

# Fitness to Practise Procedure

Effective from September 2025

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<b>Date of Approval:</b>	May 2025
<b>Date Effective From:</b>	September 2025
<b>Applies to:</b> <i>(delete as appropriate)</i>	New students Continuing students Partner provision
<b>Review Date:</b>	Every 3 years or earlier where required
<b>Version:</b>	
<b>Public or internal access only</b> <i>(delete as appropriate)</i>	Public Access <del>Internal Access Only</del>

<b>Summary/Description:</b>
This document details the clearly formulated and impartial process for dealing with allegations relating to students' fitness to practise on specified professional programmes.

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# Introduction

A number of the programmes which the University offers entitle successful graduates to become registered members of regulated professions. The regulators of those professions require that the University has processes in place to ensure that students are fit to practise during the programme and upon registration. This document outlines the procedure the University has put in place to discharge its duties to these professional bodies.

The University also has an obligation to its students to ensure that they do not proceed into a career for which they may not be suited, particularly given the considerable time, commitment and expense involved in the process of qualification.

A list of programmes that fall under the remit of these procedures can be found in Appendix A. This appendix is not exhaustive and will be updated from time to time as the University's offering changes. The specific professional body requirements of individual programmes are detailed in the relevant programme handbooks.

## 1. Scope

- 1.1 These procedures apply to students on a programme of study leading to a new registration status with their professional, statutory or regulatory body i.e. pre-registration students. Such students are subject to consideration of their fitness to practise by the University from the moment they apply to the programme to the point when they achieve registration with their professional body (including students who have successfully completed their programme of study).
- 1.2 These procedures also apply to students who are already registered members of a profession but may be undertaking continuing professional development or advanced studies with the University (which does not lead to a new registration status).
- 1.3 These procedures apply to students throughout their period of study whether on campus, on placement or even in their personal or everyday lives.
- 1.4 The University considers the assessment of fitness to practise as having a threefold purpose:
  - protection of the public
  - upholding professional standards including the relevant code of conduct
  - contributing to the maintenance of the reputation of the profession and public confidence in the profession

It should be noted that reputation in this context does not just relate to an individual's personal reputation but the collective reputation of the profession.

- 1.5 The purpose of fitness to practise is the same whether in relation to an already registered and practising member of a profession, or a student working towards professional registration. Students seeking to join a profession are expected to demonstrate the same behaviour as registrants but it is acknowledged that they are on a programme of instruction and are not yet full members of the profession.

## 2. Timescales for the Consideration of Fitness to Practise

- 2.1 All timescales referred to in this document are measured in 'calendar days' which means every day of the week including Saturdays and Sundays, except for university closure days such as public holidays and Christmas closures. You can find the full details of the university closure and term dates here - [Term dates](#).

- 2.2 The University aims to conclude Fitness to Practise cases, including any request to review the final decision, within 90 days of an allegation being made to the student.
- 2.3 Occasions where it may be necessary to extend the 90 day completion time include (but are not limited to) cases where:
- The case is particularly complex;
  - The student or witnesses are not immediately available;
  - Where the matter is subject to a criminal investigation;
  - Procedural factors prevent completion of the case
- 2.4 The full process may also take longer than 90 days to conclude where the incident is raised around the Christmas period when the University is closed, at particularly busy times of year for the Student Casework team or in cases where the case is especially complicated.
- 2.5 All instances of delay at any stage of the procedure will be communicated to the student in writing with an explanation of the reasons for the delay and expected timeline.

### 3. Misconduct that is also a Criminal Offence

The following procedures apply where the alleged conduct would also constitute an offence under criminal law if proved in a court of law. Faculty staff will discuss whether an incident should be dealt with under Fitness to Practise or Student Disciplinary Procedure with their Head of School:

