# HEEDs Equality, Diversity and Inclusion Committee Good Practice

## Local Office/ Deans Submission: Good Practice Form for the 2023 National Report 2022/23

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| What was implemented and why? | *IMG Induction Programme*  *International Medical Graduates IMG form a significant proportion of the NHS workforce. It is recognised that they face a number of challenges and as part of a range of supportive measures we developed a two-day* ***IMG induction programme****. This is delivered five times a year, successfully adapted in Covid for virtual delivery and publicised to locally-employed doctors across Wessex in addition to those in training programmes. The content was developed with input from IMG’s and involves local educators, the GMC sessions on interpersonal communication and impact, patient safety, revalidation, employment issues, careers, cultural factors and personal resilience.* |
| Profession(s) it relates to | *Doctors.* |
| HEE domain(s),standard(s) and EDI themes it relates to | *Domain 3: Developing and Supporting Learners* |
| Benefits or positive impact? | *The event is well-attended and earns excellent feedback which is used to improve the programme and offer.* |
| Lessons learned and difficulties encountered | *Moving to a virtual format maximised attendance and we found that it was till possible to engage the audience in group learning activity.* |
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