

# Strategic Plan on Tackling Misogyny & Gender-B

Report by Rima Chakrabarti

Acknowledgments

UCLMS Staff and Student EDI Committee, Quality Assurance and Enhancement Team, Student Support Services.

Central UCL 'Raise and Support' Services

Director of UCLMS, Faye Gishen

Deputy MBBS Programme Leads, Sarah Bennett and Aroon Lal

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## Abbreviations

|       |  |
|-------|--|
| CPP   | Clinical and Professional Practice                                       |
| EDI   | Equality, Diversity and Inclusion  |
| GBV   | GenderBased Violence   |
| HEI   | Higher Education Institutions  |
| MBBS  | Bachelor of Medicine, Bachelor of Surgery                                |
| QAEU  | Quality Assurance and Enhancement Unit                                   |
| RUMS  | Royal Free, University College and Middlesex Medical Student Association |
| SLT   | Senior Leadership Team   |
| UCL   | University College London  |
| UCLMS | University College Medical School  |



| Raising Concerns                         |   |  |
|--|---|--|
| Target Areas                             | Actions   |  |
| Increasing awareness on Raising Concerns | Continue <ol style="list-style-type: none"> <li>1. All years introduced</li> <li>2. Introductory sessions for members event during Raising Concerns Week.</li> <li>3. Updated QAEU website</li> </ol> | All continued, website page updated with feedback.   |
|  | Explore training and teaching opportunities on topics raised through Raising Concerns for incorporation into curriculum and wider in UCLMS' affiliated trusts.  | Creation of new posters with RUMS on Raising Concerns at UCLMS. These have been placed in all clinical placements affiliated with UCLMS. |
| Developing pathways for Raising Concerns | Policy for managing GBV & non-GBV concerns to be finalised and presented once approved at UCLMS' Executive meeting.   | New guidance for managing <a href="#">concerns at UCLMS</a> is now available.  |



## Raising Concerns

| Target Areas                             | Actions  |
|--|--|
| Increasing awareness on Raising Concerns | Continue <ol style="list-style-type: none"> <li>1. All years introduction to QAEU.</li> <li>2. Introductory session at RUMS members event during Freshers Week.</li> <li>3. Training for student reps during induction.</li> </ol> |
|  | Creation of videos for the QAEU website to further explain Raising Concerns process.   |
| Developing pathways for Raising Concerns | Identify best practice for feedback of concerns.   |
|  | Training for UCL HR business partner on Raising Concerns process relating to NHS trust employees.  |
|  | Ability for UCLs' Report & Support to assign Raising Concerns as the investigator for concerns raised relating to NHS trust employees.   |
|  | Improve diversity (e.g., UCL Dignity Advisors), with the addition of an increased number of affiliate QAEU as the first point of contact for students to access.   |
| Governance                               | Monthly sessions between QAEU, MBBS Student support and SLT on concerns raised.  |
|  | Meetings termly with UCL Report & Support  |
|  | Training for UCLMS Staff including Clinical skills/ CPP and Personal Tutors on managing concerns.  |
|  | Training for affiliated NHS trust undergraduate staff around active Bystander training and managing difficult conversations with colleagues.   |





**Learning events:**

A. EDI-related MBBS Sessions

| YR | Title   | Format                | Module   |
|----|---|-----------------------|--|
| 1  | Cultural & Health   | Lecture               | IOM  |
| 1  | Bitesize talk on race equality at UCLMS   | Lecture               | IOM  |
| 1  | #EraseTheGrey   | Lecture               | IOM  |
| 1  | Consent & Sexual Harassment   | Lecture & Workshop    | IOM  |
| 1  | Active Bystander Training   | Asynchronous learning | IOM  |
| 1  | Toolkit sessions integrating important issues such as race equality, LGBTQI issues, social inequality, trauma, microaggressions, raising concerns, wellbeing, and professionalism | Case based discussion | Over 8 weeks starting November 2023<br>Case based discussion |
| 2  |   | -0.002 T              |  |

## Pathway for supporting concerns:

### A. List of Key contacts

|   |                       |
|---|-----------------------|
| <b>Quality Assurance and Enhancement Unit</b> |                       |
| Academic Lead                                 | Mr John Hines         |
| Associate Lecturer                            | Dr Victoria Cowling   |
| Head of MBBS Management CPP & QAEU            | Ms. Izzie Jay         |
| MBBS QAEU Manager                             | Ms. Michelle Galloway |
| CPP and Quality Assurance Administrator       | Ms. Federica Cinardo  |
| <b>Senior Leadership Team</b>                 |                       |
| Director of UCL Medical School                | Professor Faye Gishen |
| Deputy Lead for MBBS Programme (Years 3)1     | Dr Sarah Bennett      |
| Deputy Lead for MBBS Programme (Years 4)4     | Dr Aroon Lal          |
| <b>MBBS Management Team</b>                   |                       |
| MBBS Divisional Manager                       | Mr Lee Standen        |
| Head of MBBS Management                       | Ms. Gaynor Jones      |
| <b>HR Business Partner</b>                    |                       |
| Faculty of Medical Sciences                   | Ms. Connie Thrower    |

**Pathway for supporting concerns:**

B. Who can students go to for support?

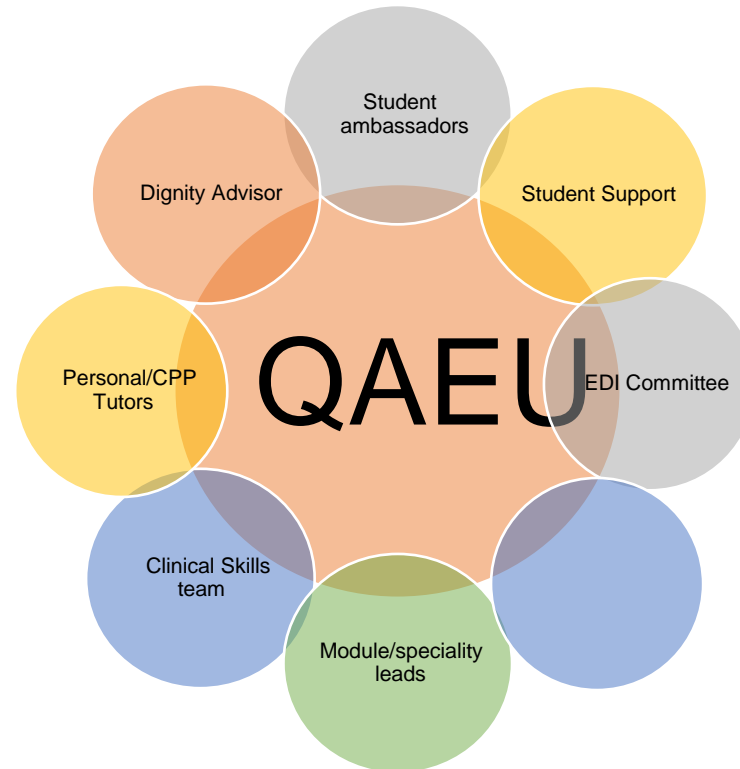
**UCLMS**  
CPP Personal Tutors  
Clinical Skills Team  
Student Support services  
Module/Specialty/Site/DGH/year  
leads  
Dignity Advisor  
'Raising Concerns' Platform

**Who can**



**Pathway for supporting concerns:**

C. Role of QAEU at UCLMS



**Student Union**

Equity Officer- [eq.officer@ucl.ac.uk](mailto:eq.officer@ucl.ac.uk)

Lead for wellbeing Danielle Swanson

Project Lead Advocate for sexual violence- Jo Swo