

SCONES Medical Exemption Policy

1. Purpose

1.1 The purpose of this policy is to establish the procedures and principles governing medical exemptions from SCONES competition rules.

1.2 SCONES strives to provide accessibility to all individuals. This policy enables competitors to request exemptions from competition rules where a disability, injury, or medical condition would otherwise prevent or significantly restrict their ability to participate.

1.3 Medical exemptions are intended to remove barriers created by competition rules and facilitate participation. They must level the playing field, not create sporting advantage

2. Principles

2.1 SCONES shall administer medical exemptions in accordance with the following principles:

- **Accessibility**
 - SCONES recognises that broad competition rules may unintentionally create barriers for some competitors. Where appropriate, reasonable adjustments should be considered to facilitate fair sporting participation.
- **Competitive Fairness**
 - Any exemption granted must preserve competitive balance and ensure that competitors are neither unfairly advantaged nor disadvantaged.
- **Person-Centred Decision Making**
 - Each request shall be assessed collaboratively with the individual understanding the unique factors and circumstances of their request
- **Proportionality**
 - Any exemption granted shall be limited to what is necessary to remove the access barrier created by the relevant competition rule.
- **Data Minimisation**
 - Only information necessary for making an informed decision shall be collected and retained.

3. Definitions

Term	Definition
Medical Exemption	An authorisation for a competitor to deviate from a specific competition rule due to a disability, injury, or medical condition.

Adjustment	A modification to the competition environment intended to remove a barrier to participation.
Person-Centred Care	An approach that places the individual's needs, values and personal factors to guide the decision-making process
Systemic Barrier	A rule, process, or structure that unfairly disadvantages certain individuals or groups.
Disciplinary Commission	The body responsible for reviewing final exemption decisions and hearing appeals where required.
Safety and Wellbeing Lead	The individual appointed by SCONES to oversee compliance with all safety and wellbeing policies
Competitive Balance	The principle that competitors should compete on an equitable basis without undue advantage or disadvantage.

4. Eligibility

4.1 Any competitor participating in, or intending to participate in, a SCONES event may apply for a medical exemption.

4.2 Medical exemptions may be requested where a disability, injury, or medical condition prevents compliance with one or more competition rules.

4.3 Exemptions shall only apply to the specific rule(s) identified within an approved exemption decision.

5. Application Procedure

5.1 Applications must be submitted to the Safety and Wellbeing Lead no later than fourteen (14) calendar days before the relevant competition.

5.2 Applications submitted fewer than fourteen (14) calendar days before competition may be considered where exceptional circumstances exist, including but not limited to:

5.2(i) Acute injuries

5.2(ii) Rapidly changing medical conditions

5.2(iii) Recent diagnoses

5.2(iv) Other circumstances reasonably preventing earlier submission.

5.3 The application form shall not require applicants to disclose detailed medical information.

5.4 Upon receipt of an application, the Safety and Wellbeing Lead shall acknowledge receipt and arrange an assessment with the applicant where necessary.

5.5 Submission of an application does not guarantee approval of an exemption.

6. Assessment

6.1 Assessments shall be conducted by the Safety and Wellbeing Lead on proviso they possess suitable training, knowledge, and competency to undertake the assessment.

6.2 Where the Safety and Wellbeing Lead is not suitably qualified or where a conflict of interest exists, SCONES shall appoint an appropriate alternative assessor.

6.3 Prior to any assessment, informed consent must be obtained from the applicant.

6.4 Assessments shall be conducted in a manner that:

6.4(i) respects the dignity and privacy of the applicant

6.4(ii) collects only the information necessary to reach an informed decision

6.4(iii) considers the applicant's personal circumstances, needs and values

6.4(iv) focuses on the functional impact of the condition rather than a medical diagnosis where possible

6.5 SCONES shall not normally require medical evidence such as GP letters, occupational health reports, physiotherapy reports, or similar documentation.

6.6 Medical evidence may be requested only where it is reasonably necessary to determine eligibility or ensure competitive fairness.

7. Decision Making

7.1 Each application shall be considered on a case-by-case basis in a person centred manner.

7.2 Decisions shall consider:

7.2(i) The effect of the rule on the applicant

7.2(ii) The impact of the condition, injury, or disability on participation

7.2(iii) The effectiveness of any proposed adjustment or exemption

7.2(iv) The preservation of competitive balance

7.2(v) Potential safety implications.

7.3(vi) The biological, psychological and sociological factors at play

7.3 Any exemption granted must be proportionate and designed solely to remove a participation barrier.

7.4 Exemptions must not create an unfair sporting advantage.

7.5 Exemptions can have differing durations such as

7.5(i) A specified number of rounds

7.5(ii) A competition season

7.5(iii) An indefinite period where appropriate

7.6 The assessor shall document the reasons for their decision.

7.7 All decisions shall be shared with the disciplinary commission before activating, making sure to only use the minimum amount of data possible to reach an accurate decision.

