsibility of each student to familiarise themselves with this Policy and the PSRB requirements and expectations relevant to their programme as set out in the relevant programme handbook.
- 5.4. Each student is responsible for acting in accordance with all Leeds Trinity University policies and procedures and the relevant Code(s) of Conduct, and for notifying their Programme Leader of any circumstances which may impact upon their Fitness to Practise, including any which may arise during the course.

## 6. Health and Disability Principles

- 6.1. The University is committed to providing a culture and environment which is inclusive of all sections of society and responsive to the needs of individuals. The University particularly welcomes students experiencing disability, recognising, and valuing the positive contributions and perspectives offered by these individuals.
- 6.2. All students who accept an offer to study on a relevant programme governed by the regulations of a PSRB will be required to complete and sign a health declaration form prior to the commencement of the course and, where appropriate, will be asked to attend a compulsory occupational health immunisation appointment during Welcome Week.<sup>1</sup>
- 6.3. A student may be asked to provide medical certification from an occupational health physician of their fitness to undertake study on a programme which includes working with clients in practise settings and within laboratories.
- 6.4. Failure to complete the pre-admission health check and be declared fit or making a false declaration, where required by the relevant PSRB, may result in the withdrawal of the offer of a place on a programme.
- 6.5. Students should be aware that their physical or mental health may be, or may become, an appropriate reason for them to be deemed unfit to practise, notwithstanding the requirements of the Equality Act 2010. As a consequence, some students may not be able to complete the programme of study for which they are enrolled. In such cases, the Fitness to Practise Panel, along with the Progression and Award Board, will consider whether the student is eligible to receive an alternate exit award.
- 6.6. In the interests of the health and safety of students and the wider public, the University must ensure that students are fit to practise in order that they are able to register as teachers, social workers, nurses, and sports rehabilitators, amongst other professions. The safety of people in their care will always be the prime consideration. The University recognises that most students who have a disability or health condition will register successfully. However, for a minority, a disability-related issue or a health condition may make it impossible to meet the outcomes required by their programme of study. As a result, in cases where the student cannot demonstrate the necessary level of competence, and if all reasonable adjustments for the student have been explored by the University, following consultation with the student, their personal tutor and an appropriate registered medical professional and a way forward cannot be identified, it may be appropriate to progress Fitness to Practise proceedings.
- 6.7. Applicants are required to inform the University prior to admission about any pre-existing conditions for which reasonable adjustments within the meaning of the Equality Act 2010 may need to be made to the arrangements of the programme of study.
  - 6.7.1. Factors which may be taken into account when determining whether reasonable adjustments can be made to enable a student to meet the competence standards required for professional registration may include (but are not limited to):

<sup>1</sup> See also Regulation 9.7 of the [Admissions Policy](#).



- 6.7.1.1. Whether the condition is a recurring or relapsing condition.
  - 6.7.1.2. Whether the condition or disability could affect the individual's judgment or performance.
  - 6.7.1.3. Whether the condition or disability is one which poses a risk to the public.
  - 6.7.1.4. The date of any diagnosis.
  - 6.7.1.5. Any action taken by the individual since the diagnosis was received.
  - 6.7.1.6. The length of time that a condition may have been in remission.
  - 6.7.1.7. The treatment and/or management advised for the condition or disability.
  - 6.7.1.8. The level of insight the student has into the condition or disability.
  - 6.7.1.9. Evidence that the individual has proactively disclosed the condition or disability and sought support/treatment.
  - 6.7.1.10. A report from an occupational health practitioner regarding the diagnosis and/or management of the condition as it relates to the capability of the individual for safe and effective practice.
  - 6.7.1.11. Whether the condition or disability has led to the student's conduct falling below the standard required by a relevant PSRB.
- 6.8. Students are required to inform their Personal Tutor of any changes in their physical and/or mental health which could affect their ability to carry out their work in a safe and effective manner and, by extension, their Fitness to Practise.
- 6.9. Further detail about the specific health requirements and considerations relating to relevant programmes are outlined in Appendix 2 to this Policy.

**7. Disclosures and New Offences**

7.1. The University must ensure that all students to whom this policy applies are of good character. This requires the University to consider any matters in relation to a student that may indicate that they are not of good character. Examples of such matters include (but are not limited to):

- 7.1.1. The student is or has been arrested on suspicion of criminal charges.

