

Offer of a registration condition

This factsheet is to help you understand the consequences of accepting, or not accepting, a registration condition.

We are committed to promoting equality and valuing diversity.

We want our processes to be fair, transparent and objective.

Please contact the person who sent you this factsheet if you need this document in a different format or to discuss how we can help you further.

We want to know if you are affected by illness, disability or any other factor which may fall into the category of protected characteristics and that may impact on our investigation process in any way.

Protected characteristics can mean, age, disability, gender reassignment, marriage and civil partner, pregnancy, race, religion, sexual orientation, according to the Equality Act 2010.

We have finished our investigation about your fitness to practise. Based on the information we have obtained, we have decided that you should be registered with a condition.

We can ask you to accept the condition or refer your case to Fitness to Practise Panel for a hearing.

This factsheet explains both of your options.

The offer letter

We will send you a letter explaining our decision. This will say what the allegations are and the reasons why we think that your fitness to practise is impaired. The letter will say what you need to do to meet the condition. We will also send you an acceptance form.

Signing this form has serious consequences for you and your career. You do not have to accept the condition if you do not want to.

We recommend that you read this leaflet carefully and get independent advice before deciding what to do.

For more information see Factsheet 5 about where to go for help and advice.

What happens if you accept a condition?

If you accept the condition, by returning the acceptance form, our Registration Department will send a Notice of Decision granting your registration subject to that condition and any qualification condition that is necessary for the role.

In some cases, we will ask you to provide evidence that you have met the condition. If you do not meet a condition, we may investigate you under our fitness to practise process.

We will send a copy of the final Notice of Decision to:

- you
- your employer or university.

Appeal

You have 14 days from the date you receive the Notice of Decision to appeal against it to the Sheriff Court, even if you accept.

The decision will come into effect after the 14-day appeal period or at the end of any unsuccessful appeal. If your appeal is successful, the decision will not come into effect.

What happens if you decide not to accept a condition?

If you decide not to accept, you should tell your caseholder by telephone or email and they will arrange for a Fitness to Practise Panel hearing to be held.

The Panel will hear evidence and make an independent decision about your fitness to practise and whether to grant your application for registration. If they find that your fitness to practise is impaired, they will decide if a condition is necessary. The Panel can decide that a condition is not necessary or refuse your application for registration.

Effects of a condition

Conditions are imposed on your registration and you are responsible for meeting them. Your employer will decide if they can accommodate the conditions to allow you to continue working in your role.

They are imposed for a set time and will always form part of your record of registration with us. We will take conditions into account when assessing your fitness to practise in the future.

Conditions do not show on our online Register, but information is available to current or future employers.

Publicity

We do not currently publish decisions made following the conclusion of a fitness to practise investigation relating to an application for registration on our website.

We may give Disclosure Scotland information about the reasons for the conditions in line with the Protection of Vulnerable Groups (Scotland) Act 2010.

More information

You can find more information about our fitness to practise processes on our website: sssc.uk.com

You can also contact your caseholder.

You may also find these documents helpful:

- Factsheet 5 about where to go for help and advice
- our Decisions Guidance about how we make decisions
- Factsheet 8 about Fitness to Practise Panel Application hearings.

You can find all of these on our website: www.sssc.uk.com

If you would like a printed copy of any document, please contact your caseholder.