

Equality, Diversity and Inclusion Action Plan for Health Education England (North West) – 2019 - 2022

Theme One – Learning environment and culture

Activity	Purpose	Outcome measure(s)	Timeline	Key people	RAG rating
EDI Good Practice toolkit to be developed for circulation to trusts	Ensure best practice for EDI is being implemented, according to Promoting Excellence guidance from GMC, and incorporating feedback from NW trainees	Evidence from EDI questions on SAR that the toolkit is being used to implement positive change	End of June 2019 to complete toolkit Evidence will be available by December 2020	Clare Inkster (CI)	Complete
Dedicated process for raising EDI related concerns	All trainees are clear on policies designed to protect them and feel safe to speak up if required, in the belief that action will be taken	Evidence of utilisation of Freedom to Speak Up Guardian by trainees, with action taken on bullying and harassment allegations where appropriate. Evidence that groups with protected characteristics are being supported to overcome barriers to reporting.	August 2021	CI/ Trainee lead champion network FTSUGs	Process designed with EDI Network for discussion at Dean's Senior Team meeting

Trust and School inductions place emphasis on the values of EDI and explain what practical support is available for trainees with potential barriers to progression	To ensure that trainees feel valued and develop a sense of belonging as early as possible in their placement, and are provided with practical support to overcome barriers	Evidence from SAR data analysis. To discuss feasibility of adding EDI questions to ASRs.	August 2021	CI Trainee video (content creation)	Video content currently being filmed
Pilot for trusts to collect differential attainment data through end of placement feedback	Areas of concern and good practice within trusts can be identified to complement data already available from the GMC relating to differential attainment in programme	Data from pilot trust is available	August 2020	CI/DMEs pilot trust	Results available – similar to those seen in schools

Theme Two – Educational Governance and Leadership

Activity	Purpose	Outcome measure(s)	Timeline	Key people	RAG rating
Relaunch of EDI Group with new ToR	Oversee implementation of EDI Strategy and support trainee-led interventions	Minutes of meetings and RAG rated action log	March 2020	CI	Complete with ToR
EDI to be added as an agenda item to School Board and Trust	To raise the profile of EDI issues throughout educational	Minutes of meetings	August 2022	CI/ADs/HoS/DMEs/EDI Network members	Implemented in Schools of Anaesthesia and Paediatrics

Education Faculty meetings	governance structures				
Monitor activity of LTFT and SupportTT Champions in trusts	To ensure effective implementation of HEE policy, good use of money, and improved outcomes for LTFT trainees and those returning to training	Minutes of trust education faculty meetings. Trainee feedback in trusts	August 2022	ADs/DMEs/EDI Network members in different specialties	Pilot in School of GP
EDI to be added as a standing item at JD fora in trusts	The JD fora to be attended by a representative group of trainees, and issues pertaining to EDI matters are considered	Minutes of JD fora	January 2022	DMEs/Guardians of Safe Working/EDI Network members	
EDI questions to be used routinely at monitoring visits	Relevant data is available from feedback from monitoring visits, with accountability via action plan	Monitoring visit reports and recommendations	July 2019	Quality team	In place

Theme Three – Supporting Learners

Activity	Purpose	Outcome measure(s)	Timeline	Key people	RAG rating
Enhanced inductions for junior doctors new to UK medical practice	Enable our internationally qualified junior colleagues to get the additional	Positive evaluation from attendees. Reduction in differential attainment (DA) data from GMC	August 2022 Improved DA by GMC survey	CI/AH/IMG trainees – EDI Network	To be delivered within schools and HEE. Good practice

	support they need to settle quickly and safely into UK practice.		2022 (supported by additional measures)		checklist for trusts
Improved EDI webpages and updated links on nwpgmd website – with help button linking to support services	Improve accessibility of information on EDI related matters, all in one location. Improved recruitment and retention of doctors with protected characteristics	Evidence of updated website with named person responsible for regular updates	Feb 2021	EDI Network members with assistance from Educator development and learner support team	New webpages live on NWPGM website
New induction pack for IMGs new to UK – comprehensive directory of pastoral and support services for IMGs – health and wellbeing, finance, housing, childcare, visas	Ensure holistic support for IMG doctors as part of aforementioned package to address DA	Links to directory available in induction documents and EDI webpages	July 2020	LEO, Trust HR, EDI Network	Available on Sharepoint, to be transferred to website
Buddying/near peer mentoring scheme pilot for IMGs new to UK	Provide support for settling into UK practice and advice on managing portfolio – improve DA with respect to ARCP outcomes	Evaluation of pilot schemes	September 2021	EDI Network members	Pilots active in GP and psychiatry
Online learning package for ES/CS for supervising trainees new to UK medical practice	Ensure holistic supervision	DA rates for ARCP outcome reduced	August 2021 September 2022 (GMC survey)	CI/SB/EDI Network members	Material created, to be brought together in recorded workshop
Series of trainee advocates / champions for trainees with	Trainees with issues relating to specific	Evidence of trainee advocates attending EDI group with	August 2021	CI/EDI Network	Trainee lead identified, ToR written and

