



UNIVERSITY OF
LEICESTER

Leicester Medical School

MBChB

Supporting Students with a Disability

2015-16

Leicester Medical School is totally committed to encouraging and supporting students and staff with a disability. The Medical School policies and codes of practice are those of the University of Leicester and the General Medical Council (GMC). The University of Leicester policies can be found at the following links:

[Disability](#)

[AccessAbility](#)

The GMC advisory guidance is entitled '[Gateways to the Professions](#)'

In addition the GMC have issued a document entitled '[Supporting Students with Mental Health Problems](#)'

Leicester Medical School has its own [Code of Practice for Supporting Students](#)

Background

Leicester Medical School is firmly of the view that the medical profession can gain real benefits from having disabled people in its ranks. Accommodating and encouraging disabled students enhances the diversity and competency range of those who are enrolled in the medical profession, thus promoting the skills and knowledge of disabled people to undertake important roles in society. Many disabled people are actively practising in the medical profession alongside non-disabled doctors. With the implementation of appropriate policies and practices, disabled practitioners have demonstrated their ability to undertake their role within the profession to the same standard as their non-disabled peers. Disabled people can make a unique contribution to patient care and, indeed, to medical research by providing direct experience and knowledge of particular health conditions or impairments. Moreover, patients often identify closely with disabled medical professionals who can offer insight and sensitivity about how a recent diagnosis and ongoing impairment can affect patients.

Admission to Leicester Medical School

Leicester Medical School encourages students with a [disability to apply for admission](#). Applicants are encouraged to declare a disability prior to Multiple Mini Interviews so that appropriate reasonable adjustments can be made during the interviews. It should be noted that scoring of candidates will take place without regard to disability or a specific learning disorder.

It should be noted that occupational health screening, assessment and decision making on fitness to practise is **entirely separate** from the academic or aptitude selection process and that any medical information provided by students will remain confidential to the occupational health service and will normally only be disclosed on a need-to-know basis and with the student's informed consent.

Students who have been invited for interview and have declared a health problem on either their UCAS form or their interview consent form may be required to attend for an

Occupational Health assessment. The purpose of this assessment is to ensure that the student is medically fit for training. The Occupational Health Service will advise the student and Medical School regarding any adjustments (including deferred entry) that may be required to allow the student to enter the course. Occupational Health will only recommend to the Medical School that a student is not fit for training in the event that even with appropriate adjustments the student would not be able to train.

Following the offer of a provisional place, the occupational health service will send out a health questionnaire to incoming students and review the completed forms. The health screening questionnaire used by the UHL Occupational Health team is at the following link [Health Screening Questionnaire](#). In the majority of cases, the school will be advised that the student is medically fit for the course. But if there is cause for concern, appropriate action will be taken, which may include seeking further specialist advice. If an assessment is necessary, it may involve a review in a clinical skills environment and will usually be undertaken in consultation with the disability support office and others where necessary. The service will then provide advice to the School, possibly following a case conference, on the student's fitness to practise.

Reasonable adjustments and support after entry

Physical and Mental Health Disability

Leicester Medical School will follow the guidance in Chapter 10 of 'Gateway to the Professions'. Students with disabilities are supported by the University through the [AccessAbility Centre](#). The AccessAbility Centre is the route through which students access a range of additional support such as additional library support, loan of equipment and assistance with application for Disabled Students' Allowance. Application for accommodation also allows for students with disabilities to access rooms better suited to their needs. The Medical School AccessAbility Tutor will meet with the student on starting the course so that the process of agreeing reasonable adjustments can begin. The AccessAbility Tutor may involve Occupational Health and specialist organisations in deciding what reasonable adjustments are needed. The AccessAbility tutor may appoint a mentor and if appropriate a 'buddy scheme' will be arranged between students in different years of study with similar disabilities.

[Alternative Examination Arrangements](#)

Leicester Medical School will ensure that disabled medical students receive appropriate career advice. This responsibility lies with the student's mentor who will arrange for the student to meet with the relevant experts in the field.

Specific learning difficulties

The University of Leicester provides support for students with specific learning difficulties. [AccessAbility](#)

From September 2015 all first year students will be offered a dyslexia screening test soon after starting the course. This is because the Medical School is keen that students with as yet undiagnosed dyslexia should be diagnosed as soon as possible so that appropriate support and reasonable adjustments can be provided.

Students with a diagnosed specific learning difficulty should note that the maximum extra time allowance for written assessments is 25% and that extra time will not be allowed for clinical assessments. Please see:

[Alternative Examination Arrangements](#)