

LTQC Racial Awareness / Attainment Gap Action Plan Update Oct 2020

In 2020/21 Academic Year we will:

	Responsible	Achieve by	Notes	Update Oct 2020
Introduce bystander training for every year group, starting early in Phase 1 for the new cohort. This will be mandatory.	Prof Sorinola Emily Reid Susie Cleverly (SU)	End of term 1		Melanin medics training for Year 1 students have taken place. Phase 2 students already had their active bystander training in Feb 2020. Active bystander training for Phase 3 students is planned for 30 th Oct 2020. Further communication skills training session on challenging inappropriate behaviour is planned for Year 2 in 2021.
Introduce mandatory training for all WMS based staff	Prof Sorinola, Dr Imogen Davis	End of term 1		Mandatory staff training on racial awareness and pedagogy has started. Two sessions held on 6 th and 7 th October 2020.
Integrate training into induction for new clinical teachers	Dr Catherine Bennett & Dr Imogen Davis	From start of term 1 for all new teachers.	Funding from IATL for project with Forum Theatre in progress.	Racial awareness training has now been integrated into induction for new clinical teachers. The first training is on 16 th Oct with a second one on 24 th Nov 2020.
Integrate training into training for all new CBL facilitators	Dr Louise Davis & Dr Catherine Bennett	From start of term 1 for all new facilitators and in ongoing training sessions.	Also review diversity of facilitators	Racial awareness training is now integrated into the training package of all CBL facilitators. We have completed a diversity audit of CBL facilitators
Integrate training into annual training for Personal tutors and clinical personal tutors.	Student support team	From start of term.	Also review diversity of PTs/CPTs	Racial awareness training is now integrated into the annual training of all PT/CPT. A diversity audit of all PT/CPT is currently ongoing

Review all of our CBL cases for stereotyping and innate bias. Develop new cases with students.	Dr Louise Davis + students	By end of 2020/21 academic year (on rolling basis so all cases reviewed before go out to students)	In progress	Currently ongoing and nearing completion. Further information will be provided at the next update.
Use pictures of clinical signs on different skin colours	Clinical Skills Team + student		In progress	Clinical skills and anatomy are working together to make these changes in a structured and systematic approach. Will provide further information at the next update.
Try to source more diverse surface anatomy models & images	Prof Tunstall	Report by end of term 1		Clinical skills and anatomy are working together to make these changes in a structured and systematic approach. Will provide further information at the next update.
Continue to review our assessments to ensure they are representative and avoid stereotyping	Dr Michelle Machado Prof Sorinola		Work ongoing with international group	This is currently ongoing and due to be completed in 2021.
Report to students quarterly on progress towards these aims	Prof Sorinola & Dr Kate Owen	Reports in October, January, April & July		
Report to students quarterly on the reporting concerns process, including number of reports of racist incidents	Dr Kate Owen, Dr Helen Nolan, Rebecca Mole	Reports in October, January, April & July		