

Spring Symposium

26th April 2023

Event Handbook

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Introduction

Welcome and thank you for attending the NHS England – East of England Virtual Spring Symposium 2023.

This pack includes biographies and synopses from our facilitators and their sessions.

All our meetings and presentations are being led by colleagues and we hope that the content will be very useful and interesting to you.

Please be aware that the majority of sessions will be recorded and made available on our [website](#) after the event.

To help us with the organisation and planning of the next event; you will be emailed a link to provide us with some feedback. A certificate of attendance will be emailed to you upon completion of the feedback survey.

We have worked hard to put together what we feel will be a great event and hope you agree.

We hope you enjoy!

Faculty Support Team

Agenda

Time	Title of Session	Facilitator
09:00 – 09:10	Welcome	Dr Jane MacDougall
09:10 – 10:10	Fellows Showcase	Faculty Fellows
10:10 - 10:25	Break	
10:25 – 11:35 Workshop 1	Blended Learning - How to set up a Blended Learning Fellowship Programme	Blended Learning Fellows
	Deep End England - What is the Deep End? How can we support those most at risk?	Dr Jessica Randal-Carrick and Dr Emily Clark
	Innovative ways we used our Covid Recovery Funding	Dr Hasanthi Gooneratne
	Career Support	Katie Dallison
	Trainee in Difficulty	Dr Subir Ghosh and Dr Nithya Viswanath
	The new RCGP SCA exam: What we know so far	Dr Avanti Sulakshana
	NEW: GMC led Q&A session with Educators	Jamie Field
11:35 - 11:50	Break	
11:50 – 13:00 Workshop 2	NEW: GMC Workshop for Trainees: Doctor's use of social media	Jeni Cooper
	Enhance Programme: How Generalism training makes better Specialists	Dr Brendon O'Leary
	Less than Full Time Training	Dr Rowan Burnstein
	Feedback & Difficult Conversations	Dr Jane Sturgess
	Deep End England - What is the Deep End? How can we support those most at risk?	Dr Emily Player & Dr Jessica Randal-Carrick
	COT Calibration for GP Educators	Dr Hannah Cowling
	Career Support	Katie Dallison
13:00- 13:30	Lunch	
13:30- 14:40	Keynote Speaker: How the new medical schools are different - Dr Sanjiv Ahluwalia	
14:55 -16:05 Workshop 3	Trainee Presentations	Dr Hameed A Rahimi
	Enhance Programme: How Generalism training makes better Specialists	Dr Brendon O'Leary
	Feedback & Difficult Conversations	Dr Jane Sturgess
	Stepping out of clinical training.: The uses and abuses of Out of Programme	Dr Chris O'Loughlin
	CAT Calibration for GP Educators	Dr Rebecca Cummins-Lagden
	Foundation – Educational Supervision	Dr Ritwik Banerjee
16:15 – 16:45	Senior Leadership Team Update and Q&A	

Keynote

How the new Medical Schools are different

In this session Sanjiv Ahluwalia will explore the reasons for creating new medical schools, and using Anglia Ruskin as an example, showcase how new medical schools may add value to healthcare systems.

Dr Sanjiv Ahluwalia

Sanjiv Ahluwalia is a General Medical Practitioner. He has a special interest in understanding the influence of clinical education on patient care.

Sanjiv graduated from the University of London (Medical Schools of Guys and St Thomas's) in 1994. He completed his training as a General Medical Practitioner at the Royal Free Hospital and Barnet Vocational Training Scheme in 2000. He has worked as a GP in Barnet since 1999.

Sanjiv has been involved in clinical education since 2002 having started as a GP training programme director and most recently has been the Regional Postgraduate Dean for London. His educational work has consisted of managing postgraduate medical training programmes, workforce, and educational transformation with service providers, and developing interprofessional education. His research explores the relationship between clinical education and patient care/outcomes.

