Candidates with a Disability - Recorded Consultation Assessment
Reasonable adjustments can be made to the Recorded Consultation Assessment (RCA) procedures where necessary to meet the needs of individuals who are disabled as defined by the Equality Act 2010. These adjustments will not entail the lowering of standards of assessment nor will they exempt candidates from demonstrating that they are fit to practise independently as a GP in the NHS. All candidates must be able to demonstrate that they can meet pre-set ‘competence standards’ (as defined by the Equality Act) for these assessments.

Candidates who wish to request reasonable adjustments to be made to assist them when taking the RCA must inform the RCGP when they apply to sit the assessment. An RCA Request for Reasonable Adjustment Form must be completed for each assessment which includes a description of how a candidate’s ability to perform the assessment is likely to be affected and details of any special arrangements that have been made to accommodate the candidate in the past, e.g., as a trainee during their GP training. The completed form should be emailed to the Exams Team: exams.accoms@rcgp.org.uk.

The Request for Reasonable Adjustments form must be accompanied by supporting evidence. For candidates with Specific Learning Difficulties (e.g., dyslexia, dyspraxia, and dyscalculia) a suitable diagnostic assessment report, conducted post-16 years of age, by a Chartered or Educational Psychologist or a Specialist Teacher Assessor with a Current Practising Certificate (PATOSS) must be provided. Please see section on Information for Disability Assessors for more information about the new RCA. For candidates with other impairments/disabling medical conditions a letter or report will normally be required from their GP/consultant or other qualified specialist as approved by the RCGP.

Information and evidence about a candidate’s disability and requirement for reasonable adjustments will be treated as sensitive personal information. It will be kept confidential and only passed to those who need to know. In some cases, and by agreement with the candidate, this may include the examiners and decision makers in the case of an appeal.

Applications for reasonable adjustments will be assessed on a case by case basis by the Chief Examiner and/or her nominated deputy, usually the RCGP Disability Adviser. Candidates will be informed in writing whether or not adjustments to assessment procedures will be made to meet their needs and of the nature of these adjustments. Appeals against decisions made in relation to reasonable adjustments should be addressed to the Chief Examiner.

Where a reasonable adjustment is needed to enable a candidate to perform a consultation in their workplace, it is not the responsibility of the RCGP to make such an adjustment. Candidates should liaise with the GP training practice or the lead employer regarding such adjustments.

Please refer to the FAQ’s on Reasonable Adjustments for RCA for further information.