# 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? | *We have implemented a successful social prescribing pilot to support our international medical graduate GP trainees in East Yorkshire. Y&H has over 60% intake of international medical graduates. Many of the trainees are new to the UK and the region. Prior to this initiative there was no support for trainees who were new to the country or to the area to help them settle into the UK and the region. The impact of this on the trainees and need for help was identified from trainee surveys and TPD feedback. Our social prescriber is pro-actively contacting the trainees before they start their training and in some cases before, they come to the UK to offer practical help and support and named point of contact. They offer GP trainees and their families practical help and support with a wide range of issues including adjusting and settling into the UK or new region both practically and emotionally. They can help with housing, schooling and healthcare, health and wellbeing, financial concerns, anxiety, and stress (professional and/or personal). They help trainees who feel out of their comfort zone or who struggle with their training. The objective is to ensure that our international medical graduate trainees are in the best possible position to start their training programme and thrive during their training.* |
| Profession(s) it relates to | *General Practice* |
| HEE domain(s),standard(s) and EDI themes it relates to | *This initiative fulfils the following HEE EDI objective:*   * *Our People – HEE recognises the importance of valuing diversity and inclusion in the workplace and understands the benefits that can be achieved through building an inclusive and representative workforce.* |
| Benefits or positive impact? | *We have had a formal evaluation of the short-term objectives of the social prescribing pilot completed by Hull and York Medical School and the pilot has met all its short-term objectives. These include* ***Early (Proactive) recognition of issues and students in need. Support for practical and emotional issues received by the trainees. Trainees have increased knowledge of resources available to them.*** *Further evaluation of the medium-term objectives is planned for the Spring.* |
| Lessons learned and difficulties encountered | *Funding new large scale inicatives is always challenging with the current procurement processes and delays. It was difficult to arrange funding and roll the Scheme out across the whole GP School, but the Deanery has now commissioned the service for all international medical graduates in all the Post Graduate Schools through the Supported Return to Training team.* |
| Contact for further information (name, role, email, telephone number) | [*Gareth.harrison@hee.nhs.uk*](mailto:Gareth.harrison@hee.nhs.uk)  *Deputy Head of GP School*  *Yorkshire and Humber*  *07512825241* |