Research interests:

- Clinical education and patient outcomes
- Population health management
- Relational ethics in Primary Care

Sanjiv has developed an interest in the relationship between clinical education and patient outcomes in primary care. Using quantitative and qualitative methods, he has explored the nature of the relationship between the two. His work has demonstrated that education clinically and statistically influences care for better patient outcomes. Further work is underway to delineate the direction of influence and better understand the economic benefits associated with this.

Most ethics teaching in medical schools follows the work of Beauchamp and Childress. Working with colleagues, he has recently started to explore the applicability of principlism in primary care.

Qualifications:

- BMedSci in Experimental Pathology, University of London
- MBBS, University of London
- MSc in Primary Care, University of Hertfordshire
- Postgraduate Certificate in Clinical Leadership, Exeter University
- Doctorate in Education, Institute of Education, University College London

Workshops 1

Blended Learning - How to set up a Blended Learning Fellowship Programme

This session will aim to cover two elements. The first section will cover how to set up a blended learning programme with some examples of courses we have created. The second section will cover how to storyboard an e-learning course.

Dr Sohel Samad and Blended Learning Fellows

Sohel is an anaesthetic ST6 trainee and also a Senior Blended Learning fellow working with HEE EOE. Sohel has an interest in education and utilising e-learning and blended learning methods to improve medical education.

Deep End England - What is the Deep End? How can we support those most at risk?

Since the 2010 Marmot review, tax & benefit reforms have widened income & wealth inequalities, and government spending has decreased most in the most deprived areas. Those who face such socio-economic challenges are at increased risk of severe disease, early in life. Those who face Adverse Child & Community Events (ACEs) are also at increased risk of severe disease & disrupted neurodevelopment. Such groups of patients are known as 'Deep End Patients'. This workshop will describe how the 'Deep End' affects our patients, and how they engage with healthcare, and more importantly how we should respond as clinicians & organisations to ensure trauma-informed care is offered.

Break-out rooms will be used to allow small group discussion & reflection.

Become empowered to support those who are most at risk of premature morbidity & mortality!

Dr Jessica Randal-Carrick and Dr Emily Clark

Dr Emily Clarke is a portfolio GP working as a salaried GP in a deprived area of Norwich. Emily has been a GP for 9 years and worked in various different practices. She has an interest in Health inequalities and Inclusion Health, having completed Health education England "Trailblazer" Health Equity fellowship and working clinically with vulnerable and marginalized patients such as Asylum seekers and Refugees. Emily has an academic fellowship at UEA aiming to improve the evidence base for primary care for these groups, with 9 peer reviewed publications in this area. She has an interest in Global health having worked in Uganda on a family planning training programme. Emily leads for Research for the Deep End East of England network and is a Core20Plus5 Clinical Ambassador.

Dr Jessica Randall-Carrick is an Early Career GP with a particular interest in promoting health equity. She is the C&P ICS Clinical Lead for Diabetes & Obesity, and Co-Leads CVD Prevention with Dr Val Thomas (C&P Public Health Consultant). Jessica launched Deep End: East of England in September 2021, connecting those

individuals & practices who are serious about improving the health & well-being of those communities who live in our most deprived areas, or face the most challenging socioeconomic circumstances. There are now Deep End networks in each of the six ICS' across EoE, seeking to support health& care organisations intentionally mitigate health inequalities, based the established expertise & experience of our Deep End Colleagues in Scotland & across the UK.

Innovative ways we used our Covid Recovery Funding

Innovative ways to use ad hoc funding (i.e. Covid recovery money) in order to develop and improve your teaching programme. The workshop will describe how the School of Anaesthesia utilised the Covid recovery money and how this can form a template for future ad hoc funds to be used.

Dr Hasanthi Gooneratne

Dr Hasanthi Gooneratne is a Consultant Anaesthetist, Foundation Training Programme Director (Colchester), Education Training Programme Director East of England School of Anaesthesia and Deputy Regional Advisor RCOA.

