



ROYAL
COLLEGE of
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Celebrating our international community of physicians



We focus on advancing equality, diversity, and inclusion in the Royal College of Physicians of Edinburgh (the College) by endorsing the core values of:

Creating an inclusive culture within the College by supporting people from diverse communities, ensuring equitable systems and processes, and promoting competency-based models for equality, diversity and inclusion that will maximise the opportunities and experiences of our Members and Fellows.

Promoting equity in medicine by supporting growth, advancement, and inclusion to increase the diversity of doctors and addressing the underrepresentation of minority groups in governance and leadership positions within the College.

Addressing inequities in health by ensuring that healthcare professionals are well prepared to meet the needs of all individuals in an increasingly diverse society. The College will do this by supporting and advocating for the lived experience perspective, raising awareness to the stories behind the data, taking action to de-bias the system, and demonstrating our commitment to addressing health inequalities.

Addressing discrimination by raising awareness, knowledge and understanding of inequities relating to gender, disability, religion, age, LGBTQIA+ and other minority groups. The College will demonstrate commitment by always considering equity and bias, addressing disparities in our activities, and promoting inclusion in all our work.

Commit to eliminating racism by supporting the development and implementation of anti-racism programs and strategies across the College, health system and wider society. The College acknowledges that racism can have a negative impact on an individual's or collective health and well-being; we are committed to challenging racism in all its forms within the health and care sector.

Statement Of Commitment

The College is committed to setting the standards for valuing equality, diversity and inclusion of gender, ethnicity, culture, sexual orientation and identity, age, language, disability, and religion, for participation in the College's activities, leadership, and governance. The College recognises that Fellows and Members may be under-represented in more than one 'category' of diversity and may be faced with multiple barriers to achieving a successful career in health. The College commits to delivering a cohesive and comprehensive response that considers and includes the intersectionality of all diversity characteristics, to ensure contribution of high quality, equitable patient care.



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Purpose

The purpose of this document is to set out a strategy for the College to advance equality, diversity and inclusion and remove barriers that may prevent diverse participation in College activities.

Goals

The equality, diversity and inclusion strategy has identified 5 key priority areas:

1

Embedding an inclusive culture and role-modelling leadership excellence

2

Commitment to gender equity, anti-racism, and inclusion of all diversity groups

3

Cultural competency education and training for healthcare professionals

4

Diverse representation on Council and in other leadership roles

5

Measuring impact – Benchmarking and reporting for ED&I

Objectives

As a trusted authority on physician standards and leader in the practice and education of medicine in the UK, the College has a duty to promote equality, diversity, and inclusion within the healthcare profession.

By 2025, the College will have:

- Embedded a culture of equality, diversity, and inclusion across the College; ensuring leaders role-model behaviours that empower diverse participation, removes barriers and bias to opportunities, and provides an inclusive environment for members and Fellows.
- Used its position as a leader in the UK health system, to convene discussions, disseminate research, and communicate the importance of addressing health equity and discrimination.
- Used its position as an education provider and influencer of training standards and curricula, to recommend and guide best practice for managing diverse trainees, promote flexible and supportive workplace practices, and reduce differential attainment in career progression.
- Increased the representation of underrepresented groups by 50% at the level of Council, Chair and Directors. The College will also aim to significantly increase the representation of underrepresented groups within committee membership and the College workforce.
- Developed a digital method for seeking feedback from Members and Fellows, and monitoring progress towards achieving the outcomes set out in this strategy. This will be delivered in a format that can be transparently and openly shared with the membership.

Expected Outcomes

- Enhanced reputation of the College as a leader in best practice for equality, diversity and inclusion.
- Changed profile in the governance of the College; including a more diverse leadership team, and increased representation in workforce and committee membership.
- Improved experience for our members and Fellows, with positive impacts on work-life balance, family friendly work practices, sense of community, and health and well-being.
- Reduced numbers of trainees/students withdrawing from training before completion, due to reasons such as discrimination, a lack of flexible options and/or unsupportive work practices.
- Reduced differential attainment and narrowing the gap for doctors from diverse backgrounds in exam pass rates, recruitment, and Annual Review of Competence Progression outcomes.
- Modernisation of the College in line with contemporary workplace standards that enhance inclusion and belonging and debias College systems and processes.
- More effective Council and committees as evidenced through an annual Council appraisal.

Expected Impacts

- Increased number of physicians who are culturally competent and willing to engage better with their patients and their healthcare teams; harmonious clinical work and better patient safety and outcomes.
- Contribute to improved health outcomes, improve patient experience and reduced health inequalities for people with protected characteristics and those from other diversity groups.

Benchmarking and Reporting

The Chair of the Equality, Diversity and Inclusion Committee will provide Council with regular progress reports against its annual workplan and on issues or other initiatives that arise. Council will also be provided with the minutes of each committee meeting.

The College commits to implementing a feedback mechanism that allows Council to rapidly assess ongoing benchmarking and metrics for the College in relation to equality, diversity and inclusion and will explore the development of a diversity dashboard.

Accountability

All members, Fellows, and the College employees play a vital role in helping the College increase diversity and build an inclusive culture. They will influence the success of this EDI Strategy through their clinical activities, decisions, or engagement with the College processes and in their direct interactions with colleagues and other stakeholders.

The following College bodies will be responsible for implementing the EDI Strategy, monitoring progress, and reporting the achievements to Council:

- The Equality, Diversity and Inclusion Committee will have oversight for the overall implementation of the College Equality, Diversity and Inclusion Workplan, monitoring its progress and reporting it to Council.
- Benchmarking and annual College performance on this strategy will be the responsibility of the CEO and relevant Chairs, Deans or Directors, with oversight provided by the College President.
- Ensuring diverse representation of Council and leadership roles will be overseen by the College President, responsibility for implementation will rest with the relevant Chair, Deans or Directors.
- Physician training, ED&I competency and professional development will have oversight provided by the Deans of Education & Training and Chair of the ED&I Committee.

Implementation And Review

This Equality, Diversity and Inclusion Strategy will be implemented over the next three years in accordance with the responsibilities outlined above. It will be then reviewed and revised by Council in consultation with the key stakeholders responsible for each of the priority areas.