

**Job Description for Leadership Fellow for Yorkshire and Humber GP School –  
Training Support**

**2023-2024**

**1 x School based posts - 100% WTE OOPE – Leadership fellow in primary care**

**12 month's Fixed Term Opportunity**

**School:** General Practice PG School (based at any HEE Y&H office). The successful candidate will be expected to travel across the regions for meetings and development.

**Responsible to:** Dr Elizabeth Stonell, TPD – Training Support team.

This is an exciting opportunity for the successful candidate to influence and improve the training of Primary care professionals in Yorkshire and Humber.

Neurodiversity within the clinical workforce is known to be under-recognised and it's implications are slowly being understood. The fellow in this post will be engaged in leading work of significance.

The fellow will link directly to the Support team and will be supervised by the neurodiversity champion. Key relationships will include the Senior Management team in the GP school as well as linking with DPME's & HR/people directors across trusts in Y&H.

This is a new proposition for a leadership fellow within an exciting space which is moving at pace within our school.

Possible projects include:

1. Develop increasing awareness of neurodiversity among educators and trainees and its implications for clinical practice.
2. Develop and operationalise strategies to improve screening for neurodiversity, including overcoming cultural and practical barriers to the screening and diagnostic process.
3. Develop and operationalise strategic plans to better implement reasonable adaptations in the workplace, particularly in primary care where complex employment relationships may exist, developing their understanding of compassionate leadership and change management in the process.
4. Consider how neurodiversity can be better accommodated within other school processes - eg ARCP or differential attainment initiatives.

**Specific leadership opportunities**

The fellow will have access to senior leaders including access to senior leadership meetings within the GP School. Fellows will develop close links with undergraduate educational leaders with relevant interests. Fellows will be supported to attend relevant training and national conferences to develop their understanding of differential attainment, relevant education theory and relevant leadership skills and processes. Fellows will be able to take part in selection processes within the school and programme management activities such as ARCP panels.

The fellow will have regular supervision meetings and be encouraged to undertake reflective activity to understand and build on their experiences.

### **Personal development opportunities**

The post holder will be supported to complete a 1 year qualification tailored to their needs (e.g. Postgraduate Certificate in Medical Leadership or Medical Education or similar) and be mentored by a senior member of faculty staff.

It is expected that the post holder will have the opportunity to participate and present their work at a relevant national or international conference.

The post holder will have the opportunity to gain experience of and/or participate in the full range of school activities, including ARCP panels, selection processes and educator development seminars and conferences.

This post is highly rated by previous applicants who have found it regionally and for some projects nationally relevant. It has given post holders the opportunity to present their work at national conferences including the RCGP conference. It clearly links to the FLP values of collaboration, continuous quality improvement, innovation, learning and reflection, systems thinking, alignment with strategic priorities, and tackles health inequalities through considering equity of access.

### **Some previous leadership fellow outcomes:**

#### Trainee 1:

- Main project; supporting young carers in schools in combination with local charities
  - Lead to publication in the British Journal of School Nursing
  - Further article is due for publication in the British Journal of General Practitioners.
- Was on the organising committee for the Annual Future Leaders conference,
- Achieved a distinction in PGCert in medical leadership with Sheffield Hallam University
- Co-created and delivered an educational leadership programme for newly qualified GPs with the support of the RCGP

#### Trainee 2:

- Large study into effectiveness of Paramedics in primary care leading to Paper being submitted for peer review into new ways of working in Primary Care
  - To be presented as short paper at RCGP conference
- Contributed to designing curriculum outcomes
- Delivered undergraduate medical leadership development programmes
- Sat on RCGP advisory panel into IBD

- 2 National Posters including RCGP National Conference
- 3 regional posters including Regional ACP Conference and Regional Leadership Conference

Trainee 3:

- Organised regional GP trainee conference
- Co-developer of a paired GP and paediatric paired learning
- Project member of the FLP conference organising committee
- Helped deliver leadership workshops to GP trainees Member of Doncaster council health inequalities group
- Organised regional teaching on health inequalities for GP trainees - poster presented at FLP conference PG Cert in Medical leadership from Sheffield Hallam university

Trainee 4:

- 4 National Posters
  - RCGP conference
  - FMLM conference
  - Developing Excellence in Medical Education conference

Poster for Future Leadership Programme conference

- New guidance written for HEE website
- Delivered leadership teaching sessions at University of Sheffield, Leeds Uni and multiple HDR sessions
- PG Cert in Medical Education

Trainee 5

- Organising the South Yorkshire and Clumber GPST Conference
- Setting up and coordinating Action Learning Sets locally
- Involved in the Paired Learning Programme that was run at HEE Y+H
- Kings fund - Emerging Clinical Leaders Programme March- July 2017

Trainee 6

- Fairhealth- Online hub for Health Inequalities education for Primary Care Professionals- due for launch early 2018
- ST3Swap project- ST3 trainees swapping clinical sessions in practices with different demographics to increase experience of a breath of patients from different sociocultural backgrounds.
- Multi agency workshop for Roma Slovak Health Issues- funded by Health Inequalities Steering Group at Sheffield CCG.
- Health Inequalities teaching days in South Yorkshire

Trainee 7

- Future Leaders Programme Conference, March 2021
- Rotational Paramedics in Y&H
- Teaching trainees clinical supervision skills
- Physician Associate foundation programme