



Hull York Medical School

Equal Opportunities Policy for HYMS Students

Approval Process:	
Committee	Outcome/Date of approval
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HYMS Quality Committee	22 nd July 2013
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Minor changes of presentation only – for academic year 2015-16	Head of Quality and Standards
Next due for review:	2017-18
Responsibility to update:	Head of Quality and Standards

To obtain this Policy in an alternative format:

Contact governance@hyms.ac.uk

Definitions

The following terms will apply throughout this Policy:

Programme: means any academic activity, and/or clinical placement or experience, undertaken by a student for the purpose of achieving the award of credits, a certificate, diploma or degree, or for the purpose of achieving progression within training and meeting requirements for registration as a doctor with the General Medical Council, as prescribed in the relevant regulations.

Abbreviations:

GMC	General Medical Council
HYMS	Hull York Medical School
IELTS	International English Language Testing System
MB BS	Bachelor of Medicine, Bachelor of Surgery
NHS	National Health Service

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1. Introduction

- 1.1. The Equality Act 2010 (<http://www.legislation.gov.uk/ukpga/2010/15/contents>) helps to ensure the fair and equal treatment and protection of people who fall under one or more of nine 'protected characteristics'. It is illegal to discriminate on the grounds of:
- age;
 - disability (for example physical, mental or learning difficulties);
 - gender reassignment;
 - marriage and civil partnership;
 - pregnancy and maternity;
 - race (i.e. different races, colour and nationality);
 - religion or belief (i.e. people who have religious beliefs and those with no belief);
 - sex (i.e. both men and women);
 - sexual orientation (i.e. lesbian, gay and bisexual men and women).
- 1.2. In line with the policies of its parent Universities, the Hull York Medical School (HYMS) is committed to non-discriminatory practice that goes beyond the statutory requirements of the Equality Act 2010. The principles of equality, inclusivity and fair treatment for all are supported by HYMS Policies and Codes of Practice.
- 1.3. The Universities of Hull and York, and all participating NHS organisations, are committed to equality of opportunity, and maintain appropriate Policies and Codes of Practice which:
- 1.3.1 address the need and right of students and staff to be treated with respect and dignity, in an environment in which a diversity of backgrounds and experiences is valued;
 - 1.3.2 eliminate unlawful discrimination, advance equality of opportunity and good relations between all groups covered by the Equality Act 2010;
 - 1.3.3 require that no prospective or existing student should receive less favourable treatment on any grounds which are not relevant to academic ability and attainment;
 - 1.3.4 require a continuing programme of monitoring and action to bring about the implementation of such policies.

2. The Equal Opportunities Policy for HYMS Students

- 2.1. HYMS is committed to developing, maintaining and supporting a culture of equality and diversity in which staff and students are treated equitably, with dignity and respect, and where they can realise their potential whatever their age, race, colour,

nationality, ethnic origin, creed, disability, sexual orientation, sex, gender identity, marital or civil partnership status, parental status (including pregnancy or maternity), religion, belief or non-belief, social or economic background, position in the organisation, or any other inappropriate criterion for distinction, subject always to Fitness to Practise requirements. (See the HYMS Code of Practice on Fitness to Practise Medicine and the HYMS Code of Practice on Academic and Fitness to Practise Appeals).

- 2.2. Staff of HYMS are employees of either the University of Hull or the University of York, or are employed by NHS partners. In respect of equal opportunities, they are bound by, and supported by, the policies, procedures and codes of practice of their employer.
- 2.3. Students at HYMS are registered, for the purpose of statutory returns, to either the University of Hull or the University of York.
- 2.4. This Equal Opportunities Policy for HYMS Students applies to all students registered on, or applicants to, HYMS programmes offered jointly by the Universities of Hull and York.

