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Scottish Community & Activist Legal Project

Guide for Healthcare Workers

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If you have specific questions, or if you experience anything that is completely different to what is written in this Guide, please help us to keep it accurate by getting in touch:

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If asking a question keep it hypothetical and you can anonymise your experience if you are telling us about specific interactions with the police or courts.

Instead of writing 'I did / I'm planning this - what will the police do?', try writing, 'If somebody were to do this, what might the consequences be?'.

Introduction

There is a rich history of doctors, nurses and other healthcare workers taking action for social and ecological justice. For some activists who are healthcare workers, their vocation may even influence their decision to act to resist harms that are contributing to global ill-health and the ill health of their patients.

All healthcare professionals in clinical roles face continual monitoring under the Protecting Vulnerable Groups (PVG) scheme (see below) and are bound to codes of conduct that they must adhere to in order to retain their licences to practice. Other healthcare workers who do not hold professional registration are also often required to undergo disclosure checks or hold PVG membership, and are therefore also subject to monitoring. Navigating these requirements when taking part in protests or actions can be confusing. As a result, many healthcare workers report facing fear of workplace repercussions, or even being struck-off from their profession for protesting.

Whilst there have been a small number of cases in the news of healthcare workers having been struck-off for their involvement in protests, many more healthcare workers have taken action for years without ever experiencing any negative consequences in their professional lives. This guide aims to clearly lay out the legal risks and vocational implications of taking part in protests as a healthcare worker, including the impact of convictions on registration and licensing. This guide will also explain the procedures of 'fitness to practise' tribunals and your rights during that process, as well as sign-posting to helpful resources.



Disclosure Scotland & the Protecting Vulnerable Groups Scheme

Disclosure Scotland (DS) is the Scottish governmental organisation responsible for carrying out disclosure checks (criminal record checks), running the *Protecting Vulnerable Groups (PVG)* scheme, and maintaining a list of people barred from working with children and vulnerable adults.

The Disclosure (Scotland) Act 2020 came into force in April 2025, bringing changes in the way DS carries out checks, as well as introducing changes to the Protection of Vulnerable Groups (Scotland) Act 2007 ('PVG Act').

All registered healthcare professionals and many unregistered healthcare workers are required to undergo disclosure checks. The level of disclosure required varies depending on role. Your employer is responsible for carrying out an eligibility assessment to work out the appropriate level of disclosure depending on the level of contact you will have with patients. The different disclosure levels are outlined below:

Level of Disclosure	What is included?	Monitoring
Level 1	Unspent convictions only.	No ongoing monitoring.
Level 2	Unspent* convictions, unspent cautions (from England and Wales), certain spent convictions, certain spent childhood convictions and children's hearing outcomes, sexual offence notification requirements, 'other relevant information' from Police Scotland.	No ongoing monitoring.
Level 2 with barred checklist	As 'level 2' + information on whether you are under consideration for listing or are listed on the barred list(s), and if you have had any prescribed civil court orders.	No ongoing monitoring.
Level 2 with PVG	As 'level 2' + information on whether you are under consideration for listing, your membership of the PVG scheme, and if you have had any prescribed civil court orders.	Ongoing monitoring.

Rehabilitation of Offenders Act 1974

The [Rehabilitation of Offenders Act 1974](#) is a legal framework that allows some criminal convictions to be exempt from disclosure following a period of 'rehabilitation'. A conviction becomes '*spent*' after a specified period of time has passed since the date of the conviction. Once a conviction becomes spent, it no longer appears on a Level 1 disclosure. Disclosure periods (the length of time before a conviction becomes spent) vary by sentencing. The Scottish Government has produced [guidance on disclosure periods](#) for different sentencing outcomes.

It is important to note that some convictions for serious offences are exempt from the Rehabilitation of Offenders Act 1974, so will never become spent and will always appear on a disclosure check.

Criminal History System

The Criminal History System (CHS) is the police database for criminal convictions in Scotland. Information held on the CHS can be shared with Disclosure Scotland. In general, information will be removed from the CHS as follows:

- For minor offences, you must be 40 years or over and the information held about you must be at least 20 years old
- For more serious offences (or offences resulting in a custodial sentence), you must be 70 years or over and the information held about you must have been on your record for at least 30 years

This means that even offences which have become spent may still be included in a disclosure check as 'other relevant information' by Police Scotland.

