

The
Big GP
Consultation

The Big GP Toolkit

Supporting GP Trainees and
early career GPs to implement
high impact actions in their
practice and PCN

High Impact Actions

01

Enhancing MDT working in your practice/PCN

03

Improving leadership and management training

02

Tackling health inequalities in your area

04

Practicing more sustainably in your practice/PCN

05

Discussing the future of General Practice



01

Enhancing MDT working in your practice/PCN...

...through setting up interprofessional education:
learning from, with and about each other.

Why is change needed?

We heard very strongly from participants that they are passionate about multidisciplinary team (MDT) working. They felt that this a team with a diverse skill mix will improve the service that we offer to our patients. This MDT includes all roles, such as clinical pharmacists, first contact physiotherapists, physician associates, and social prescribers.

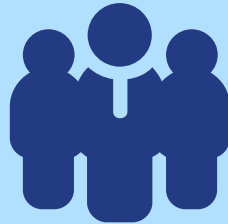
More detail on this can be found in the **General Practice in the Wider Healthcare Landscape** section of the [Final Report](#).

Why is change needed?

Participants felt that many practices could enhance how they work as an MDT. One of the biggest barriers was felt to be that we do not understand each other's roles well. This includes...



The baseline skills of each role.



The types of patients each role does and does not see.



How best to refer patients into each role.

How can I change this?

This is something that can be readily improved at practice/PCN level, and can have a **direct positive impact upon patient care**.

Many practices/PCNs host weekly or monthly meetings that bring together all members of staff working in this organisation. This is a prime opportunity to **organise bitesize interprofessional education (IPE)** – learning from, with and about each other.

How can I change this?

Having a dedicated slot whereby a representative from **each role presents to the full practice team** can be a really powerful way to improve mutual understanding. In practice, you may allocate a 15-minute slot, once per month, to each role you have in your practice.

You may wish to set up a rota, and give clear instructions to each role about what they should include in their presentation. Below, you can download a template set of slides that could be used for the presentation.

[Click to Download Template Presentation](#)

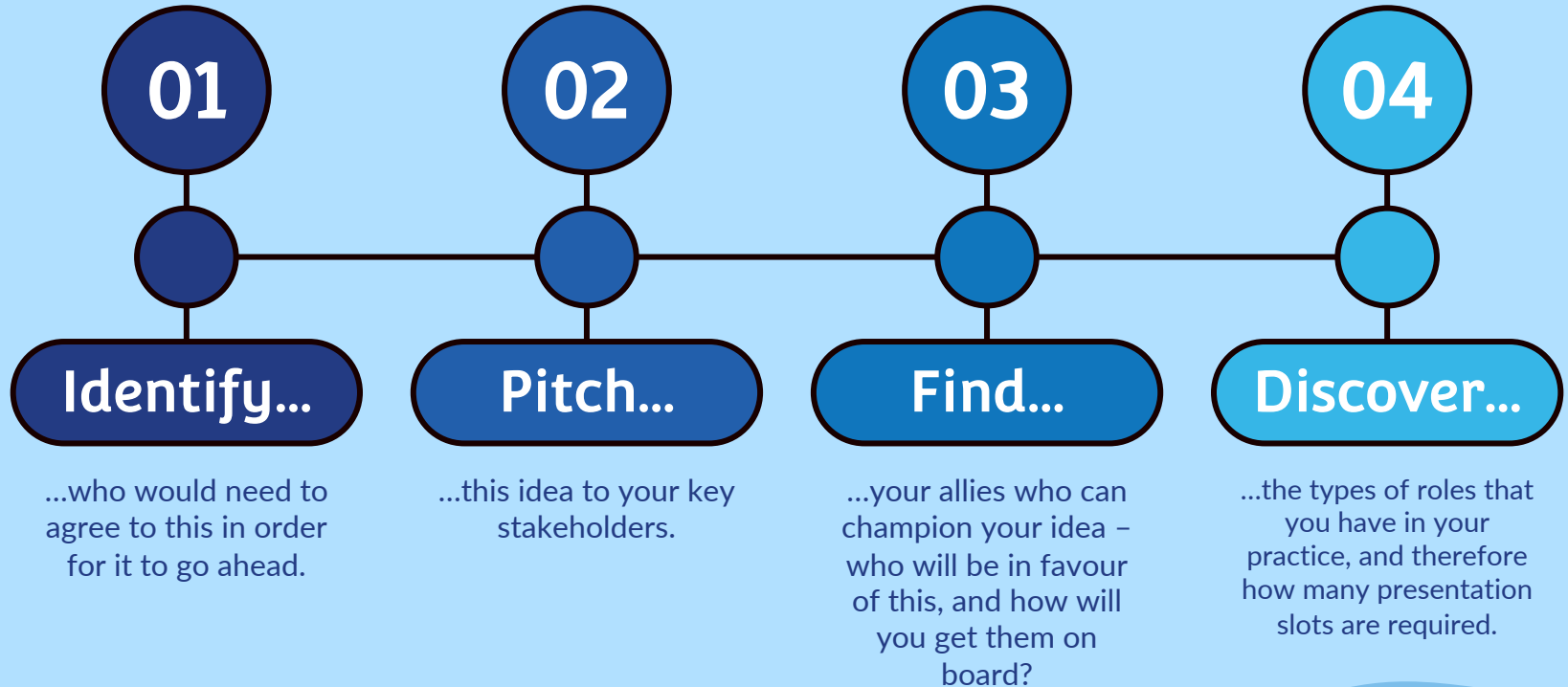
How can I get started?

