



London School
of Jewish Studies

Fitness to Practise Policy

Fitness to practice is defined as the ability to meet professional standards; it is about character, professional competence and health. According to the Health and Care Professions Council (HCPC), someone is fit to practise if they have “the skills, knowledge, character and health to practise their profession safely and effectively”.

This procedure is applicable to all LSJS ITT trainees. This policy goes hand in hand with the Fitness to Practice declaration form that all trainees complete prior to starting on any ITT programme with LSJS.

Examples of issues that may lead to fitness to practise concerns, if the trainee’s ability to meet professional standards may be impaired, include:

- i. academic misconduct (for example plagiarism, cheating in examinations, forging records);
- ii. other disciplinary offences (for example antisocial, abusive or threatening behaviour, sexual misconduct, violence, bullying or harassment, damage to property, internet access abuse, substance/alcohol abuse);
- iii. health and safety breaches.
- iv. failure to disclose convictions or other information that the trainee is required to disclose.
- v. inaccurate or falsified placement documentation.
- vi. unsafe practice, incompetence or requiring too much supervision.
- vii. unprofessional behaviour, including:
 - lack of respect, aggressive or poor attitude, laziness.
 - indiscipline, failure to follow dress code, inappropriate use of mobile phone, poor time keeping, poor attendance.
 - failure to self-reflect, lack of insight.
 - failure to engage with investigations into unprofessional behaviour.
 - poor self-management, lack of personal accountability
 - dishonesty.
 - breaking school confidentiality.

viii. behaviour away from the trainee's studies, including:

- criminal conviction e.g., violent offence.
- offence of dishonesty.
- disruptive behaviour in the community.
- inappropriate use of social media.

ix. safeguarding concerns.

x. poor mental or physical health or serious physical impairment that interferes with the trainee's ability to practise safely.

xi. failure to seek help or engage with appropriate services in relation to health issues; and

xii. poor communication or language skills.

Fitness to Practise

LSJS is committed to recruiting candidates who show they have potential to train to teach, and are fit to train through:

- i. Detailed assessment of candidate application forms
- ii. Robust interview process
- iii. Review of completed fitness to teach form prior to joining the course.

Cause for Concern

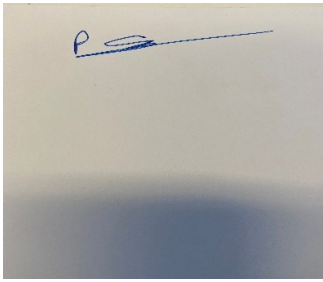
Concerns about a trainee's fitness to practice may arise at any time throughout the teacher training course.

A Cause for Concern procedure may be put in place if behaviour gives rise to serious concerns.

Please refer to the LSJS Cause for Concern procedure.

Policy to be reviewed biennially.

Signed on behalf of LSJS:

A rectangular image showing a handwritten signature in blue ink on a light-colored background. The signature is stylized and appears to be 'P. Gould'.

(Paul Gould, on behalf of senior leadership team, LSJS).

Date: June 2024

To be reviewed in Summer 2026