- 3.1 Where a police investigation or criminal proceedings have been or are likely to be initiated in relation to the alleged conduct, the University may suspend the Fitness to Practise process (at any stage) until such investigation/proceedings have been concluded. The Fitness to Practise process may be resumed at any stage should the University deem that to be necessary in the circumstances.
- 3.2 Where criminal proceedings have been initiated and concluded, the University Secretary will make a decision whether further action under this Procedure is required.
- 3.3 When action is taken following a conviction that amounts to misconduct (including the acceptance of any type of formal Caution), conviction shall be taken as confirming the facts relevant to the complaint and shall not be open to challenge.
- 3.4 In accordance with the Principal Conditions of Registration, any student who is convicted in a criminal court and who is sentenced to imprisonment for one year or more, for a crime recognised under UK law, shall be withdrawn from the University. Such a student may be readmitted to the University only upon application to and with the permission of the Vice-Chancellor.
- 3.5 Where the student has been acquitted the University will take into account the decision of the court. However, it may be the case that it is reasonable and within the University's interests to pursue outstanding matters of concern to the University that have not been addressed.
- 3.6 Where, following an initial investigation, a decision has been taken not to proceed to a criminal trial, this does not preclude the University from conducting further investigations and/or instigating disciplinary proceedings in respect of outstanding matters of concern to the University that have not been addressed.

## 4. Precautionary Action Pending Investigation

- 4.1 Where an allegation of misconduct by a student arises, the University has the power to take immediate precautionary action pending consideration of the allegation under this procedure.
- 4.2 Precautionary action may also be taken by the University pending consideration of an allegation by a third party such as the police, CPS or other official authority.
- 4.3 Any precautionary action taken should be both reasonable and proportionate and, as far as is reasonably practicable, balance the rights of all parties involved including the University. Where possible, measures will be put in place to minimise the impact of the precautionary action on affected students.
- 4.4 Precautionary action in itself is not a penalty or sanction and will not form part of the case against a student.
- 4.5 The consequence of not complying with any imposed precautionary action may result in further precautionary action being taken, which may be taken into account during the disciplinary proceedings.

### **Types of Precautionary Action**

- 4.6 Conditions of behaviour
  - a. The student to be temporarily suspended from their professional placement. In such cases the Case Investigator will consult with the relevant Faculty Pro Vice-Chancellor.
  - b. Specific conditions may be imposed on the student against whom the allegation(s) has been raised, for example agreeing not to contact another student or member of staff and/or requiring the student to move to alternate accommodation. The conditions will be determined by the Case Investigator in consultation with the relevant Faculty Pro Vice-Chancellor.
  - c. Written confirmation of any conditions will be provided to the student by the Case Investigator within three calendar days of the allegation being made.
  - d. The conditions will remain in place until the case has been concluded.

### 4.7 Exclusion and Suspension

In cases of great urgency, particularly in cases where the safety of others is perceived to be at risk, the Vice-Chancellor<sup>1</sup> is empowered to set any conditions of behaviour deemed appropriate, suspend or exclude a student with immediate effect. The circumstances will be reviewed within 7 calendar days. Written reasons for the decision will be recorded and made available to the student.

- a) Exclusion is the selective restriction on attendance at or access to the University (or to specified University premises) or access to University facilities or prohibition on exercising the functions or duties of any office or committee membership in the University or the Students' Union, the exact details to be specified in writing. Exclusion may be subject to qualification, such as permission to attend for the purpose of an examination. Excluded students will be entitled to access the student portal and their student record, Moodle etc. Students will also have access to appropriate pastoral support by the University's student wellbeing services.

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<sup>1</sup> In the absence of the Vice-Chancellor, the University Secretary, a Deputy Vice-Chancellor or the Chief Operating Officer are empowered to authorise an exclusion or suspension.

- b) Suspension is the total prohibition on attendance at or access to University facilities and on any participation in University activities.  
Suspended students will not be entitled to access the student portal and their student record, Moodle etc. Students under suspension will not be eligible to enrol or graduate.
- 4.8 The student is entitled to make a written representation to the Vice-Chancellor against exclusion or suspension within 7 calendar days of notification, which will be considered as part of the first review.
- 4.9 All exclusions and suspensions will be reassessed every four weeks. Confirmation of either the continuation or the lifting of the exclusion/suspension will be provided in writing to the student within a week of reassessment.

## 5. Risk Assessment Relating to Precautionary Exclusion/Suspension

- 5.1 The University reserves the right to take any steps under these regulations which it deems to be necessary and appropriate, including imposing a precautionary exclusion or suspension.
- 5.2 An assessor (or assessors) will be appointed by the Director of Student & Academic Services to carry out a risk assessment. The risk assessment will consider the potential risks to the individual, other members of the University and to the University.
- 5.3 Where deemed necessary, the Assessor(s) may appoint an Investigating Officer to carry out an investigation into any potential risk. A student may be invited to attend a meeting with the Investigating Officer in order that information can be gathered and considered as part of the overall risk assessment and potential imposition of a precautionary exclusion or suspension. A note-taker will attend the meeting and the student may be accompanied.

