

Revised standards of education and training

Introduction

About the standards

This document sets out the standards of education and training (SETs). These are outcome-focused standards and are designed to ensure education providers deliver high-quality education and training. These are the standards against which we assess education and training programmes.

A programme that meets the SETs allows a learner who successfully completes that programme to meet the standards of proficiency for their profession. They are then eligible to apply to the Health and Care Professions Council (HCPC) for registration.

Our work with education providers

We conduct approval visits to education providers to assess their programmes against the SETs. If a programme meets the SETs we will normally grant open-ended approval, subject to ongoing monitoring.

Annual monitoring is a documentary process used to determine whether a programme continues to meet the SETs. If any changes are made that significantly affect a programme, we consider these through our major change process to make sure that the SETs continue to be met.

We have produced detailed guidance on the SETs, which is intended to give more information about the meaning and intention of the standards and what our expectations will be when we assess and monitor education and training programmes against them. This guidance can be found on our website.

We have also produced supplementary information documents for education providers when preparing for an approval visit, completing annual monitoring submissions, or making significant changes to programmes. These documents, which can also be found on our website, give more information about the processes we use to assess and monitor programmes against the SETs.

Our work with professional bodies

Professional bodies play an invaluable role within education quality assurance and enhancement. They often define profession-specific expectations within pre-registration education and training through curriculum guidance and education standards, and support education providers in developing new and existing high-quality programmes.

Many professional bodies accredit, endorse or approve education programmes against their own criteria. Often, professional bodies set expectations for areas like entry requirements to programmes, programme design and delivery (including curriculum guidance), resourcing arrangements including staff-to-learner ratios, and the duration and range of practice-based learning. These are determined according to their expert views and insight about education and training needs, which will often vary across different professions.

Meeting the standards

The standards of education and training are underpinned by the following principles. Together, these principles form the foundation of the SETs and reflect our shared ambition to deliver education that is inclusive, innovative and grounded in public protection.

Person-centred education

At the heart of the SETs is a commitment to safe, fair and person-centred education. We expect education providers to foster inclusive and accessible learning environments where all individuals – regardless of background or identity – can thrive.

Evidence-based and action orientated

Education providers are expected to make thoughtful, purposeful decisions informed by data, research and reflection. This includes considering ethical implications, seeking diverse perspectives, challenging assumptions and remaining open to innovation – particularly in the integration of new tools, technologies and educational approaches.

Collaborative

The SETs promote a collaborative approach to education. We expect education providers to work in partnership with learners, service users, educators and other stakeholders to develop and co-produce programmes that reflect shared values and lived experiences.

Future-focused

Education must be up-to-date and future-focused. Education providers should be adaptable, responsive to change and committed to preparing learners for evolving professional practice.

The standards

Institution level standards

1. **Resourcing**

- 1.1. Programmes are financially sustainable within the education provider and are fit for purpose with the support of all stakeholders involved.

2. **Management**

- 2.1. The programme is clearly and effectively managed, with defined responsibilities for all aspects of programmes including with strategic and operational partners.
- 2.2. Equality, diversity and inclusion are embedded in strategies and policies in all settings, and these are meaningfully implemented, monitored and reviewed to support good quality experiences and outcomes for all learners and others involved in programmes.
- 2.3. The education provider regularly monitors, evaluates, and enhances the quality, safety, and fairness of education and training provision across all settings.
- 2.4. There is a fair and effective process in place for appointing individuals with overall professional responsibility for programmes, ensuring they are suitably qualified and able to support safe and effective delivery of education and training.

3. **Safety and wellbeing**

- 3.1. All learning environments are safe and supportive for learners, service users and others involved in programmes.
- 3.2. The wellbeing and learning needs of all learners are effectively supported across all settings.
- 3.3. The wellbeing of staff and others involved in programmes is supported, to enable effective contribution to the programme and the quality of learning.
- 3.4. The ongoing conduct, character and health of learners is considered, to maintain the safety of service users and carers.
- 3.5. Learners are supported to identify and raise concerns about the safety and wellbeing of service users.

