# 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? | East Midlands Differential Attainment (DA) working group. Set up because we recognise that significant DA exists, especially in those postgraduate schools that have a high intake of international graduates eg GP locally has 76% IMG intake. We also recognise that DA arising from neurodiversity is also becoming more common amongst all groups, but again increasingly in IMGs, where the diagnosis is often delayed. |
| Profession(s) it relates to | Initially , medicine but seeking to become multiprofessional, probably starting with pharmacy next year. We have started with postgraduate medical but recognising related themes in both undergraduate community and locally employed doctors in Trusts. |
| HEE domain(s),standard(s) and EDI themes it relates to | Applies to all of the HEE Quality framework domains but particularly those around learning environment and culture, developing and supporting learners and their educators. |
| Benefits or positive impact? | Much existing good practice already discovered in PG Schools and Trusts in East Midlands. We meet regularly and at each meeting we discover activity that we weren’t previously aware of in terms of activity amongst those new to the NHS, IMGs (not necessarily the same group), those with a diagnosis of neurodiversity, and amongst sub-groups eg GP PGDITs working in secondary care settings, or those working LTFT.  We have also been made aware of work with educators including training on unconscious bias, cultural awareness and bystander training, being carried out in Trusts and a specialty School educator events.  We have aroused interest in many of our Trusts and Schools and also succeeded in appointing Fellows to further this *work.*  We are currently concentrating on improving induction, both in the workplace and at School level eg re use of portfolios and the ARCP process, which many new to the UK, for example, find difficult. |
| Lessons learned and difficulties encountered | Lessons learned –   * keep exploring for pockets of good practice via different routes – Schools, Trusts, etc * has helped to get DA on the agenda at each School Board meeting * created a template for Schools and Trusts to complete to make it easier for them to tell us about their DA activity * we have then tabulated activity by School or Trust but then also classified into themes such as induction, educator upskilling, exam support, etc so that it becomes easier to retrieve the information we have collated. * helps to chase for updates – we have been aided in this by our PSW team   Difficulties encountered   * Personnel – attendees at the group are busy and not always able to attend. Also people move on and sometimes have difficulty finding a successor at short notice |
| Contact for further information (name, role, email, telephone number) | Nigel Scarborough – Primary Care Dean/Deputy Postgraduate Dean. Chair of East Midlands DA working group.  Email – [Nigel.Scarborough@hee.nhs.uk](mailto:Nigel.Scarborough@hee.nhs.uk)  Mobile - 07775540072 |