Park House
184–186 Kennington Park Road
London SE11 4BU

tel +44 (0)300 500 6184
fax +44 (0)20 7820 9684
www.hcpc-uk.org

Private & Confidential

Trace Beadle
[redacted]

By email only to: [redacted]

Our ref: FTP99103 and FTP99071

22 September 2025

Dear Tracey Beadle

Fitness to practise proceedings relating to Paul Aitken-Fell and Alan Potts

My name is Laura Coffey and I am the Executive Director of Fitness to Practise and Tribunal Services at the HCPC. I am writing in relation to the concern you raised with us in June this year about Paul Aitken-Fell and Alan Potts and their roles and conduct surrounding your daughter's death and the subsequent NEAS investigation.

As I think you have been made aware by our Triage team, we were already investigating the concerns about Paul Aitken-Fell and have a live fitness to practise (FtP) case in relation to that matter (FTP90340). I don't think you will be aware that the concerns about Alan Potts had also previously been raised with us and we have investigated them.

I thought it would be helpful if I explained in more detail the status of each of those investigations and how we will be approaching the concerns you raised with us in light of them.

Paul Aitken-Fell (FTP99103)
The concerns we are investigating relate to an allegation that Mr Aitken-Fell was involved in amending the conclusions of an investigation report surrounding your daughter's death and re-writing parts of the report.

We have instructed our solicitors, Blake Morgan LLP, to investigate the concerns on our behalf. Blake Morgan are nearing the conclusion of their investigation. Once the investigation is complete they will prepare allegations, which will then be referred to a panel of our Investigating Committee, who will consider if there is a case to answer.

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The solicitor at Blake Morgan with ownership of this case is Alison Wood. Alison can be contacted by email at: alison.wood@blakemorgan.co.uk.

We have shared with Blake Morgan a copy of the concern you sent us so they can consider it as part of their ongoing investigation. We have asked Blake Morgan to add you as an interested party to the case so that you will be kept informed of the progress and outcome of the investigation into Mr Aitken-Fell.

As Rhianna Mwami explained in her email of 14 August 2025, the case reference number for the ongoing FtP case is **FTP90340**. Please use this reference number for any communication with us or Blake Morgan about this case.

Alan Potts (FTP99071)
The concerns we investigated about Alan Potts related to him knowingly participating in the removal of key findings from his investigation report. We also looked into reports that Northumbria Police had recorded a crime in relation to these matters.

Our investigation into Mr Potts concluded in April 2025. We assessed all the information we had obtained during the investigation against our Threshold Policy for fitness to practise investigations, a copy of which can be found on our website: threshold-policy-for-fitness-to-practise-investigations.pdf. We decided that the threshold had not been met in this instance. We therefore closed our case. The reasons for our decision are as follows:

- Mr Potts' original report was considered by an NEAS Strategy Group meeting on 26 March 2019. Some of those present at the meeting disagreed with Mr Potts' conclusions and a decision was taken at that meeting to amend the report. Significant amendments were made to Mr Potts' report by the senior Lead Consultant Paramedic, including downgrading the seriousness of the incident from a rating of 5 (the most severe) to a rating of 2.
- Mr Potts expressed concern about the changes to his original report, particularly the conclusion, to senior colleagues. He also expressed concern about how the report would be presented at the coronial inquiry. The evidence suggests Mr Potts took reasonable steps to highlight at NEAS his concerns about the amendments to his report and challenge the changes made by the Strategy Group and Lead Consultant Paramedic (Mr Aitken-Fell) but was overruled by more senior colleagues.
- The investigation by Ward Hadaway found that the conclusions reached by Mr Potts in his original report were thorough and accurate and that they were overruled without clear and documented justification by the Strategy Group. That Group did not have any such responsibility provided for in the Trust's own internal policies.
- Mr Potts was not responsible for submitting the amended report to the coroner and he was advised that Mr Aitken-Fell would attend the inquest to speak to the amended report. Mr Aitken-Fell was subsequently unable to attend the

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inquest and Mr Potts was therefore asked to attend to speak to the report. We have not seen evidence that Mr Potts lied to the inquest.
- Northumbria Police did not take any action against Mr Potts.

We therefore concluded that the evidence we had obtained did not indicate that Mr Potts presented an actual or potential risk to public safety, and could not amount to an allegation that his fitness to practise may be impaired, which is the test we have to apply.

I appreciate you may find our decision to close our investigation into Mr Potts difficult, but I hope the above explanation is helpful for understanding how we came to that decision.

As we have already looked into the concerns about Mr Potts, we are unable to investigate those matters again. We therefore won't be able to take further the concerns we have opened under FTP99071, and we have closed our file. I am sorry that we did not identify at the time we Triaged your concern that we had already investigated the issues relating to Mr Potts, which led us to advise you incorrectly on 4 September that we had opened an investigation to look into them.

Alison Wood will be in touch with you directly to update on the progress of our investigation into Mr Aitken-Fell (FTP90340).

If you would like to discuss the contents of this letter or have any questions, please do not hesitate to contact me.

Yours sincerely

Laura Coffey
Executive Director of Fitness to Practise and Tribunal Services