



Equal Opportunities: Policy Statement

The Royal College of Physicians and Surgeons of Glasgow aims to make every effort to provide an environment for candidates that is free from discrimination. It is the policy of the College that no candidate receives less favourable treatment than another on the grounds of age, gender, sexual orientation, marital or parental status, race or ethnic origin, colour, creed or religion, disability, political belief or social class or other irrelevant distinction. The College aims to assess candidates on the basis of merit, competency and potential.

To achieve this, the College has implemented the following strategies:

- formal mechanisms for training examiners;
- improved equal opportunities awareness for departmental staff with regard to examinations practice and customer service;
- monitoring admissions and examination results in relation to changes in the candidate population profile;
- independent monitoring of :
 - modes of assessment;
 - examiner behaviour;
 - a review of results and appeals procedure;
 - review of policies and practices for fairness and relevance;
- special arrangements policy for candidates with disabilities and/or other specific requirements;
- policy for consideration of candidates' exceptional circumstances.

The College will therefore not accept behaviour from staff, members, examiners or candidates, which constitutes sexual or racial harassment or that which results in unlawful discrimination on any grounds.

The College adheres to the provision for the protection of the rights of the individual within the following legislation:

The Sex Discrimination Act - 1976/1986

The Equality Act 2010

The Race Relations (Amendment) Act - 2000

Data Protection Acts 1984 and 1998

The College maintains the right to discriminate lawfully in the interests of the medical/dental profession and this policy encompasses any regulations applied by relevant statutory or regulatory bodies such as the General Medical Council and General Dental Council.

Examination Arrangements for Candidates with Special Needs

Special examination and other assessment arrangements may be made for candidates with permanent or temporary disability. These arrangements are intended to allow candidates to perform to the best of their ability. The arrangements are not intended to give any unfair advantage to any candidate.

It is the responsibility of the candidate to notify the Examinations Office of the College when they submit their application of any special circumstances. Applications for special consideration must be supported by written evidence in the form of a medical report from their General Practitioner or their Consultant trainer or Postgraduate Dean. In certain cases, such as dyslexia, a current *Dyslexia Assessment* report from an educational psychologist will be required. In the case of a temporary disability due to ill health or accident which occurs after the application has been submitted, candidates must inform the Examinations Office as soon as possible **before** the examination.

Each case will be assessed by the Head of Examinations together with the Honorary Registrar for the examination. Candidates will be informed in writing of the outcome of their application for special consideration and of the arrangements that will be made to meet their needs.

Data Protection

All personal information held by the Examinations Office of the College will be held in accordance with the Data Protection Acts of 1984 and 1998. In cases where the exam is an Intercollegiate examination data collected will not be released outside of the partner Royal Colleges. You can download the Equal Opportunities Monitoring Form from our website.