



The Royal College of Radiologists

Reasonable adjustments and remote training

Guidance for training programme directors

Purpose

RCR guidance on [homeworking for radiologists](#)ⁱ sets out recommendations for balancing the benefits of the expansion of home reporting for radiologists, such as flexibility for carers, reduced commuting, and uninterrupted reporting time, with the need for maintaining an adequate on-site presence to provide hands-on procedures, leadership for teams, and appropriate input for clinical colleagues and trainees. This document focuses on home reporting for the consultant workforce; however we are seeing increasing queries from training programme directors (TPDs) seeking RCR advice on how to respond to requests from specialty trainees to train remotely as part of reasonable adjustments for disability.

Much of the guidance set out in '*Homeworking for radiologists*' also applies to training and there is further information on maximising the benefits of remote teaching in the 2022 publication '[Radiology Training: What good looks like, now and in the future](#)ⁱⁱ.' The GMC have also published their own [guidance on supporting disabled learners](#)ⁱⁱⁱ. This document does not seek to replicate advice published elsewhere, but to provide guidance on some of the factors that TPDs should consider when applying these principles to applications for reasonable adjustments to training that include a request for remote training. All relevant guidance should be reviewed as part of the evaluation of any request for adjustments to training and this document should not be used in isolation.

All training providers are expected to support disabled learners in line with UK equality legislation and to take positive steps to enable disabled learners to take part in education, including making reasonable adjustments. Training programmes will always consider reasonable requests for adjustments. What is considered a reasonable adjustment may differ on an individual basis and according to the set-up and resources available in each training programme. If a training programme considers an adjustment but decides it is not reasonable, they should communicate the reasons for this clearly to the trainee and keep an audit trail which explains their decision.

Considerations for remote training

Remote training has a number of potential benefits for trainees that mirror those for consultants: increased flexibility for carers, effective adaptations for disability or health concerns, better work-life balance, and potentially lower risk of burn out. Similarly, there are aspects of training that cannot be delivered effectively in a remote setting. For example, development of teamworking and leadership skills, effective supervision, and peer support may be difficult to deliver if the trainee is working fully remotely. In addition to this, the procedural requirements of the curriculum can only be delivered in person, meaning that radiology training (as defined in the 2021 curriculum^{iv}) will always require some level of in-person training.

Deaneries/local offices and training programme directors are ultimately responsible for dealing with any requests for adjustments made in accordance with their own policies and occupational health review. The advice provided here should be viewed as a general guide rather than an exhaustive list of considerations.

When TPDs receive requests for adjustments to training that include remote training, we would encourage them to consider how this can be provided, while ensuring that any adjustments are reasonable. This should include review of the following factors, plus any further considerations specific to the individual trainee or training programme:

- whether training can still be delivered effectively in a remote setting
- whether there would be any disadvantage to the trainee working remotely and the potential impact of this on their progression (e.g. reduced access to emergency procedures)
- provision of adequate supervision while working remotely (including any additional supervision or support required for trainees with additional needs)

- whether assessment can be carried out remotely, particularly where this requires the supervisor to observe the trainee's work
- the impact of remote training on other trainees (e.g. impact on on-call rotas)
- the cost of implementing the adjustments (e.g. providing the necessary equipment for remote training)

Any agreement for remote training should meet the guidelines set out in '*Homeworking for radiologists*' including those relating to minimum technological requirements and being easily contactable and engaged.

The RCR recommends that a trial period and a schedule for regular review should be agreed at the outset, with a clear process for returning to a greater proportion of in-person training if it becomes evident that the agreed adjustments are not allowing for effective training. The training programme should clearly document all discussion and share these notes with the trainee.

ⁱ The Royal College of Radiologists. *Homeworking for radiologists*. London: The Royal College of Radiologists, 2023.

ⁱⁱ The Royal College of Radiologists. *Radiology Training: What good looks like, now and in the future*. London: The Royal College of Radiologists, 2022.

ⁱⁱⁱ General Medical Council. *Welcomed and valued: Supporting disabled learners in medical education and training*. London: General Medical Council, 2019.

^{iv} The Royal College of Radiologists. *Clinical Radiology Specialty Training Curriculum*. London: The Royal College of Radiologists, 2019.