protected characteristics (eg LGBT, ill health and disability, IMG, UK BME, pregnancy and maternity)	protected characteristics have a point of contact to signpost to appropriate services and provide advice and support	contact details on EDI webpage and in school induction documents			membership identified. Training to be delivered by a FTSUG and EDI Lead from Trust
Review of EDI training for health inequity	Ensure that trainees understand the importance of addressing health inequality as well as the potential for bias affecting interactions with peers from differing groups	New workshop available in directory of training Evidence of reviewed/developed mandatory training	August 2022	CI EDI Network (content creation)	
Encourage diverse study groups for exams with tailored support at an early stage for IMGs	Address DA with respect to exams	Improved exam outcome DA data from GMC	To be evidenced by 2022 GMC survey results	HoS/TPDs/EDI Network	Pilot in GP
Active Bystander training	Enable members of the MDT to challenge unhealthy comments/behaviours constructively and safely	Survey of theatre culture pre- and post- intervention at pilot sites	July 2022	HoS/EDI Network	Pilot complete and initial rollout in SoA and SoS to include theatre nurses and ODPs

Theme Four – Supporting Educators

Activity	Purpose	Outcome measure(s)	Timeline	Key people	RAG rating
Collect data for senior educators by protected characteristics	Ensure diverse and representative group of senior educators and that there is equality of access to senior educational roles	Survey results from Ads/HoS/DMEs/TPDs	November 2021	CI to work with workforce team	Survey written – for Dean sign off prior to distribution
Workshops on range of issues relating to EDI available on educator development directory: <ul style="list-style-type: none"> • Unconscious bias • Inclusive supervision • Cultural Intelligence • Health Inequity 	To ensure educators have a good understanding of issues which may affect trainee outcomes and experiences for protected and non-protected characteristics. To be aimed at College Tutors and TSTLs – tasked with ensuring EDI supported proactively in departments and at educational appraisal	Directory contains all four workshops with evaluations available	First three workshops complete, fourth to be added by September 2021	CI/EDI Network	Multiple workshops delivered in trusts and schools (ongoing)
EDI module at Edge Hill - pilot	To allow multi-professional educators to develop a more in depth interest / experience of EDI related issues. This will develop	First pilot designed and recruited to	Delayed due to COVID 19 – to commence September 2021	CI/MP Edge Hill University/EDI Network	Lived experience film produced with content creation team

	a cohort of experts who can work with trusts and programmes to provide targeted EDI support				
EDI conference for DMEs/MDs/MEMs/Trust EDI leads	To facilitate senior engagement with issues relating to EDI and junior doctors	Evaluation of conference with attendance list	February 2022	EDI Network/ED and LS team	In planning stages

Theme Five – Implementing Curricula and Assessments

Activity	Purpose	Outcome measure(s)	Timeline	Key people	RAG rating
Tailored exam and ARCP support for IMGs and other groups with evidence of DA	To eliminate DA	DA data from GMC	July 2021	TPDs and TSTLs/ESs	Completed in pilot schools
To consider pilot on teaching global healthcare	To raise knowledge and awareness of issues relating to global healthcare and encourage reciprocal training	Pilot proposal	July 2022	CI/Network members	
Pilot novel educational approaches to EDI for trainees a) SoA – diversity study day b) SoS – Tackling discrimination in T&O – homophobia, mental health	To raise knowledge and awareness of challenges faces by trainees with differing protected characteristics	Feedback from pilots	February 2021	EDI Network members	Pilot completed in SoA with good feedback – for practice sharing Pilot in preparation for T&O

issues, difficult conversations					
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Key

Quality improvement opportunity

Involvement in creating content

Acting as an advocate, champion or buddy

Helping deliver educator development workshops

Not started

In progress

Complete

*** Please note – you may have other ideas for quality improvement initiatives which can be added to the Strategy**

*Clare Inkster June 2019
Updated June 2021*