A toolkit to help educators understand and respond to differential attainment developed by London and Kent Surrey Sussex deaneries

In 2019 the London and Kent Surrey Sussex (KSS) professional development team launched a programme of work to explore and address differential attainment (DA).

They designed a differential attainment (train the trainer) toolkit in response to educators’ need for resources to assist them in five key areas:

- understanding the issue
- facilitating challenging conversations
- providing exam preparation guidance
- careers coaching
- developing skills for the supervision of clinicians from diverse cultural linguistic backgrounds

An ethnic attainment gap exists in both London and KSS but they have different challenges; London has diverse demographics and training places are highly competitive, KSS spans a large geographical area which includes some less diverse training environments. A range of interventions, which can be adapted to meet the specific learning objectives of different trainees and educators across the regions, was needed.

What is the intervention?

The toolkit provides resources which can be used to deliver workshops locally on the five areas identified as a priority by educational supervisors.

The material can be adapted, and educators can select the modules which they feel are most relevant and appropriate, cascading the learning to colleagues in their network.

The online resources include:
Examples of the resources can be found below. The complete toolkit and supporting documentation can be found here.

London KSS are also offering a series of half-day workshops on DA which will be running throughout 2020 within the suite of professional support unit (PSU) courses.

Next steps

London and KSS will be evaluating the interventions in due course and we will share the findings.

Want to know more? Please contact Jacqueline MacDonald-Davis Education Lead, London and KSS Jacqueline.Macdonald-Davis@hee.nhs.uk

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### Key Challenges

- **What challenges have you faced relating to differential attainment?**

- **What have you learnt already about addressing these challenges?**

### Lesson Plan

- Introductions
- Review of learning needs
- Key challenges
- Facilitating difficult conversations:
  - Conversations inviting Change
  - Break
- Small group work
- Plenary

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![Supervising clinicians from diverse language and cultural backgrounds](https://example.com/supervising-clinicians)

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Preparations</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>10am</td>
<td>Introduction and introductions, housekeeping</td>
<td>Presenter</td>
<td>Notes, flipchart</td>
</tr>
<tr>
<td>30m</td>
<td>Session Outline: Orientation, identifying challenges</td>
<td>Presentation</td>
<td>Slide 2</td>
</tr>
<tr>
<td>10m</td>
<td>Developing cultural awareness</td>
<td>Lecture notes</td>
<td>Slide 3</td>
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<tr>
<td>10m</td>
<td>Building the toolkit</td>
<td></td>
<td>Note paper, flipchart</td>
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<tr>
<td>10m</td>
<td>Sharing experiences of supporting BMEs – what challenges are there for doctors new to the UK? For their educators?</td>
<td>Group feedback sheets, note paper, flipchart</td>
<td></td>
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<tr>
<td>10m</td>
<td>Feedback (whole group)</td>
<td>Capture key points</td>
<td>Flip chart</td>
</tr>
</tbody>
</table>
| 15m   | Summary, additional legal and discussion                                  | Presentation  | Podcats video slide 2 and slide 3  
| 15m   | Developing cultural awareness in the training relationship                 |              | Note paper                  |
| 10m   | What is culture? Small groups to discuss cultural definitions and feedback |              |                            |
| 30m   | The cultural iceberg (visual feedback) Defining and concepts of professionalism | Interactive presentation | Slide 12-16

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