## 6. Preliminary Investigation and Interview

- 6.1 Any member of academic staff involved with the programme (e.g. lecturer, seminar leader or personal tutor) who has serious concerns regarding a student's fitness to practise should inform the Head of School or relevant senior staff member in writing. Serious concerns may also be communicated by senior staff in a placement area or by any external agency / institution / school.
- 6.2 Incidents of alleged misconduct may be considered under the remit of the Student Disciplinary Procedure. However, the Faculty of Education & Health (or Head of the Medway School of Pharmacy (MSoP)) may, in consultation with the Academic Registry Manager, choose to consider the alleged misconduct under the Fitness to Practise Procedure instead of the Student Disciplinary Procedure.
- 6.3 In the interests of fairness, the outcome of any single incident of misconduct for any individual student will not be determined under more than one set of University Rules or Regulations.
- 6.4 Relevant grounds would include but are not limited to:
- That the student is unfit to practise on health grounds, including:
    - failure to seek appropriate medical treatment or other support
    - failure to follow medical advice or care plans in relation to maintaining own health and thereby fitness to practise
    - failure to recognise limits and abilities or lack of insight into health concerns and/or treatment resistant conditions which might impair fitness to practise
    - failure to maintain treatment for a serious and/or enduring mental health condition

- chronic drug or alcohol misuse
- There is substantial evidence that the student is unlikely to demonstrate and promote the positive values, attitudes and behaviour expected in the professional setting as determined by the relevant professional Code of Practice/Code of Conduct (this may cover a single serious incident or a series of persistent minor concerns)
- Providing false information at interview or during the selection process, including on application form or signing a declaration to that effect, that is discovered at any time during the student's programme of study
- That the student does not meet the accepted standards of behaviour and is in breach of the Student Disciplinary Procedures and/or the Rules and Regulations of the University
- Academic misconduct, namely serious and/or repeated incidents of proven plagiarism and/or examination offences, resulting from a proven case established by an Assessment Offences Panel
- Concerns relating to Disclosure and Barring Service (DBS) declarations, including:
  - failure to disclose convictions obtained prior to registration and signing a declaration to that effect
  - failure to disclose convictions obtained whilst on a programme of study
  - refusal to provide a DBS certificate

For these purposes the term 'convictions' includes cautions, reprimands, conditional discharges and being bound over.

- 6.5 On receiving the report of an alleged offence, a preliminary investigation will be carried out by the Head of School or relevant senior staff member from the Faculty [the 'Case Investigator'] to ascertain whether there are grounds for concern regarding a student's fitness to practise.

The Head of School or relevant senior staff member may nominate a person within the Faculty to investigate the case in accordance with these procedures. Accordingly, all references to the Case Investigator within these procedures will include the Head of School or relevant senior staff member's nominee.

- 6.6 The purpose of the preliminary investigation will be to determine whether the allegation has substance. The Case Investigator will arrange for an Investigative Interview to take place with the student in order to discuss the issues raised, normally within 14 calendar days of notification of the allegation.
- 6.7 The student will be informed in writing of the time and date of the Investigative Interview not less than 7 calendar days prior to the proposed date and advised of the terms of any temporary suspension.

Any evidence the Faculty may have as part of their investigation up until that time<sup>2</sup> should be shared with the student at least 5 calendar days before the meeting.

The student will also be informed that they may contact the Students' Union for guidance and may be accompanied at the meeting by an adviser from the Students' Union or by a friend/supporter of their choice.

- 6.8 The student will be informed in writing of the outcome of the Investigative Interview and advised of any remedial or further action to be taken normally within 7 calendar days of the Investigative Interview.
- 6.9 Should the student persistently fail to attend an investigative interview without good cause, the Case Investigator will determine how the case will proceed. This may include escalation to a

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<sup>2</sup> Should additional pertinent evidence become available, it will be provided to the student and, where necessary, a further investigative interview may be undertaken.

meeting of the Fitness to Practise panel, and the failure to engage with the process may be considered by the Panel.

