

Agenda item:	10
Report title:	Update on the Education Equality and Diversity Advisory Group
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Action:	To consider

Executive summary

On 17 May 2016 the Strategy and Policy Board received an update on the Education directorate's work programme to understand and respond to differential attainment in medical education and training, including plans to convene an advisory group to support this work. We agreed to bring the draft terms of reference back to the Board once these had been developed. This paper provides an update on the work to convene an advisory group and includes the terms of reference for approval.

Recommendation

To approve the draft terms of reference for the Education Equality and Diversity Advisory Group.

Education Equality and Diversity (E&D) work programme

- 1 We have been working with other organisations since 2010 to understand doctors' progression through the training programmes that we approve. We also have a longstanding commitment and a statutory duty to ensure that training pathways are fair.
- 2 Since 2014 we have delivered a focused programme of data analysis, research and engagement with key interest groups on the issue of differential attainment. There are three themes to our work, as presented to this board on 17 May 2016*:
 - a Using our standards and quality assurance framework to drive change.
 - b Measuring and monitoring progress.
 - c Working with others.

Education E&D Advisory group

- 3 As part of our commitment to working with others in this area, we have been developing plans to convene an advisory group with four country representation from our key educational interest groups, as well as the British Medical Association (BMA), NHS Employers and other subject matter/E&D experts. The full list of invitees is set out at Annex B.
- 4 The first meeting of the group will take place on 6 March 2017 between 11am and 4pm at our London offices.
- 5 The group will contribute advice and expertise on our E&D work programme for Education and will:
 - Ensure that a range of key stakeholder perspectives are reflected in the work undertaken.
 - Develop outputs informed by practical experience in education, training, curricula and assessment systems.
 - Understand current issues and challenges, including on related areas of work around implementation and quality assurance.
 - Identify key risks and how they can be mitigated.

*[Update on the differential attainment programme](#)

- 6 The terms of reference for the group are set out at Annex A. The terms of reference have been drawn up in consultation with the internal Education E&D steering group and the E&D team.
- 7 The meeting schedule for the group is set out at Annex C
- 8 Currently, the planned outputs for the group include:
 - Supplementary E&D focused guidance to support fair implementation of our standards for education and training, Promoting Excellence.
 - The development of data tools and other resources to measure and monitor progress on addressing the ethnic attainment gap.
 - Consensus on GMC's approach and stakeholder commitment to addressing differential attainment through further embedding and mainstreaming of E&D activity into the education and training framework.

Update on the Education Equality and Diversity Advisory Group

Annex A

Terms of Reference

Purpose

The GMC is committed to ensuring that we protect patients and improve medical education and practice in the UK by setting standards for students and doctors. We support them in achieving and exceeding those standards, and take action when they are not met. Equality, diversity and fairness are fundamental to the achievement of these aims.

There are three themes to our work to ensure fairness in medical education and training:

1. Working with others to understand the issues and share knowledge and good practice
2. Making better use of data to support greater understanding of the progression of trainees, identify key areas of risk and track the impact of training and support interventions
3. Using our standards and quality assurance framework to ensure fairness

The purpose of the Education Equality & Diversity (E&D) Advisory Group is to provide guidance and support to the GMC's internal Education E&D Steering Group in these key areas.

Membership

Members will be chosen for their expertise and insight into medical education and training, and equality and diversity systems.

Members will be asked to contribute as individuals but also to bring in their insight from working for/with different stakeholder groups and organisations in order to:

- Ensure that a range of key stakeholder perspectives are reflected in the work undertaken

- Develop outputs informed by practical experience in education, training, curricula and assessment systems
- Understand current issues and challenges, including on related areas of work around implementation and quality assurance
- Identify key risks and how they can be mitigated

Members of the Advisory Group will be expected to:

- Attend meetings and contribute to the agenda as necessary
- Scrutinise the GMC's strategic approach to E&D issues in medical education and to offer critical challenge and advice
- Act as a sounding board by, for example, enabling sharing and discussion of GMC's policy developments and proposals at an early stage;
- Keep their members and networks informed about the issues discussed by the Group
- Participate in working groups on specific projects as required

Reporting and accountability

The work of the stakeholder advisory group will be accountable to the Director of Education and Standards. In due course, the output of its work will be reported to the Strategy and Policy Board and to Council.

