

HEEDs Equality, Diversity and Inclusion Committee Good Practice

Local Office/ Deans Submission: Good Practice Form for the 2023 National Report 2022/23

<p>What was implemented and why?</p>	<p>There is a strong commitment from the Dean to tackling DA in TV.</p> <ul style="list-style-type: none"> • The DA data have been presented to individual heads of schools (HoS) who are sharing them with individual specialties through training program directors • There have been plans developed by schools and specialties including sharing of their DA data with individual assessors before ARCPs • The anaesthetic school has dedicated a whole year to tackling DA and the trainee advisory committee (TAC) is working with the deanery to tackle DA • TAC has supported the development of the cultural diversity and inclusivity network (CDIN) to provide support to trainees from ethnic minorities, to ensure their voices are heard and lobby their interests at a high level • A regional conference was held on the 18th of May 2021, with speakers including a trainee representative from CDIN, the CEO of Health Education England (HEE) Dr Navina Evans and Dr Katherine Woolf from UCL. The meeting was attended by nearly 160 delegates and has been very positively received. This has sparked a lot of interest in DA in the region and offers of leading positive change • CDIN have carried out a survey of attitudes to and experiences of ethnic minority professionals in the region • The GP school has held a regional event dedicated to DA for trainers in TV, attended by nearly 100 trainers • The differential attainment reference tool (DART) has been developed to provide a strategy for tackling DA in TV. This should focus efforts for trainers, trainees, trusts and the deanery. It should also enable monitoring and reporting of progress in tackling DA (attached) • There is a DA quick reference guide for educators (attached) • Courses are provided by the deanery to help educators support ethnic minority doctors better • DA data are analysed annually and are discussed as a standing item in most school board meetings
<p>Profession(s) it relates to</p>	<p><i>PG Medical</i></p>
<p>HEE domain(s), standard(s) and EDI themes it relates to</p>	<p><i>All</i></p>
<p>Benefits or positive impact?</p>	<p><i>Appendix Below, DA Strategy</i></p>
<p>Lessons learned and difficulties encountered</p>	

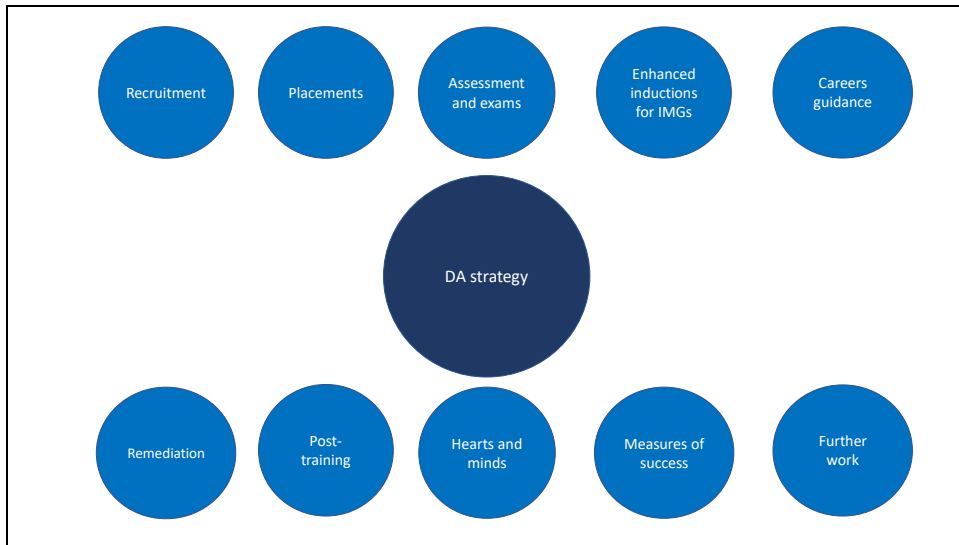
Contact for further information (name, role, email, telephone number)	Dr Asif Ali, PhD FRCP Associate Dean (Education and Development) Health Education England, Thames Valley Asif.Ali@hee.nhs.uk
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Slide 1

