

International Day of Persons with Disabilities

3 DECEMBER

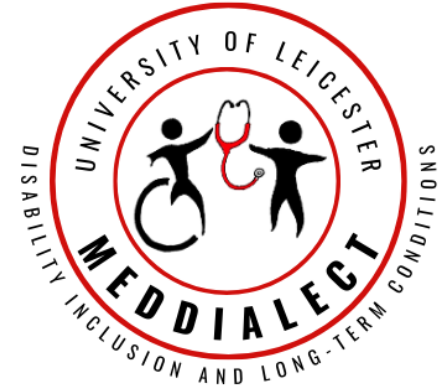


Disability in the Medical Profession

Medical professionals with disabilities face barriers in education and practice, despite a growing focus on inclusivity.

We want to create an inclusive culture and improve accessibility in the medical field.

Addressing these barriers ensures a more diverse and empathetic workforce - benefitting both healthcare professionals and patients



Data: Disclosure of disability



15%

Medical Students and Doctors identify as having a disability or long-term health condition.

50%

Students and doctors with disabilities don't disclose their conditions, often due to fear of stigma and discrimination.

70%

Disabled doctors and students worry that disclosure might negatively affect how peers and supervisors view them.



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Data from [GMC Welcomed and Valued Report](#) and [BMA Disability in the Medical Profession Survey Findings 2020](#)

Data: Reasonable adjustments



30%

Report challenges in obtaining reasonable adjustments, especially for clinical placements and exams.

38%

Feel their workplace has effective processes for requesting adjustments.

35%

Say that lack of adjustments has limited their career progression, contributing to higher dropout rates from training.



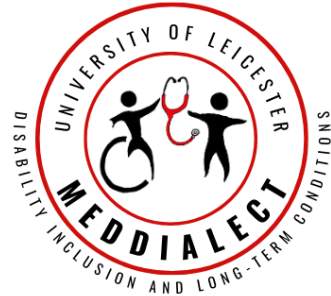
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Data: Wellbeing impact



78%

Report higher workplace stress levels due to accessibility and discrimination issues.

60%

Face mental health challenges due to insufficient support.



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Neurodiversity in Medicine

Neurodiversity is a non-medical term used to frame conditions such as ADHD, autism and dyslexia as brain differences that are natural variations and not deficits, disorders, or impairments. A move away from deficit-based language aims to promote inclusivity and acceptance.

Positive traits of neurodiverse medical students & doctors:

- Attention to detail
 - Empathy
- Pattern recognition
- Strong work ethic
- High energy and drive
 - & many more

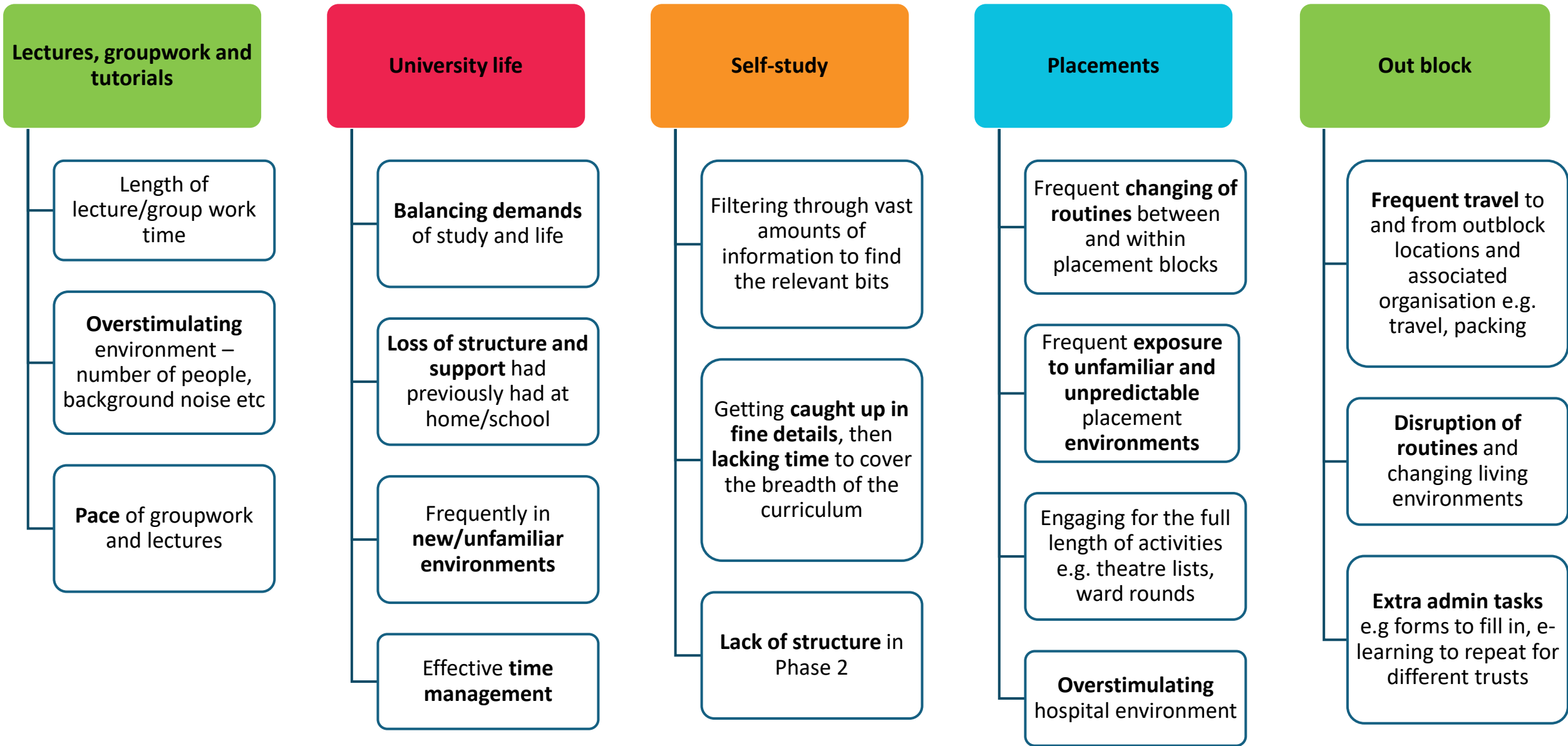
Whilst celebrating diversity is important, the **challenges** faced by neurodiverse individuals can be significant. Raising awareness aims to reduce stigma and promote inclusivity and accessibility within medicine and medical education.

