

Medical Conditions

Where a learner has a medical condition, it is essential that details of the condition are disclosed on the learner's application form for work experience. Details regarding the nature of the medical condition, the symptoms, the medication involved as well as emergencies procedures are required. This information should then be taken into consideration when deciding on what type of placement would be suitable for the learner and when the placement provider is formulating a risk assessment.

In terms of passing on this information to the employer, this should only happen if it is relevant to the placement, see the sections entitled '*Data Protection 'Guidance for Home Learning Bases/Schools and Work Experience Co-ordinators'* p.27 and '*Central Placement Organiser Data'* p.30

Learners with disabilities

The Disability Discrimination Act (1995) requires that every learner who is disabled has access to a range of placements, which will increase the commitment to learning, which ultimately results in motivation and self confidence, as well as supporting active citizenship.

There should be two principles that should guide those organising placements for disabled learners.

Principle 1: The home learning base/school and placement organiser should consider the implications for disabled learners in terms of collaborative provision and articulation of arrangements where the work related learning opportunity involves more than one place of study.

Principle 2: The home learning base/school should ensure that, wherever possible, learners with disabilities have access to a range of placements by:

- Seeking placements in accessible contexts;
- Relocating visits to alternative accessible sites or providing alternative experiences or comparable opportunities, which satisfy the learning outcomes;
- Providing support before, during and after placement that takes into account the needs of learners with disabilities.