

We are seeking member representatives for a new group!

Expressions of interest sought for RCP Diversity and Inclusion (DI) Delivery Group

Background

“...the RCP – with its hugely important role as a leading player in this country’s medical profession and globally – will only deliver the very best if it gets the very best from all the resources available to it. The most extensive of those resources are its members and employees. That means unlocking the potential contribution of every one of them to the College’s work.” Ben Summerskill, former chief executive of Stonewall and a commissioner at the Equality and Human Rights Commission.

[‘A 2020 vision: an independent report into Diversity and Inclusions in the RCP’](#) published in July 2020 included 29 recommendations to unlock the potential contribution of RCP members and staff.

How we will drive this work

A Delivery Group (DG) is being created to ensure the 29 recommendations in the report are achieved.

The group will be co-chaired by Professor Andrew Goddard, president and Rachel James, learning and organisational development business partner.

Membership of the DG will include senior officers, staff and representatives of the following membership sub-groups: **fellows, trainees, physician associates and Specialty and Associate Specialty (SAS) doctors.**

A wider reference group will be open to all staff and members: to test ideas, to drive the achievements of the DG and to hold them to account.

Expression of interest request

We would like members who feel they have something practical to offer to the group to take on the following roles and represent those populations and communities within the RCP. We are seeking:

- **One trainee representative** – sourced from the RCP Trainees Committee
- **One physician associate representative** - sourced from the non-student members of the Faculty of Physician Associates membership
- **One SAS doctor representative** – sourced from the RCP SAS doctors network

Applications from all backgrounds and communities are welcome, including the nine protected characteristics.

More on the role

Purpose

To make sure the RCP is sensitive to DI challenges impacting on the membership subgroup and to report on progress against recommendations back into subgroup of membership.

Responsibilities

The role holder will:

- ensure they are aware of the DI-related challenges experienced by the membership subgroup they represent
- communicate regularly with their membership subgroup providing opportunities for feedback and ideas to be shared, working with RCP staff
- work sensitively to help deliver constructive outcomes
- support the establishment of measurement systems and review data and analysis
- help design interventions and oversee their integration into Standard Operating Procedures; reviewing and reporting progress
- influence changes within the college governance systems
- participate in quarterly DI delivery group meetings
- contribute between meetings, e.g. providing feedback, ideas, progress updates.

How your success will be measured

- you deliver actions relating to the membership subgroup you represent and contribute to the wider delivery of Diversity and Inclusion action plan
- members of the membership subgroup and delivery group provide feedback that you work in a constructive, solutions-focused way
- you meet deadlines and provide timely responses to requests for input.

Commitment

2 years (December 2020 – November 2022)

Estimated at 25 – 30 hours a year, including quarterly meetings. Meetings are likely to be virtual and will be timed to accommodate participants' needs as far as possible. Funding will be available towards childcare costs to enable meeting participation.

Skills/experience

The role holder will be able to:

- communicate skilfully and present at meetings; listen without judgement and ask questions to understand others' experience; summarise and explain complex information
- demonstrate emotional intelligence and resilience; able to handle challenge and disagreement sensitively and constructively
- understand equality, diversity and inclusion challenges
- analyse data and make recommendations
- understand internal RCP processes
- demonstrate the [RCP values](#) underpinning our work – collaboration, care and sharing.

How to apply

If you are a trainee, physician associate or SAS doctor and would like to express an interest in one of the representative roles we are now inviting applications.

Please provide a statement of 400-600 words detailing how you demonstrate the skills /experience and your motivation for the role to simon.land@rcplondon.ac.uk by **midday on Friday 20 November 2020**.

If you would like to discuss the roles or the DG in more detail, please contact rachel.james@rcplondon.ac.uk

Selection process:

We are expecting a high level of interest in the roles and so shortlisting for interview will take place on **Monday 23 November 2020** by the DI DG.

The provisional date for a short (20 minute) interview for those successfully shortlisted will be **Friday 27 November**. The interview panel will consist of three members of the DG. Wherever possible we will work around the existing commitments of applicants and schedule interviews at times that suit (including evenings).

With all best wishes,

Professor Donal O'Donoghue

Registrar