

## Expressions of Interest: General Practice Task Force Fellowship,

### Equality, Diversity and Inclusion (EDI) in Derbyshire General Practice

Thanks to support from Derby and Derbyshire CCG, Joined Up Care Derbyshire and Health Education England, an exciting opportunity has arisen for a GP working in General Practice in Derbyshire to work with the General Practice Task Force, Derbyshire (GPTF) in supporting equality, diversity and inclusion in general practice.

The goal of the fellowship is to ensure that anyone working in the general practice workforce has the same high quality of experience and the same opportunities for progression and development as anyone else irrespective of race, gender identity, sexuality, dis(ability), health.

The successful candidate will be working alongside GPTF team, supported and sponsored by key stakeholders including CCG and JUCD EDI team/s.

### Why now?

As the [NHS People Plan](#) states, the impact of COVID-19 '*has shone a light on inequalities and created a catalyst for change*'; we would like to utilise this momentum to reinforce Joined Up Care Derbyshire's EDI group's work and support compassion and inclusivity within Derbyshire general practice. Whilst for many this may feel too late, and for which we apologise, it is imperative we forward to support colleagues throughout Derbyshire.

### Overview of Role

To be eligible for this post you must be a general practitioner holding a substantive role in a Derby/ Derbyshire practice, or be a member of Derbyshire Medical Chambers, and be delivering at least 4 sessions of patient-facing clinical work per week.

The successful candidate will be working **2 session per week for a 12month period starting as soon as possible**. Our fellowship rate is £9,500 per session and is not eligible for NHS pension. No additional funding is available, and the fellow is responsible for tax and other financial implications.

This includes any associated travel costs and meeting the agreed terms and conditions of the role description. This opportunity is not subject to an employment contract with DDLMC / GPTF.

### Responsibilities

#### Principal responsibilities are:

- To scope current EDI support locally and nationally and apply learning to Derbyshire general practice
- To establish focus groups to apply understand local needs and translate to meaningful action
- To establish local support networks
- To support initiatives to develop general practice staff with protected characteristics
- To form a view on WRES equality standards and how it pertains to general practice.

**Broader Responsibilities:**

To provide a collation of the voices of general practice to the system leadership EDI groups and in doing this influence the local People and Culture Board.

We are looking for a GP who is passionate about supporting the entire workforce and addressing inequalities, and who can translate this passion into practical support for their peers including the whole general practice team.

The successful candidate will possess excellent communication skills; have the ability to build good working relationships with stakeholders and be able to engage with and provide leadership to a range of colleagues.

**Please note if you are a newly qualified GP who is applying for the role (CCT from Aug 2019 onwards), you will be able to draw additional financial support for continuing professional development via the New to Practice Scheme.**

**Closing date:** Friday 13<sup>th</sup> November 2020, 23:59

**Proposed interview date:** Thursday 26<sup>th</sup> November 2020, 13:00 -15:00

Please note this interview will be performed via MS Teams

**Please send the completed Expression of Interest Form and Equality and Diversity Monitoring Form** along with your CV including details of 2 referees to [ddlmc.gptf@nhs.net](mailto:ddlmc.gptf@nhs.net).

For an informal discussion contact Dr Susie Bayley, Medical Director GPTF by emailing: [Susie.bayley1@nhs.net](mailto:Susie.bayley1@nhs.net).

Person specification				
GPTF EDI Fellow				
Criteria		Essential	Desirable	Evidence*
<b>Qualifications</b>	Qualified doctor included on the Derbyshire Performers List	√		A
	Post-graduate qualification in medical education or leadership		√	A
<b>Knowledge and experience</b>	Knowledge of the whole health system, including an appreciation of the relationships between the Department of Health, NHS England, Health Education England and individual provider and commissioning organisations.	√		A/I
	Evidence of continuing professional development	√		A/I
	Knowledge of the NHS People Plan especially with reference to 'Belonging in the NHS'	√		A/I
	Knowledge of current workforce challenges in primary care	√		A/I
<b>Skills and capabilities</b>	A range of general management and leadership skills from a breadth of disciplines – both clinical and non-clinical – would be highly advantageous		√	A/I
	Expert presentational skills <ul style="list-style-type: none"> <li>Ability to write clear and concise briefings.</li> </ul>	√		A/I
	A keen intellect to analyse complex problems and support and facilitate the development of coalitions that can develop and deliver shared visions in order to address them successfully <ul style="list-style-type: none"> <li>Experience and expertise in analysing and using performance information and other relevant data.</li> </ul>	√		A/I
	Effective leadership skills and the ability to set high standards, motivate and develop peers and promote personal, organisational and cultural development.	√		A/I
	Effective negotiation and communication skills with highly developed influencing skills to support and facilitate agreements amongst a range of stakeholders to complex, multi-dimensional	√		A/I