- 6.10 Where the alleged incident concerns a criminal conviction (including cautions, reprimands, conditional discharges and being bound over) and is subsequent to the initial programme entry DBS check, the Faculty may additionally meet with the student and a senior member of the organisation in which the student is undertaking placement. The meeting will form part of the preliminary investigation. A written record will be kept of the meeting.
- 6.11 If the Case Investigator determines that the allegations are serious enough to warrant further independent adjudication, the case will be referred to the Academic Registry Manager within 7 calendar days in order that a meeting of the Fitness to Practise panel can be convened.
- 6.12 The Academic Registry Manager will appoint a Secretary to the Fitness to Practise Panel [the 'Secretary'] from within Student & Academic Services who will write to the student within 7 calendar days of a referral to:
- clarify the details of the allegations against them
  - confirm any temporary suspension put in place by the Faculty from their practice placement area and/or conditions placed upon their studies during the period of the investigation
  - advise on the next stage of the process
- 6.13 Where a referral has been made following an Investigative Interview or Assessment Offences Panel, the investigation of the academic offence will be considered to constitute the Fitness to Practise preliminary investigation stage and the case will proceed directly to a meeting of the Fitness to Practise panel.
- 6.14 The Medway School of Pharmacy (MSoP) has a separate Fitness to Practise policy to consider the initial stage of fitness to practise issues. In accordance with this policy, the Investigatory Panel may refer a case directly to a meeting of the Fitness to Practise panel. The investigation by MSOP will be considered to constitute the University of Greenwich Fitness to Practise preliminary investigation stage.

## 7. Composition of the Fitness to Practise Panel

- 7.1 The Secretary will convene the meeting, normally within 28 calendar days of the referral from the Head of School. The Panel will include the following membership, none of whom should have had previous involvement with the case:
- A Chair, who will be a senior member of staff from a group approved by the Vice Chancellor
  - An external member who is a senior Professional Practitioner in the professional discipline being studied by the student
  - A representative from the School/MSoP who must be a senior practitioner and, where appropriate, hold a suitable professional registration. Wherever possible, from a different professional discipline than the one student is studying.
  - A representative nominated by the Students' Union
- 7.2 The quorum for any meeting of the Fitness to Practise Panel will be the full membership detailed in 7.1.
- 7.3 The Panel will be serviced by the Secretary who is not a member but will be present throughout proceedings to advise on regulatory matters and will take notes and provide a summary record of the meeting, the decision of the Committee and of any penalty imposed.



## 8. Arranging the Fitness to Practise Panel

- 8.1 The Case Investigator must provide to the Secretary a written report in support of the allegations made explaining why there is concern as to the student's fitness to practise, including any written witness statements and other supporting documentation, within 7 calendar days of the referral to the Academic Registry Manager. All evidence submitted to the Secretary will be included in the papers presented at the meeting.

- 8.2 The student will normally be given no less than 14 calendar days advance notification of the date of the Fitness to Practise Panel meeting in writing (by post and by email) to the current term-time contact details on the student's Bannerweb profile. Correspondence sent will be assumed to have been received.

The notice of the meeting will normally be accompanied by copies of all documentation to be used in consideration of the case.

- 8.3 The student will be informed that they may contact the Students' Union for guidance (see *Section 11 for further details*). The student may be accompanied by a friend or supporter of their choice or an adviser from the Students' Union.

A student who intends to be accompanied will inform the Secretary of the name of the person accompanying them in writing in advance of the meeting. The accompanying person may not attend in a legal capacity (e.g. representing you as your solicitor).

- 8.4 The student must provide to the Secretary a written statement admitting or disputing the grounds and enclosing such documents or making such representations as they may wish to be considered by the Fitness to Practise Panel at the meeting. This statement must be received no later than 7 calendar days prior to the meeting date in order that it may be circulated to the Fitness to Practise panel in advance.

- 8.5 The student may invite witnesses to present verbal evidence at the meeting. The names and contact details of any such witnesses will be made available to the Secretary no later than 7 calendar days before the meeting. Where names are not provided to the Secretary in advance the Panel may decide that their verbal evidence cannot be heard.

- 8.6 The Case Investigator will be required to present the case against the student. They may nominate a member of academic or senior staff to present the case in their absence.

- 8.7 The Case Investigator may invite witnesses to present verbal evidence at the meeting. The names and contact details of any such witnesses will be made available to the Secretary no later than 7 calendar days before the meeting. Where names are not provided to the Secretary in advance the Panel may decide that their verbal evidence cannot be heard.

