



HULL YORK MEDICAL SCHOOL

**Equal Opportunities Policy for HYMS Students**

<b>Approval Process:</b>	
<b>Committee</b>	<b>Outcome/Date of approval</b>
Equality, Diversity and Inclusion (EDI) Committee	22 June 2022
Management Board	4 July 2022
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Responsibility to update:	Chair, Equal, Diversity and Inclusion Committee

To obtain this Policy in an alternative format, please contact [governance@hyms.ac.uk](mailto: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:

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

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## 1. Introduction

- 1.1. [The Equality Act 2010](#) 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 differences);
  - 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 (male, female and intersex);
  - sexual orientation (i.e. lesbian, gay bisexual, etc.)
- 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. This Policy should be read in conjunction with:
  - 1.3.1. HYMS's [Dignity at Work and Study Policy](#) which sets out our processes of dealing with harassment, bullying and hate incidents regarding students and staff.
  - 1.3.2. University of Hull's [policies](#) on social justice, diversity and inclusion.
  - 1.3.3. University of York's [policies](#) regarding equality and diversity, religion, belief and non-belief, and pregnancy, maternity, paternity and adoption.
- 1.4. 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:
- 1.5. 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;
- 1.6. eliminate unlawful discrimination, advance equality of opportunity and good relations between all groups covered by the Equality Act 2010;
- 1.7. require that no prospective or existing student should receive less favourable treatment on any grounds which are not relevant to academic ability and attainment;
- 1.8. 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 for the chosen programme of study. Further information can be found in the HYMS [Code of Practice on Admissions to the MB BS](#) 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 line with HYMS [Code of Practice on Fitness to Practise Medicine](#).
- 3.3. HYMS and the two 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. This is governed by our [Policy on Disability and Reasonable Adjustments in Assessments](#).
- 4.4. HYMS will ensure that individuals with disability have the opportunity to consult about their needs, through the Director of Student Support and Student Life and Wellbeing Officer 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 Director of Student Support and Student Life and Wellbeing Officer 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.