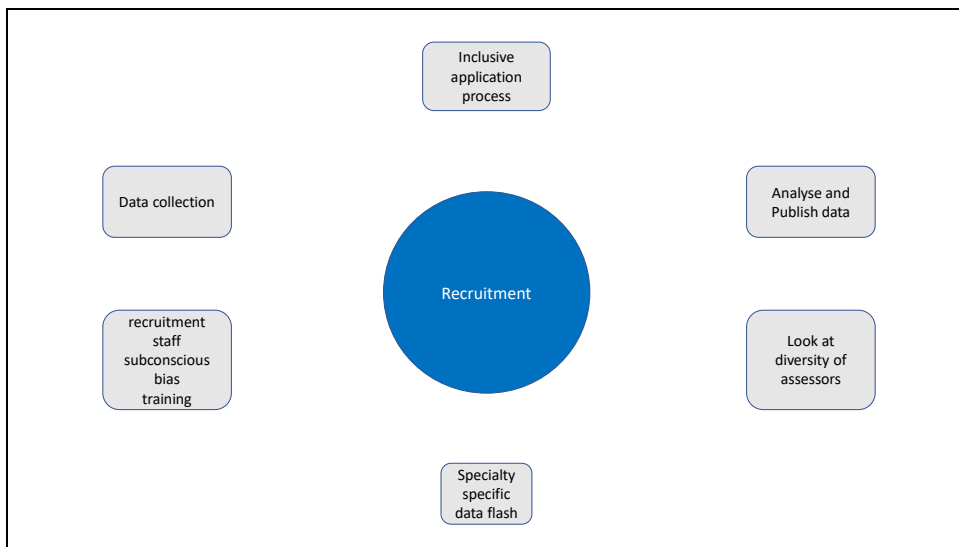
Differential attainment
reference tool
(strategy for tackling DA in TV)

A close-up photograph of a dartboard. Three darts with red and white flights are embedded in the center bullseye. The dartboard has a green and red outer ring and a black and white inner ring.