4. **Admissions**

- 4.1. The admissions process is fair, transparent and accessible, and enables both the applicant and the education provider to make an informed choice about admissions to programmes.
- 4.2. The selection and entry criteria are appropriate to the level and content of the programme and are fairly applied in admission decisions.
- 4.3. The education provider assesses applicants' prior learning and experience to support fair admissions decisions across diverse entry routes.
- 4.4. The education provider sets and implements fair, appropriate and effective admissions requirements, covering health, conduct, character and English language proficiency, to ensure learners can safely participate in programmes and meet professional standards.

5. Communication and information

- 5.1. Learners and educators have the practical and academic information they need to be appropriately prepared for practice-based learning.
- 5.2. The education provider effectively communicates the role of the HCPC to learners and that only successful completion of an approved programme may lead to eligibility for admission to the Register for learners, educators and others.
- 5.3. There are clear expectations for attendance, including identifying and communicating the parts of programmes that require mandatory attendance, and attendance is monitored to ensure learners are fully engaged in essential learning activities.
- 5.4. Assessment requirements for progression and achievement across programmes are clearly set, communicated and monitored.
- 5.5. Education providers determine, set and clearly communicate expectations for the appropriate use of technology in learning and teaching, ensuring these are understood by learners and educators.
- 5.6. Learners receive timely and meaningful feedback to empower and enable them to have an active role in their own development.

6. People and partnerships

Programme staff

- 6.1. All educators undertake regular and effective learning and development that is appropriate to their role, learners' needs and the delivery of learning outcomes.
- 6.2. There is effective external scrutiny of programmes, including at least one appointed person who has the appropriate professional experience and qualifications relevant to the programme.

Learners and service users

- 6.3. Service users and carers are actively and meaningfully involved in the design, delivery and evaluation of programmes, contributing to their quality, effectiveness and relevance to health and care practice.
- 6.4. Appropriate consent is obtained from service users and carers, in ways that uphold their rights and reflect ethical practice.
- 6.5. Appropriate consent is obtained from learners, in ways that uphold their rights and maintain their safety in all settings.
- 6.6. Learners are actively and meaningfully involved in the design and evaluation of programmes, contributing to their quality, effectiveness and continuous improvement.
- 6.7. Education providers receive and respond effectively to all complaints, feedback, and learner requests for academic appeals.

Programme level standards

7. Programme establishment

- 7.1. The academic level of the programme is appropriate to support learners in achieving the standards of proficiency and delivering safe and effective practice.

- 7.2. Strategies and policies to embed equality, diversity and inclusion are effectively implemented and monitored across the programme.
- 7.3. The resources to support learning in all settings are effective and appropriate to the delivery of the programme and are accessible to all learners and educators.
- 7.4. There is sufficient availability and capacity of practice-based learning for all learners throughout the programme.

8. Programme design and curriculum

Learning outcomes and assessment

- 8.1. The learning outcomes effectively integrate the requirements for professional practice as defined in our standards of conduct, performance and ethics and standards of proficiency for the relevant part of the Register.
- 8.2. Assessments ensure that those who successfully complete the programme understand our standards of conduct, performance and ethics and are able to meet our standards of proficiency for the relevant part of the Register.
- 8.3. Learning and teaching methods are appropriate to the effective delivery of the learning outcomes.
- 8.4. The structure, duration and range of practice-based learning enables learners to develop the knowledge, skills and experience required to achieve the learning outcomes and to meet our standards for admission to the Register.
- 8.5. Assessment methods are appropriate and effective for measuring the learning outcomes.
- 8.6. Assessments provide an objective, fair and reliable measure of learners' progression and achievement.

Curriculum content

- 8.7. The programme reflects the philosophy, core values, skills and knowledge base of current members of the profession and relevant external reference points.
- 8.8. The curriculum is regularly reviewed and updated to ensure it remains responsive to developments in professional practice and continues to prepare learners for safe and effective practice.
- 8.9. Practice-based learning and the integration of theory and current practice are central to the programme.
- 8.10. The programme design is informed by evidence and reflective practice and supports integration of appropriate methods and technologies.

9. Programme delivery

Staffing

- 9.1. There are sufficient qualified and experienced staff in all settings to deliver and support the programme in a way that enables learners to achieve the standards of proficiency and prepare for safe and effective practice.
- 9.2. Learning is supported by educators with relevant specialist knowledge and expertise, whose competence and training enable learners to develop the knowledge, skills and behaviours required for safe and effective practice.

- 9.3. Educators are up to date in the use of contemporary technologies and digital tools that are relevant to their profession and that are used in teaching, supervision and assessment.

