

Midlands Fellowship Programme

Programme Description

Reference	Tackling Discrimination in the workplace
Role Locality	Midlands
Number of Roles	1
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Role Description

Job Title: Tackling Discrimination in the workplace

Location: Midlands Region, United Kingdom

To apply for a Fellowship:

- The duration will be 11 month fixed term (September 2026 – August 2027)
- Fellowships will be 40% project time, with the remainder spent in your normal training programme or clinical work
- All fellows must remain with the same employer for the duration of the fellowship unless agreed with the fellowship leads
- Fellowships are post foundation training opportunities
- All fellows must have either a NTN or confirmation of approval from their employer prior to the start of the fellowship
- All resident doctors in training must have prior approval from their TPD to train LTFT before applying
- Fellowship work does not count towards CCT capabilities

About Us:

NHS England support the development and delivery of high-quality training, we encourage doctors in the training programme to deliver equitable care for patients accessing obstetrics and gynaecology services in the East Midlands. The role of the head of school involves contributing to workforce planning, service transformation, and quality improvement initiatives, with a particular focus on ensuring safe, inclusive, and patient-centred care. We collaborate with multidisciplinary teams, regional stakeholders, and training bodies to address workforce challenges, improve training pathways, and support the development

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of sustainable services across the East Midlands. This includes working collaboratively with multidisciplinary teams and regional stakeholders to address workforce challenges, support training pathways, and drive forward initiatives that enhance both staff experience and patient care across the region.

Programmes such as the Leadership and Management Programme (LMP) in the East Midlands are central to this work. Since its inception, LMP has played a key role in developing future healthcare leaders by equipping clinicians with the skills needed to lead effectively within complex systems. Its emphasis on multidisciplinary collaboration, adaptability, and inclusive leadership is particularly important in tackling issues such as discrimination in the workplace and ensuring a more supportive and equitable working environment across the NHS.

Position Overview:

The fellow will have the opportunity to develop and lead a regionally impactful project focused on tackling discrimination in the workplace, with support from experienced clinical and educational supervisors. They will gain exposure to NHS England systems, workforce strategy, and service transformation, while working collaboratively with multidisciplinary teams across the Midlands.

The fellowship will offer structured leadership development, including engagement with programmes such as the Leadership and Management Programme (LMP), enabling the fellow to build key skills in leadership, change management, and quality improvement. The fellow can expect a supportive learning environment, opportunities for networking, and the chance to contribute to meaningful, sustainable change that improves both staff experience and patient care.

The fellow will play a pivotal role in the ongoing development of the program, particularly focusing on the second and third phases, which involve a self-directed Quality Improvement Project (QUIP) and a reflective component based on personal leadership journeys and future career aspirations.

Key Responsibilities:

This project will offer the fellow the opportunity to develop leadership and research skills. The Fellowship will also strengthen expertise in equity and antiracism research within healthcare education, alongside opportunities for dissemination through reports, presentations, and peer-reviewed publications. Overall, the Fellowship will equip the Fellow with the skills and experience required to lead future large-scale, impact-focused programmes in workforce, training, and education.

Qualifications and Skills:

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NTN speciality doctor in Obstetrics and gynaecology at ST3 and above with evidence of progression in the training programme through ARCP

Applicants will need to demonstrate:-

- A strong interest in leadership, workforce development, and equality, diversity, and inclusion
- Commitment to improving workplace culture and addressing discrimination within healthcare settings
- Excellent communication and interpersonal skills, with the ability to engage effectively with multidisciplinary teams and stakeholders
- Strong organisational and project management skills, with the ability to deliver workstreams independently and to deadlines
- Evidence of involvement in quality improvement, education, or service development initiatives
- Ability to think strategically and contribute to regional workforce and service transformation discussions
- Being enthusiastic, motivated, and adaptable, with a willingness to learn and develop leadership capabilities
- Experience or interest in research, data analysis, or evaluation of programmes is desirable

Benefits:

This fellowship will focus on addressing discrimination within the healthcare workplace through a structured, regionally coordinated project. The fellow will explore key themes such as workplace culture, inclusivity, and staff experience, identifying areas for improvement through engagement with staff networks and stakeholders.

The project will involve developing and implementing targeted interventions, supported by evidence and best practice, with the aim of promoting a more inclusive and supportive working environment. Alongside project delivery, the fellow will gain leadership experience, contribute to workforce strategy discussions, and engage in professional development opportunities such as the Leadership and Management Programme (LMP).

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The overall aim is to deliver meaningful, sustainable change that enhances staff wellbeing, supports retention, and ultimately improves patient care.

The fellow will be based at University Hospitals of Leicester NHS Trust and will be integrated into either the ST3, ST4/5 or ST6/7 rota, depending on experience. This will ensure continued clinical exposure alongside fellowship activities.

There will be opportunities to complete relevant work place based evidence to link to the curriculum and maintain progression within training. The post will support ongoing clinical development, with access to a broad range of training opportunities in obstetrics and gynaecology, including subspecialty exposure where appropriate.

The role is designed to balance clinical commitments with dedicated time for leadership, project work, and professional development, ensuring the fellow gains both service and academic experience in a supportive environment.