- 7.1.2. The student is or has been convicted of a criminal offence.
  - 7.1.3. The student receives or has received a police caution or conditional discharge for a criminal offence other than a protected caution or discharge.
  - 7.1.4. The student is or has been subject to disciplinary action either by the University, another further or higher educational institution, a PSRB or their employer.
  - 7.1.5. The student is having or has had civil proceedings (other than divorce or civil partnership dissolution proceedings) brought against them.
  - 7.1.6. There is evidence the student has engaged in conduct that would bring into question their integrity or character or which might otherwise bring the University or their intended profession into disrepute.
- 7.2. For the purposes of this Policy and its associated Procedure, references to a criminal conviction include convictions, cautions, admonitions, reprimands, final warnings, bind over orders or similar.
- 7.3. Applicants and students for courses leading to registration with a PSRB are required to disclose any criminal convictions (including spent convictions where required under the provisions of the Rehabilitation of Offenders Act 1974) and inclusion on the Disclosure and Barring Service's "barred lists" prior to admission to Leeds Trinity University and immediately whilst the student remains registered on their programme of study.
- 7.4. The University recognises that some occupations, posts, and activities mean that convictions, cautions, warnings, or reprimands which would otherwise be considered spent under the terms of the Rehabilitation of Offenders Act 1974 may need to be disclosed. The provision for this is set out in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended. This is due to there being certain activities for which fuller disclosure of a person's criminal record history is relevant, such as where there is a real risk to children, other people in vulnerable circumstances or some other particularly sensitive area of work. See [here](#) for more information. Further guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website.
  - 7.4.1. Applicants and/or students should be aware that Community Resolution Orders are not formally covered by the provisions of the Rehabilitation of Offenders Act 1974. As such, they may appear on an enhanced DBS check depending on the nature of the offence listed on the CRO and the occupation under which the disclosure has been requested.
- 7.5. The Police, the DBS, the DfE and other relevant agencies/organisations may be notified if a student commits a possible criminal offence. In such cases, any Police and/or agency investigation takes precedence over any internal investigations by the University. If an internal investigation has already begun, it will be suspended until the Police and/or agency investigation has been completed or the University is notified that its procedure may continue.
- 7.6. Any decision by the Police and/or agency to discontinue an investigation or the imposition of a "guilty" or "not guilty" verdict does not prevent the University from recommencing its Fitness to Practise or disciplinary processes. The University

may, without prejudice, take actions such as suspending a student from study and/or placement or excluding them from university accommodation while a Police and/or agency investigation is ongoing. See also Section 11.

- 7.7. The University reserves the right to suspend or terminate a student's registration for failing to either disclose or address appropriately serious issues which relate to their Fitness to Practise.

## **8. Confidentiality and Data Privacy**

- 8.1. The University is committed to fulfilling its data protection obligations regarding sensitive personal information or "special category data", therefore information about students who are subject to Fitness to Practise proceedings will be kept confidential as far as is practicable.
- 8.1.1. If information must be disclosed, it should be disclosed to as few people as possible, and only to those involved in investigating or deciding the matter.
- 8.1.2. Sensitive information will not be disclosed to members of the Fitness to Practise Panel until their membership has been confirmed. This ensures that students have the opportunity to object to a panel member (on grounds of bias, for example) before they have seen the sensitive information.
- 8.2. If an anonymous concern is raised about a student's Fitness to Practise, for example under whistleblowing procedures, the University will take extra care to ensure it investigates the concern carefully, as set out in the OIA's [Good Practice Framework for Fitness to Practise](#). In these cases, reporting parties should note that:
- 8.2.1. Those investigating the concern will normally need to know the identity of the person making the allegation so that they can rule out the possibility that the report is being made maliciously.
- 8.2.2. Witnesses who are being asked to give their professional opinion are not expected to be anonymous. If the witness does not agree to the student knowing their identity, it may not be appropriate to rely on their evidence.
- 8.2.3. Where evidence comes from service users during a practise placement, the placement provider will need to protect the confidentiality of service users, particularly where those service users are children or vulnerable adults. In these cases, the University will obtain as much information and evidence from the placement provider as possible. This may include a summary of allegations made by service users, or anonymised witness statements.
- 8.3. In all Fitness to Practise cases, the student must have enough information about the concerns raised to be able to respond to them.
- 8.4. Normally, Fitness to Practise Panel Hearings/Initial Investigatory Interviews will not be recorded i.e., by Microsoft Teams, unless requested. Permission must be sought by all panel members; colleagues present and the student before commencement of any recording of hearings or interviews.

## **9. Assessing Fitness to Practise during Admission and Enrolment**

- 9.1. In order to meet its obligations as a provider of professionally regulated programmes, the University is required to make an assessment of whether an individual is fit to practise based on the limited information available at the point of admission to the programme. Offers made for programmes to which this policy applies may be subject to any gaps in study/career being explained satisfactorily, satisfactory occupational health screening, a satisfactory local police check from a student's home country, or from any country in which they have lived for 12 months or more (whether continuously or in total) during the last ten years and/or an enhanced DBS check following a student's acceptance of an offer on the programme. The University may refuse registration to individuals they believe are not fit to undertake a programme of study leading to registration with the relevant PSRB.
- 9.2. Applicants will be provided with a copy of the Fitness to Practise Policy and Procedure when an offer of a place is made and will be provided with further guidance on the checks to be undertaken prior to commencing their programme.
- 9.3. Failure to complete a DBS or failure to disclose any pertinent information on a DBS may result in a Fitness to Practise case being investigated.

