# 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? | [eLearning for Health Module on Welcoming and Valuing International Medical Graduates: A guide to induction for IMGs recruited to the NHS](https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/)The NHS Induction Programme for International Medical Graduates (IMGs) was devised with the primary aim to ensure a standardised, supportive induction for doctors who are new to the UK practice. This eLearning module, written to support the programme, outlines expectations regarding inductions for IMGs to support Trusts in welcoming this cohort of doctors who are new to UK practice. By completing the session, learners will:* recognise how a comprehensive induction for IMGs is essential for wellbeing, sense of inclusion and career progression
* discover the information, resources and support IMGs can expect their employing Trust to offer them and their families before and after they arrive in the UK
* consider some potential challenges for a doctor moving into a new linguistic, cultural, and professional environment
* reflect on personal and professional learning needs and identify ways to meet these
* locate additional learning resources
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| Profession(s) it relates to | The Induction is relevant for all IMG doctors taking up clinical practice in the UK, across all specialties.  |
| HEE domain(s),standard(s) and EDI themes it relates to | At the core of the programme is Domain 3: Supporting and Empowering Learners. Also relevant is Domain 4: Supporting and Empowering Educators. This initiative aims to contribute to reducing differential attainment among doctors. |
| Benefits or positive impact? | The development of this programme guidance is a landmark achievement, as the first comprehensive guidance to standardise and improve the induction for new IMGs, based on listening to experiences of IMGs and their feedback on the process. It is being externally evaluated by University of Lincoln. |
| Lessons learned and difficulties encountered | The eLearning programme was developed to support the introduction of the national induction programme and its completion was intended to be timed with its launch.The eLearning took longer to produce than we anticipated, particularly because of complexities around arranging filming. We learned that preparing material in detail in advance and using existing film clips rather than creating new ones can accelerate the process. |
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