Career Support: Supporting trainees through career conversations

Ever been asked a careers related questions that thought 'I have no idea where to begin with that'. There are so many options for trainees today to diversify and portfolio within their medical career and while there's no formula to having a careers conversation, there are some practical tools out there to help. This session will give you an insight into those tools plus a chance to share your experiences with others who are also involved in supporting medical careers.

By the end of the session, you will:

- Be aware of current trends and key issues affecting medical careers today. Discussed a range of career challenges you and others have encountered.
- Have a greater understand of models and resources that can help you support your trainees with career discussions.

Katie Dallison

Katie is a qualified careers consultant who has been working with doctors and medical professionals for over 17 years.

Katie is currently supporting doctors at Health Education England (HEE), East of England and medical students at Imperial College London. In the past, Katie has worked with the British Medical Association (BMA), HEE more broadly, University College London (UCL) and St Georges.

Katie is more interested in practical tools and results that help people take control of their own direction which has led her to get involved in developing models that can be used within current practices.

Trainee in Difficulty

This workshop is about identifying and supporting Trainees in Difficulty. It includes how to avoid doing this in isolation and support available both to the trainee and to you as educators.

Dr Subir Ghosh and Dr Nithya Viswanath

Dr Nithya Viswanath is a GP serving a sub-urban and deprived populace in Southend-on-Sea for the past 10 years. Having transitioned from secondary care as a gynaecologist, Nithya is able to understand the unique challenges faced by both specialties.

Nithya is passionate about training and education. Nithya hopes to encourage the trainees to build resilience, ready to face the challenges of the future.

Dr Subir Ghosh has been working as a GP for the last 18 years and is a GP Trainer. Prior to becoming a GP, he worked in NHS hospitals for 10 years and in India for 10 years. Subir is a GP Training Programme Director, Chelmsford GP Training Programme. Subir joined the PSW as a Clinical Case Manager in March 2021 at the height of the second wave of the pandemic.

The new RCGP SCA exam: What we know so far

This is a summary of what we know so far about the RCGP Simulated Consultation Assessment, which will soon replace the current CSA exam.

Avanti Sulakshana

Avanti was appointed Associate Dean Of Exam Support in March 2023. She has worked as a GP Partner since the start of her career in 2005 at Barton-Le Clay in Bedfordshire. She became a GP Trainer and a Training Program Director for the Luton VTS in 2008. In October 2020 she left the Luton VTS TPD role to work as the TPD for Differential Attainment and Quality for the BLMK region. She spent a year supporting both Bedford and Luton schemes during the redesign of the GPST training. Her role included liaising with Hospital, General Practice, and deanery workforce teams to ensure rotations were constructed were fit for purpose and aligned to the training requirements of GP Trainees. During this period, she also supported the two VTS programs in delivering teaching to their GPSTs. In September 2022, she started her work as an Exam Support TPD for BLMK where she stayed until moving into the AD role in March 2023. Her main interest throughout her career has been around differential attainment in IMGs. Her MA dissertation in 2013: 'Culture, Pedagogy and Medicine: How GP educators negotiate the challenges faced by international medical graduates', helped her further explore this arena with local Educators to enhance IMG training in Luton.

Avanti spends a large part of her time pursuing various sporting activities like running, badminton, golf etc. She is a frequent volunteer at Luton Parkrun, a local community initiative. She is also very interested in Lifestyle Medicine and NLP and is currently furthering that interest by trying to acquire formal qualifications in those areas.

GMC led Q&A session with Educators

The GMC sets the standards for the delivery of medical education and training by medical schools and postgraduate training organisations (PTOs) as outlined in Promoting excellence: standards for medical education and training.

To give us oversight of how HEE EoE meets these standards, we ask HEE EoE to submit an annual self-assessment questionnaire (SAQ) explaining how they meet our standards. We then carry out quality activities for triangulation of their responses. Activities include question-and-answer sessions with a variety of stakeholder groups.

