# 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? | **Enhanced EDI Case Based Training in the North East** A focus in the North East over the past few years has been our continued investment in enhanced equality and diversity training to help exceed standards, develop faculty and encourage reflection and learning for us as an organisation. Aimed at management including those responsible for directly managing postgraduate medical training programmes for Postgraduate Doctors in training, HEE NE have developed training sessions using role play for several subjects with an E&D theme. |
| Profession(s) it relates to | Applied Multi-Professionally and a focus on Medical and Dental to meet programme management and statutory responsibilities.  |
| HEE domain(s),standard(s) and EDI themes it relates to | All with a focus on domain 1 learning environment and culture  |
| Benefits or positive impact? | The key to its success, value and positive evaluation is in us using real cases. Based on complaints, director feedback, legal challenge and complex and difficult or new scenarios, we don’t shy away from them. Instead, we, as part of core business, encourage our network to talk and share experiences. From there, we focus on cases where there is educational value for individuals attending the training as well as areas where there is a need for us to reflect and learn. Case examples include gender reassignment and gender awareness, experience of an international graduate, patient discrimination and managing in the situation and wider support, EDI seen as political correctness, additional circumstances for rotations and ‘soft bias’ based on shared interests. Because we ask and reflect regularly on the areas we need to learn from, we continue to tweak and develop our training. We believe that this approach represents a live and meaningful way of developing people and teams in EDI. Feedback is almost universally positive, with 95% of scores of 4 or 5 out of 5 across multiple domains (how useful / applicable / improved knowledge etc.).  |
| Lessons learned and difficulties encountered | We are now sharing cases through recordings to reach wider across the region and country.Making sure cases remain live and cover subtle themes and experiences too a recent focus. Making sure attendees understand they don’t need to act, and that cases are real a recent improvement that has a positive impact.  |
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