



HULL YORK MEDICAL SCHOOL

Policy on Disability and Reasonable Adjustments for UG Medicine Admissions

Approval Process:	
Committee	Outcome/Date of approval
UG Student Recruitment and Admissions Committee	7 August 2025
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Responsibility to update:	Director of Admissions

To obtain this document in an alternative format or if you have any queries regarding any aspect of this Policy, please contact: governance@hyms.ac.uk

Definitions

Disability: The Equality Act (2010) defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect (one that lasts over a year or expected to last 12 months or more) on the person's ability to carry out normal day-to-day activities including their ability to study.

Reasonable adjustments (RA): The GMC advises there is no set definition of what 'reasonable' means and can only be decided on a case-by-case basis and will always depend on the individual person and their circumstances.

Parent Universities: University of Hull and University of York

Abbreviations

GMC	General Medical Council
HEOPS	Higher Education Occupational Physician/Practitioners
HYMS	Hull York Medical School
MSC	Medical Schools Council
MSCSA	Medical Schools Council Selection Alliance
MMI	Multiple Mini-Interview
QAA	Quality Assurance Agency
SRA	Student Recruitment and Admissions
SSO	Student Support Office
SpLD	Specific Learning Difference
UCAT	University Clinical Aptitude Test
WDS	Wellbeing and Disability Service

Acknowledgement

This document has been developed in consultation with the [University of York Recruitment, Selection and Admission Policy](#), University of York Disability Services and University of Hull Disability Services.

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1. General

- 1.1. This policy applies to the recruitment and admission of students to the MB BS programme (including the 6-year Medicine with a Gateway Year programme) of Hull York Medical School. It is designed to be consistent with:
- GMC advisory document [Welcomed and Valued](#) (April 2021)
 - MSCSA advisory guidance [Supporting and encouraging applicants with a disability](#)(April 2022)
 - MSC [Fostering Potential](#) (2024)
- 1.2. This policy is a public document and is available on the Hull York Medical School website.

2. Introduction

- 2.1. This policy takes account of current legislation affecting the admission of students, notably the [Equality Act \(2010\)](#).
- 2.2. This policy also considers the HYMS [Code of Practice on Admissions to the MB BS programme](#) and HYMS [Policy on Disability and Reasonable Adjustments in Assessments](#).

3. Responsibilities

- 3.1. This Policy draws on guidance from the University of York, the University of Hull, the GMC advisory document [Welcomed and Valued](#) (April 2021) and MSCSA advisory guidance [Supporting and encouraging applicants with a disability](#)(April 2022).
- 3.2. HYMS aligns its key policies with its parent Universities to avoid duplication and to ensure that we consistently meet the QAA [UK Quality Code for Higher Education](#) recruitment, selection and admission and widening access standards. This is to ensure that disabled applicants (and others with protected characteristics) are not subject to unlawful discrimination (The Equality Act 2010 in England, Scotland and Wales; the Disability Discrimination Act 1995; and the Special Educational Needs and Disabilities Order 2005 in Northern Ireland).

- 3.3. This Policy applies to all applicants and is reviewed regularly to remain in line with current accepted policies and procedures.

4. Reasonable adjustments in Selection, Recruitment and Admissions Processes.

- 4.1. When deciding whether to make reasonable adjustments (RAs) during SRA processes, the Hull York Medical School SRA will consider requests from applicants on a case-by-case basis and decide what adjustments would be deemed 'reasonable' for their personal circumstances and the specific barriers or disadvantages they are experiencing. HYMS SRA will retain a written log of RAs requested by applicants to support identification of further RAs need for consideration to further improve accessibility. Where RAs are not possible an explanation of this outcome will be communicated to the applicant.

4.2. Pre-application enquirer advice

- 4.2.1. HYMS SRA team will follow the HYMS [Code of Practice on Admissions to the MB BS programme](#) and provide enquirers GMC [Welcomed and Valued](#) and MSC [A guide for prospective medical school applicants with disabilities](#) guidance.
- 4.2.2. HYMS SRA are unable to provide professional advice or arrange preapplication occupational health assessments for an applicant with a disability or a longstanding health condition. We encourage such applicants to proactively seek professional advice from their ongoing education or healthcare provider.
- 4.2.3. HYMS student wellbeing team will liaise on a case-by-case basis with HYMS SRA team, both university disability teams and if appropriate the University of Hull Occupational Health service to support reasonable adjustments when following [Welcomed and Valued](#) guidance.
- 4.2.4. [HEOPS guidance](#) for medical students: standards of fitness to train shall be used as key guidance in this area.

4.3. Published Entry Qualifications

- 4.3.1. HYMS SRA are unable to consider lower than published entry requirements for applicants with disabilities and follow the Joint Council for Qualifications [guidance](#) on access arrangements and RAs.

4.4. Aptitude tests

- 4.4.1. The responsibility for RAs and access arrangements for clinical aptitude tests will rest with the clinical aptitude test provider. In the event a RA has not been accommodated the aptitude test provider will provide clearly written reasons for their decisions on adjustments to candidates.
- 4.4.2. If an aptitude test provider is unable to facilitate the adjustments an applicant requires, the Hull York Medical School will be unable to consider their medicine application.

4.5. Interviews

4.5.1. All applicant interviews will be in a format designed to assess applicants in relation to identified competency standards. The interview format and the competency standards are approved by the Hull York Medical School Director of Admissions, the details of which will be published on the Hull York Medical School website.

4.5.2. HYMS SRA will provide inclusive standard RA information to all applicants in advance of their interview. HYMS SRA will provide an opportunity to request additional individual RAs within an identified interview response deadline. Additional supporting evidence may be required prior to considering implementing requested additional individual RAs.

4.5.3. Inclusive standard RAs include:

- a. Mobility: accessible spaces for wheelchair /mobility device etc with sufficient candidate movement time between stations.
- b. Hearing support-printed written content where appropriate, soundproofed partition booths with candidate seating facing interviewers, adjustable over-ears headphones where required.
- c. Reading Support -printed material on pale blue paper but other colours are available on request, dyslexia friendly font -century gothic, size 20, line space 1.5.
- d. Candidate interview reading and thinking time support:
 - Standard interview question: word count limited to 75 words within 5-minute reading and thinking time.
 - Group Exercise scenario: word count limited to 50 words/minute within 5-minute reading time supported by interviewer reading aloud the scenario.
- e. In the event of acute illness or exceptional circumstances an alternative interview date and time in the same interview format may be accommodated as a RA where available but cannot always be guaranteed. However, a change in allocated interview format from online to in person or vice versa cannot be accommodated as a RA on the grounds that:
 - RA is not effective in removing or reducing disadvantage;
 - RA alters the competency required; or
 - RA poses an unacceptable Health and safety risk.

5. Complaints

- 5.1. The decision of whether RA is offered is final. Applicants have no rights to appeal the decision.
- 5.2. If applicants would like to make a complaint, please follow the complaint procedure set out in section 9 of HYMS Code of Practice on MB BS Admissions.