

Strategic Plan on Tackling Misogyny & Gender-Based Violence at UCLMS

2023-2024

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	Gender-Based 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

Key themes & overview of strategic plan 2022-2023

Full document- [Strategic Plan for tackling misogyny and GBV at UCLMS 2022-2023](#)

Summary of key themes of strategic plan 2022-2023

Having Open Discussions		
Target Areas	Actions	Implementation
Learning events with collaboration from student societies	Continue curricular learning events implemented into undergraduate programme across all years.	These have continued throughout all years with sessions on Raising Concerns, Misogyny and microaggressions.
Incorporating EDI and GBV related content into curriculum	Liaise with UCLMS EDI Committee on identifying topics for discussion at Gender Equality Network events.	Two hybrid events were hosted on Trans-Health and Gaslighting.
	Chair of Gender Equality Taskforce to continue liaising with Gender Equality Network on infographics for Gender bias handbook.	Further infographics were created on the mesh controversy, pelvic pain and men and mental health.
Identify opportunities for cross-collaboration with other institutions.	Head of Gender Equality Taskforce on National Committee for tackling GBV in Medical Education. This will enable areas of good practice to be identified for implementation at UCLMS.	<p>The Head, Rima Chakrabarti has been liaising with the National Committee for developing a template for incorporating reporting GBV concerns.</p> <p>Gender Equality work presented at International Medical Education conference, AoME in June 2023.</p>



Raising Concerns

Target Areas	Actions	Implementation
Increasing awareness on Raising Concerns	Continue <ol style="list-style-type: none"> 1. All years introduction to QAEU. 2. Introductory session at RUMS members event during Freshers Week. 3. Updated QAEU webpage 	These activities have all continued, with the QAEU webpage updated based on student 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 concerns at UCLMS is now available.
Governance	Monthly sessions between QAEU, MBBS Student support and SLT to continue.	Introduction of an annual QAEU report for SLT summarising themes and areas for improvement.
	Explore training opportunities for UCLMS Staff including Clinical skills/ CPP and Personal Tutors on managing concerns.	Sessions for all staff on speaking up and bullying have been promoted for staff to attend.

Strategic plan 2023-2024

Having Open Discussions

Target Areas	Actions
Learning events with collaboration from student societies	Continue to liaise with student societies to embed workshops across all years on issues related to consent, personal safety and identifying misogynistic practices.
Incorporating EDI and GBV related content into curriculum	Gender Equality Network events to widen events across Faculty on EDI and GBV related issues.
	Chair of Gender Equality Taskforce to continue liaising with Gender Equality Network on infographics for Gender bias handbook.
Identify opportunities for cross-collaboration with other institutions.	Head of Gender Equality Taskforce and Gender Equality Network to liaise with other institutions on sharing good practice and recent research on issues related to GBV.
	Head of Gender Equality Taskforce to continue liaising with National Committee for tackling GBV in HEIs on best practice in medical schools.

Raising Concerns

Target Areas	Actions
Increasing awareness on Raising Concerns	Continue <ol style="list-style-type: none"> 1. All years introduction to QAEU. 2. Introductory session at RUMS members event during Freshers Week. 3. Training for student reps during induction.
	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 contacts 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.

Appendices

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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
2	Justice, Ethnicity and Health	Async lecture and CPP seminar	CPP: Professionalism (Term 1)
2	Let's talk about misogyny	Lecture	Consolidation, Integration and Feedback Week A
2	LGBTQ+ health: Gender and Healthcare	Lecture	CPP: Professionalism (Term 2)
4	Introduction to inclusive history taking	Async prep and lecture	IOM
4	Disability/mental health	Lecture	IOM
4	My personality; My leadership	Seminar	CPP: Professionalism (Block 3)
5	Sexism and Misogyny	Workshops	IOM
5	LGBTQ+ health: Being an inclusive doctor:	Workshops	CPP: Ethics & Law (Module B)
5	FGM	Workshops	CPP: Ethics & Law (Module B)
5	Domestic Violence & Abuse	Workshops	CPP: Ethics & Law (Module B)
5	Sexual Violence	Workshops	CPP: Ethics & Law (Module B)

