



THE UNIVERSITY OF
BUCKINGHAM

MEDICAL SCHOOL

MB ChB

Providing reasonable adjustments

1 Introduction

The University of Buckingham Medical School is committed to ensuring equality of opportunity for all students with disabilities, health conditions or support requirements in accordance with the Equality Act 2010. It is the School's legal responsibility to ensure that any barriers are removed as far as is reasonable and one way in which this can be achieved is to find out about a prospective student's requirements. The School must be assured that they only select, and can then help a prospective student to practise safely in training and in professional employment. The requirements of a medical student at graduation are defined in the General Medical Council (GMC) publication, Outcomes for Graduates 2016 (replacing *Tomorrow's Doctors 2009*), available at www.gmc-uk.org.

2 Reasonable adjustments during the MMI

The School will provide all reasonable support to enable prospective students with disabilities and health conditions to undertake and complete the MB ChB undergraduate medical programme. The requirements concerning a medical student's fitness standards are in accordance with the GMC Guidance Medical Students, Professional Values and Fitness to Practise, available at www.gmc-uk.org and the Occupational Health Services guidelines:

http://www.heops.org.uk/HEOPS_Medical_Students_fitness_standards_2013_v10.pdf

All considerations are taken in alignment with the GMC publication 'Welcomed and Valued', available at www.gmc-uk.org and in consultation with the University of Buckingham Disability Policy and Implementing the Disability Policy documentation. Appropriate support can be provided for almost all circumstances even if the effects of the disability or ill health are substantial. However, because of the requirement to ensure patients are not harmed through involvement in medical training, if a prospective student has a condition which would make it impossible for them to work safely with patients or to acquire the skills necessary to complete their training, even with adjustments and support, then they cannot be accepted onto the Buckingham undergraduate medical programme.

2.1 Requests for reasonable adjustments

2.1.1 Selection

As part of a prospective student's preparation for coming to Medical School, the School wishes to know about any disabilities or health conditions which could affect them in their training so that, where appropriate, the School can discuss any requirements they may have, and what adjustments can be provided to meet their needs. Many health conditions and disabilities, even if substantial, should not be an insurmountable bar to completing the MB ChB, but the School has to ensure that any candidate is capable, with support if needed, of acquiring the core clinical skills and competences to practise as a doctor and to work safely with patients.

Any candidate with a disability that affects their studies or everyday living, or who has an illness or psychological difficulty, will be asked to provide information to help the School appreciate how it affects them, and to describe any special support measures that they may have had previously. Prior to, and upon application, every prospective student should not assume that their disability or health condition will prevent them from attending a Selection event and being offered a potential place on the undergraduate medical programme. The School is committed to speak with any prospective student at their earliest opportunity about any concerns they may have. This is facilitated through the Admissions Team and Student Support Lead (med-studentsupport@buckingham.ac.uk for advice and support about disability, health conditions, learning support requirements and fitness to practise

and confidentiality issues). Any candidate who discloses at the application stage will be sent a Student Support DAR form requesting further information on their disability or health condition, including any reasonable adjustment that has been appropriate previously, and under which circumstances. Additional information substantiating these adjustments maybe requested at this stage including an Educational Psychologist assessment, GP or Psychiatric assessment as appropriate, which is then forwarded to the MB ChB Educational Psychologist, Occupational Health Services and/or St Andrews Outpatient's services for recommendation as required. Any recommended reasonable adjustment and support will be based on need, determined by the documentary evidence prepared by an appropriate specialist, and which is no more than two years old.

A meeting via telephone or Skype is subsequently arranged to discuss a candidate's individual needs through the Student Support Lead. The candidate is then informed by email of the outcome and any reasonable adjustment in the MMI and a report is recorded by the Medical School. If more information is needed before the School can complete the assessment, one of the Occupational Health advisers may contact the candidate directly.

2.1.2 Registration

All candidates who are successful in obtaining a place on the Buckingham Medical School undergraduate programme will be required to attend an Occupational Health appointment before registration. Any adjustments provided to them will be to support their educational needs on the MB ChB course and their fitness to practise as a trainee after graduation. In accordance with the guidelines <http://www.foundationprogramme.nhs.uk/pages/medical-students>, a further assessment of their requirements will be performed prior to employment in an Elective or Foundation position in the UK. At this time any accepted students who are/ or who have been in receipt of DSA funding must provide evidence of their most recent needs assessment and details of all support provided, including the number of hours tuition, mentoring, software, hardware and relevant expenditure, to the Student Support Lead and Occupational Health Department with the Health Screening Questionnaire prior to Registration.

2.1.2.1 Assessment and course work

All reasonable adjustments will be based on an individual student's requirements, both immediate and anticipated, in accordance with the Occupational Health Physician and Educational Psychologist's report and recommendations. Reasonable adjustments are reviewed by the Learning Support Advisor and Personal Tutor prior to each end of term assessment, for example, students with dyslexia would normally be given 25% extra time as anticipatory for slower reading skills, in a separate room, but more than 25% may be recommended by the Educational Psychologist's assessment to allow for an evidence based review when the extra time has not proved sufficient. Adjustments of more than 25% will be reviewed by the Educational Psychologist on an annual basis, with the aim of working towards the standard adjustment of 25% for national exams. It is expected that students will take advantage of the support available and improve their skills. A computer maybe recommended for students to compensate for slow and/or illegible writing or to reduce cognitive demands, if the student has made typing the main way in which they deal with written work and that they have experience of typing examinations. Those students who have been diagnosed with ADD/ADHD or other disorders that significantly interfere with attention maybe offered a room of their own. Modified equipment may be provided for students with hearing or visual impairments. Where appropriate, assessors will be made aware of disabilities and health conditions that may impact performance in practical assessments, such as but not limited to,

stutters, word finding difficulties and colour-blindness. For students with specific learning difficulties where spelling is impacted, a flagging system for written work will be used to make examiners aware. Concessions are subject to the Medical School resources, including availability of rooms, invigilators and costs, as well as the timeframe within which the adjustment has been requested.

The Assessment Unit, in consultation with the Support Lead and Disability Officer will tabulate all recommendations of adjustments, based on the specialist summary reports, and will consider what is a reasonable concession based upon availability of rooms, invigilators and costs. Individual students will be contacted through the Support Team and their Personal Tutor's to confirm they are in acceptance of any reasonable adjustments and, if relevant, decline any of the recommendations that can be provided by the Medical School. Reasonable adjustments may be changed following either a review of the student's learning or disability requirements, subject to a specialist's recommendation at that time or a student's decision to decline or accept a previous recommendation of an adjustment.

2.2 Confidentiality

All medical and sensitive personal information that a prospective student provides will be held in the strictest confidence by the Occupational Health Service and/or Medical School in line with the General Data Protection Regulation 2016. The Medical School will be informed of the need to make adjustments by the Occupational Health Service if it is relevant to a prospective student's educational needs or patient safety and with a candidate's full involvement.

All prospective students are requested to provide complete, truthful and accurate information to the Medical School and Occupational Health Service through both their application and requested DAR form. Any failure to disclose relevant information is a serious matter, and if appropriate maybe considered as a Fitness to Practise issue in accordance with the MB ChB Code of Practice for Selection. Students must adhere to this policy and reasonable adjustments will only be granted through this process.

Note: if a student accepts a reasonable adjustment such as extra time or the use of IT then they also accept that it will be apparent to their peers that they are having reasonable adjustments applied. |

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