

AHCS

Statement on Health and Disability

Version:	0.1
Date:	July 2022
Doc Ref:	#002
Review date:	July 2026

Version Number	Purpose/Change	Author	Date
0.1	Final Document for publication	Fiona Fiorentino	July 2022

Registration of professionals is important for the protection of patients and is increasingly viewed as essential by employers, providers, commissioners and patients themselves. Through registration, an individual shows that they are committed to upholding high professional standards and to keeping their knowledge, skills and experience up-to-date through ongoing professional development. If individuals fail to uphold standards and show they are Fit to Practise their registration status can be restricted or removed completely.

The various stages and specialisms of the Healthcare Science workforce are regulated in different ways. Some parts of the workforce are regulated by law ('statutory regulation') through registration with the Health and Care Professions Council (HCPC). Other parts of the workforce take part in voluntary registration.

As the voluntary registration body for healthcare scientists, the Academy for Healthcare Science has a responsibility to ensure that processes are set up which are fair to disabled people, and to people whose fitness to practise may be impaired because of their health. We also need to ensure that we uphold our standards, in order to protect the public.

We want to make sure that we have processes for dealing with healthcare scientists whose health or disability may affect their fitness to practise.

We also realise that there are many health conditions and many disabilities which do not affect someone's fitness to practise. Many people who have a condition, or who are disabled, can register, and practise their profession safely and effectively throughout their career and will never need to interact with us any more than any other registrant.

The AHCS concurs fully with the HCPC guidance on health, disability and becoming a health and care professional (read more). In addition, the AHCS policy on Equality and Diversity states:

'The purpose of this policy is to provide and promote equality and fairness for all in our dealings with individuals and not to discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation.

We oppose all forms of unlawful and unfair discrimination. Discrimination can come in one of the following forms:

- *direct discrimination - treating someone with a protected characteristic less favourably than others;*
- *indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage;*

- *harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them;*
- *victimisation - treating someone unfairly because they've complained about discrimination or harassment.*

Everyone we deal with, contract with or employ will be treated fairly and with respect.

Applicants for equivalence or registration will be assessed on the basis of the published standards required for safe and effective practice and this alone. Applicants will be asked to complete an optional equality and diversity monitoring form which will be separated from application materials prior to assessment and review. This allows us to monitor and audit our commitment to equality and diversity.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation'

This policy is complemented by the AHCS Fitness to Practise Rules which apply to all healthcare scientists registered with the Academy.