## **10. Procedure**

- 10.1. This Policy is affected and/or informed by the following policies, procedures and guidance which are reviewed and signed off by the relevant policyholder annually:
  - 10.1.1. Fitness to Practise Procedure
  - 10.1.2. Complaints Policy and Procedure
  - 10.1.3. DBS Policy
  - 10.1.4. Fitness to Study Policy and Procedure
  - 10.1.5. Prevent Policy
  - 10.1.6. Raising and Escalating Concerns Policy and Procedure
  - 10.1.7. Safeguarding Policy
  - 10.1.8. Sexual Misconduct Policy
  - 10.1.9. Social Media Policy
  - 10.1.10. Student Conduct and Discipline Policy and Procedure
  - 10.1.11. Student Engagement Policy
  - 10.1.12. Whistleblowing Policy

10.1.13. Academic Misconduct Policy and Procedure

10.1.14. Professional Misconduct Policy and Procedure

## **11. Appendix 1 – List of Courses Subject to this Policy**

11.1. The following courses have been approved for delivery and are subject to the terms of this Policy and its associated Procedure. This list is not exhaustive and is reviewed annually.

- BA (Hons) Early Childhood Studies
- BA (Hons) Education, Mental Health and SEND
- BA (Hons) Primary Education: Early Years (3-7) (leading to QTS)
- BA (Hons) Primary Education: Later Years (5-11) (leading to QTS)
- BA (Hons) Working with Children, Young People and Families
- BSc (Hons) Biomedical Science
- BSc (Hons) Computer Science (applicable to students studying at the Leeds Trinity campus in Horsforth and/or Leeds only)
- BSc (Hons) Forensic Psychology
- BSc (Hons) Nursing (Adult)
- BSc (Hons) Nursing (Learning Disabilities)
- BSc (Hons) Nursing (Mental Health)
- BSc (Hons) Sports Therapy and Rehabilitation
- LLB (Hons) Law
- MA Social Work
- PGCE Primary 3-7 (leading to QTS)
- PGCE Primary 5-11 (leading to QTS)
- PGCE Secondary Education (all pathways) (leading to QTS)

## **12. Appendix 2 - Health Considerations (Nursing and Social Work programmes only)**

12.1. Guidance issued by the NHS recommends that all new healthcare workers who will have direct clinical contact with patients, including students, are offered occupational health checks and immunisation vaccinations to ensure immunity to specified infectious diseases (see also Regulation 6.2).<sup>2</sup> Similarly, social work Practise placements can often include environments where students may be more easily exposed to infectious diseases and/or may involve working closely with children or adults who are particularly vulnerable to infectious disease. The University therefore recommends that social work students also attend health screening and immunisation appointments.

12.2. In the cases of international students, health checks for serious communicable diseases should be carried out in their own country before they apply for training at

<sup>2</sup> See also Regulation 9.7 of the [Admissions Policy](#).

Leeds Trinity University. Written confirmation that the student passes these health checks will be requested by the University.

12.3. It is highly recommended by the World Health Organisation that all student health professionals are immunised against Hepatitis B, a potentially life-threatening blood-borne infection which can be transmitted between patients and healthcare workers. Evidence of a student's immunisation status will therefore be required by Leeds Trinity before any clinical work can be undertaken as part of the programme of study.

12.3.1. In the event that a student who is not a carrier of Hepatitis B does not respond to two of the three conventional dose courses of the standard vaccine, they will be asked to see an Occupational Health physician who will explain the procedure that should be followed in the case of a needle stick injury or other accident involving contact with a carrier's broken skin, mucous membrane or bodily fluids. The student will be required to sign documentation evidencing their understanding of this process and the need for regular antigen status checks if they are working on exposure-prone procedures.

12.3.2. Students who are found to be carriers of the Hepatitis B virus (or any other serious transmissible blood-borne viral infection, including the human immunodeficiency virus (or HIV)) will be informed of any placement provider regulations that may impact on their access to placements and will be directed to appropriate sources of advice and support.

12.4. The Occupational Health team may administer the required immunisations (unless such immunisations are not required for whatever reason) for a stated fee in the following cases:

12.4.1. Where the student is not already immune to tuberculosis, polio, diphtheria, tetanus, varicella (chicken pox/herpes zoster), measles, or rubella (German measles).

12.4.2. Where the student's immunity cannot be confirmed for any reason (including because of incomplete or missing medical records).

12.4.3. Where the student is experiencing difficulty getting immunisations from their GP.

12.5. During clinical placements, Nursing student professionals are likely to come into contact with patients who have open wounds, severely compromised immune systems, serious transmissible diseases, and/or tissue/blood samples. It is anticipated that such students will follow recognised infection control protection practices such as hand washing and wearing gloves/masks/other protective clothing as necessary to help maintain a safe environment for all.