Firstly, you will want to **identify who in your practice** needs to agree to this in order for it to go ahead. This will likely include people such as the practice manager, and the GP partners, though it may extend beyond these people too. Quite often, [stakeholder mapping exercises](#) can be helpful here.

You will then want to **pitch your idea** to them. This is often best done in person. That said, you may prefer to do so via email. Below, you can download a template email which you can edit and send to your stakeholders.

[Click to Download Template Email](#)

What are my next steps?



Is support available?

These are all steps that The Big GP Consultation Team would be very happy to support you with. Please do email us with a summary of your plans, and how we may be able to help, and we'll be back in touch with you as soon as possible.

[Click to Email Us](#)

How could I take this further?

There are also many other ways to deliver IPE, which extend beyond the above.

This can go as far as bringing together a group of professionals who perform a range of roles into the same room, to discuss clinical topics. An example of this is to have GPs, first contact physiotherapists, and clinical pharmacists into the same room to discuss the assessment and management of knee pain.

Below, you can download a summary of IPE (kindly written by [Dr Abigail Thompson](#)) and how it relates to general practice. As an extension, you may wish to discuss the prospect of making more IPE happen with those who are responsible for your education locally, such as **your VTS**, or your **Training Hub**.

[Click to Download IPE Summary](#)



02

Tackling health inequalities in your area...

...through equipping yourself with the skills to do so,
and leading others towards [#narrowingthegap](#)

Why is change needed?

Health inequalities are differences in health between different societal groups that are avoidable and unfair. These **inequalities arise due to conditions in which individuals are born, grow up, live, and work in.**

The [Marmot Review in 2010](#) was a landmark piece of work that outlined the fact that people living in the poorest neighbourhoods will not only die an average of seven years sooner than their counterparts living in the richest neighbourhoods, but they will also spend more of their lives with disability. The [Marmot Review 10 Years On](#) highlighted how this health gap has grown between wealthy and deprived areas.

Why is change needed?

Throughout The Big GP Consultation, participants spoke passionately about both the need for tackling health inequalities, and the role we can play in doing so. This is explored in more detail in the **The Evolving Role of the GP: Society and the Environment** section of the [Final Report](#).

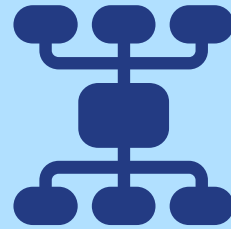
Participants felt we could have a tangible impact at a number of levels, including:



For the patient in front of you



At a practice and Primary Care Network level



Engaging more broadly, with **VCSEs** in your community, for example

How can I change this?

Before you can impact upon health inequalities, it is first important to have a good understanding of what they are, and how they arise. The eLearning module from our friends at [Fairhealth](#) is a **brilliant introduction to health inequalities**, viewed through a primary care lens:

[Introducing health inequalities in Primary Care](#)

How can I change this?

