

Equality, Diversity and Inclusion training for Foundation Doctors, utilising a collaborative approach

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Aim

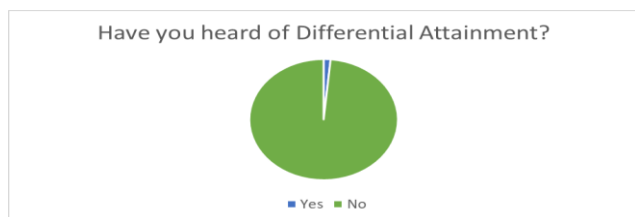
- Extensive research has highlighted issues across the domains of Equality, Diversity and Inclusion (EDI) amongst doctors and the impact that this can have on safe patient care [1]. It is therefore important that we are proactive in addressing EDI targets within our workforce. Whilst working with NIMDTA (Northern Ireland Medical and Dental Training Agency) and the GMC, room for improvement was identified in EDI training for Foundation Doctors (FDs). This training had existed previously but was paused due to the Covid-19 pandemic. Recent updates in the UK Foundation Programme Curriculum 2021 along with GMC targets to eliminate disproportionate referrals to the GMC by 2026 [2] and differential attainment (DA) by 2031, have motivated us to update and reintroduce this topic [3]
- **Research Hypothesis:** Equality, Diversity and Inclusion training for medical students and early career doctors will promote awareness, reflection and generate an integral part of the organisations wider culture change.

Methods

- Scoping exercise to review relevant literature around EDI in the workplace, its impact and the efficacy of EDI training if available.
- Comprehensive qualitative review utilising focus groups of early career doctors to understand the current workplace culture, identify gaps in EDI awareness and assess staff satisfaction.
- Collaborate with EDI specialists within the GMC, NIMDTA and Queen's University Belfast to design an EDI training programme for Foundation Doctors, which can be later adapted for delivery to other groups. The training should cover topics such as EDI meaning, legislation, bias, active bystanding and raising concerns.
- Deliver EDI workshop as a facilitator, utilising the experience and expertise of the Foundation Doctors to drive the learning.
- Obtain pre and post workshop feedback to understand learning needs and impact of workshop on practice.
- Utilise the learning from the EDI workshop for foundation doctors to pilot adapted workshops for Doctors in training and medical students.
- Utilise continuous focus groups and feedback to evaluate the efficacy of the training.
- Hand over project to subsequent ADEPT fellow to continue.

Outcomes/Results

- Five sessions have so far been delivered to Foundation Year 2 Doctors
- Eighty percent of participants have never had EDI training before
- Ninety-eight percent did not know what differential attainment was.



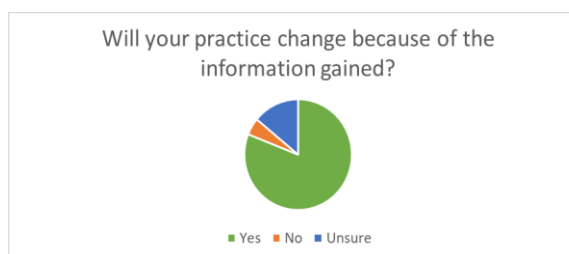
- These doctors were responsive to acknowledging their unconscious bias
- They raised issues about being an active bystander due to: fear of impact on their career, time limitations and personal safety.
- Take Home Messages include general increase in self awareness especially around bias, sensitivity to privilege, and knowledge of the Bystander Effect.

Outcomes/Results

- 97% reported that this session helped them to reflect on their practice



- 81% reported that their practice will change due to information gained



Feedback comments

"I think this should be done a few times a year"

"Very useful, thankyou"

"I think a full day could be dedicated to this session. Thoroughly enjoyed the session."

Conclusions

The literature review highlights the current significant issues within our medical workforce around racism, sexual misconduct, disability and LGBTQ+ discrimination, to name but a few. The effects of these are worthy of attention and certainly impact on staff morale, wellbeing, retention and overall on patient care. At the present time, there is significant strain on our healthcare service, with record waiting lists and workforce staffing issues.

Developing a culture where equality, diversity and inclusivity are to the core of the values of our organisations will undoubtedly improve experience for healthcare staff, retention and overall patient experience and care.

Education and opportunity for reflection can help adapt future behaviours. Collaboration between the local deanery and the GMC is an effective method of delivering EDI training to Foundation Doctors.

NIMDTA has since designed and piloted an EDI training workshop for Doctors in training programmes, feedback has been positive.

GMC NI are currently working collaboratively with both Undergraduate Universities in Northern Ireland to expand this type of teaching to final year medical students.

References

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