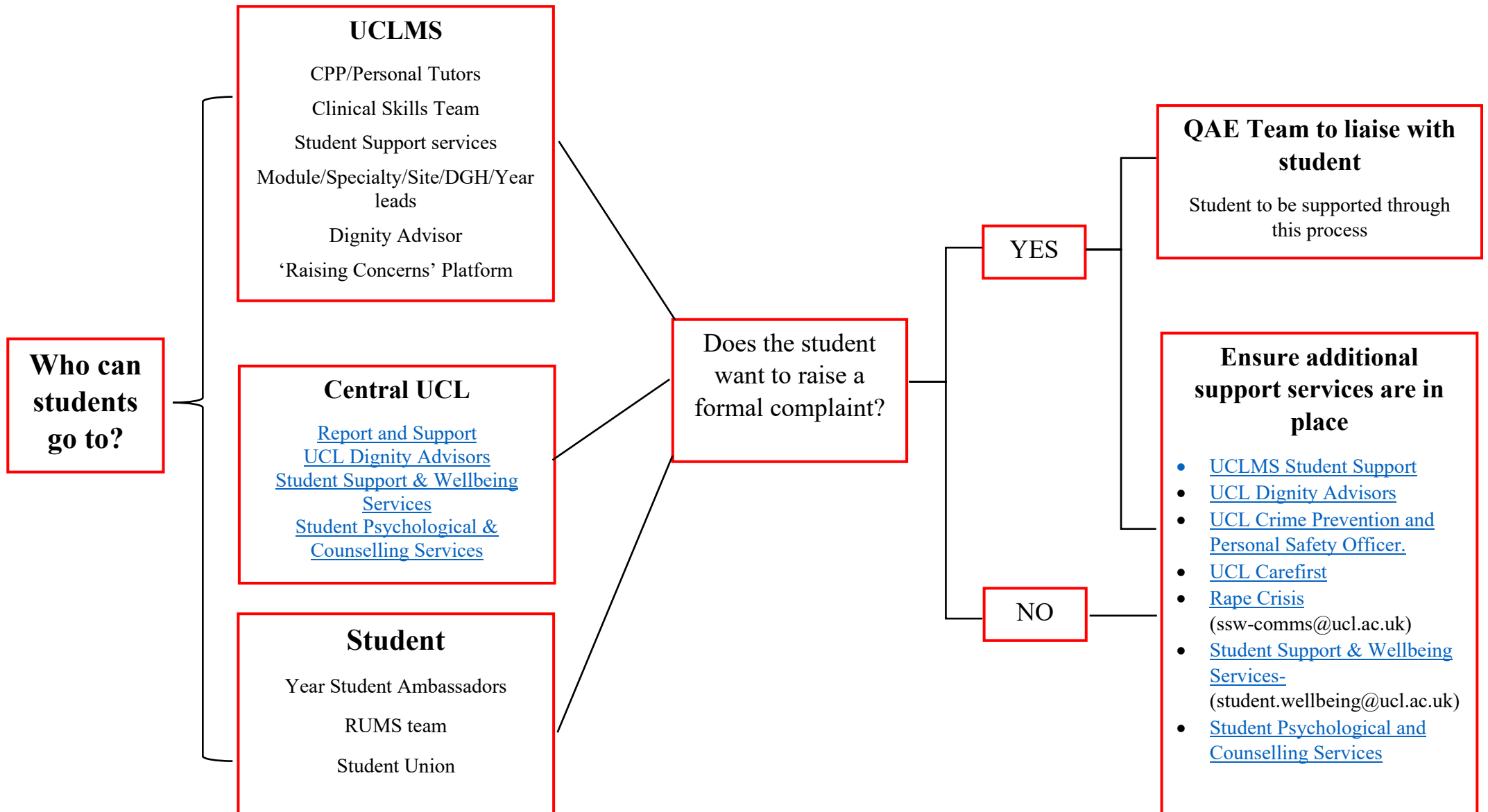
Pathway for supporting concerns:

A. List of Key contacts

Quality Assurance and Enhancement Unit	
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
Senior Leadership Team	
Director of UCL Medical School	Professor Faye Gishen
Deputy Lead for MBBS Programme (Years 1-3)	Dr Sarah Bennett
Deputy Lead for MBBS Programme (Years 4-6)	Dr Aroon Lal
MBBS Management Team	
MBBS Divisional Manager	Mr Lee Standen
Head of MBBS Management	Ms. Gaynor Jones
HR Business Partner	
Faculty of Medical Sciences	Ms. Connie Thrower