Common Convictions for Activists that Appear on a Level 2 Disclosure

Certain spent convictions can continue to appear on the Level 2 disclosure. The rules governing which offences must be included in a Level 2 Disclosure are set out by two lists ([List A and List B](#)) under schedules 1 and 2 of the [Disclosure \(Scotland\) Act 2020](#).

List A covers serious offences including homicide, serious assault, rape, and robbery. Spent convictions for offences on List A must be disclosed for 11 years from the date of conviction, and will continue to be disclosed unless they are reviewed and removed. List B covers less serious offences than List A. Spent convictions for offences on List B will

be disclosed for 11 years from the date of conviction unless they are reviewed and removed within those 11 years. However, if you are admonished or given an absolute discharge for a List B conviction, the conviction stops being disclosed as soon as it becomes spent (before the 11 year disclosure period ends). After 11 years, all List B convictions are no longer disclosed on a Level 2 Disclosure check.

Most offences that activists are commonly convicted of - including: Aggravated Trespass, Assault without serious injury, Breach of the Peace, Obstruction, and Reckless Endangerment - fall on 'List B'. Malicious Mischief and Vandalism are not disclosed on a Level 2 Disclosure once the convictions become spent. Following the proscription of the direct action group, *Palestine Action*, there has been an increase in activists being charged under the Terrorism Act 2000. The sections most commonly used are sections 12 (expressing support for a proscribed organisation) and 13 (public display or articles or clothing that suggest support or membership of a proscribed organisation). Section 12 is a 'List A' offence, whilst section 13 is a 'B List Offence'. It is important to note that a conviction for section 12 is exempt from the Rehabilitation of Offenders Act 1974 if the sentence received exceeds 4 years (this is an 'excluded sentence'). In this instance, the offence will never become spent and will always appear on a disclosure check.

Recorded Police Warnings (RPWs) do not automatically appear on a Level 2 disclosure check but the information can be included as part of 'other relevant information' from Police Scotland.

If a conviction becomes eligible for review, you'll be notified by Disclosure Scotland and provided with information on how to make an application. Disclosure Scotland has produced [guidance on review applications](#) and information on the [decision-making framework for review applications](#). It is important to note that **having disclosed offences does not automatically bar you from undertaking regulated work**. Information in the disclosure is provided to employers for them to assess your suitability for a specific regulated role.

The Protecting Vulnerable Groups (PVG) Scheme

The [Protection of Vulnerable Groups \(Scotland\) Act 2007](#) ('PVG Act') established the **Protecting Vulnerable Groups Scheme** ('PVG Scheme'). The PVG Scheme is used to prevent anyone with a history of 'harmful behaviour' from having regular contact with children and protected adults through paid or unpaid work.

The provision of healthcare to children or protected adults is deemed to be “regulated work” under the PVG Scheme. **All healthcare workers who work directly with patients (children or adults) will be carrying out regulated work under this legislation.**

After scheme membership commences, Disclosure Scotland (DS) actively monitors your criminal record for new information which might adversely affect their assessment of whether it is appropriate for you to work with protected adults or children.

DS also receives referrals from employers, regulatory bodies, the Scottish courts and other organisations specified in the PVG Act. Based on that information, it will make decisions on whether to bar you from working with children and/or protected adults. If you are barred from the PVG scheme, it is an offence for you to do or seek regulated work. It is important to note that if you are listed under the Scottish PVG Scheme, you will also be barred in England, Wales and Northern Ireland, and *vice versa*.

If you are a member of the PVG scheme and DS receives information about you, the Barring Service will consider the information to determine whether you should be placed under consideration for listing. This initial assessment is based on the nature of the information received. **You do not need to have been convicted of an offence to be considered for listing.**

If you are put under consideration, you will be informed by DS and told what information they have about you. **This doesn't mean you can't carry out regulated work, but your employer does have the option to suspend you whilst your case is under review.**

Under **Section 17** of the PVG Act **you have the right to provide evidence** as to why you think you should not be listed (Scottish term for barred). This could include character references or testimonies from previous employers or colleagues, or any other information you consider relevant to explaining how you acted. DS also has power to gather further information about you from your employer, social workers, the courts and the police. You'll be given the opportunity to comment on any additional information gathered about you. You have **28 days** to send this information. **DS will typically reach a decision within 6 months.**

Decisions to list you are made on a case-by-case basis, taking into account all the evidence gathered and your representations. You will only be listed if the DS is satisfied that you are unsuitable to carry out regulated work with children or protected adults.

