

# Health, Wellbeing & Fitness for Study Policy

## Introduction

The University of Bradford's policy is to maintain an enabling environment which is safe and conducive to teaching, learning and research, and the well-being of all.

The University is committed to supporting students' health and wellbeing in relation to their academic progression and their wider university experience. A positive approach to the management of physical and mental health is crucial to student engagement, learning and academic achievement.

Fitness for Study relates to an individual's capacity to participate fully and successfully as a student, in relation to their academic studies and life generally at the University of Bradford. A student's fitness for study may be a cause for concern for a range of reasons.

This policy and accompanying procedures relate to circumstances where there are concerns that a student's unacceptable behaviours, conduct or academic performance is the result of an impairment, underlying health or mental health difficulty.

## Purpose of Policy

The purpose of this policy is to:

- Provide a clear set of procedures which can be used by staff when a student's health, wellbeing and / or behaviours are having a detrimental impact on their ability to progress academically and function at university.
- Provide a suitable and co-ordinated response by academic and support staff, in circumstances where it not considered appropriate to apply other internal procedures such as the 'Student Disciplinary Policy / Procedure'.
- Ensure a consistent, co-ordinated and sensitive approach to managing situations or behaviours which have become problematic.
- Encourage early intervention and active collaboration between all staff in managing situations where there are concerns regarding a student's fitness for study.
- Ensure that the University has provided the student with appropriate, proportionate and reasonable support to enable them to complete their studies.

It is important to note that this Policy does not relate to any circumstances where a student's unacceptable behaviour, conduct or academic performance is not linked to an underlying impairment, health, or mental health difficulty.

Instances where a student's health, well-being or behaviours cause the University concern regarding their fitness for study may arise, for example when:

- A student poses a risk to their own health, safety and / or well-being and / or that of others.
- A student's behaviours are, or are at risk of disrupting or negatively affecting the teaching, learning and / or experience of other students.
- A student's behaviours are, or are at risk of negatively affecting the day-to-day activities of the University.
- A student's behaviours result in unreasonable demands being placed on staff or other students.

It is the aim of the University to foster independence, self-awareness and personal responsibility. In this context it is also important that students take an active part in the process, and take appropriate steps to manage their own health and wellbeing in order to fulfil their academic potential. It is important that this emphasis on personal responsibility is clearly communicated to students from the outset.

## **The Scope of the Policy**

The Policy applies to all levels and modes of study: undergraduate, postgraduate taught, postgraduate research, and for full time and part time study. The Policy applies to students throughout the period of their registration with the University irrespective of the mode or place of study.

The Policy does not relate to Fitness to Practice – certain professional programmes have fitness to practice procedures which operate outside the scope of this policy (see Student Fitness to Practice Policy and Procedures).

## **Relevant Legislation**

In responding to and managing situations, where a student's fitness for study is a concern, the University will be mindful of its obligations under the Equality Act 2010 (including, in appropriate cases, its duty to make reasonable adjustments). In dealing with these matters the University will also be aware of its obligations under the Data Protection Act 1998.