

Health Equity Focused Training Programme (HEFT) FAQs

What is HEFT?

- The HEFT programme offers GP Trainees an enhanced training programme with a focus on health equity, hoping to create the Deep End workforce and leadership of the future.
- Training posts are focused in deprived areas or with minority health groups and the standard three years of GP training is complemented by additional teaching and support on both a national and regional programme.

How do trainees access the HEFT programme?

During the recruitment process trainee's will preference and accept a place on the HEFT programme.

Placements on HEFT Scheme Rotations

Wherever possible posts for the HEFT scheme have been tailored so that trainees gained experience of working in deprived communities or with minority health groups.

Rotations should ideally include:

1. An Innovative Training Post ideally in one of the following specialities: public health, population health substance misuse, inclusion health (homelessness, migrant health, sex workers, Gypsies and Travellers), prison medicine
2. A secondary care post in A+E or psychiatry
3. GP Posts in Deep End practices or practices who care for patients in a minority health group

Can a trainee change their rotations/placements?

Like most GP Training posts it is not usually possible to make changes. Concerns should be discussed with the trainee's scheme TPD.

What constitutes a Deep End GP practice?

Deep End practices are those with the highest levels of socioeconomic deprivation.

<https://www.yorkshiredependgp.org/>

What will trainees get out of the program?

The HEFT programme gives trainees the knowledge, skills and support to work confidently with people from underserved communities and minority groups experiencing health inequalities.

Are there any extra commitments?

Attendance at the National HEFT sessions is mandatory but takes place in work time and the subjects covered are part of the normal GP Training Curriculum. There is the opportunity to be involved in national and regional teaching.

What does the national programme involve?

- Online educational sessions delivered on (MS Teams) take place for 2-3 hours every 2 months. Trainees are invited by a national administrator.
- This session is hosted by a GP TPD. The format of the sessions varies depending on the topic. Expert speakers will join the sessions, and trainees are encouraged to share learning and QIP/QIA/leadership projects. Trainees might be involved in co-leading a session.
- Trainees require a fully functional microphone and camera to fully participate in these sessions.

What are the dates and times for the national programme for 2023-2024

National teaching takes place on Teams between 14.00-16.00 on the following dates:

21/09/2023

23/11/2023

18/01/2024

21/03/2024

23/05/2024

11/07/2024

What does the regional programme involve?

There are approximately 70 trainees on the HEFT Scheme in Yorkshire and Humber.

The regional programme involves:

- 2 information sessions
- 3 mentoring sessions with an experienced GP
- The opportunity to be involved in the annual Health Equity Teaching Day for all Y&H Trainees.

What are the dates and times for the national programme for 2023-2024

- Information sessions 24/08/23 12.00 -13.30 (Teams) and 22/02/24 12.00-13.30 (Teams)
- Mentoring sessions will be agreed with mentor.
- Health Equity Teaching Day June 2024

Do trainees need to book study leave to attend the HEFT sessions?

Yes.

If trainees have issues with study leave to attend the national and/or regional HEFT education sessions, who should they contact?

Contact your Scheme TPD.

What if the educational sessions occur when trainees have other educational commitments?

- Most of HEFT Scheme education is timetabled for a Thursday when most trainees in Y&H do not have other educational activities.
- If trainees are unsure how to prioritise their commitments, we suggest they talk to one of their supervisors or TPD.

What does a trainee do if they don't feel HEFT is for them?

They should discuss this with their TPD and/or the regional lead. Trainees should not just opt out of the scheme without good reason, as the consensus nationally is that any trainee will gain from being on the scheme.

Who should I contact if my questions have not been answered by this FAQ?

Please contact Nicola Gill, Specialist TPD for the HEFT Scheme in Y&H on Nicola.gill18@nhs.net