Proposed Framework To Address Differential Attainment

Wessex International Medical Graduate Fellowship Programme
WAEL SALEH

GP ST1
Educational Governance and Leadership

Differential Attainment Data
• Sharing DA data per speciality with schools and NHS trusts
• Generate discussion about better support for IMGs

Professional Development Data
• Sharing overall professional development unit data
• Unpick causes for referrals of IMGs vs. UK graduates
• Use data to guide prevention strategies
• Refine systems to enable ongoing review of data

Rebranding
• Explore media platforms to celebrate diversity
Please Share your experiences and Advices

Better Support the IMGs
Supporting Learners

Better induction
• IMG induction programme
• Support by GMC- Welcome to UK practice, Duties of a doctor programme

Buddying and mentorship
• To provide peer support, pair experienced IMGs with new IMGs
• Online IMG support forum

Clinical attachments/supernumerary
WAJID IQBAL

ST5 Psychiatry

Supporting Educators

Develop a One Day Interactive Workshop for Trainers Supervising IMGs in Wessex
Learning Environment and Culture

Culture
Exploring the influence of culture on the performance of an IMG

Local Graduates
Exploring the approach of local graduates towards IMGs integration

Celebrating Diversity
Advertising cultural exchange events and promoting inclusivity of all trainees
Integration Of International Medical Graduates-
The UK Graduates Perspective

- Experience of local graduates of working with IMGs
- Cultural adaptation
- Creating safe environment for discussion and cultural exchange
- Aim to carry out a series of questionnaires and interview GP trainees
- Develop interventions where people can openly discuss diversity
- Work out the feasibility of the ideas and their potential application
Developing and Implementing Curricula and Assessments

**Assessments**
Fair and reliable assessments

**Traffic light system**
Continuous assessment throughout training – Traffic light system best cost utility for IMG support

**Rebranding**
Wessex courses rebranding-Encouraging IMGs to attend the Wessex courses
Traffic Light System

- Recruitment Scores
- CSA Mock tests
- Video Consultations
- MSF
- Educational Supervisor Reports

In Training Assessment Profiler (i-TAP)

Selection scores
Patient satisfaction surveys
Multi Source Feedbacks
Educational Supervisor Feedback
How to get in touch?

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Questions and Suggestions