**JOB DESCRIPTION**

**Job Title:**  Leadership Fellow- Differential Attainment

**Accountable to:**  Miss Sarah Kaufmann, Deputy Dean for Equality, Diversity and Inclusion

**Responsible to:**  Ms Fiona Bishop, Associate Dean

**Duration;**              1 year out of program opportunity; there is no clinical component to this role, however, the successful applicant may arrange on call work if they wish to.

**Base:**                        Leeds, Hull or Sheffield – however, the successful applicant will be expected to travel regionally and nationally

**Employment:**         The successful applicant will be employed by an NHS organisation

**Aims of the post**  Your aims will be

1. To make a real difference in narrowing the differential attainment gap between different cohorts of trainees in the Yorkshire and Humber as defined by their protected characteristics.
2. To grow and develop your personal leadership skills that will be essential for your future consultant role

HEE YH has chosen to support the next generation of leaders by creating fellowship opportunities such as these. This is an investment in improved patient outcomes and quality of care.

**About the post**  This is a one-year leadership post based in Health Education England working across Yorkshire and the Humber (HEE YH).

You will be seconded as an OOPE (out of program experience) from your specialty training program for junior doctors.

You will develop your leadership skills by networking across the region, engaging with Heads of School, other faculty and employers.

As the successful applicant you will have access to a variety of development opportunities (e.g. CV and interview training, Myers Briggs Type Indicator feedback, 360 appraisal, coaching and participation in an Action Learning Set) and will be supported to undertake1 year of a postgraduate qualification.

**Post description and duties**

To establish clear aims and objectives for the year to address the problem of Differential Attainment (DA) in Health Education England Yorkshire and the Humber and work towards all stakeholders signing up to these.

To work with the available DA data for Yorkshire and the Humber for each School, exploring changes seen in the annual data and interventions already taken to address DA.

To evaluate interventions introduced in 2020 to address DA and respond to the evaluation by refining and augmenting the interventions. This will include unconscious bias training for trainers, reverse mentoring for senior educators and work-place based interventions.

To work with individual Heads of School to share results from interventions elsewhere and encourage uptake of successful practice

To investigate and establish fora to share the most effective relevant strategies, introduced for doctors in training, to all learners in HEE Yorkshire & Humber.

To design, implement and evaluate a mentoring scheme for all new International medical graduates

To review new national initiatives to address DA particularly through the General Medical Council and Health Education England.

To work with a Trainee focus group that will act as experts by experience to appraise suggested local changes and help innovate and develop new strategies.

To arrange a conference on Differential Attainment.