- 8.8 Factual information about the student's professional progress on the course and any other relevant documentation may also be requested. Additional information from parallel University processes (such as Complaints or Disciplinary procedures) will be considered by the Panel where appropriate.

- 8.9 The University will not impose any additional penalties for the same offence under more than one set of procedures.

- 8.10 All information submitted in relation to the Fitness to Practise panel meeting will be dealt with confidentially and will only be disclosed to those parties involved in the investigation and judgement of the complaint, or as necessary to progress the complaint, or as required by law.

- 8.11 Where considered appropriate, the Academic Registry may also provide information in relation to the student's engagement with the Fitness to Practise process.

## 9. Procedure of the Fitness to Practise Panel Meeting

- 9.1 The Fitness to Practise Panel meeting is a closed meeting and will be held in private.
- 9.2 The student will be required to attend the meeting in person. If the student fails to attend without reasonable explanation, the Panel may consider the case in the student's absence. The Chair will have discretion as to what constitutes a 'reasonable explanation'.
- 9.3 The student is entitled to be accompanied by a representative from the Students' Union or by a friend/supporter of their choice in accordance with the conditions noted in 6.7.
- 9.4 The case against the student will be verbally presented by the Case Investigator.
- 9.5 Either party may call witnesses who will attend only to present their evidence and to answer any questions that the Panel or the other party may put to them through the Chair. Once their evidence has been heard and there are no more questions, witnesses will be required to withdraw.
- 9.6 The student will normally be expected to present their own case. In exceptional circumstances the Chair may decide that the student's representative may speak on their behalf.
- 9.7 The Panel will be entitled to question the student, the Case Investigator and any witnesses present in order to clarify understanding of the presentations made.
- 9.8 Both parties will be given the opportunity to summarise their case; new arguments and evidence cannot be heard at this stage. If the student is accompanied their friend/supporter will be asked by the Chair if there is anything, based on their previous discussions, that the student may have omitted in their addresses to the Panel.
- 9.9 When the Panel is satisfied that their questioning is complete and the Case Investigator and student have had a full opportunity to convey all relevant information to the Panel, all parties will be required to withdraw from the meeting in order for the Panel to consider the case in private.
- 9.10 The Panel will consider all evidence presented and base its decision on the balance of probabilities.
- 9.11 The Panel's decision will be communicated to the student in writing by email to the contact details on the student's Bannerweb profile normally within 7 calendar days of the decision being reached. The communication will detail the reasons for the decision and any applied penalty in accordance with Section 10. The student will be informed of their right to request a final review of the outcome of the Fitness to Practise process under the Final Review Procedure (see Section 11).
- 9.12 The Panel may defer its decision until such time as any significant new evidence or issues raised at the meeting have been investigated to the Panel's satisfaction. The student will be kept informed in writing of any delay.

## 10. Powers of the Fitness to Practise Panel

- 10.1 The Panel has the power to decide:
- 10.1.1 That the student is fit to practise and is:
- permitted to continue on the programme without change

- b. permitted to continue on the programme in conjunction with provisos determined by the Panel
  - c. permitted to continue with the programme under close supervision (with the exception of final year students on pre-registration nursing or midwifery programmes)
  - d. permitted to continue on the programme but with a formal reprimand or warning placed on their file
- 10.1.2 That the student is not currently fit to practise and is required to:
- a. suspend their studies until such time as any undertakings, recommendations or conditions imposed by the Panel have been fully met
  - b. retake a specified part or parts of the programme (including both academic and/or practice elements)
  - c. undertake an occupational health check and/or a professional psychological assessment
  - d. undertake any other action considered appropriate by the Panel to enable the student's successful completion of the remainder of the programme
- 10.1.3 That the student is not fit to practise and:
- a. that the student is withdrawn from their programme of study leading to a professional qualification but that the student may be permitted to seek admission to a suitable alternative academic qualification
  - b. a recommendation is made to the Vice-Chancellor for permanent exclusion from the University. The decision to withhold any exit award due will also form part of the Panel's recommendations to the Vice-Chancellor.
- 10.2 If a unanimous decision is not reached, the opinion of the majority will prevail. Where the decision is split, the opinion of the professional practitioners will prevail.
- 10.3 Where a student is allowed to continue with the programme in conjunction with provisos determined by the Panel, or when the studies have been temporarily suspended, they may be required to meet with the Panel on further occasions in order that progress can be monitored.
- 10.4 Where a student is withdrawn from their programme but registration for an alternative academic qualification is permitted, the student will be given the opportunity to receive guidance on alternatives to the Professional Award.