Meetings

We plan to bring together the group to meet four times over a period of one year, in the first instance.

Meetings will be held at the GMC offices in London, with video conference links from GMC offices in Manchester, Edinburgh, Belfast and Cardiff as needed.

The GMC Education E&D team leading this work will organise the meetings and provide secretariat for the group, and will circulate meeting papers by email no later than one week before meetings.

Documents will be shared electronically for comment by members between meetings as needed.

Schedule

Draft schedule at annex C

Update on the Education Equality and Diversity Advisory Group

Annex B

Education E&D Advisory Group - list of invitees

Name	Title	Organisation
Dame Professor Sue Bailey	Chair	Academy of Medical Royal Colleges
Dr Pauline Foreman	Chief Examiner	Royal College of General Practitioners
Dr Subodh Dave	Associate dean for trainee support	Royal College of Psychiatrists
Prof Bill Reid	Chair	Conference Of Postgraduate Medical Deans
Dr Claire Loughrey	Chair	Committee of General Practice Education Directors
Professor Sheona MacLeod	Postgraduate Dean	Health Education East Midlands
Julia Whiteman	Senior manager/ Postgraduate Dean	Health Education England
Keith Gardiner	Postgraduate Medical Dean	Northern Ireland Medical and Dental Training Agency
Derek Gallen	Postgraduate Dean	Wales Deanery
Katie Petty-Saphon	Chief Executive	Medical Schools Council
Dr Samantha Mills	Trainee	Academy of Medical Royal Colleges: Creating Supportive Environments Group

Dr Ramesh Mehta	President	British Association of Physicians of Indian Origin
Professor Iqbal Singh	Chair	GMC BME Forum
Dr Anthea Mowat	Representative body chair	British Medical Association
Peter Campbell	Interim Junior Doctors Committee chair	British Medical Association
Dr Kath Woolf	Lecturer in medical education	University College London
Claire Herbert	Race Equality Charter manager	Equality Challenge Unit
Dr. Chandra Mohn Kanneganti	Chair	British International Doctors Association
Professor Nisha Dogra	Chair	Diversity in Medicine and Health
Paul Deemer	Head of Diversity and Inclusion	NHS Employers
Professor Ronald MacVicar	Postgraduate Dean	NHS Education for Scotland

Update on the Education Equality and Diversity Advisory Group

Annex C

Proposed schedule of activity (draft)

Draft meeting schedule for the Group

Meeting 1- February/March 2017

- 1** Introduction to the GMC - our role, purpose, functions. How we regulate medical education and training.
- 2** Overview of our work around fairness in medical education and training:
 - a** *What we know now* - summary of research to date
 - b** *Where we are now* - managing differential attainment through the regulatory framework by strengthening the standards and clarifying expectations (guidance), developing tools and resources to enable organisations to demonstrate their compliance and for us to quality assure against this (data tools and QA approach)
 - c** *Role of this advisory group* (to inform the above)
- 3** Discussion & agree terms of reference for the Group
- 4** Presentation of first draft of E&D guidance followed by discussion & feedback
- 5** Briefing on data pack pilot and plans for development- discussion and feedback (include work on college packs)

Meeting 2- June 2017

- Data packs- presentations on findings from the pilot, discussion and feedback
- E&D guidance - consideration of substantive draft
- Debrief on progress reports release and fair training pathways part 2
- Briefings on support interventions toolkit & value add research

Meeting 3- September/October 2017

- Agree final version of the guidance
- Data packs - roll out? Second phase of pilot?
- Research briefings as appropriate

Meeting 4- January/February 2018

- Wash up // next steps