Once you have developed this baseline understanding, you can then start impacting directly upon the patients that you see. As a GP or GP Trainee, you are in an excellent position to do this in so many of your consultations. That said, it's often tricky to know how to do this in practice. This excellent module walks you through exactly this; **the practical steps you can take to have an impact:**

[A practical guide to reducing health inequalities in Primary Care](#)

How can I get started?

Once you understand health inequalities and how you as an individual can tackle them, you are now in a position to think about how your practice and your PCN can do so. As a GP or GP trainee, **you are very well placed to lead your colleagues in taking direct action** to reduce health inequalities for your patients.

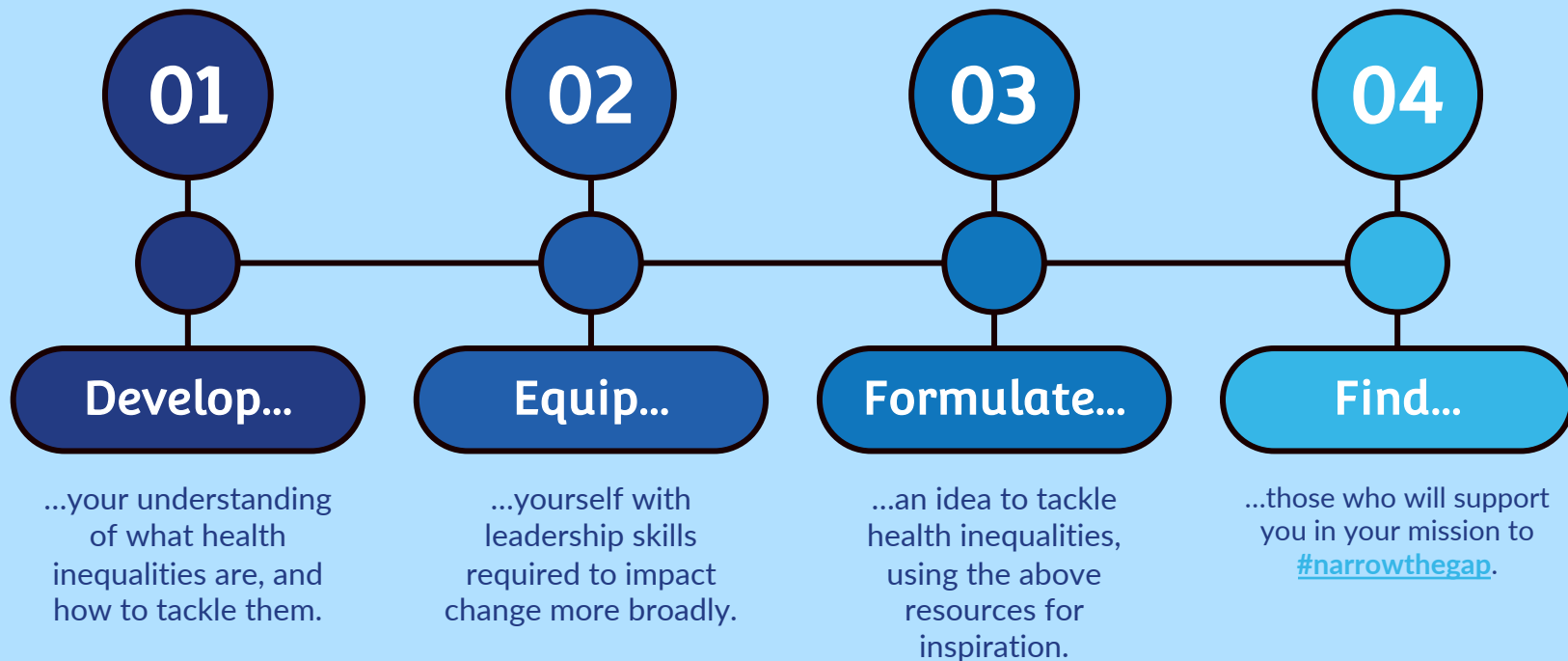
To do this, you may start by developing a project idea. The module on the previous page – A practical guide to reducing health inequalities in Primary Care – is a great source of inspiration here.

