# 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? | RO Advisory Group discusses cases with no data on protected characteristics provided unless absolutely relevant to the discussion. Annual analysis of decisions by protected characteristic carried out to identify whether there is inequity of decision making by the group, or whether there is inequity in referral into the group by employers or trainers. |
| Profession(s) it relates to | Doctors in Postgraduate Training |
| HEE domain(s),standard(s) and EDI themes it relates to | Domain 2, Evidence of learning from incidents  Domain 5, reported characteristics of each GMC referral |
| Benefits or positive impact? | Has identified higher referral levels for International Medical Graduates compared with other groups, but not for other characteristics. The process sends the message to trainers, regional ROs and employers that such an approach is ‘good practice’. Has identified areas of work (below) to focus on in delivering a fairer training environment. |
| Lessons learned and difficulties encountered | Difficult to interpret whether the data suggests true inequality or a training need for those new to UK practice, however we are taking action in both domains through the RO network and the ADs for EDI developing improved induction and welcome to the UK programmes in the South West. |
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