If you disagree with the decision to list you, you can appeal to a sheriff court. This must be done within 3 months of DS's decision to list you.

General Dental Council Registration & Licencing

Dentists and dental practitioners ((clinical) dental technicians, dental hygienists, dental nurses, dental therapists, orthodontic therapists) practising in the UK must be registered with the [General Dental Council](#) (GDC), the body responsible for regulating dental practice in the UK.

Dentists and dental practitioners registered with the DGC must meet standards of conduct, performance and ethics set out in the GDC's [Standards for the Dental Team](#).

Standards 9.1 and 9.3 outline requirements that may become related to criminal proceedings resulting from protest activities:

9.1 - Ensure that your conduct, both at work and in your personal life, justifies patients' trust in you and the public's trust in the dental profession

9.3 - Inform the GDC if you are subject to criminal proceedings or a regulatory finding is made against you anywhere in the world

You are required to report both criminal *charges* as well as criminal convictions, recorded police warnings (RPWs), and any cautions received in England/Wales. Failure to inform the GDC may harm your case in a Fitness to Practise hearing. You do not need to inform the GDC if you are arrested but not charged. You can find more information in the GDC's [reporting guidance](#).

If there are criminal proceedings against you, or the GDC receives information about you from Police Scotland, you can be made subject to a **Fitness to Practise hearing**. Fitness to Practise hearings for criminal matters are carried out to assess whether your actions affect public confidence in dental professionals and their regulation. Unless an interim order is made against you, **you can continue to work whilst your investigation is ongoing**. You will be informed that a case has been opened against you and can provide evidence (e.g., character references) to support your case that your fitness to practise has not been impaired.

Decisions to remove you from the register are made on a case-by-case basis. The GDC should consider the seriousness of the offence, the impact on the GDC and the profession, and your character and conduct since the offence. If your case is still ongoing, the GDC will often wait until the outcome of your trial before making a decision about your fitness to practise.

If your fitness to practise is deemed to be impaired, the GDC can choose to either (a) take no action, (b) issue a reprimand, (c) place conditions on your registration, (d) suspend your registration, or (e) remove you from the register. Cases typically take 6-8 months to process. If you do not agree with the outcome of the hearing, you have the right to appeal.

General Medical Council Registration & Licencing



Doctors practising medicine in the UK must have registration with a licence to practise. The [General Medical Council \(GMC\)](#) is the body responsible for regulating medical practice in the UK. As of December 2024, the GMC is now also the regulator of physician associates (PAs) and anesthetist associates (AAs).

To remain in practice, doctors, AAs and PAs must meet professional standards set out by [Good Medical Practice](#) guidelines.

Domain 1 of the guidelines makes clear that doctors must follow the law. Doctors, PAs and AAs have a duty under domain 4 of the guidelines to inform the GMC of any criminal charges, convictions, or cautions.

Moreover, under the **Medical Act 1983**, doctors have a **legal duty to protect the public**. Namely:

- To protect, promote and maintain the health, safety and wellbeing of the public
- To promote and maintain public confidence in the profession
- To promote and maintain proper professional standards and conduct for members of the profession

Last year the GMC issued specific [guidance](#) for how it responds to doctors who are arrested, charged, convicted, and imprisoned as a result of taking part in a protest or action. This guidance outlines the GMC's legal duty to scrutinise your fitness to practise if your involvement in activism has resulted in a criminal conviction or a civil sanction. **If you are convicted of a criminal offence and given a custodial sentence, the GMC are legally required to refer your case to the [Medical Practitioners Tribunal Service \(MPTS\)](#) for a hearing.** In other cases, the GMC will investigate your case to decide whether to refer you to the MPTS for a hearing. MPTS panels are comprised of a lay person, a legal professional, and a doctor.

For doctors, the legal basis ("grounds of impairment") that require regulatory action include misconduct and receiving a conviction or caution. For PAs and AAs, the relevant ground of impairment would be misconduct.

It is important to note that if you live in Scotland but are charged, convicted of, or admit to a criminal offence under a different legal system to where you usually live and work in the UK, you are still required to self-report. For example, if you are living and working in Scotland and receive a caution in England or Wales, you are still required to report this to the GMC (despite the fact that cautions do not exist in Scots law).