Learning approaches

- 9.4. Learners learn with, and from, professionals and learners in other relevant professions, in keeping with the principles of multi-disciplinary team working.

Partnerships

- 9.5. There are formal partnerships between the education provider and their delivery partners, which involve regular and effective collaboration and joint evaluation, and which ensure the provider's responsibility for the programme.

Glossary

You may not be familiar with some of the terms we use throughout the standards and guidance documents, so we have explained them below.

Academic appeal A request by a learner for a review of a decision made by an academic body about their progression, assessment or award. An academic appeal should not be confused with a complaint or concern.

Accessible Designed or adapted to ensure that individuals, including those with disabilities or other needs, can fully participate in learning and assessment activities.

Apologising Making it clear that you are sorry about what has happened. The HCPC does not regard an apology, of itself, as an admission of liability or wrongdoing.

Applicant Anyone applying to a programme you provide.

Appropriate Suitable or fitting for a particular purpose, context or individual, especially in relation to professional judgement, behaviour or educational provision.

Approval The process that leads to decisions about whether a programme meets the requirements of our standards of education and training. Continuing approval depends on satisfactory monitoring.

Assessment The process of evaluating a learner's knowledge, skills and professional behaviours to determine whether they meet the required standards for progression or qualification.

Carer Anyone who looks after or provides support to a family member, partner or friend.

Care, treatment or other services A general term to describe the different work that HCPC registrants carry out.

Colleague Other health and care professionals, learners and trainees, support workers, professional carers and others involved in the provision of care, treatment or other services to service users.

Complaint The expression of a specific concern by a learner about the quality of the programme and learning opportunities, or more generally about issues such as unequal treatment or bullying. A complaint should not be confused with an academic appeal.

Conduct A health and care professional's behaviour.

Consent Permission for a registrant to provide care, treatment or other services, which is given by a service user or someone acting on their behalf after receiving all the information they reasonably need to make that decision.

Curriculum A structured plan to provide specific learning to support learners' knowledge, skills, behaviour and associated learning experiences. The learning plan is generally organised as a sequence of modules so that a learner receives specific education and training. The curriculum includes the syllabus, teaching guides, an assessment guide and necessary learning resources.

Delegate To ask someone else to carry out a task on your behalf.

Discriminate To unfairly treat a person or group of people differently from other people or groups of people. This includes treating others differently because of views about their lifestyle, culture or social or economic status, as well as their characteristics protected by law: age, disability, gender reassignment, race, marriage and civil partnership, pregnancy and maternity, religion or belief, sex and sexual orientation.

Education provider The institution (for example a college, university, company or private higher education provider) that maintains overall responsibility for delivering the programme. This includes responsibility for the quality and conferment of the award given. We hold the education provider responsible for meeting all of the SETs.

Educator Someone involved in teaching, assessing or aiding learning on a programme. This term can include people who are permanently employed by the education provider and others who help to deliver the programme, such as sessional or visiting lecturers and practice educators.

Effective/effectively Achieving the intended outcome in a competent, timely and professional manner, particularly in relation to teaching, learning, assessment or practice.

Equality and diversity laws Legal frameworks that education providers and others involved in the programme must comply with to ensure fair treatment and reasonable adjustments for all applicants and learners, including those with disabilities.

Escalate To pass on a concern about a service user's safety or wellbeing to someone who is better able to act on it, for example a more senior colleague, a manager or a regulator.

Ethics The values that guide a person's behaviour or judgement.

Experience Having practical contact with and observation of facts or events, or having gained knowledge and skills through involvement in relevant activities over time.

Fair Treating people equally, impartially and justly, without bias or discrimination and in line with legal and ethical standards.

Fit to practise When someone has the skills, knowledge, character and health to practice safely and effectively.

Focused review Our assessment process, which enables timely engagement with education providers based on the information or intelligence we receive or discover

Governance The policies, processes and monitoring arrangements that make sure that a programme is well-run.

Impartial Not influenced by personal feelings or interests; showing fairness and objectivity in decision-making and interactions.

Leadership Providing a strategy, vision or direction for the education provider, programme or other partner organisation.

Learner Anyone studying or training on a programme that leads to them being eligible to join the HCPC Register. The term includes students, trainees, apprentices and practitioners in training or work-based learning.