Should an alternative not be forthcoming or the student does not wish to take up this offer, the student will be withdrawn from the University. Subject to the recommendation of a Progression and Award Board, the student may be eligible to receive any exit award to which they are entitled.

## 11. Final Review Procedure

- 11.1 Where a student has received a formal decision under this procedure, a final review of that decision may be requested using the University's [Final Review Procedure](#).
- 11.2 Requests for a final review must be submitted using the Final Review Form **within 14 calendar days** from the date of notification of the formal decision. Requests for a final review received later than this will not normally be considered.

## 12. Reporting, Monitoring and Review

- 12.1 The Academic Registry will maintain a database of Fitness to Practise cases for each academic session and provide an annual report to the Student Success Board. It will be the responsibility of the Student Experience Committee to monitor the data and make recommendations to Faculty Student Success Committees as appropriate.

- 12.2 It will be the responsibility of the Academic Registry to review the Fitness to Practise Procedure and its effectiveness and to make recommendations for changes, where appropriate, to be considered by the Student Experience Committee.

## 13. Advice and Support

Free independent advice and advocacy is available from Greenwich Students' Union Advice Service [www.greenwichsu.co.uk/advice](http://www.greenwichsu.co.uk/advice).

## 14. Related procedures

[Fitness to Study Policy & Procedure](#)  
[Student Disciplinary Procedure](#)  
[Final Review Procedure](#)  
[Principal Conditions of Registration](#)  
[Student Harassment and Sexual Misconduct Policy](#)  
[Student Social Media Policy](#)  
[Student Charter](#)  
[Accommodation Conduct Procedure](#)  
[Personal Code of Conduct – IT & Library Services](#)

Full details of all student related procedures and policies can be found at [www.gre.ac.uk/policies](http://www.gre.ac.uk/policies).

# APPENDIX A –

## Programmes subject to the Fitness to Practise procedure

This appendix is not exhaustive and will be updated from time to time as the University's offering changes. The specific professional body requirements of individual programmes are detailed in the relevant programme handbooks.

## Faculty of Education, Health & Human Sciences

### Education Programmes

#### ASSESSMENT ROUTE TO QTS

Prof Cert ED	FURTHER EDUCATION AND SKILLS SECTOR
QTS ONLY	(SCHOOL DIRECT) (PRIMARY)
Prof GCE	PRIMARY EDUCATION
Prof GCE	PRIMARY (SCHOOL DIRECT-NS)
Prof GCE	PRIMARY MATHS SUBJECT SPECIALIST
Prof GCE	PRIMARY MATHS SUBJECT SPECIALIST (SD-NS)
Prof GCE	EARLY YRS TEACHER ST
Prof GCE	FURTHER EDUCATION AND SKILLS SECTOR - L6
PGCE (PG)	SECONDARY (MATHS)
PGCE (PG)	SECONDARY (PE)
PGCE (PG)	SEC (SCIENCE W PHYSICS)
PGCE (PG)	SEC (SCIENCE W CHEMISTRY)
PGCE (PG)	SEC (SCIENCE W BIOLOGY)
PGCE (PROF)	SECONDARY (MATHS)
PGCE	FURTHER EDUCATION AND SKILLS SECTOR
BA H	PRIMARY EDUCATION (3YEAR)
BA H	EARLY YEARS (FYE)(OfS)

### Health Sciences Programmes

UG Credit	ASSOCIATE STUDENT – HEALTH & SOCIAL CARE
FdS	NURSING ASSOCIATE
FdS	NURSING ASSOCIATE (HIGHER APPRENTICESHIP)
FdS	NURSING ASSOCIATE (TRURO AND PENWITH) (QA)
BSc (Hons)	MIDWIFERY (DEGREE APPRENTICESHIP)
BSc (Hons)	MIDWIFERY(OfS)
BSc (Hons)	NURSING (ADULT NURSING) (DEGREE APPRENTICESHIP)
BSc (Hons)	NURSING (ADULT NURSING) (OfS)
BSc (Hons)	NURSING (CHILDREN'S NURSING) (DEGREE APPRENTICESHIP)
BSc (Hons)	NURSING (CHILDREN'S NURSING) (OfS)
BSc (Hons)	NURSING (LEARNING DISABILITIES NURSING) (DEGREE APPRENTICESHIP)
BSc (Hons)	NURSING (LEARNING DISABILITIES NURSING) (OfS)
BSc (Hons)	NURSING (MENTAL HEALTH NURSING) (DEGREE APPRENTICESHIP)
BSc (Hons)	NURSING (MENTAL HEALTH NURSING) (OfS)
BSc (Hons)	PARAMEDIC SCIENCE (LONDON)

