

Statement on Educator Values and Support

Wessex local office

Author: Associate Dean Faculty Development

Replaces: Educator Development Strategy

Groups consulted: Deanery leadership team (March 2016)

Equality Impact Assessment: reviewed with no changes July 2016

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This document sets out to briefly outline the values that Health Education England (HEE) Wessex considers important in its community of educators across the healthcare workforce, but specifically in the field of postgraduate medicine.

Wessex has a long-held tradition of supporting its trainees and trainers, and has in the past set out strategies for the development of educators. This has acknowledged that the primary role of the deanery is to ensure that postgraduate medical trainees receive a high quality education and training and as a result will be able to provide high quality patient care. Wessex has a history of supporting unique leadership and quality improvement programmes. Over the years many trainees have found that their involvement in these has made a difference to their own professional development and to how they care for their patients.

Wessex prides itself on its longstanding reputation for excellent clinical training, thanks to the superb community of educators based in its hospitals, primary care and dental practices. This community is well established and highly valued; they are open, honest and pragmatic about the demands of current healthcare provision but also seek to provide clear role models upholding the standards of the profession throughout.

All educators are encouraged to adhere to the Academy of Medical Educators documents on professional values and standards:

<http://www.medicaleducators.org/index.cfm/linkservid/1A667ECF-EE53-7D4A-A6E0FC3B95EF2617/showMeta/0/>

HEE Wessex seeks to support its community of educators in a wide variety of ways. These include:

- Training for educational and clinical supervisors in line with supporting the GMC's trainer recognition process.
- Development days for faculty, training courses specifically targeted towards areas such as career support for trainees, reflective writing and ARCP panel member training.
- Courses on workplace supervision both for trainers and trainees.
- Leadership programmes that are multi-professional in their delegate make-up.
- Masterclasses on cultural awareness.
- Support to SAS doctors as trainers
- Medical bursary scheme supporting junior and senior educators in further qualifications in medical education
- Development days to support Training Programme Directors, Directors of Education and Heads of School.
- Induction programme for new senior educators.

Guidance on the time and funding required for trainers has been previously published:

http://www.wessexdeanery.nhs.uk/guidelines_procedures.aspx