Learning outcomes Statements that describe what a learner is expected to know, understand and be able to do after completing a learning activity or programme.

Management Overseeing the day-to-day delivery of a programme, including setting roles and responsibilities and the allocation of resources.

Monitoring The ongoing processes by which the HCPC ensures that approved programmes continue to meet the required standards. This includes focused review and performance review.

Needs Requirements or conditions necessary for a learner to succeed, which may include academic support, reasonable adjustments or wellbeing considerations.

Non-discriminatory Acting in a way that does not treat individuals or groups unfairly based on protected characteristics

Objective Based on facts and evidence rather than personal feelings or opinions; used in assessment, decision-making and evaluation processes.

Performance review Our periodic engagement with education providers to understand performance and risk linked to our standards.

Practice education provider The organisation that provides practice-based learning for a programme. In many cases this is a separate organisation from the education provider. This includes, for example, health and care providers, local authorities, schools, community organisations and charities across the public, private and voluntary sectors.

Practice educator A person who is responsible for a learner's education during their practice-based learning and has received appropriate training and support for this role.

Practice-based learning The clinical or practical experience that forms an essential part of an approved programme. It may take place in separate periods of time or throughout a programme.

Practitioner A health and care professional who is currently practising in their profession.

Practice placement A structured period of practice-based learning within a health or care setting, designed to help learners apply theoretical knowledge in real-world environments.

Programme The academic teaching, practice-based learning, assessment, qualification and other services provided by the education provider, which together form the programme for approval and monitoring purposes.

Programme sustainability The ability of a programme to continue operating effectively over time, including having sufficient resources, staffing and strategic planning.

Protected title A professional title that can only be used by individuals who are registered with the HCPC. Misuse of a protected title is a criminal offence.

Reasonable adjustments Changes or accommodations made by an organisation involved in education and training to support learners with disabilities or health conditions, ensuring equal access to learning and assessment.

Recognition of prior learning assessment of an applicant's previous learning from experience or formal learning (or both). This can lead to credit transfer or other transition arrangements into a programme, where appropriate.

Refer To ask someone else to provide care, treatment or other services that are beyond a registrant's scope of practice or, where relevant, because the service user has asked for a second opinion.

Register The list (or any part of it) that we keep of the professionals who meet our standards for their training, professional skills, behaviour and health.

Registrant A person who is currently on our Register.

Regular Occurring at consistent intervals or in a routine manner, such as scheduled reviews, meetings or monitoring activities.

Relevant Closely connected or appropriate to the matter at hand, particularly in relation to curriculum content, assessment criteria or professional practice.

Reliable Consistently good in quality or performance; able to be trusted to deliver accurate and dependable outcomes.

Safe Minimising risk and harm to learners, service users and others, and ensuring that environments and practices support wellbeing and professional standards.

Scope of practice The areas in which a registrant has the knowledge, skills and experience necessary to practise safely and effectively.

Staff Anyone involved in delivering the programme. The term applies to all roles including educators, management, administrative and support staff, as well as people in both paid and unpaid positions. In practice-based learning, this term may also refer to others working in the practice-based learning setting who interact with learners.

Standards of conduct, performance and ethics Standards that apply to everyone on our Register and people who are applying for registration. They set out our expectations regarding a professional's behaviour and cover their ethics, decision-making, communication and interaction with service users, carers, colleagues and others.

Standards of proficiency Standards that set out the knowledge, skills and understanding that are necessary to practise a profession safely and effectively. Professionals must be able to meet these standards when they complete an approved programme before they can be registered.

Suitability assessment A process to determine whether an applicant has the appropriate character, health and conduct to train and practice safely and effectively.

Suitable Meeting the necessary criteria or conditions for a particular role, activity or context, especially in relation to admissions, placements or professional practice.

Supportive Providing encouragement, assistance or resources to help learners succeed and maintain wellbeing throughout their education and training.

Thorough Complete and detailed in approach, ensuring that all aspects of a task, process or decision are considered and addressed.

Threshold level The minimum standard of education and training required for safe and effective practice, as defined by the HCPC for each profession.

Valid Logically sound and legally or professionally acceptable; in assessment, refers to accurately measuring what it is intended to measure.

Wellbeing A person's overall physical, mental and emotional health, which affects their ability to engage with and succeed in their education and training.