# 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? | 1. Recruit to and establish the new HEE/NHSE EDI combined group, establish the internal structures and collaboration and terms of reference of the new structures. This will enable the combined expertise to begin to tackle internal systems and processes. 2. Trainee led survey to understand learners’ experiences. 3. Bystander training for senior educators – TPDs/HoS/ADs/DDs |
| Profession(s) it relates to | Postgraduate Medical and Dental Trainees |
| HEE domain(s),standard(s) and EDI themes it relates to | 1. We will ensure that equity is embedded into existing quality management functions and reporting systems, and that colleagues learn from incidents 2. As 1 3. We will utilise resources to improve understanding and appreciation of Deans and their faculties, and take a more intersectional approach to inclusive learning environments |
| Benefits or positive impact? | 1. Single combined group across HEE and NHSE, in preparation for the merger of the organisations in April 2022.   Cross organisational working  Building of relationships  Utilisation of existing expertise and developing new expertise   1. Survey results identified further signposting to support trainees when raising awareness related to inappropriate culture/behaviours 2. Enhance EDI training to contribute towards changing culture/behaviours within the NHS. |
| Lessons learned and difficulties encountered | 1. Time taken to establish the combined group   Time to recruit to roles within the new combined group  Competing priorities, as we move towards the merger of the organisation   1. Delays with responses when raising awareness 2. Acknowledgement Bystander training is only one small development and changes will take time. |
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