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ADHD/Autistic challenges specific to medical school



Difficulties may become apparent with the increased demands of medical school.



If you have ongoing concerns or suspicions about neurodiversity in yourself, seek support:



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Refer to the
Support Map
on this slide
show for
where and
how to seek
support

Experiment
with some
self-help
strategies to
find out
what works
for you, try
some of the
tips and
tricks on the
next slide

Consider
reaching out
to trusted
friends or
family
members

Referral for
assessment
through
'Right to
Choose' via
your GP

Tips & Tricks from neurodiverse medical students



- Have **Outlook calendar notifications on** (with sound!) a set time before a scheduled activity
- **Alarmy app** (alarms requiring you to do a challenge to turn alarm off)
- **Earplugs** can help reduce background noise
- Try to maintain **good sleep hygiene**
- A lot of study advice found online is geared towards neurotypical brains, you may need to try out different methods to see what works. **Contact ASU** for help
- **Seek help early**, don't leave it until you're struggling badly
- If eligible for **DSA** (disabled student allowance), do this ASAP, **apply for AEA**, make an **ASU/PSU appointment**, etc
- **There are many more neurodivergent doctors and medical students than you might think!**



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Where can I find out about reasonable adjustments?

Leicester Medical School Pastoral Support Unit (PSU)

PSU offers a **safe and quiet space** to talk to advisors who can signpost you

Issues you can discuss include:

- Mitigating circumstances
- Suspension of studies
- Student welfare
- Health concerns
- Occupational health concerns
- Illness and absence



What are AEAAs?

AEAs = Alternative Exam Arrangements

AEAs provide adaptations in exams to support students with disabilities, medical conditions, or other specific needs, ensuring fair access to assessments.

psu@le.ac.uk
acad-support@leicester.ac.uk



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What are some common exam adjustments?

Timed toilet breaks

Smaller exam rooms

Rest breaks during exams

Extra time in exams

Location of seats in exam rooms, e.g. at the front/towards the back



What is a health passport?



A Leicester Medical School Health Passport is a document which lists your agreed reasonable adjustments

It looks like this:

Contact PSU if you need one!



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University of Leicester Medical School Health Passport

The Purpose of the Health Passport is:

To detail reasonable adjustments that have been jointly agreed, either short term or long term, which will allow the individual to learn effectively.