3. Equal opportunities in student admissions

- 3.1. HYMS will make every effort to ensure that there is no direct or indirect discrimination, harassment or victimisation against enquirers or applicants for undergraduate or postgraduate taught, or postgraduate research programmes. As a general rule, the only relevant criteria to be applied in assessing an application will be the applicant's academic ability (i.e. meeting the admissions requirements for the programme of study, including any IELTS requirements) and the motivation and aptitude to benefit from the chosen programme of study. Further information can be found in the HYMS Code of Practice on Admissions to the MBBS Course and the HYMS Code of Practice on Postgraduate Admissions.
- 3.2. In relation to all programmes which lead to professional qualifications, questions of Fitness to Practise must also be taken into account. In relation to the MBBS, GMC guidance (http://www.gmc-uk.org/education/undergraduate/3_3_gmc_guidance_for_careers.asp) states that:
 - 3.2.1 Anyone can graduate if they meet all the outcomes and curricular requirements set out in *Tomorrow's Doctors* and meet the university's regulations. Many students with a wide range of impairments, illnesses and health conditions successfully achieve the required standards of knowledge, skills and behaviours to become a doctor and practise at the high level required to ensure patient safety.

- 3.2.2 All students seeking to graduate and acquire provisional registration must at that point be able to demonstrate all of the outcomes set by the GMC in *Tomorrow's Doctors* (www.gmc-uk.org/education/undergraduate.asp).
- 3.2.3 Some prospective medical students and some existing students may not be able to progress with their studies, even with an appropriate range of adjustments and support in place.
- 3.2.4 The GMC has no legal ability to grant a conditional, restricted or limited licence to practise at the point of initial registration and the medical schools are not empowered to grant students dispensation from the requirements set in *Tomorrow's Doctors*.
- 3.2.5 When implementing the Equality Act 2010, HYMS takes into account the following documents from the GMC (each of which is available on the GMC website, www.gmc-uk.org):
- *Tomorrow's Doctors*
 - *Good Medical Practice*
 - *Medical students: professional values and fitness to practise*
 - *Gateways to the professions*
 - *Statement on disability in medical education and training – May 2012*
 - *Supporting medical students with mental health conditions*.
- 3.2.6 The GMC website also provides helpful additional information and advice for medical students and applicants to medical school.
- 3.2.7 Applicants for entry to the HYMS MBBS should consult the GMC website and the documents listed in 3.2.5 above and consider, prior to application, whether any disability or health problem might bring a risk to members of the public, or limit their own ability to perform a medical role.
- 3.3. HYMS and its parent Universities monitor admissions to HYMS programmes, to inform consideration of the implications for equal opportunities, and ensure appropriate action is taken where necessary.

4. Equal Opportunities while on the programme

- 4.1. Teaching, learning and assessment strategies will be equitable, undertaken with awareness of the different needs of students, and directed towards the encouragement of enabling academic and personal development. HYMS will monitor data on progression and attainment and put measures in place to address any issues identified.

- 4.2. HYMS will monitor and review the needs of all students with illness or disability, and will seek to support students with disabilities so that where possible they have access to the full range of programme opportunities.
- 4.3. HYMS, the Universities and the partner NHS organisations will comply with relevant legislation, undertaking reasonable adjustments to meet both the general need for access and the specific needs of individuals with disabilities.
- 4.4. HYMS will ensure that individuals with disability have the opportunity to consult about their needs, through the Academic Lead for Student Support or through the support mechanisms of the Universities; to have their views received sympathetically and to have their specific needs taken into account.
- 4.5. Subject to the requirements of the programme being undertaken, HYMS recognises, and will make reasonable efforts to be flexible in order to accommodate, the domestic and caring responsibilities of some students, including those with childcare needs.
- 4.6. HYMS students have access to an extensive network of support which operates in accordance with equal opportunities policies. Support can be obtained from the two Universities, the Academic Lead for Student Support and from the personal advisors or tutors or supervisors, who can provide guidance and support on academic, professional and personal matters.
- 4.7. Subject to the reasonable requirements of the programme being undertaken, HYMS will make reasonable efforts to meet the needs arising from religious or cultural obligations.