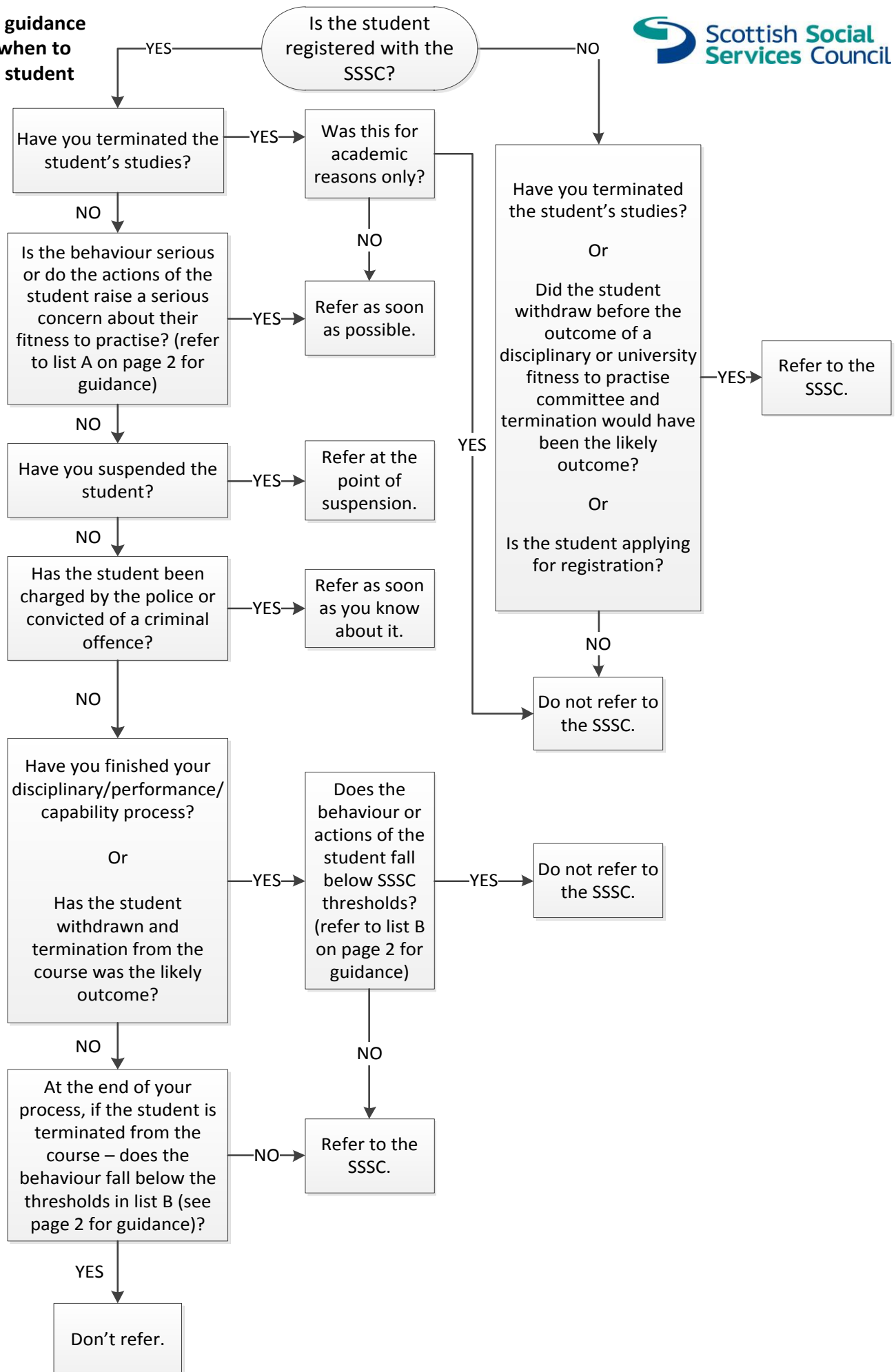


**General guidance  
about when to  
refer a student**



## Lists A and B

<b>List A</b>  Behaviours that are likely to call into question a worker's fitness to practise and you should refer to us regardless of the outcome of any disciplinary/performance/criminal process.	<b>List B</b>  Behaviours which are unlikely to call into question a worker's fitness to practise and should not be referred to us.
<ul style="list-style-type: none"> <li>• Dishonesty, fraud, abuse of trust.</li> <li>• Exploitation of a vulnerable person.</li> <li>• Failure to respect the rights and choices of people who use services.</li> <li>• Health which is not being managed and affects the safety of people who use services.</li> <li>• Hiding mistakes/blocking investigation.</li> <li>• Improper relationship with a person who uses services.</li> <li>• Reckless or deliberately harmful acts.</li> <li>• Serious or persistent failure to meet standards.</li> <li>• Sexual misconduct or indecency (including child pornography).</li> <li>• Substance abuse or misuse.</li> <li>• Violence or displayed threatening behaviour.</li> <li>• Other serious activities which affect public confidence.</li> </ul>	<ul style="list-style-type: none"> <li>• Lateness, poor timekeeping or abandoning post unless it has a direct impact on people who use services.</li> <li>• Personality conflicts provided there is no evidence of bullying or harassment.</li> <li>• Sickness or other absence provided there is no impairment of fitness to practise and the registrant is managing their health.</li> <li>• Misuse of social media where it does not relate to the worker's practice or display discriminatory views or raise any other serious concern.</li> <li>• Smoking tobacco contrary to an employer's policy.</li> <li>• Misuse of work property for personal use.</li> <li>• Minor student plagiarism.</li> <li>• Removal from course for academic reasons.</li> <li>• Fixed penalty notices unless people who use services are involved.</li> <li>• Medication failings which are minor and/or administrative.</li> </ul>