

End of Fellowship report -Dr Tessa Lambton

EDI Fellowship with Southampton GPEU

Many thanks for the opportunity to undertake this fellowship year. I have been privileged to have had a wide variety of opportunities over the year. I have been welcomed into the GP education unit wholeheartedly and have really felt a part of the team. I have worked closely with the other EDI fellows, with the EDI lead for the patch, and with the AD and PD team in the GPEU.

My main project was around differential attainment at the AKT. I was able to learn a huge amount about what work is needed to pass the AKT. We tried to capture a snapshot of what people who are passing are doing to prepare, and how this is different to the preparation done by those who have been unsuccessful. We have then presented these findings to both trainers and trainees, with the aim of raising early awareness around the work that is needed to prepare for the exam. I have submitted this for presentation in poster format for both RCGP conference and AMEE, and hope to attend both conferences to present the work. I have learnt about how to submit articles to journals, how to prepare submissions of abstracts, and have attended the RCGP conference (something I previously felt was above me!).

In addition to this, I have undertaken a few smaller projects. I have been managing and evaluating the buddy scheme for Southampton, and although feedback for this has been limited, we have had some real success with people finding this very helpful, particularly when they are new to the NHS. I have helped to run the culture in practice groups for Southampton, and to be part of the discussion about how we can change and evolve this moving forward, to meet the needs of trainees, and ensure that vital training and support is given where it is needed.

I have attended the day release course on a weekly basis and worked closely with one of the small groups. Attendance at clinical supervision courses, small group facilitation courses and EDI courses has been encouraged by my mentors, and this has boosted my confidence and skills in GP teaching. This is something I have always had a passion for, but now feel more skilled in managing learners of a higher level than the medical students I have always been used to.

The real difference between this fellowship and other fellowships available, is that this one is available to any qualified GP. Having qualified and then concentrated on my family for the following 5 years, I really felt I had missed the boat on being able to have a fellowship experience, and therefore lots of the education jobs felt unreachable. It has been transformative in my approach to my career, to be allowed to have this experience, at the point that it works for me and my career, rather than just having missed out, because I wasn't at the right stage of life to take it on, when I was newly qualified.

I intend to continue with the 6month extension, and to continue EDI work. I am looking at decolonising the curriculum, continuing with the buddy scheme, and working on culture in practice learning sets, as well as working on how we support our trainees who are unsuccessful at the AKT,

and offering some 1 to 1 support and group support sessions for trainees. I have been slow to spend my study budget due to time constraints this year, but now plan to do an accredited coaching course, and attend a course on leadership in primary care. I have learnt a huge amount and have been lucky to have had a really busy year with lots of experience, which will continue to impact on, accelerate and shape the rest of my career.