Health Check guidance and procedure for applicants to Nursing programmes

This policy applies to applicants to courses which begin in January 2027.

For courses beginning January 2026, please refer to Health Check Policy for Nursing Courses Entry January 2026.

Introduction

Leeds Trinity University is committed to providing equality of opportunity for all students and where possible all reasonable adjustments will be provided to enable successful completion of the course. However, the University does need to ensure that students are able to fulfil the requirements of the relevant regulatory body, NMC/HCPC, and be medically suitable to work within their chosen field.

Notwithstanding this general obligation to make reasonable adjustments, the University is not required to make any reasonable adjustments to the application of a competence standard.

Detailed guidance in relation to functional capacity is published by the Higher Education Occupational Physicians/Practitioners (HEOPS) and available at: 1521730818HEOPS_Nursing_Student_fitness_standards_2015_v9.pdf

The NMC also provide detailed guidance about requirements of health and character: https://www.nmc.org.uk/globalassets/sitedocuments/nmc-publications/guidance-on-health-and-character/

Pre-Acceptance

Applicants to nursing courses should be aware of the required professional standards and competencies and the NMC Code.

"In order to respond to the impact and demands of professional nursing practice, they must be emotionally intelligent and resilient individuals, who are able to manage their own personal health and wellbeing and know when and how to access support".

A potential student with a health or disability related problem may be concerned as to their ability to fulfil the Proficiency and Professional standards of the programme. Any such

applicants are encouraged to contact admissions at an early stage in order to explore the situation in depth and consider the feasibility of making reasonable adjustments. Hopefully the process will prove helpful to the student in deciding whether to pursue an application. Admissions will then put applicants in touch with the academic department.

The intention is for all involved and most especially the potential student to explore the situation in depth and, where necessary, consider the feasibility of making reasonable adjustment/s. In the rare cases where a significant impairment may preclude the student from meeting the professional standards and competencies they will be advised appropriately

Applicants Offered a Place Subject to Health Clearance

Following a successful application and after acceptance of an offer, all students complete a Pre-Acceptance Health Questionnaire which is returned to the Occupational Health provider. It is requested that completed questionnaires are completed within 4 weeks [or 2 weeks during clearing] to ensure that students have health clearance in time for the start of the course. All medical and personal information is held in confidence by the Occupational Health provider and reviewed by experienced Occupational Health professionals to decide whether, on the basis of the information provided, the student would be able to fulfil the competencies of their chosen course.

Applicants are advised that they should honestly and fully declare any disabilities or conditions as part of their UCAS application and should also declare during the health check process to allow full and proper assessment of health and related needs.

Possible outcomes of a Health check.

Fit:

The applicant is considered fit to start the course based on the information supplied on the pre- acceptance form. All available medical information is reviewed against national fitness standards and if no concerns are raised, no further formal screening is required before the start of the course.

Where the applicant is declared fit, Admissions staff will update the applicant electronic record (clearance) to reflect that this entry requirement has been passed.

Adjustments required:

The applicant may be considered fit to start the course if adjustments can be made, this would be referred to the university Fitness to Practice panel for a decision as to whether the

adjustments are possible, ensuring that professional standards and competencies could be met with any adjustments in place.

Unfit:

The applicant is considered unfit to join the course as they would be unable to meet professional standards and competencies.

Following a Fitness to Practice panel

Depending on the outcome, the applicant may decide that they are unwilling to take the risk that they may fail to meet the standards of proficiency to qualify (even with adjustments) and may decide to withdraw their application.

The University may be able to make the required reasonable adjustments, in this case the applicant would then be declared fit and Admissions staff will update the applicant electronic record (clearance) to reflect that this entry requirement has been passed.

The University may decide to refuse the applicant a place. It will only be lawful to refuse entry to a course of an otherwise qualified applicant where there is material and substantial reason to believe that the person will be unable to achieve one of the curriculum outcomes, or where the nature of concern is patient safety and where a specific assessment of the risk has been undertaken including consideration of adjustments that could be put in place to contain any risk.

Any appeals against a decision would follow the Fitness to Practice appeals process.