



London
School
of Jewish
Studies

Fitness to Teach Policy – Teacher Training

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Fitness to teach 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 practice their profession if they have *“the skills, knowledge, character and health to practice their profession safely and effectively”*.

This procedure is applicable to all London School of Jewish Studies (LSJS) Initial Teacher Training (ITT) trainees. This policy goes hand in hand with the Fitness to Teach 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
- xii. poor communication or language skills.

Fitness to teach

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 health checks for each trainee

Where trainees are accepted onto a salaried placement, the employing schools completes the health checks and confirm to LSJS in writing that this has been completed.

LSJS outsources health checks to independent company Corazon for unsalaried trainees.

LSJS will confirm the relevant procedure for each trainee upon acceptance to the ITT programme.

Cause for concern

Concerns about a trainee's fitness to teach 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 in the relevant course handbook.

Signed on behalf of the LSJS Senior Leadership Team by Paul Gould, Chief Operating Officer

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