**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 – TPD, Dr Pete Lane - School Clinical Lead for Wider Workforce and Training Hubs

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.

The planned project will see the leadership fellow building collaborative relationships across multiple organisations and understanding the complex systems through which primary care is delivered. The fellow will focus on building, as part of a team, multidisciplinary educational opportunities that promote collaborative working across professions in primary care organisations in Y&H which promote workforce diversification in Primary Care Networks and General Practices. Key relationships will be formed with the GP school leadership, locality Training Programme Directors, Faculty of Advanced Practice, Workforce hub leads, CCG workforce leads and PCN Clinical Directors/Education leads.

The planned programme will focus on integrated opportunities for First Contact & Advanced Practitioner trainees and GP trainees within the GP school. The programme design will align with HEE and NHSE strategic priorities in diversifying the primary care workforce for system resilience. Evaluation design will focus on enhancing both the practitioner and patient experience of multidisciplinary working and learners within the programme will be encouraged to collaborate on quality improvement activity as part of their learning.

The fellow(s) will link with other leadership fellows to collaborate on projects such as the annual conference, will have opportunity to work across the spectrum of HEE's work including with the team looking at undergraduate placements to ensure alignment and that the multidisciplinary experience builds over time.

We have taken small steps around similar projects previously, but with the recent formation of the primary care school and launch of the HEE roadmaps to first contact practice we are now ready to start building the school at much greater scale.

**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 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