

## **Fitness to Practise Policy**

A document explaining how concerns about conduct, competence, or professional behaviour may be considered fairly and proportionately, with public protection at the centre.

### **1. Purpose**

The purpose of this policy is to describe how the IAR responds where there is a credible concern that a member's fitness to practise may be impaired.

Its purpose is not only to protect the public, but also to ensure that concerns are handled with fairness, clarity, and procedural balance.

### **2. Core approach**

Fitness to practise is not intended to be understood solely as a disciplinary idea. In some cases a concern may call for clarification, support, remediation, conditions, or careful monitoring rather than an immediately punitive response.

### **3. What may raise a concern**

A concern may arise from issues of clinical safety, serious ethical breach, repeated dishonesty, significant boundary problems, safeguarding failures, or a health issue materially affecting safe practice.

### **4. Relationship to complaints**

Not every complaint becomes a fitness to practise issue. Some concerns can be addressed through ordinary complaints handling, early clarification, or proportionate informal resolution.

### **5. Complaints procedure in outline**

Where a complaint is received, the IAR should consider whether the matter is within remit, whether enough information is available, and whether any immediate risk issue is present. More serious concerns may proceed to formal investigation, after which a measured outcome may be reached.

### **6. Statement of balance**

The IAR recognises that public protection, practitioner dignity, professional autonomy, and fair process must be held in careful balance.