

# 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 and 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 Case based discussion
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## 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?

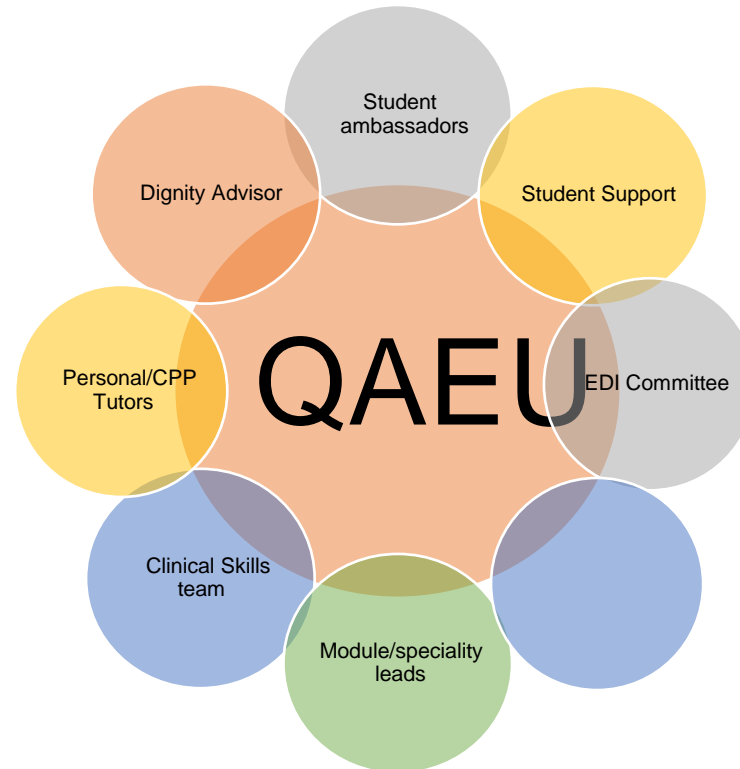
**UCLMS**  
CPP Personal Tutors  
Clinical Skills Team  
Student Support services  
Module/Specialty/Site/DGH/year  
leads  
Dignity Advisor  
'Raising Concerns' Platform

**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