Reporting and Referrals

Self-reporting to your employer does not automatically notify Disclosure Scotland (DS). However your employer holds a legal obligation to refer you DS if you have been dismissed or moved from a regulated role on a "referral ground" (placed a child or protected adult at risk of harm, inappropriate conduct involving pornography, inappropriate sexual conduct, inappropriate medical treatment).

Self-reporting also doesn't automatically notify the GMC. It's up to your employer to decide whether to raise a concern with the GMC.

You are required to self-report to the GMC if you have been charged or found guilty of a criminal offence, or accepted a caution in England/Wales (even if you usually live and practice in Scotland). The GMC can then refer you to DS

The GMC can refer you to Disclosure Scotland but a referral cannot be based solely on the basis of a criminal offence. However, DS will be otherwise notified by the courts or police. Guidance on referral by the GMC can be found [here](#).

If you are reported to the GMC for a concern that you do *not* have a duty to self-report on, not self-reporting cannot be held against you in a fitness to practise hearing.

GMC Tribunals

Offences considered serious enough to question fitness to practise include:

- Violent or abusive behaviour
- criminal convictions, cautions and determinations by another body responsible for the regulation of a health or social care profession

The GMC and MPTS tribunals will decide whether your behaviour constitutes a ‘**serious breach of professional standards**’ and whether your behaviour is ‘**capable of undermining public confidence in the profession**’. This assessment takes into account a range of factors, including any relevant individual context, how you responded to the concern, and other factors including whether you have done any of the following:

- Risked harm to others or damage to property
- Been abusive (e.g., hate speech)
- Undermined the rule of law
- Resisted arrest
- Repeated breaches of the law (civil or criminal), including relevant court orders
- Received a custodial or high sentence
- Failed to report in line with [Reporting criminal and regulatory proceedings](#)
- Attempted to mislead the police, courts, an employer, or the GMC

The GMC claims that any action it takes against you will be the “*minimum proportionate action necessary [...] to protect the public*”. If the concern doesn’t involve a serious breach of GMC standards or a significant risk to public protection, it’s unlikely to result in regulatory action. There is [specific guidance on how the GMC assesses the risk of violence to public safety](#).

In their online guidance, the GMC presents a few different [case study examples](#) where doctors have been arrested for their activism but have not received GMC sanctions. The key takeaway from this is that **it’s possible for you to be convicted of a criminal offence whilst practising as a doctor and not be referred to the Medical Practitioners Tribunal Service.**

If the tribunal decides that your fitness to practise is impaired, it can decide to impose sanctions on you in accordance with [MPTS Sanctions Guidance](#). In 2024, a [retired GP was issued a 5-month suspension](#) for actions she took with *Just Stop Oil*. The MPTS's decision to sanction Dr Benn came after she breached an injunction three times, resulting in a conviction for contempt of court and a 32-day prison sentence. Dr Benn is the first doctor to face disciplinary action after being convicted and imprisoned for actions relating to climate activism. Following the [MPTS's decision](#), the British Medical Association's Annual Representative Meeting passed a [motion](#) calling for the association to protect doctors' and medical students' '*rights to engage in activism*', including through advocating for protections against being struck off or fired for participating in activism. Further information on how the GMC makes fitness to practise decisions is available for [doctors](#) and [PAs and AAs](#).

It is important to note that very few cases are referred to a tribunal. Of the 24000 doctors working in Scotland in 2024, there were 54 investigations, of which only seven were referred to a tribunal. Of these cases, only two doctors were erased from the register.

Health & Care Professionals Council Registration & Licencing



The regulatory body for health, psychological and care professionals in the UK is the [Health & Care Professionals Council \(HCPC\)](#).

Under section 9.1 of the HCPC's [Standards of Conduct, Performance and Ethics](#), you are required to inform the HCPC as soon as possible if you have been charged with, or found guilty of, a criminal offence. Failure to inform the HCPC can harm your case in a Fitness to Practise hearing.

If you receive a criminal conviction or caution, the HCPC will first assess whether your case meets the threshold for referral to the Investigating Committee. The HCPC will consider factors including:

- The actual or potential risk to public safety
- Whether your actions may undermine public confidence in the profession
- Whether your actions amount to a breach of the HCPC's Standards of Conduct, Performance and Ethics
- Whether this is an isolated incident or indicates a wider pattern of behaviour

Some concerns are considered more serious and will be automatically referred to the Investigating Committee. These include serious violence and any criminal offence that has resulted in a custodial sentence. The HCPC has the power to apply for an Interim Order, which allows them to restrict your practise, or suspend you whilst your investigation is ongoing.