The individual who owns this document:

Student Name:

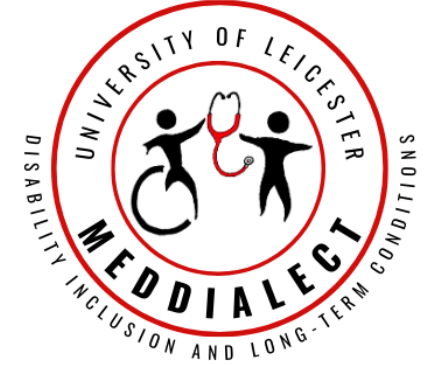
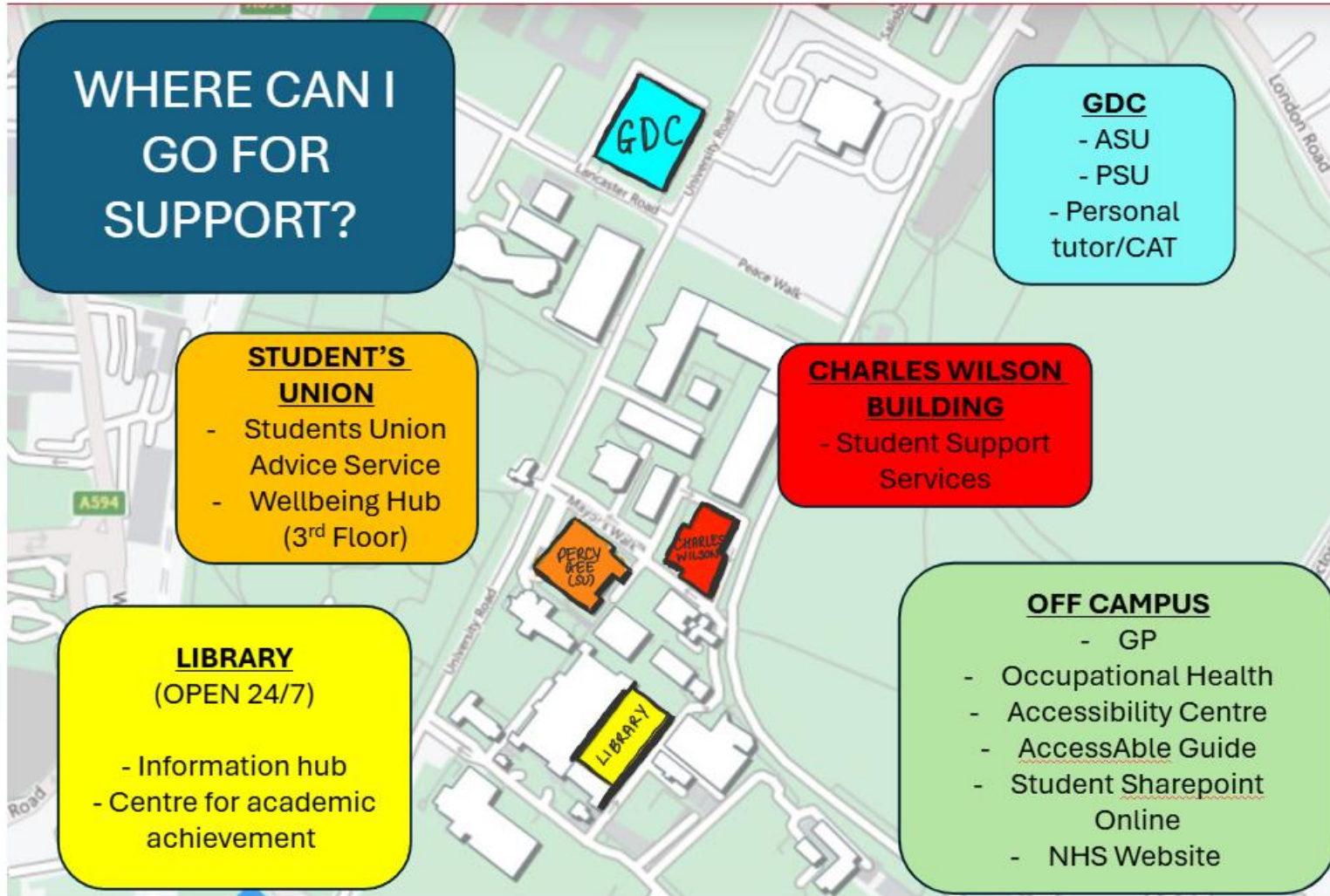
Student ID Number:

Agreed Adjustments:

-
-
-

No other adjustments have been agreed

Support for Medical Students



Where can I go for support?

- Student Sharepoint online: [Student Wellbeing \(sharepoint.com\)](#)
- Accessible Guide: [University of Leicester | Accessible](#)
- Library Services: [Library and Learning Services | University of Leicester](#)
- NHS Website: [NHS website for England - NHS \(www.nhs.uk\)](#)
- Occupational Health UHL: [Staff Facilities and Benefits \(leicestershospitals.nhs.uk\)](#)



Meet our MedDlaLeCt staff co-chairs!



Dr Jess Speller
Staff co-chair



Dr Chris Sanders
Staff co-chair



Claire Lidstone
Staff co-chair



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