**ROYAL COLLEGE OF PSYCHIATRISTS**

**JOB DESCRIPTION**

**JOB TITLE:** Health Inequalities Fellow (in partnership with HEE and RCPsych)

**TERM OF OFFICE:** One Year

**RESPONSIBLE TO:** The Dean

**WORKING WITH:**

**Governance** The Dean, HEE

**Management** Head of Training and Workforce

**ELECTED/APPOINTED:** Appointed

**TIME COMMITMENT:** 3 days per week:

The Fellow will work on a secondment basis and would be

released from training, or train less than full time (LTFT) to

work with the College for one year part time.

**SALARY:** Paid

**OVERVIEW**

* People with severe mental illness die on average 20 years younger than their peers. The adverse physical and mental health impacts of early life deprivation, socio-economic disadvantage and gender and ethnic discrimination are well documented.
* Psychiatrists of the future need to be equipped with the tools to understand and address the factors that cause and perpetuate health inequity. In a subtle but significant shift, future psychiatrists need to be trained to be responsible for the care not only of their individual patients’ mental health, but also integrate physical health needs and person-centered care within their communities of practice in a multi-professional approach.
* They will need the relational skills to build therapeutic relationships, enable shared decision making with their patients and personalise treatment strategies to the individual given their unique biopsychosocial context. They will need to apply systems and data literacy skills to improve outcomes for not just their own patients but also for their communities of practice.
* Meeting the demands of both person-centered care and population mental health is very much in consonance with the biopsychosocial ethos of psychiatry, requiring the integration of neurosciences and social sciences, as well as digital health and data to make it relevant to diverse populations and healthcare settings. Embedding such training in our core and higher specialist training offer will set us apart from other international training programmes, where such training has been offered only as an optional addition.
* This prestigious Fellowship will be open to psychiatrists who have entered specialist training in the UK, particularly those with an interest in addressing health inequalities.
* The successful applicant will likely have some experience in education and training.

**JOB PURPOSE**

1. To enhance generalist skills within psychiatric education
2. To understand how to develop and apply an enhanced generalist model across the specialty
3. To support Local Educational Providers (LEPs) to improve the skills of learners and staff in
   1. physical health (specifically multimorbidity, and person-centered practice)
   2. population health (to include social justice and health equity, and environmental sustainability) and
   3. data literacy (to include system working).
4. Leadership (moving towards a shared leadership model through multi-professional and multidisciplinary working)
5. To scope and deliver an enhanced generalist skills programme focusing on population mental health and person-centered or personalised practice (social sciences and neurosciences).
6. To promote and uphold the College values of Courage, Innovation, Respect, Collaboration, Learning and Excellence.

**KEY RESPONSIBILITIES**

1. The Fellow will undertake a gap analysis of MRC Psych training programmes to identify components of knowledge, skills and behaviours that need enhancement to meet the generalist skills framework.
2. We will bridge these gaps through innovative educational interventions; viz.:
   1. Grand Rounds open to multi-specialty and Foundation trainees, comprising four key elements:
      1. Lived experience of individual patients, patient groups or community organisations
      2. Critical appraisal of available evidence including national guidelines
      3. Contextual data relevant to the wider community, e.g. Health inequality data, CQC, or NHS benchmarking data
      4. Quality Improvement questions (with an approach such as that outlined in the AoMRC’s [QI syllabus](https://www.aomrc.org.uk/wp-content/uploads/2019/06/Developing_QI_into_practice_0619.pdf)) formulating the next steps to address an underlying clinical problem.
3. We will commission at least two pilot sites linked to HEE’s Enhancing generalist skills trailblazers; These pilots will utilise national and regional programme assets to support implementation and adoption of the new RCPsych curricula featuring key capabilities linked to addressing health inequalities and of linked capabilities from the Enhance Programme. The programme will include evaluation to measure the extent of enhancement in trainees’ knowledge, skills and attitudes, impact upon patient safety and the impact of the pilot on the wider health economy (as detailed within the enhancing generalism value proposition).
4. The Fellow will facilitate the development of appropriate training materials and guidance to link to the Enhancing Generalist Skills Learning Hub.
5. We will undertake extensive marketing and promotion to trainees and supervisors through England to aid recruitment into the programme through awareness and understanding of the integration of the enhancing generalist skills programme within core psychiatry training.

**RECRUITMENT**

The Fellow will work on a secondment basis and would be released from training or train less than full time (LTFT) to work with the College for one year part-time (3 days a week).

**THE COLLEGE VALUES**

Courage

• Champion the specialty of psychiatry and its benefits to patients

• Take every opportunity to promote and influence the mental health agenda

• Take pride in our organisation and demonstrate self‐belief

• Promote parity of esteem

• Uphold the dignity of those affected by mental illness, intellectual disabilities and developmental disorders.

Innovation

• Embrace innovation and improve ways to deliver services

• Challenge ourselves and be open to new ideas

• Seek out and lead on new, evidence‐based, ways of working

• Have the confidence to take considered risks

• Embrace the methodology of Quality Improvement to improve mental health services and the work of the College.

Respect

• Promote diversity and challenge inequalities

• Behave respectfully – and with courtesy – towards everyone

• Challenge bullying and inappropriate behaviour

• Value everyone’s input and ideas equally

• Consider how own behaviour might affect others

• Respect the environment and promote sustainability.

Collaboration

• Work together as One College – incorporating all members, employees, patients and carers

• Work professionally and constructively with partner organisations

• Consult all relevant audiences to achieve effective outcomes for the College

• Work together with patients and carers as equal partners

• Be transparent, wherever possible and appropriate.

Learning

• Learn from all experiences

• Share our learning and empower others to do the same

• Value and encourage personal feedback

• Use feedback to make continuous improvements

• Create an enabling environment where everyone is listened to, regardless of seniority

• Positively embrace new ways of working.

Excellence

• Deliver outstanding service to members, patients, carers and other stakeholders

• Promote excellent membership and employee experience

• Always seek to improve on own performance

• Promote professionalism by acting with integrity and behaving responsibly

• Demonstrate accountability in all that we do

• Uphold the College’s ‘Core Values for Psychiatrists’.

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| **INTERNAL COLLEGE CONTACTS:** | |
| * Department: * Section/Project: * Name of Contact: * Job Title: | Training and Workforce  HEE/RCPsych Enhance project  Nikki Cochrane  Training and Workforce Manager |

**PERSON SPECIFICATION**

**Essential**

* Higher specialist trainee, Associate Specialist or Local Education Doctor (not open to those awarded their CCT or working as a consultant).

**Desirable**

* Has demonstrated an interest in Public Mental Health and Health Inequalities
* Experience in education and training
* Experience of working in the NHS
* MRCPsych

June 2022