The HCPC does not always remove you from the register or prevent you from applying to join if you have a criminal conviction, however convictions involving violence or resulting in a prison sentence may be grounds for removal from the HCPC's register.

Further guidance can be found on the [HCPC website](#).

Nursing & Midwifery Council Registration & Licencing



The regulatory body for nursing and midwifery in the UK is the [Nursing & Midwifery Council \(NMC\)](#). Similarly to the GMC, the NMC also requires its members to uphold professional standards, as outlined in its [Code and Standards](#).

In their [guidelines for RCN members attending a demonstration or protest](#), the RCN states that *“The NMC will not take fitness to practise action against you solely based on taking part in lawful demonstrations or protests. However, you must remember that the NMC code and standards always apply. This means that you should behave in a way that promotes professionalism and trust at all times, including when taking part in demonstrations or protests”*.

Under rule 20.3 of the code you are required to *“be aware at all times of how your behaviour can affect and influence the behaviour of other people”* and under rule 20.4 of the code, you must *“keep to the laws of the country in which you are practising”*. Rule 23.2 of the code requires you to inform both the NMC and your employer about any cautions, charges, or convictions brought against you for a criminal offence.

If you are found to be in breach of the NMC’s code and standards, the NMC can take action against you. The RCN can request that any internal processes are paused until the police matter is closed, however, your employer can still issue disciplinary proceedings at this time.

If a referral is made about your fitness to practise, case examiners (a nurse/midwife and a lay person) will first examine whether you have a **‘case to answer’**. The case examiners can either conclude that you have no case to answer, and the issue will either go no further or you might be issued advice or a warning. If they conclude that you do have a case to answer, they may recommend undertakings, or refer your case to a **Fitness to Practise Committee**.

Fitness to practise committee (FtPC) panels are made up of nurses or midwives and lay members. **Fitness to practice hearings** are usually held in public. If your case is sent to the FtPC, you will be sent any evidence on you (the ‘hearing bundle’), as well as information about the duration of your hearing and information about witnesses. You can then respond to this information as well as submitting any evidence to the panel which might help your case.

When assessing your fitness to practise, the panel will consider factors including:

- Any previous disciplinary action taken and how you responded to it
- The level of risk you pose to the health and wellbeing of the public
- The level of ‘insight and remorse’ you show
- The public interest, including the maintenance of public confidence in your profession and the NMC as a regulator

If the panel decides that your fitness to practise has been impaired, they can issue sanctions according to [NMC Sanctions Guidance](#). Possible sanctions include:

- Issuing a caution for a period of 1-5 years
- Imposing conditions on your practise for up to 3 years
- Suspension up to 1 year
- Striking you from the register

It's important to note that even if you have breached its code, the NMC states that this **does not automatically mean your fitness to practise is currently impaired**.

You can find more information about Fitness to Practise cases in the NMC's [Fitness to Practise Library](#).

Healthcare Students

Many healthcare students take part in protests and actions during their studies. For some healthcare students, campus organising may even be their first experience of activism. However it is important to recognise that healthcare students are held to higher standards of conduct compared to other students. For healthcare students, criminal proceedings can result in disciplinary proceedings including removal from your course or difficulty in gaining professional registration after graduation. Whilst having a criminal record does not automatically bar you from studying for a healthcare qualification, it is important to be aware of the risks if you are a current or prospective healthcare student who attends protests.



Applying to a Healthcare Course with a Criminal Record

If you plan to apply to a healthcare course at a university or college in Scotland, you will be required to join the PVG scheme (see page 6). The institution you apply to will be able to view anything that shows up on your disclosure and will consider this information when deciding whether to offer you a place on the course. Universities and colleges will also require you to disclose criminal charges, cautions and convictions during your application. Having a criminal record does not automatically prevent you from being enrolled onto a healthcare course but failure to disclose may result in your application being rejected, as honesty is regarded as an essential quality for healthcare professionals. Applicants with criminal records will be considered on a case-by-case basis. The process for considering such applications varies between specific courses and institutions. You should look for specific guidance for the course you are applying to.

For example, Glasgow Medical School requires applicants to provide the admissions administrator with written confirmation about the date and nature of the offence, an explanatory letter showing personal reflection, and additional references. The case will then be considered on the basis of: The seriousness of the offence; when the offence occurred; whether the offence is part of a pattern of offending; any mitigating factors; personal reflection; whether the offence compromises your suitability for a medical career; whether admitting you would disrepute the university; GMC guidance for medical students.

