

### Standardising Equality and Diversity (E+D) Training for GP Trainers

There are currently no standard requirements as to the content of E+D Training, nor of who delivers the training. It is therefore up to us to decide. Given the need for trainers to complete/ update in this training every five years, it would be useful to standardise what we expect both of our own training provision, and of provision accessed elsewhere, in order that trainers can know what meets requirements.

Below are the learning outcomes for trainees; it would seem logical that if our focus is on trainers, then we seek to harmonise our outcomes with these:

#### **RCGP - Specific Learning Outcomes in the GP Curriculum that relate to issues of Equality and Diversity**

- Recognise and take action to address prejudice, oppression and unfair discrimination in yourself and others and within teams and systems
- Demonstrate a non-judgemental approach in your dealings with patients, carers, colleagues and others, respecting the rights and personal dignity of others and valuing diversity
- Compare and justify your views with others by discussing them openly with colleagues, and also with patients if appropriate, seeking their feedback and reflecting on how your values differ from those of other individuals or groups
- Actively promote equality of opportunity for patients to access healthcare and for individuals to achieve their potential
- Contribute to a clinical and working environment where everyone is encouraged to participate, and alternative views are considered seriously
- Take appropriate action when you become aware of people acting in an abusive, bullying or intolerant manner
- Demonstrate that you relate to people as individuals and challenge attitudes that de-humanise or stereotype others (such as referring to a patient by a disease or characteristic, rather than by name)
- Take steps to enhance patient understanding when there are communication or cultural barriers that may be limiting a patient's ability to make an informed decision or to report concerns about the service that you and your team provide

The above outcomes could be summarised as the following topics/ issues;

- Developing self-awareness about known and unknown biases and assumptions relating to difference and diversity
- Developing behaviours that ensure an equality of approach, informed by self - awareness
- Developing cultural awareness and how this may impact training, including issues of language, cultural and religious differences

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- Developing the ability and confidence to challenge inappropriate individual and systemic behaviour where it adversely affects training
- Developing awareness of legal dimensions related to the issues

### **Suggested approach.**

- Once agreed, we publicise the guidance to all trainers, as a point of reference.
- When commissioning and delivering E+D training we need to ensure that the session addresses, at least in part, all five of these areas.
- When deciding to 'brand' a teaching workshop as being acceptable for E+D mandatory training we ask for evidence that at least one of the areas are addressed in the session
- Trainers are required to undertake at least two hours of training in E+D in a five year period. They will be required to state that their training, plus associated reading and reflection, addresses all five areas as part of their reappointment as trainers.

This approach was discussed and fully supported at the EDI Group meeting on 11<sup>th</sup> December. It was agreed that trainers should complete the above in 5 year cycles. It was agreed also that those delivering training should ideally have completed the enhanced E+D training from HEE, but could also be senior educators from within the School.

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