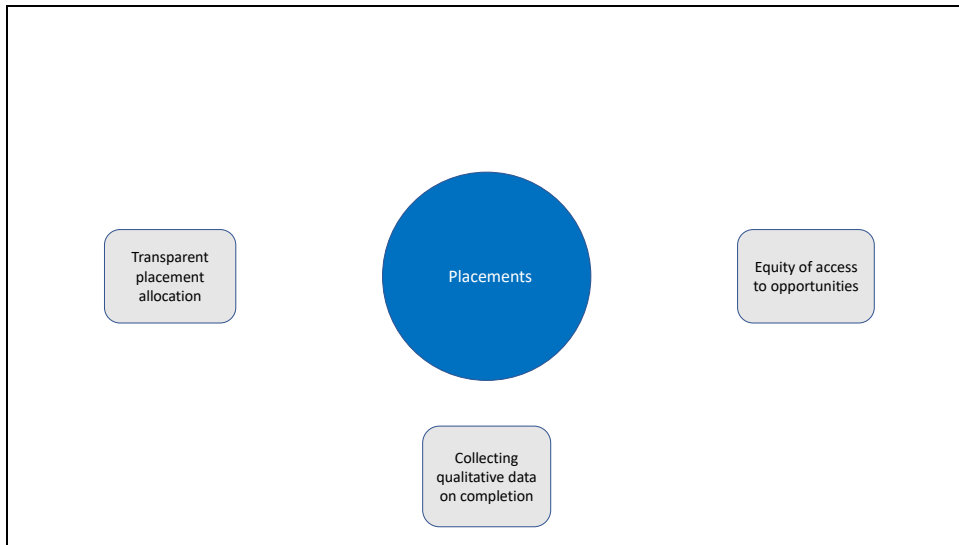
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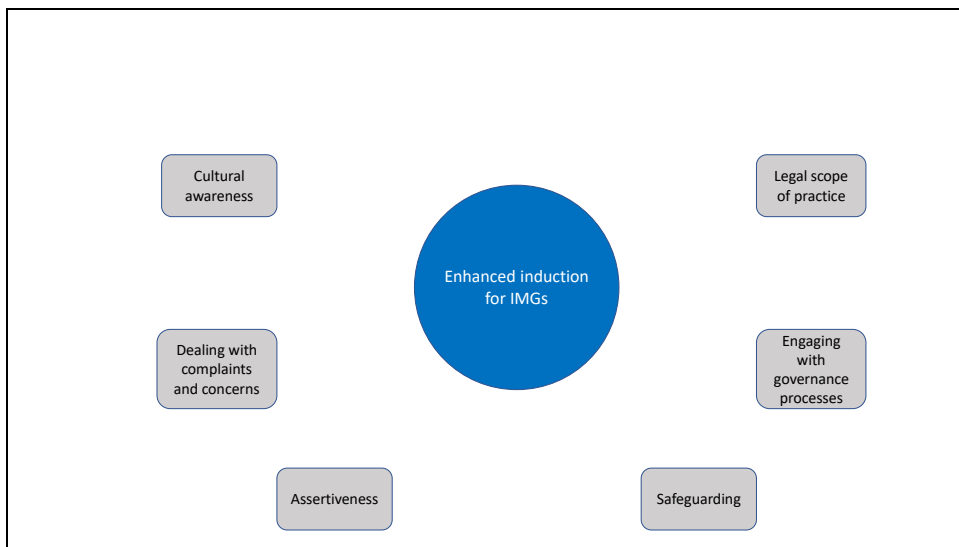
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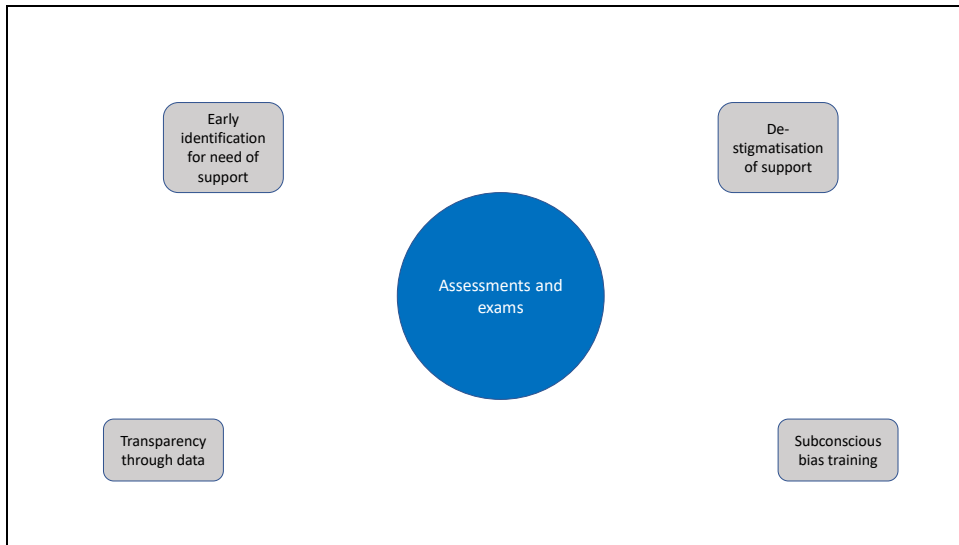
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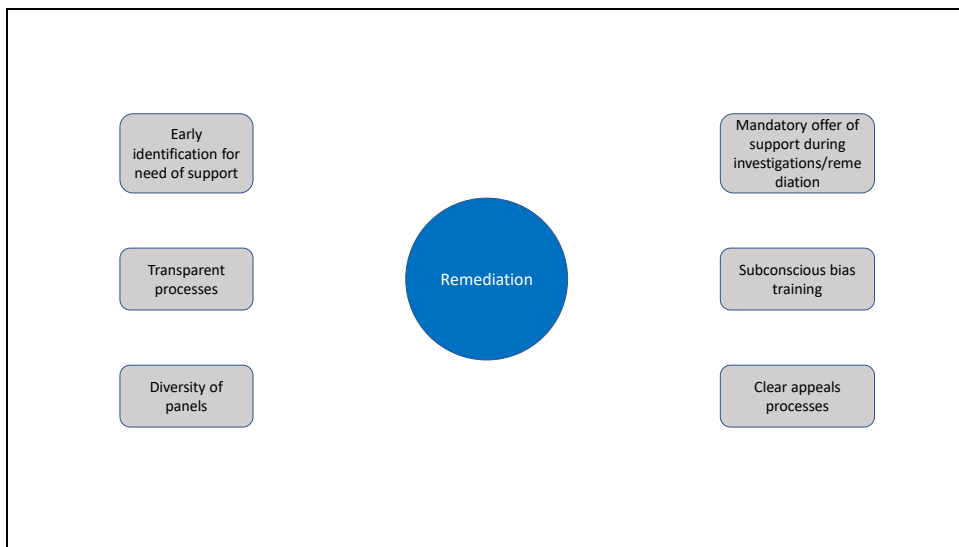