	challenges often with no single 'right' solution			
	A willingness and ability to both learn from the past but also challenge oneself and others to think creatively and seek out innovation and spread it to generate new solutions to current and future challenges.	√		A/I
	Demonstrable resilience, independence of thought, emotional intelligence, the ability to work through conflict and ambiguity and the ability to demonstrate a range of leadership styles to secure results through high-level influencing skills.	√		A/I
<b>Values and behaviours</b>	Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes.	√		A/I
	Demonstrably involves patients and the public in their work.	√		A/I
	Consistently puts clinicians at the heart of decision making.	√		A/I
	Values diversity and difference, operates with integrity and openness.	√		A/I
	Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others.	√		A/I
	Uses evidence to make improvements, seeks out innovation.	√		A/I
	Actively develops themselves and others.	√		A/I
<b>Equality, diversity and inclusion</b>	Understanding of and commitment to equality of opportunity and good working relationships.	√		A/I
<b>Other</b>	An ability to maintain confidentiality and trust.	√		A/I

\* Evidence will take place with reference to the following information:

<b>A</b>	Application form
<b>I</b>	Interview
<b>T</b>	Test or Assessment
<b>C</b>	Certificate

Expression of Interest: GPTF EDI Fellow GPTF EDI Fellow

<b>About you</b>	
Full name including title:	
<b>Employment details and Suitability</b>	
Please select main GP Role (current):	<input type="checkbox"/> GP – Partner <input type="checkbox"/> GP – Salaried <input type="checkbox"/> GP – Locum
Number of clinical sessions worked / week	
Please detail any relevant workforce experience: <i>e.g. training, appraising, CCG work</i>	
Please detail any relevant leadership experience:	
Why do you feel you would be a good candidate for this role? (max 1000 words)	

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## Equality and Diversity Monitoring Form

GPTF is committed to ensuring that employment opportunities and services are accessible to everyone regardless of race, gender, ability, religion, sexual orientation or age. The information you give on this form will help us comply with this commitment.

We recognise that some people may regard some of this information as personal and we have, therefore, included an option in most questions for 'prefer not to say'. You do not have to complete all of this form, but it will help us improve our services if you can complete as much as possible and return the form.

All information GPTF collects around equality and diversity will be treated confidentially in accordance with the Data Protection Act and will be stored on the GPTF/DDLMC database. Access to this information will be restricted to staff involved in the processing and monitoring of this data. It will be used to provide statistical information only.

Please give your consent below for your information to be stored and used in this way.

**Signed:**

**Date:**

### A. Your age

**What is your date of birth?**

DD/MM/YYYY	Prefer not to say	
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### B. Your disability

The Disability Discrimination Act 1995 (DDA) defines a person as disabled if they have a physical or mental impairment, which has a substantial and long term effect (ie has lasted or is expected to last at least 12 months) on the person's ability to carry out normal day-to-day activities.

Do you consider yourself to have a disability according to the terms given in the DDA?

Yes		No		Prefer not to say	
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If you have answered yes, please indicate the type of impairment which applies to you. If your experience more than one type of impairment, please tick all the types that apply. If your disability does not fit any of these types, please mark Other and specify.

Physical/mobility impairment, such as a difficulty using your arms or mobility issues which require you to use a wheelchair or crutches	
Visual impairment, such as being blind or having a serious visual impairment	
Hearing impairment, such as being deaf or having a serious hearing impairment	
Mental health condition, such as depression or schizophrenia	
Learning disability/difficulty, such as Down's syndrome or dyslexia or a cognitive impairment such as autistic spectrum disorder	
Long-standing illness or health condition, such as cancer, HIV, diabetes, chronic heart disease or epilepsy	
Other (Please specify below)	

### **C. Your ethnic group**

(These are based on the Census 2001 categories, and are listed alphabetically)

#### **Asian, Asian British, Asian English, Asian Scottish, Asian Welsh or Asian Irish**

Indian		Pakistani		Bangladeshi	
Other Asian Background					

#### **Black, Black British, Black English, Black Scottish, Black, Welsh or Black Irish**

Caribbean		African		Other Black Background	
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#### **Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh or Chinese Irish**

Chinese		Other Chinese Background	
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#### **Mixed**

White & Black African		White & Black Caribbean		White & Asian		Other Mixed Background	
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#### **White**

White-English		White-Welsh		White-British		White Non-European	
White-Scottish		White-Irish		White-European		Other White background	



**Other**

Other		<b>Please state:</b>
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Prefer not to say	
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**D. Your gender**

Male		Female		Prefer not to say	
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**Do you identify as transgender?**

For the purpose of this question 'transgender' is defined as an individual who lives, or wants to live, in the gender opposite to that they were assigned at birth.

Yes		No		Prefer not to say	
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**E. Your religion or belief**

Buddhism		Judaism		Other (please specify below)	
Christianity		Islam		Prefer not to say	
Hinduism		No religion		Sikhism	

**F. Your sexual orientation**

Bi-sexual		Heterosexual/straight		Gay man	
Gay woman		Other (specify if you wish)		Prefer not to say	