**Job Description for Leadership Fellows for Yorkshire and Humber GP School 2021-2022**

**2 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 Martin Sutcliffe, Dr Pavan Tandon – TPD

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

This post aims to develop leadership skills whilst undertaking projects that will ensure the School of Primary Care provides equality of opportunity for success to learners from a wider range of different backgrounds.

Differential attainment is a significant issue in General Practice education with clear statistics across all of the RCGP examination options demonstrating the there is a differential when comparing candidates by such factors as ethnicity, location of primary medical qualification and gender. The GP School recognises the importance of developing long term sustainable strategies to narrow all of the gaps demonstrated within differential attainment and has made considerable resource available to achieve this.

Possible projects include developing, participating, launching, implementing and evaluating any of our existing DA projects such as Communication and consultation skills teaching, Linguistics training, Trainer Support programmes, Coaching and mentoring, ST2 and ST3 Differential Attainment support programmes and "Booster Courses". The post will involve extensive engagement with the factors known to contribute to differential attainment and the individuals known to be susceptible to differential attainment and the successful candidates will have the opportunity to develop their own ideas for projects or programmes which might narrow the known gap.

Candidates will also have the opportunity to consider within those projects strategies of reducing the effects of issues related to differential attainment - for example projects improving race or gender equality within our training programme and within our community of practice more generally. They will have the opportunity to clearly articulate their own values in the process of considering this.

Fellows will link with other fellows working across the Primary Care School and beyond, including health inequalities and workforce fellows and can help the GP school and Primary Care School understand differential attainment across other professional groups entering the primary care workforce (with a particular focus on first contact and advance practice trainees) and consider where interventions can operate synergistically between groups

**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 both 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 Differential attainment programmes are new and innovative and the fellow will be encouraged to think across the health education system with regard to possible interventions which may involve interaction at practice, PCN, CCG/ICS or higher levels.

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