BSc (Hons)	PARAMEDIC SCIENCE (MEDWAY) (OfS)
BSc (Hons)	SPECIALIST COMMUNITY PUBLIC HEALTH NURSING (FINAL YEAR ENTRY)
BSc (Hons)	SPECIALIST PRACTITIONER (FINAL YEAR ENTRY)
BSc (Hons)	SPEECH AND LANGUAGE THERAPY (CANTERBURY CHRISTCHURCH UNIVERSITY)
BSc (Hons)	SPEECH AND LANGUAGE THERAPY (UNIVERSITY OF GREENWICH)
BSc (Hons)	MIDWIFERY (DEGREE APPRENTICESHIP) (3 YEARS)
BSc (Hons)	ADULT NURSING (DEGREE APPRENTICESHIP) (3 YEARS)
BSc (Hons)	CHILDREN'S NURSING (DEGREE APPRENTICESHIP) (3 YEARS)
BSc (Hons)	LEARNING DISABILITIES NURSING (DEGREE APPRENTICESHIP) (3 YEARS)
BSc (Hons)	MENTAL HEALTH NURSING (DEGREE APPRENTICESHIP) (3 YEARS)
BSc (Hons)	OPERATING DEPARTMENT PRACTITIONER (DEGREE APPRENTICESHIP)
BSc (Hons)	OPERATING DEPARTMENT PRACTITIONER (MEDWAY) (DEGREE APPRENTICESHIP)
BSc (Hons)	OPERATING DEPARTMENT PRACTITIONER (OfS)
BSc (Hons)	OPERATING DEPARTMENT PRACTITIONER (MEDWAY) (OfS)
BSc (Hons)	OPERATING DEPARTMENT PRACTITIONER (DEGREE APPRENTICESHIP) (TRURO AND PENWITH)
BSc (Hons)	OPERATING DEPARTMENT PRACTITIONER (OfS) (TRURO AND PENWITH) (QA)
BSc (Hons)	ADULT NURSING (DEGREE APPRENTICESHIP) (TRURO AND PENWITH) (QA)
BSc (Hons)	MENTAL HEALTH NURSING (DEGREE APPRENTICESHIP) (TRURO AND PENWITH) (QA)
PG Dip	SPECIALIST COMMUNITY PUBLIC HEALTH NURSING
PG Dip	SPECIALIST PRACTITIONER
MSc	ADVANCED CLINICAL PRACTICE (DoH)
MSc	ADVANCED CLINICAL PRACTICE (OfS)
MSc	ADVANCED CLINICAL PRACTITIONER (DEGREE APPRENTICESHIP)
MSc	NURSING (ADULT NURSING) (OfS)
MSc	NURSING (CHILDREN'S NURSING) (OfS)
MSc	NURSING (MENTAL HEALTH NURSING) (OfS)

## Human Sciences Programmes

BA (Hons)	SOCIAL WORK
MA	SOCIAL WORK

## Faculty of Engineering & Science

FdSc	VETERINARY NURSING (PLUMPTON)
BSc	VETERINARY PHYSIOTHERAPY (PLUMPTON)
BSc	HUMAN NUTRITION AND HEALTH
BSc	HUMAN NUTRITION AND HEALTH (EXTENDED)
BSc	HUMAN NUTRITION AND HEALTH (EXTENDED) (UGIC)

## Medway School of Pharmacy

MPharm	MASTER OF PHARMACY
PG Cert	INDEPENDENT/SUPPLEMENTARY PRESCRIBING
PG Cert	GENERAL PHARMACY PRACTICE
PG Dip	GENERAL PHARMACY PRACTICE
MSc	GENERAL PRACTICE PHARMACY
MSc	MEDICINES MANAGEMENT