

Request for reasonable adjustments for the Objective Structured Final Assessment for the Scientist Training Programme

Trainees with disabilities or additional needs by means of reasonable adjustments, may submit a request for tailored arrangements for their OSFA. This will allow the trainee to perform to the best of their ability and will ensure that they are not discriminated against because of their additional needs.

In December of their third year, trainees will receive an email requesting applications for reasonable adjustments to be submitted by January; an exact date will be specified in the email.

Applications for reasonable adjustments must be supported by written evidence from an appropriate professional. Trainees cannot self-certify e.g. additional needs relating to dyslexia must be supported by an assessment report from a Chartered Psychologist specialising in adult dyslexia (Educational, Occupational or sometimes Clinical Psychologists). Other forms of written evidence may be allowed, including reports to support reasonable adjustments for the MSc in Clinical Science.

The evidence must detail

- the issue/condition
- the duration and prognosis
- where possible, the likely impact upon clinical/scientific practice and, therefore, the trainee's likely performance in clinical/scientific assessment

A trainee should not assume that any application for reasonable adjustments will be agreed. All requests will be discussed at a dedicated meeting of the NSHCS Assessment Reasonable Adjustments Subgroup. Trainees will be informed by email of the outcome of their application for reasonable adjustments and the nature of the adjustments that can be made to meet their needs, while maintaining the integrity of the assessment and ensuring no unfair advantage over other trainees.

For trainees with emergent or short-term conditions, such as pregnancy, fractures and newly diagnosed conditions, there will be flexibility in the timeframe for determining reasonable adjustments, but the process and policy otherwise remains the same.

OSFA assessors will be informed if there is a reasonable adjustment requirement on their circuit. However, the specifics of a trainee's condition will not be shared. The onus is on the trainee to inform the assessor of any issues regarding their condition and performance, as they would in a clinical/scientific practice. The trainee will need to be concise when doing this, as there is no extra time allocated for this during the assessment.

The School's assessment team will ask trainees for reflection/feedback on the reasonable adjustments made for them. This will inform the annual review of reasonable adjustments and the annual evaluation of the OSFA.

Trainees requesting reasonable adjustments should complete and return the application form, together with a copy of the supporting evidence* of the disability or additional needs, to NSHCS.Assessment@hee.nhs.uk

*Responses will be held on file in accordance with the tenets of the Data Protection Act