HEE EoE told us about their processes on how local education providers (LEPs) are supported for teaching and delivery in the learning environment. As such, we would like to meet with LEP management teams on Wednesday 26 April 2023 for some question-and-answer sessions. The purpose of these meetings is to ask a variety of questions, covering various themes, to capture your experience and interactions with HEE EoE. We're attending this activity to assess how HEE EoE meets our standards, so it's important for you to note we will not be assessing a trust or an individual's performance in any way.

It's important that we hear your views, both positive and negative, on your experience. We want you to be open with us; this is an opportunity for you to tell us about any changes you feel should be made, or to praise elements which you feel deserve recognition.

Although we'll record what you tell us, we won't make your comments attributable. If a disclosure is made during the sessions that could present an immediate risk to patient or learner safety, then we'll need to raise this directly with HEE EoE so that the concern can be followed up sooner than via our written feedback.

Jamie Field

Jamie Field is an Education Quality Assurance Programme Manager at the GMC.

Workshops 2

Enhance Programme: How Generalism training makes better Specialists

We've all heard the 10,000-hour theory: The route to becoming an expert is to spend thousands of hours learning the same specialist skill. It's become part of our conversations in how people become experts, both in medical education and in our day-to-day lives. That's the accepted way to become a brilliant footballer, violinist or chess player.

But what if that's wrong?

What if that's not the best way to train experienced, effective health professionals for the future? What should we do instead?

This talk explores why developing skills in Generalism doesn't just develop better Generalists but also better Specialists... and how moving beyond the 10,000-hour theory has implications for Postgraduate Health Professionals in all disciplines.

Dr Brendon O' Leary

Brendon was appointed Head of School of the Enhance Programme in December 2022. He also works as a GP and GP Trainer, and as an Associate Dean supporting Faculty and Fellowship work in the School of Primary Care in East of England. He has interests in developing the technology of education, multiprofessional training and in educator training. He was awarded Fellowship of the Royal College of GPs in 2018 for his work in quality assurance of training posts and in supporting GPST doctors through difficulties. He believes that multidisciplinary teams rooted in Generalism skills are the best way to create long term positive changes for patients.

He lives in Cambridge with his family. Brendon may be caught absent-mindedly humming the tunes to children's television shows when he forgets he's still at work.

Feedback & difficult conversations

Many of us feel able to give positive feedback yet are less confident to provide critique. This interactive workshop will consider the function of feedback and some good practice on how to deliver effective feedback, both positive and negative. We will also discuss how to manage difficult conversations and how we can help facilitate them.

Dr Jane Sturgess

Jane is a consultant anaesthetist in West Suffolk Hospital. She is the Associate Dean for Faculty Development HEE EoE and works on projects to develop skills in medical education for trainees and trainers.

Less than full time training

This workshop will review current LTFT programs in the region and the most recent guidance from the Gold Guide and the impact for EoE.

Dr Rowan Burnstein

Rowan is Deputy Dean at NHS England, formerly Health Education England East of England, responsible for LTFT, Consultant in Anaesthesia and Intensive Care.

Deep End England - What is the Deep End? How can we support those most at risk?

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COT calibration for GP Educators

This is a session for GP Educators to calibrate their use of the RCGP Consultation Observation Tool assessment.

Dr Hannah Cowling

Hannah Cowling is one of the Associate GP Deans for Herts and West Essex and a GP at Bridgewater Surgeries in Watford.

Hannah was a Primary Care Tutor for many years and also worked as TPD for the IGPR scheme in Herts.

She continues to enjoy being an active GP Trainer and remains very interested in increasing educational opportunities for Primary Care Professionals.

GMC Workshop for Trainees: Doctor's use of social media

With social media usage continuing on an ever-increasing trajectory, take a look at how we can maximise the benefits and build a better understanding of how to avoid the pitfalls. The GMC have recently updated social media guidance on our ethical hub, and we will also touch on closely linked guidance including maintaining professional boundaries and personal beliefs.

