

Fitness to Study Policy

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Document owner:	Head of Student Experience & Inclusion	
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Version	Author	Date	Section	Changes summary
1	Rafina Din	14.11.25	Full Document	Initial rewrite into new 2025 policy template

Fitness to Study

1. Introduction / purpose of policy

Craven College supports students' physical and mental wellbeing. This policy sets out how we identify and respond to health concerns that may affect a student's ability to study safely and effectively, ensuring appropriate support, risk management, and fair decision-making in line with equality and disability law.

2. Scope

This policy applies to:

- All prospective students declaring a physical or mental health condition at application or enrolment.
- All enrolled students whose health may impact attendance, engagement, safety, academic progress or the wellbeing of others.
- All staff involved in teaching, supporting, or safeguarding students.

3. Role and Responsibilities

Students

- Disclose relevant health concerns at application or during their studies.
- Provide consent for information sharing where necessary.

Staff

- Respond sensitively to disclosures.
- Record and share information only on a need-to-know basis.
- Report concerns Student Services or the Safeguarding Team.

Student Services Manager/ Safeguarding and Wellbeing Officers

- Assess disclosures and determine whether further information is needed.
- Liaise with external professionals, with consent.
- Coordinate support and reasonable adjustments.
- Convene support panels for significant or enduring health conditions.

SEND and Inclusion Manager (for students with EHCPs)

- Hold interim EHCP reviews when concerns arise.
- Inform and involve the Local Authority.

Senior Leadership Team (SLT)

- Approve suspensions, interruptions to study, or decisions regarding fitness to study.

4. Main part of policy

4.1. Disclosure and Confidentiality

- Students may disclose health conditions at any stage.
- Information is confidential unless sharing is required to ensure safety.
- Consent will be sought before sharing information, with clear explanation of purpose.
- If concerns exist or the condition is ongoing, consent may be requested to consult relevant professionals.

4.2. Applicants with Significant or Enduring Health Conditions

- Applicants with complex or ongoing mental health needs may be invited to a supportive assessment panel (including external professionals when appropriate).
- The panel will assess suitability of the chosen course, risk factors, and support needs.

4.3. Students with an EHCP

- Concerns must be reported to the SEND Manager.
- An interim EHCP review will be arranged, with Local Authority involvement.

4.4. Interruption to Studies

- A temporary suspension may be agreed if health difficulties significantly affect attendance or engagement.
- Students may be required to provide evidence of fitness to return.
- Approval must be obtained from the Head of Department, Student Services Manager, and a member of SLT.

4.5. Crisis or Emergency Situations

- Safeguarding must be informed immediately if there is risk of harm.
- Emergency services should be contacted (999) when required.
- Staff must remain with the student until advised otherwise.
- Parents/carers/next of kin will be notified where appropriate.

4.6. Determining Fitness to Study

This policy may be used when:

- Health significantly affects attendance, engagement, or academic progress.
- Concerns are raised by staff, peers, family, or professionals.
- The student expresses concerns about their own fitness to study.
- Behaviour appears linked to underlying health issues.
- A condition poses risk to the student, others, or the wider learning environment.

Decisions will consider:

- Whether reasonable adjustments can meet the students' needs.
- Whether safety risks can be managed.
- Whether continued study is in the student's best interests.

4.7 Appeals

Students may appeal exclusion or withdrawal decisions in writing to the Principal within 5 working days. The Principal's decision is final.

5. Legislation and Regulatory Compliance

- Equality Act 2010 [Equality Act 2010](#)
- Special Educational Needs and disability Code of Practice [SEND Code of Practice January 2015.pdf](#)
- Keeping Children Safe in Education (KCSIE)

6. Monitoring and Review

- This policy will be reviewed annually or in response to legislative changes.

7. Related Policies and Documents

- Safeguarding and Child Protection Policy
- SEND Policy

8. Equality Impact Assessment

This policy has been assessed to ensure it does not discriminate against any individual with protected characteristics and supports equitable access to education.