# 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? | The commitment to diversity and inclusion as set out in theDiversity and Inclusion – Our Strategic Framework 2018-2022 was supported and promoted by the Primary Care Dean and Head of GP school.* [2022-10-02 212417.mp4](https://healtheducationengland-my.sharepoint.com/%3Av%3A/g/personal/christopher_warwick_hee_nhs_uk/EaDbeo7CHc9GhhYyojbKhnQBU_o_Huyu_rOYV5nATuUx0g?e=3aOa8g)

2020: A series of basic EDI workshops to raise awareness and invitation to be a KSS EDI Ambassador 2021: Workshops promoting EDI with specific workshops on Unconscious Bias, Support for LGBTQ communities, recognising and challenging microaggression in the workplace. 2022 The Power of Allyship (with individual pledges), bystander training, antiracism and effective allyship, Creating inclusive Teams in Primary careThe results of the Pan London Discrimination Survey have been shared in recent EDI workshops in 20222023 Continue to embed the EDI agenda in all aspects of our work -workshops dates/content planning meeting in Jan 2023 |
| Profession(s) it relates to | GP School PADS TPDs TrainersTraining HubsPractice Managers SIMSSecondary Care ES/CS in West Sussex GP Tutors***Workshops have been delivered to all the above groups***  |
| HEE domain(s), standard(s) and EDI themes it relates to | Diversity and Inclusion – beyond complianceEquality Diversity Inclusion Creating Belonging for IMGsDifferential Attainment  |
| Benefits or positive impact? | The sessions brought EDI to the fore, raised awareness of EDI, promoted rich discussions around sensitive topics, including this in everyday work rather than being a tick box EDI session.One of the main benefits has been promoting a safe space to have EDI conversations and moving people from cultural blindness (or ignorance) to cultural competence.The workshops have been evaluated and the feedback is positive. Named EDI TPDs in each Half Day Release.KSS EDI ambassadors (voluntary role for those who wish to learn and teach about EDI)There is increased awareness within the GP school trainers and Practice Managers and we are seeing a positive impact at local level including the use of EIA in project workThe PCD and his Deputy have been very clear in their support for the EDI workstream and routinely include EDI in their reports and bulletins. |
| Lessons learned and difficulties encountered | Ensuring adequate time for an EDI session when run as part of other meetings. I have been asked to deliver some content in 30 mins which does not allow time for discussion where the value lies.The most important lesson learned is learning about EDI ourselves, helping others to recognise existing issues and ensuring disability and gender issues are discussed alongside issues of race and LGBTQ.Another lesson has been to make time to listen to peoples lived experiences and use some of these examples in our workshops-this seems to be impactful as its closer to homeSome challenges are: engaging the wider network outside the GP school to engage with delivering the sessions for their networks, white fragility, and breaking down barriers in non-diverse areas. |
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