How can I get started?

Alongside this, developing some basic leadership skills will really help to make your work a success. The module below is a great place to start, as it walks through the skills that are specifically of use when leading work in the health inequalities space.

[Leading for Health Equity](#)

What are my next steps?



Is support available?

These are all steps that The Big GP Consultation Team would be very happy to support you with. Please do email us with a summary of your plans, and how we may be able to help, and we'll be back in touch with you as soon as possible.

[Click to Email Us](#)

How could I take this further?

Within this space, you'll soon see that **you can achieve much more when working together than you can when working alone**. The **Deep End Networks** are a great place to meet like-minded people who are passionate about tackling health inequalities. They are a brilliant source of knowledge, experience, and connections.

After the first network was established in Scotland, many other areas have now developed their own Deep End Networks – we have listed a few of these below. **To find a Deep End Network in your area**, the best way is often to Google “[Your area] Deep End GP.” If no success, you may want to contact one of the nearby networks below to ask about your area. If a network doesn't yet exist, you may even want to set one up...

[Scotland](#)

[North East North Cumbria](#)

[East of England](#)

[Plymouth](#)

[Yorkshire and the Humber](#)

[Ireland](#)

How could I take this further?

You may also want to explore other available resources to broaden your understanding of health inequalities, and how to impact upon them. [Pathway](#) host some excellent resources on healthcare for homeless people, for example. For members, the [RCGP](#) have also created a Health Inequalities learning resource.



03

Improving leadership and management training

...through working with the Training Hub in your area.

Why is change needed?

A recurring theme during The Big GP Consultation was that the **next generation of GPs do not feel well-prepared for the job of a modern-day GP**. This lack of feeling comfortable leads to stress, to burnout, and ultimately, to leaving the profession.

One of the key areas where early career GPs felt unprepared was that of **leadership and management**. Improving training in this area will not only increase the comfort of GPs with the modern-day job, but will also likely have a positive impact on retention.

The **Developing the Future GP Workforce** section of the [Final Report](#) lists the specific areas of leadership and management training that early career GPs would like more exposure to.

How can I change this?

Training Hubs were set up by HEE as a 'go to' place for any information about primary care workforce, education and development. They work to address local needs. In many areas, these are well-established, and are always looking for ways to tailor what they offer to the needs of their area.

Training Hubs are very well placed to deliver training in leadership and management. In some areas, they do so already. These may take the form of:



One-off sessions, or more comprehensive programmes



Online eLearning resources



Shadowing of, and mentoring from, local leaders

How can I get started?

A good first step would be to identify your local Training Hub. The easiest way to do this is through using the map on [this page](#).

You can also try Googling “[Area name] Training Hub,” as many Training Hubs will have their own website. An example of a Training Hub website can be found here: [Cambridgeshire and Peterborough Training Hub](#)