Jeni Cooper

Jeni Cooper is a Liaison Adviser at the GMC Northern Ireland.

Workshops 3

Trainee Presentations

10-minute presentations will be given by 6 of our east of England trainees:

Presentation	Presenter
Ultrasound guided venous cannula insertion	Dr Elsayed Khalil
Improving the quality of the East of England CAMHS Higher Training Teaching	Dr Natalie Ashburner
Improving medical student's knowledge of Clinical Frailty	Dr Sophie Goddard
Ambulatory trauma course	Dr Saloni Singh
Together everyone achieves more: Evaluation of an interprofessional carousel workshop	Dr Rachel West & Dr Esme Goudie
Improving core ENT skills in Foundation Year Doctors	Dr Jeremy Wong

Winners will be announced in the SLT session at 16:15pm

Enhance Programme: How Generalism training makes better Specialists

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Stepping out of clinical training. The uses and abuses of Out of Programme

This session will update delegates on the various types of Out of Programme (OOPs) opportunities trainees may take up, and the guidelines about each type. The interactive workshop will include experiences in different specialties of OOPs and pay particular attention to helping trainees in developing their careers and supporting wellbeing. The session will look at how OOPs relate to trainee progression and consider alternatives to OOPs when appropriate.

Dr Chris O'Loughlin

Chris is a Consultant Adult Psychiatrist working around Ely. Chris was previously Director of Medical Education, Core Training Programme Director in Cambridge and Peterborough Foundation Trust (CPFT) and up until recently, Head of School for Psychiatry in the East of England (EoE). Chris is Deputy Postgraduate Dean in Health Education England, EoE, and also provides input as a case manager for the PSW and runs ARCP Chair training in collaboration with other HEE EoE colleagues. Away from work Chris enjoys music, and in warmer weather does triathlons (to relax rather than compete).

CAT calibration for GP Educators

This is a session for GP Educators to calibrate their use of the RCGP Care Assessment Tool assessment (which includes Case-Based Discussion).

Dr Rebecca Cummins-Lagden

Bec is a Salaried GP in Suffolk and a GP Trainer. Since 2019, Bec has been a Training Programme Director for Bury St Edmunds GP Specialty Training Scheme and in 2021 started working in the Area role of Exam Support for Suffolk and North East Essex (SNEE). In January of this year, Bec added Associate Dean for Workforce (SNEE) to her portfolio.

Foundation - Educational Supervision

We all have Foundation trainees in our trusts and sometimes find it difficult to know how to support them, what to do with their training and portfolio, and cannot but think 'back in my days'. This workshop will be more of a conversation to discuss how we can shape the doctors of the future.

Ritwik Banerjee

Ritwik Banerjee has been Deputy Foundation School Director for EBH since 2016 and was appointed as Deputy Director for both Foundation Schools this year. He works as a Consultant in Endocrinology and Diabetes in Bedfordshire Hospitals (Luton site) and has been involved in training and teaching for over 2 decades.

He has interests in developing the Foundation Programme in East of England with special interest in Quality Improvement, Evaluation and Specialised Programmes. He is a Visiting Professor at the University of Hertfordshire, contributing to their multi-professional training programmes. Recently he was appointed as Deputy Director of Medical Education at the Luton site to support training end medical education.

Useful Information for Delegates

Feedback

A feedback survey will be sent out at the end of the day.

Certificates

Certificates of attendance will be sent out upon completion of the feedback survey. Please allow up to 4 weeks for certificates to be issued.

Recordings

Recordings of all sessions we have been given permission to record will be uploaded to the [webpage](#) following the event. Please allow up to 4 weeks for these to be uploaded.

For any further questions, please contact educatorsfaculty.eoe@hee.nhs.uk

Thank you all very much for attending the
Spring Symposium 2023

We hope that you have enjoyed yourselves.