

Partnering for inclusive futures: Supporting neurodivergent Allied Health Professional (AHP) students in Practice-Based Learning (PrBL)

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Why did we need to act?



Increased numbers of students with inclusion plans.



Increased support and time required from RGU staff to support Practice Educators.



To provide a foundational understanding for all educators around Legislation and support systems.



Provide a forum where Educators could share practice, discuss challenges and ask questions.

How did we support practice educators in this complex and ever-changing area?



2 x online 2-hour webinars - both in May 2025

Over 100 registered for both sessions

1st hour generic for all AHP professions

2nd hour profession specific breakout rooms with discussion

- DRAD, Dietetics, OT and Physio



Followed by an in-person half day workshop held at RGU, Aberdeen in November 2025

Over 50 registered, 35 attended on the day

Mix of information and multiprofessional discussions

Travel from NHS Fife and NHS Tayside

What would you like to get from this session?



Why are students choosing not to disclose?



What did we learn.....



Large interest from a wide range of professions across the whole of Scotland.



People appreciate support and sharing of ideas in this space.



There is some awareness that this will impact employers as these students transition into the workplace.



The legal rights around the Equality Act are not fully understood.



The rights around confidentiality and disclosure are frustrating for all.

Reasonable Adjustments



What is 'reasonable'?

Where is it 'reasonable'?

What are the minimum standards? – HCPC and professional bodies.

What is reasonable?



What adjustments are people aware of?



But can they be implemented?



Summary

Increase in ND students who will be the future workforce.

How do we support them as students but prepare them for the working world?

Disclosure rates are variable.

Reasonable adjustments are available but how these easily, if at all, can be implemented remains up for debate.

Thank you for your time.