7.8 Members involved with the decision must declare any actual or perceived conflict of interest and recuse themselves from the appeal process where appropriate.

8. Notification and Appeals

8.1 Applicants shall be notified in writing of the outcome of their application.

8.2 Where an exemption is approved, the applicant shall receive written confirmation detailing:

8.2(i) The rule(s) subject to exemption

8.2(ii) What the permitted adjustment is

8.2(iii) What conditions are attached to the exemption

8.2(iv) What duration is the exemption valid for

8.3 Applicants may appeal to a decision within seven (7) calendar days of notification.

9. Communication of Exemptions

9.1 Information regarding approved exemptions shall be shared strictly on a need-to-know basis.

9.2 Volunteer judges and event officials shall only be informed of:

9.2(i) The existence of the exemption

9.2(ii) The specific rule(s) modification(s) required

9.3 Medical details, diagnoses, or personal health information shall not be disclosed to judges or volunteers unless required for safeguarding or safety reasons.

10. Data Protection and Records

10.1 SCONES shall process all personal information in accordance with applicable data protection legislation, including UK GDPR.

10.2 Information collected during the exemption process shall be limited to what is necessary for assessment and administration.

10.3 Records shall be accessible only to individuals with authorised responsibilities under this policy.

10.4 Any physical records shall be securely stored in a locked location.

10.5 Any electronic records shall be securely stored with appropriate access controls.

10.6 Records relating to an exemption shall be securely destroyed when:

10.6(i) The exemption expires and is no longer subject to review

10.6(ii) The individual ceases to hold competitor status with SCONES

10.7 Records may be kept if required by law or for the resolution of an ongoing dispute.

11. Misrepresentation and Compliance

11.1 Applicants must provide information honestly, accurately, and to the best of their knowledge.

11.2 Knowingly providing false or misleading information for the purpose of obtaining an exemption shall constitute misconduct, and competitors will be subject to disciplinary action such as but not limited to:

11.2(i) Revocation of the exemption

11.2(ii) Amendment to competition results where appropriate

11.2(iii) Initiation of disciplinary proceedings in accordance with SCONES procedures.

12. Policy Review

12.1 This policy shall be reviewed periodically by the SCONES Committee to ensure continued effectiveness, fairness, and compliance with relevant legislation and organisational requirements.

Document information:

Title: SCONES Medical Exemption Policy V1

Version: 1.0.1

Approval Date: 30/09/2026

Review Date: 31/08/2026

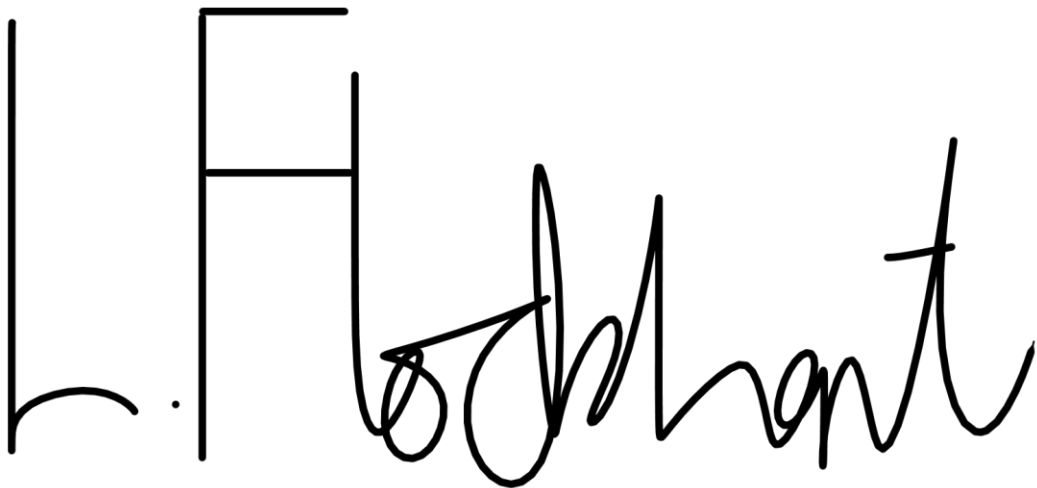
Policy Written By: H.Thomas

Signature:

A stylized handwritten signature in black ink, consisting of a large loop followed by a horizontal stroke and a diagonal line.

Date: 14/09/2026

Policy Approved By: Louise Flockhart

A handwritten signature in black ink, featuring a large 'L' and 'F' followed by a cursive 'lockhart'.

Signature:

Date: 28/09/2026