Regulatory bodies hold Professionalism Concerns Registers. Educational institutions can add you to the relevant Professionalism Concern Register if you have a criminal record (this does not automatically trigger a fitness to practise investigation), which will be reviewed by your regulator when you register after graduation.

Fitness to Practise Proceedings for Students

Undergraduate healthcare students are not registered with their respective regulators so are not subject to the same fitness to practise proceedings. Instead, fitness to practise for students falls within the remit of the individual institution you are studying at, but will be based on regulator guidelines (e.g., medical schools base their fitness to practise standards on those of the GMC and the Medical Schools Council).

If you are charged with a criminal offence as a student, you will be required to inform your educational institution, who will then open a fitness to practise investigation if they have reason to believe that your behaviour raises a serious or persistent cause for concern about your ability to continue on a your course or to practise your profession after graduating. Failure to disclose can negatively impact your Fitness to Practise hearing.

The GMC has [guidance for medical students](#) on fitness to practise proceedings. Equivalent guidance from the NMC is available for [nursing and midwifery students](#), from the GDC for [dental students](#) and from the HCPC for [students studying allied healthcare professions](#).

Applying for Professional Registration as a Graduate with a Criminal Record

After graduating, you will be required to apply for registration with your regulator (or provisional registration in the case of newly qualified doctors entering foundation training). You will be required to inform your regulator of any disclosable criminal. As this can sometimes cause delays in registration, the Medical Defense Union recommends that students with convictions apply for registration as soon as possible. The GMC also requires you to declare any student fitness to practise proceedings when you register.

Educational students can also provide regulators with lists of graduates who are on the Professionalism Concerns Register but ultimately the decision lies with your regulator. Your educational institution is also able to provide a supporting declaration to your regulator if you are applying for registration with a criminal record.

Legal Representation

This is a list of lawyers and legal firms representing medical professionals facing disciplinary hearings or under investigation by their regulator. SCALP does not endorse any of the individuals or firms listed below. If you are a healthcare worker who has recently had legal representation in relation to a disciplinary hearing or regulatory investigation, please get in touch at activists_legal@protonmail.com to share feedback on your experience.

- **Anderson Strathern (Edinburgh, Glasgow, East Lothian, Shetland, Orkney)**
0131 270 7700
<https://www.andersonstrathern.co.uk/contact-us/>
- **The Glasgow Law Practice**
0141 471 9278
newbusiness@theglasgowlawpractice.co.uk
<https://www.theglasgowlawpractice.co.uk/employment/professional-regulation/>
63 Carlton PI, Glasgow, G5 9TW

Further Resources

> **British Medical Association (BMA) Doctor Support Service** (UK-wide, including Scotland)
<https://www.bma.org.uk/advice-and-support/your-wellbeing/wellbeing-support-services/gmc-investigation-support-doctor-support-service>
doctorsupportservice@bma.org.uk
020 7383 6707

> **British Medical Association (BMA) Law** (UK-wide, including Scotland)
<https://www.bma.org.uk/advice-and-support/bma-law>
0300 123 2014

> **Global Health BDS for Palestine (2025). 'Expressing Solidarity with Palestine: A Guide for Healthcare Workers'**.

<https://britishima.org/advice/expressing-solidarity-with-palestine-guide/>

*UK guide - sections on protest are not applicable to Scots law, however much of the regulatory- and NHS-related guidance is applicable to HCWs in Scotland.

> **Medical Defence Union** (UK-wide, including Scotland)

<https://www.themdu.com>

*Students are eligible for free membership

> **Medical and Dental Defence Union of Scotland**

<https://www.mddus.com/>

*Students are eligible for free membership

> **Medical Protection Society** (UK-wide, including Scotland)

<https://www.medicalprotection.org>

*Students are eligible for free membership

> **Royal College of Nursing (RCN) Legal Support** (UK-wide, including Scotland)

<https://www.rcn.org.uk/Get-Help/Legal-help>

> **Royal College of Midwives (RCM)** (UK-wide, including Scotland)

<https://uat.rcm.org.uk/member-benefits/free-legal-advice/>

0808 100 7776

> **SCALP's Legal Guide to Medical Treatment at Protests** (including specific guidance for registered healthcare professionals)

<https://www.scottishactivistlegalproject.co.uk/legal-guide-to-medical-treatment-at-protests-2/>