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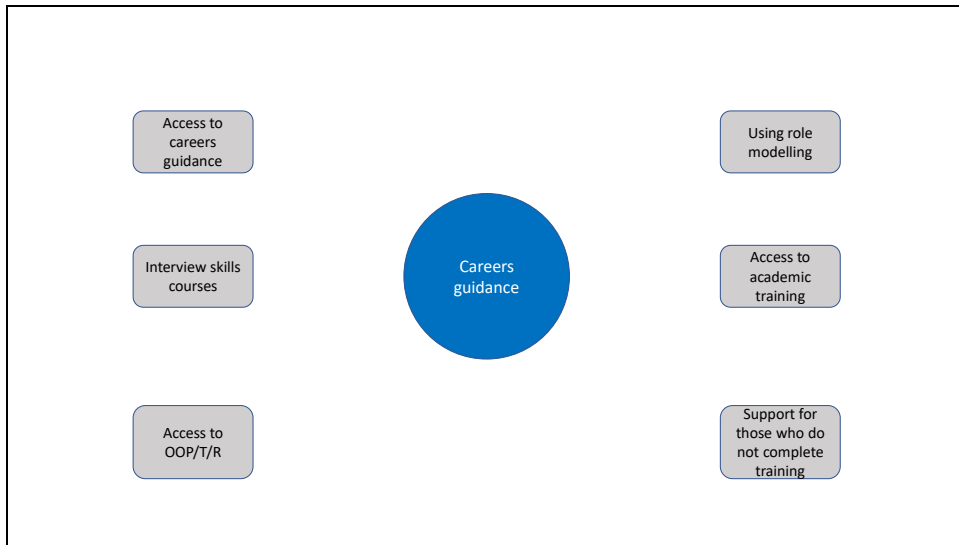
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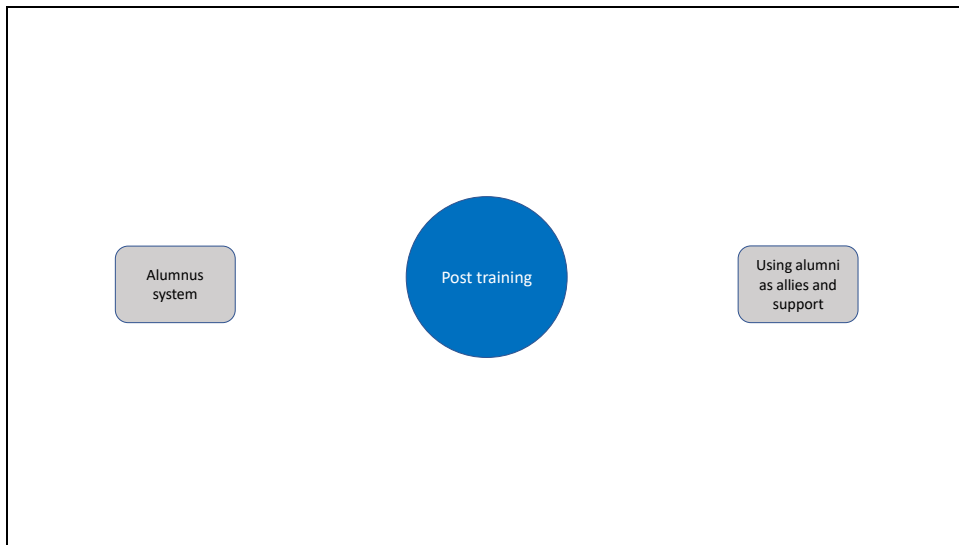
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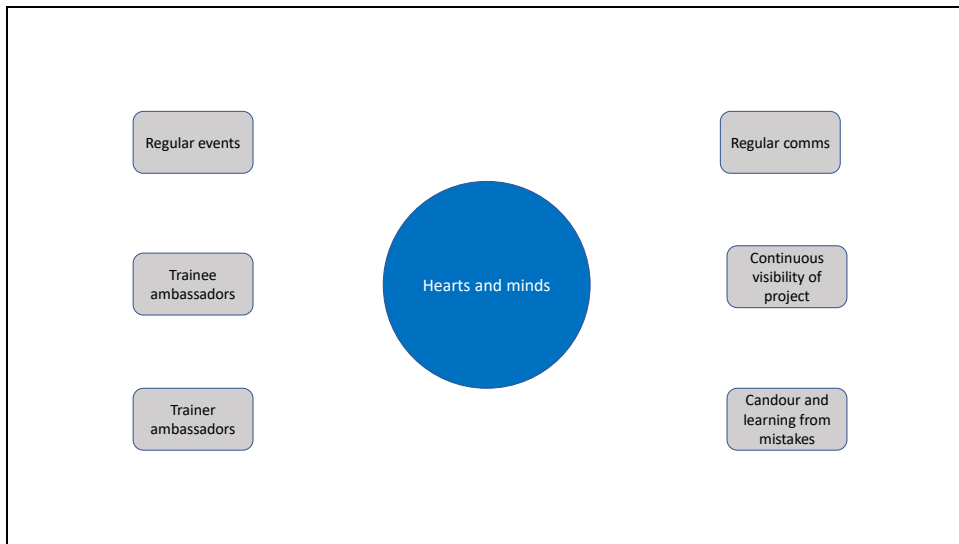
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Slide 10



Slide 11

