



**COSCA**

Counselling & Psychotherapy  
in Scotland

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## **SANCTIONS**

As part of COSCA's Complaints Procedure, COSCA's Complaints Panel makes decisions on sanctions.

COSCA's Complaints Panel may impose one or more sanctions as outlined below in the extract from COSCA Complaints Procedure.

### **7. Sanctions**

- 7.1 The Complaints Panel is empowered to make decisions of sanction against a member of COSCA. The following sanctions, and any combinations thereof, can be applied permanently or for a specified period of time:
- 7.1.1 suspension or termination of membership of COSCA;
  - 7.1.2 suspension or termination of recognition within COSCA (for example: accreditation, organisational recognition or involvement with validated training);
  - 7.1.3 suspension or termination of advertising associated with COSCA;
  - 7.1.4 suspension or termination of any roles in COSCA's Governance/Management structure;
  - 7.1.5 suspension or termination of advertising, publicity or promotion in COSCA publications and website;
  - 7.1.6 making continuation of any of the privileges or facilities listed above subject to probation;
  - 7.1.7 publication of all sanctions following Complaints Panel meetings in accord with paragraph 8.2 below.
- 7.2 In addition, or as an alternative, to these sanctions, the Complaints Panel may make recommendations to the member regarding, for example: ceasing to practice, either temporarily or permanently; changing working structures and management systems; undertaking further training or personal therapy; increasing and/or changing supervision arrangements.
- 7.3 In addition, or as an alternative, to these sanctions the Complaints Panel may make recommendations to the organisational member regarding, for example: revising the organisation's complaints procedure; changing working structures and management systems; and increasing and/or changing supervision arrangements.

- 7.4 The Complaints Panel will state the commencement date and duration of any sanctions to be applied.
- 7.5 Sanctions will not be applied until the possibility of an appeal being upheld expires.
- 7.6 In the event of termination of membership or other standing, fees paid will not be refunded.
- 7.7 The Chair of the Ethics Committee will decide if the requirements of the sanction(s) have been fulfilled and whether the sanction(s) should be lifted. Depending on any cited mitigating circumstances, the Ethics Committee has the right to give an extension to the member to fulfil the requirements of the sanction(s). Failure or refusal to comply with a sanction may result in membership being withdrawn immediately. The Chief Executive will notify in writing the member complained against of any decision made in respect of the fulfilment or otherwise of the requirements of the sanction(s).

Brian Magee  
COSCA Chief Executive

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