

A Roadmap for Inclusive Medical Education

Piecing Together the Puzzle

Context of the Problem: Research consistently shows that ethnic minority trainees and IMGs frequently experience lower rates of success in consultation skills assessments, slower career progression, and increased training challenges compared to their peers.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Differential Attainment				
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Context of the Problem: Considering IMGs holistically, what other concerns do you have about your experience teaching them outside the disparity in achievement they encounter?

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	IMGs				
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Context of the Problem: Neurodivergent medical trainees frequently encounter unique challenges within traditional educational and clinical environments, including communication barriers, sensory sensitivities, time management issues, and potential stigma or misunderstanding from peers and educators.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Neurodivergence in Medical Training				
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Context of the Problem: Effective clinical assessment and feedback are critical components of medical training, significantly influencing trainee development, confidence, and competence. However, current research highlights issues such as inconsistent feedback practices, subjective or unclear assessment criteria, and potential biases impacting trainee evaluations.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Clinical Assessment & Feedback Process				
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Context of the Problem: Consultation skills are the cornerstone of clinical practice in the UK.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Consultation Skills Assessment				
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Context of the Problem: GP trainees often encounter traumatic experiences during their medical training, including emotionally challenging patient interactions, critical incidents, and personal or vicarious trauma.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Processing Trauma				
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Context of the Problem: Clinical mistakes and errors are an inevitable part of medical practice. For GP trainees, errors can lead to significant stress, anxiety, feelings of inadequacy, and even disengagement from their training.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Processing Errors and Clinical Mistakes				
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Context of the Problem: Racism remains a significant challenge within the NHS, impacting both patient care and the professional experiences of healthcare providers, including GP trainees.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Racism in NHS				
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Context of the Problem: Research studies in the UK have identified significant disparities in pain management experienced by ethnic minority patients within the NHS. These disparities include unequal access to chronic pain services, differences in prescribing analgesics, and culturally insensitive approaches to patient care.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Overcoming Bias in Pain Management				
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Context of the Problem: GPs & GP trainees are experiencing significant levels of burnout and mental health challenges. Studies have shown high prevalence rates of emotional exhaustion and disengagement among GP trainees, indicating substantial stress and burnout.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Burnout & Mental Health Struggles				
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Context of the Problem: Doctor retention and career progression within general practice are critical issues facing the NHS. Many GP trainees report concerns about workload pressures, work-life balance, professional satisfaction, and unclear career pathways, which can lead to increased rates of burnout, career uncertainty, and early departure from the profession or the UK healthcare system altogether.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Doctors' Retention & Career Progression				
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Context of the Problem: The NHS faces a significant and ongoing shortage of general practitioners. This shortage is attributed to several factors, including an aging workforce, increased workloads, insufficient recruitment, and challenges in retaining newly qualified GPs.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Doctors Shortage				
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Context of the Problem: Bullying, discrimination, and microaggressions remain significant issues within the NHS workplace.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals <small>(Where We Need to Be)</small>	Action Steps
1.	Bullying, Discrimination & Microaggression				
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Context of the Problem: Some research suggests that the current three-year GP training programme is insufficient compared to specialist training in other disciplines. The report identified gaps in the GP curriculum.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Educational Challenges & Curriculum Gaps				
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Context of the Problem: Industrial actions and labour disputes within the NHS, such as strikes and protests by healthcare workers, have significant implications for patient care, healthcare delivery, and the training environment for GP trainees.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Industrial Actions & Labour Disputes				
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Context of the Problem: GPs frequently encounter complex legal and ethical dilemmas in clinical practice, ranging from issues of patient confidentiality and informed consent to end-of-life care decisions and resource allocation.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Legal & Ethical Complexity in Clinical Practice				
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Context of the Problem: The introduction of the Terminally Ill Adults (End of Life) Bill in the UK Parliament has reignited debates surrounding assisted dying and the ethical complexities inherent in end-of-life care.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Assisted Dying & End-of-Life Ethical Decision- Making				
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Context of the Problem: AI has been employed to improve the accuracy of chest X-ray interpretations in emergency departments. However, the adoption of AI in primary care presents both opportunities and challenges. GPs recognise AI's potential benefits, such as aiding in diagnosis and risk assessment. Yet, concerns persist regarding diagnostic accuracy. A study involving GPs highlighted anxieties about AI errors.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	AI				
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Context of the Problem: EDI is crucial to establishing a healthcare environment that is equitable, inclusive, and supportive for both practitioners and patients. Despite legal responsibilities under the Equality Act 2010 and the Health and Care Act 2022, disparities persist within the NHS workforce, indicating a need for a more strategic approach to EDI.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	EDI				
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Context of the Problem: The COVID-19 pandemic has highlighted the critical role of GPs in managing public health crises. However, studies have revealed significant gaps in preparedness within primary care settings. For instance, a survey conducted in the UK during the early stages of the pandemic indicated that only 1% of GPs believed the NHS was well-prepared for the SARS-CoV-2 pandemic.

Areas of Concern	Case Study	Current Barriers (Where We Are)	Innovations & Solutions	Future Goals (Where We Need to Be)	Action Steps
1.	Preparedness for Pandemics & Emergencies				
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