



GP Portfolio Training Programme Director – Equality Diversity & Inclusion

The South West Schools of Primary care are advertising three educator fellowship sessions as positions for current TPDs, Educator Fellows or Educational Supervisors to gain knowledge in areas of interest, and to support the Schools in providing an equivalent experience for GPSTs in the different patches. This represents an opportunity for educators to further develop their skills and remit, as well as influence the strategic approach of the Severn and Peninsula Schools of Primary Care.

There are three posts available, of which this is one.

For this particular post, central educator fellows will work across all ten South West programmes to investigate and develop solutions for this particular area of focus in the GP programmes:

Equality, Diversity and Inclusion (ED&I) : 2 sessions per week for 12 months.

Explore initiatives designed to tackle differential attainment at programme level and work with the Associate Dean (AD) for ED&I and the programme ADs, TPDs, Differential Attainment (DA) fellow and scholars to integrate solutions into the half day release course in order to deliver sustainable and equitable opportunities for GPSTs across the South West.

There are significant differences between the GP training cohorts in the different patch GP training programmes, with some areas having a higher proportion of trainees joining the programme without any previous experience of working in the NHS. It is important therefore that we recognise the different learning needs of our trainees in order to maximise the opportunity for all trainees to achieve their full potential. A variety of initiatives have already been identified nationally and regionally to improve support for NHS naive doctors, enhance relationships with supervisors, provide early assessment and targeted input. This fellowship session is aimed at supporting a South West-wide approach to related aspects of teaching and half day release programme delivery by working collaboratively with the different programmes and those educators already involved with work, and could include the following:

- i. Liaising with programme teams, developing and implementing teaching practice to address the issues of DA.
- ii. Linking with the GP trainee committee to obtain feedback on DA issues
- iii. Working with the central team to develop data gathering in this area
- iv. Supporting the AD for ED&I including networking outside HEE SW to identify areas of good practice nationally
- v. Facilitating appropriate pastoral support, coaching, mentoring or advice on training to local trainers and trainees
- vi. Developing appropriate educational resources and sharing these with colleagues, both locally and across the deanery, in order to promote good practice



- vii. Using appropriate tools of assessment and evaluation; interpreting result and devising suitable plans to meet issues raised

Central Fellowship Expectations

- Support the School in moving closer to providing an equivalent experience for GPSTs in different patches.
- Opportunity for educators to further develop their skills and remit, as well as influence the strategic approach of the South West School of Primary Care.
- Requirement to work across all of the programmes to share expertise.
- Requirement to attend or report to the AD meeting on a quarterly basis:
AD meeting attendance represents an opportunity to share developments with the AD team as well as broaden experience. TPD fellows would not be required to attend an entire meeting however, as agenda timings may be amended to minimise impact on local programme. Attendance should be planned and discussed in advance with Patch or Responsible AD.
- TPD fellows will continue to be line managed by a named AD, however it is noted that for central activities HoS or other AD may be identified as mentor for this session.
- Provide mentoring and support for scholars in same area of work such as DA and educational innovation.

The closing date for applications for this post will be midnight on **Sunday 15th May 2022**. To submit an application please provide an up to date copy of your CV along with a covering letter detailing your suitability for the role. Please email your application to andy.smallshaw@nhs.net.