



Royal College of  
General Practitioners

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# Our BAME GP community

Putting our plan into action

3 July 2020

(Internal stakeholder document)

## Our commitment to our members

As a College and a collective we have, and will always, commit to seeking out and challenging inequalities that exist both within our organisation and in the general practice community. We have created an action plan to improve the way in which the College addresses these issues.

### Short Term goals (April 2020-March 2021)

#### Awareness raising

- Develop a statement of appreciation of staff and members from all backgrounds.
- Work with stakeholders to ensure data on general practice diversity is readily available.
- Run a specific campaign to reject racism towards GPs (including trainees) and other practice staff.
- Also work with local extended partnerships with the aim of creating a culture of “Zero Tolerance “ of racist behaviour
- Provide training materials for practices and faculties on how to tackle prejudice and recognise bias.
- Identify GPs in every Faculty who can showcase their personal stories and successes, and use BAME ‘voices’ from our membership in College publicity materials.
- Replicate the lessons of the College’s successful LGBT Pride campaign to create a similar campaign for our BAME GPs, and continue to celebrate BlackHistory Month.
- Put EDI on the agenda of all standing committees in the next year – including the Specialist Advisory Committee (SAC)\* see Training and education section.

#### Representation and positive Inclusion

- Finalise the updated Equality, Diversity and Inclusion (EDI) plan which applies to all levels of staff and recruitment policies.
- Review all role descriptors for RCGP and ask all committees to encourage a mix of members.
- Alter templates and descriptors for all awards to encourage people to put forward candidates from all backgrounds.
- Encourage the RCGP Faculties to recognise and embrace diversity, actively encouraging BAME members to join and be involved with the work of Faculties.
- Develop a role description for, and recruit, Faculty EDI champions.
- Check all current and future visual materials to ensure we show a broad mix of ethnic backgrounds across everything we produce.
- Review of RCGP Fellowship applications and outcomes to encourage BAME applicants.
- Create and use an online forum to encourage discussion and sharing among Members.
- Specific events / streams at annual conference to encourage debate and learning on EDI.
- Consider an RCGP Standing Advisory Group and links with representation at all levels.
- Underpin each action with SMART targets and ensure that these are reviewed at various intervals during the lifecycle of this plan.

#### Training and education

- Ensure that the new Recorded Consultation Assessment (RCA) adheres to the same EDI standards as the other components of the MRCGP exam, including a robust equality impact assessment.
- Shared learning – through our online communities and faculties, with a survey to understand what is being done to support BAME GPs. We will also find useful mechanisms to share and report back on the impact these activities are having.

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- Seek out allies in leadership, learning from them about how to gain similar competencies and opportunities.
  - Outreach from College leaders to BAME communities to provide shadowing or mentoring opportunities in leadership to encourage greater representation on Council, College committees and in other senior College roles.
  - Map developments for support of IMGs in training (also with HEE and DCs).
  - Review how the RCGP can actively help to extend the BAME community of GP trainers and examiners.
  - Link with Heads of Teaching through the Society of Academic Primary Care (SAPC) to look at diversity and representation issues at medical school and develop materials related to #DiscoverGP.

#### **Working with stakeholders**

- Stakeholder mapping to forge or extend our relationships with relevant organisations, including working with medical schools.
- Lobby for the recommendations of the Fenton Report on COVID-19's impact on BAME communities to be adopted in full, including the development of a tangible framework to measure progress and a summary of community engagement.
- Lobby for regular reporting across NHS of differential health outcomes, measured against an action plan.
- Continue to champion and lobby for active risk assessment and appropriate working conditions for all staff working in practice to protect themselves during the COVID-19 crisis, taking into account the emerging evidence about demographic variation (age, gender, ethnicity.)
- Lobby for the inclusion of primary care in the NHS staff survey.
- Work within RCGP and with other stakeholders to ensure experiences of racism are monitored on an ongoing basis.
- Calling on and working with governments across the UK to prioritise work on healthcare, health education and building trust in the health service among BAME communities.
- Utilise expertise from other organisations on good practice in EDI and outreach, and create appropriate alliances to take relevant issues forward.

#### **CPD resources**

- All resources including COVID-19 recovery documents should include BAME clinical aspects of care.
  - Create a BAME hub to host resources and guidance for GPs.
  - Create training modules to address problems (Speaking Up, Zero Tolerance, frameworks for staff to report racism and be supported etc.
  - Provide training, guidance and resources on how to create a positive inclusive culture in General Practice.
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## Medium and Long-Term goals (April 2021-March 2023)

### Awareness raising

- Development of key messaging for patients and primary care teams about what is unacceptable, and appropriate action to take.

### Representation and positive Inclusion

- Collect and review current membership ethnicity data.
- Create a group of 'champions' that will advise and guide the work of the College.
- Create a regular schedule of events celebrating diversity in General Practice alongside smaller community-based gatherings across the UK.
- Support overseas members and promote the value of general practice / family medicine throughout the world.

### Training and education)

- Work with the GP Specialty Advisory Committee (SAC) to increase on support for IMGs.
- Continue work to address differential attainment.
- Continue work on unconscious bias, including ongoing training for examiners and the potential for e-learning for all all trainers and GPs.
- Use existing and future research to help identify any ongoing reasons for differences in attainment and showcase good examples where early interventions have been successful.
- Undertake a curriculum review and review policies for undergraduate & postgraduate placements including reviewing our work around widening access in schools and medical schools.
- Conduct regular research into the EDI breakdown of MRCGP examiners and identify the barriers (actual or perceived) to becoming an examiner for GPs from BAME backgrounds, along with creating an action plan to specifically to address this.
- Identify Leadership training offers and specific aspects of the College's new mentorship scheme – to seek out allies in leadership, learn from them, share their stories and use them as role models to encourage similar behaviours in others.

### Working with stakeholders

- Lobby for changes to all medical specialty training to highlight poorer outcomes for patients in minority groups, and to focus or teach more about diseases that predominantly affect BAME patients, in order to improve outcomes.
- Request a regular government report into addressing unequal health outcomes from the NHS Equality and Diversity Committee (EDC).
- Lead the way for anti-racism/diversity training for staff to ensure inclusive environments that protect staff, alongside frameworks to support those who need to report racism and seek proper recourse.
- Work with the various regulatory bodies to ensure they identify and address issues of discrimination and bias.
- Engage in data collection on experiences of e.g. microaggression and reporting of racist incidents in general practice.
- Investigate the introduction of Leadership courses for BAME members and using the upcoming mentoring programme to identify and connect mentors and mentees who are in the BAME community.
- Work closely with other stakeholders to introduce systems level interventions to create change.
- Continue to support policies that facilitate suitably qualified GPs to work in the UK.

### CPD resources

- Create a needs led programme to support GPs with identified workplace challenges (current examples include doctors new to working in U.K; locums; colleagues under scrutiny from regulators etc).