

Guidance: removal of a student following escalation of concerns regarding bad practice/adverse outcomes of a third party review.

Following reports of severe bad practice, it is not always necessary to remove students from the placement. This will depend on a number of variables, as set out in the table below. A high risk score in any of the first three criteria will result in removal of the student from placement. A decision to terminate a placement should be considered on a case by case basis.

When the decision is made to leave the student in placement, this should be closely monitored and additional support put in place, and the risks should be periodically reviewed. An action plan should be drawn up to enhance the learning environment

If a placement is terminated, as far as possible, the student will be relocated to a similar area of practice. A action plan will be developed and agreed by all the relevant people with the aim of supporting the developments needed to promote an effective learning environment at the earliest possible time.

Before the re-introduction of students there must be a satisfactory placement audit. In exceptional circumstances, it may be necessary to remove a placement from the placement circuit if improvements are not made.

Criteria	High	Medium	Low
Adequacy of placement learning opportunity	The practice learning environment does not support students to achieve required knowledge and skills for professional registration	With additional support, the practice learning environment can support students to achieve required knowledge and skills for professional registration	The practice learning environment will support students to achieve required knowledge and skills for professional registration
Supervision and support	Mentorship falls far short of professional standards.	The student has a designated mentor, whom s/he works with 40% of time.	The student has a designated mentor/deputy mentor, whom s/he works with most of the time.
Health and Safety	The health and safety of service users, and/or the student is compromised.		The health and safety of service users, and/or the student is not compromised.
Student Evaluation	History of poor student evaluations	Inconsistent student evaluation	Good student evaluation
Stage in Training	New student, first placement	Some experience and insight into good standards of care.	Finalist, good insight into, and demonstrates good standards of care.