**JOB DESCRIPTION**

**Job Title:** Leadership Fellow in Equality, Diversity and Inclusion

**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 – 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 post graduate qualification.

**Post description and duties**

1. To establish clear aims and objectives 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.
2. To look specifically at available DA data for Yorkshire and the Humber for each School with the aim of quantifying inter School variation as well as comparing individual Schools with national data.
3. To meet with individual Heads of School to discuss DA data, quantify processes that are already in place to reduce DA and explore methods of sharing best practice.
4. To review national initiatives to address DA particularly through the General Medical Council and Health Education England.
5. To develop a Training the Trainer program on DA and how to incorporate the program into face to face educational supervisor training days and the existing supervisor eLearning package
6. To review the data from the email trainee questionnaire on DA and establish a representative peer group using the experience of respondents to inform the debate and facilitate trainee involvement in designing and implementing interventions
7. To arrange a conference on Differential Attainment.
8. To explore the specific challenges faced by International Medical Graduates (IMGs) relating to career progression (ARCPs), rotation placement and speciality exams.
9. To explore solutions and build on the work that has already been done in HEE YH to address the issues raised in 8 above.