

Educator's Conference

Piecing Together The Puzzle of Learning - Educating For The Future

Thursday April 3, 2025



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✨ Educators' Toolkit: Embedding EDI and Inclusive Teaching in GP Training ✨

Developed by Dr Yetunde Kolajo (SFHEA), PhD (Education), MEd, PGDE, BSc (Chemistry)
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✨ A Little About Me! ✨

- 20+ years in education, teaching and research.
- Specialising in higher education pedagogy, curriculum design, EDI research, and reflective practice.
- Not a GP but here to complement your clinical expertise!

✉ Let's Connect!

Feel free to get in touch—I'd love to hear from you!

✉ [Email](#)

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Introduction

International Medical Graduates (IMGs) play a vital role in the UK healthcare system, comprising a significant portion of the NHS workforce. However, they often face unique challenges during their transition into UK medical practice. Understanding these challenges and implementing effective support mechanisms are crucial for the successful integration and contribution of these initiatives to the NHS. Some of the challenges identified here may not be directly related to GP training, but rather to the environment in which the training takes place, which is equally important for consideration in a holistic approach to GP training, including trainees and GP Educators.

KEY CHALLENGES & PRACTICAL SOLUTIONS FOR GP EDUCATORS

Differential Attainment

- Develop targeted support interventions for trainees from diverse backgrounds.
- Conduct bias training for educators and assessors.
- Provide additional academic support, mentorship, and resources.

Consultation Skills Assessment

- Offer structured teaching sessions using the Calgary-Cambridge consultation model and ICE framework.
- Regular mock consultations with formative, detailed feedback.
- Training assessors on equitable, culturally sensitive assessment practices.

Burnout & Mental Health

- Regular resilience-building sessions (mindfulness, reflective practice).
- Establish confidential mental health support networks.

Retention & Career Uncertainty

- Transparent career guidance and mentoring programmes.
- Integrate sessions on maintaining work-life balance.

Workforce Shortages & Training Bottlenecks

- Collaboratively advocate for expanded training placements.
- Flexible rotations and experiences in underserved areas.

Ethical Recruitment & Diversity

- Educate trainees on global ethical recruitment.
- Embed culturally responsive training throughout the curriculum.

Bullying & Discrimination

- Zero-tolerance policies clearly communicated.
- Regular anti-bias and cultural competence training for all educators.

Curriculum Gaps:

- Regularly update curriculum to reflect emerging public health issues, including climate change.
- Scenario-based and interactive teaching methods.

Assessment Pressures

- Offer frequent, formative, low-stakes assessments to build confidence.
- Train assessors to reduce unconscious biases.

Industrial Actions

- Open dialogue forums on professional concerns.
- Educate trainees about workplace rights, responsibilities, and negotiation strategies.

Assisted Dying and End-of-Life Ethical Decision-Making

- Integrate modules on ethical decision-making into curricula.
- Facilitate respectful and critical case-based discussions.
- Provide emotional and psychological support to trainees as they navigate challenging ethical decisions.

Digital Health Literacy and Telemedicine

- Regular workshops to build skills in virtual consultations.
- Ensure trainees understand patient confidentiality and digital safety.

Artificial Intelligence (AI) and Technology Integration

- Provide foundational training in clinical AI applications.
- Address ethical considerations and potential biases in AI-driven healthcare.

Sustainable Healthcare and Climate Change

- Embed sustainability and climate-related health education.
- Promote environmentally sustainable clinical practices.

Health Inequalities and Social Determinants of Health

- Integrate training addressing health inequalities.
- Facilitate community-based clinical placements.

Person-Centred and Holistic Care

- Strengthen training using ICE and Calgary-Cambridge frameworks.
- Regular reflective practice sessions to develop empathy.

Preparedness for Pandemics and Emergencies

- Simulated emergency scenarios.

- Training in infection control, public health, and crisis response.

Inclusive Leadership and Cultural Competence

- Provide culturally responsive teaching and leadership training.
- Support equity, diversity, and inclusion initiatives.

Interprofessional Collaboration and Teamwork

- Interprofessional education sessions and collaborative learning.

Legal and Ethical Complexity in Clinical Practice

- Interactive ethical guideline sessions.
- Reflective case studies on legal and ethical scenarios.

Professionalism in Digital and Social Media

- Guidelines and discussions on online professional conduct.

INTEGRATING EDI & INCLUSIVE TEACHING

- **Compassionate Pedagogy:** Empathy-focused teaching that promotes trainee well-being.
- **Responsive Pedagogy:** Incorporate diverse cultural perspectives, promoting culturally competent practitioners.
- **Culturally Sensitive Curriculum:** Active engagement with diverse patient populations and real-world scenarios.

Practical Steps

- Regular reflective practice workshops.
- ICE framework and Calgary-Cambridge model taught through diverse patient scenarios.
- Formative assessments and mock consultations to develop natural communication skills.

Conclusion & Final Takeaway for GP Educators

Effective GP education in contemporary NHS settings demands proactive and responsive strategies. By addressing trainee needs holistically, from well-being and ethical practice to inclusive curricula and fair assessment, educators can cultivate resilient, competent, and committed healthcare professionals.

- *References can be found in the presentation slides.*

Remember!

- Embed empathy and humanity in your training.
- Move beyond awareness– take meaningful action!
- Feedback is key – continually ask trainees for their perspectives.

 *Disclaimer: These guidelines and strategies are research-informed suggestions to support GP educators. Individual applications may vary depending on the context and available resources.*

Thank you for championing inclusive and equitable GP education!



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