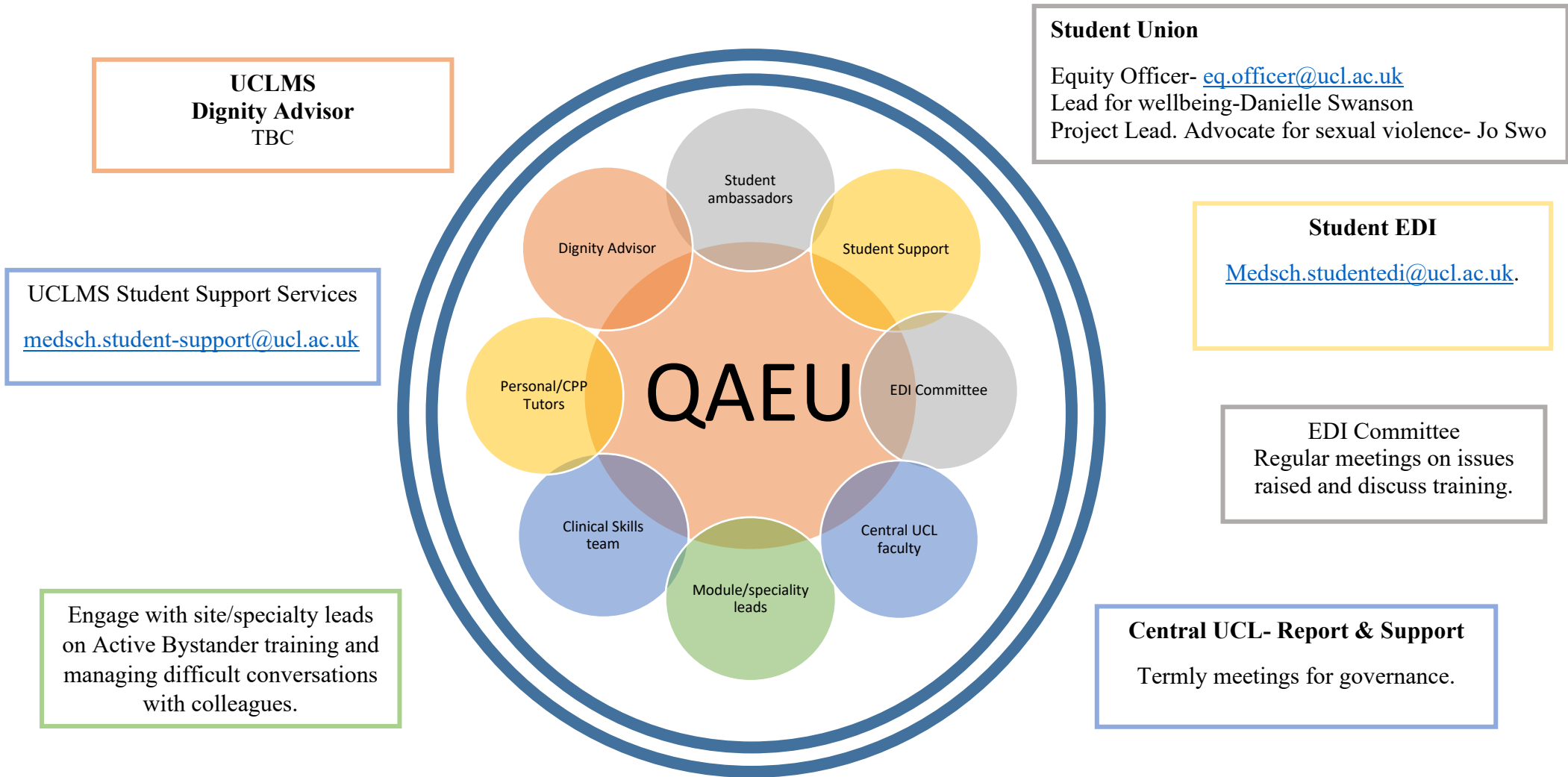
Pathway for supporting concerns:

B. Who can students go to for support?



Pathway for supporting concerns:

C. Role of QAEU at UCLMS



KEY POINT

The QAEU will act as a central point for all concerns.
These will be collated for governance purposes with all cases assigned unique IDs to maintain student anonymity.