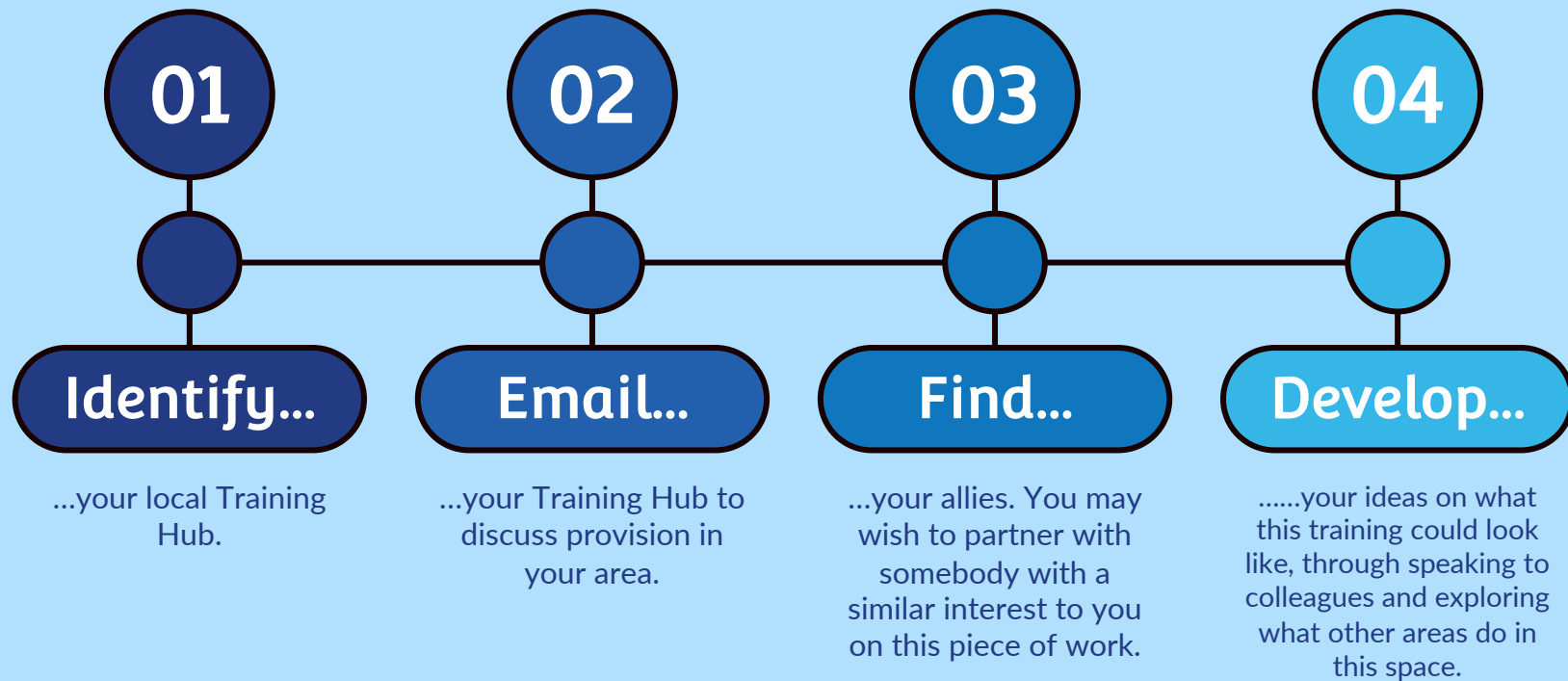
How can I get started?

You may then want to strike up a conversation with your Training Hub about leadership and management training for GPs – whether they currently offer this, and how it might be improved based on the findings of The Big GP Consultation. Training Hubs are often very keen to hear ideas from doctors working in their area, and adapt what they offer based on this.

Below, you can download a template email that you can edit and send to your local Training Hub.

[Click to Download Template Email](#)

What are my next steps?



Is support available?

These are all steps that The Big GP Consultation Team would be very happy to support you with. Please do email us with a summary of your plans, and how we may be able to help, and we'll be back in touch with you as soon as possible.

[Click to Email Us](#)

How could I take this further?

Next Generation GP is a programme that aims to energise, engage and empower the next generation of GP leaders. The programmes run locally, and generally consist of six sessions. These sessions combine a mix of interviews with inspiring leaders, and leadership skills development. The programmes are often led by local GPs and trainees.

There may be an upcoming programme in your area that you want to participate in. If not, you may want to get together with like-minded leaders in your area to lead a programme of your own. In many areas, your Training Hub may be able to support with this too.

How could I take this further?

To ask what is happening in your area, to ask about how you may get involved in leading a programme, or to simply be put in touch with like-minded leaders in your area, get in touch with the Next Generation GP team using the button below.

[Email the Next Generation GP Team](#)



04

Practicing more sustainably in your practice/PCN...

...through developing your understanding of sustainable healthcare, and supporting colleagues to practice sustainably.

Why is change needed?

During The Big GP Consultation, we heard strongly from our participants there was a desire to practice more sustainably and be advocates on climate action.

They recognised that NHS makes up 5% of the UK's carbon emissions (that's more than the aviation sector) and primary care makes up about 20% of the NHS carbon footprint. We, as doctors in primary care, have a responsibility to do no harm.

In order to act on this effectively, participants felt that they needed tools and resources in order to support them on their journey for change.

You can read more detail on this in the **The Evolving Role of the GP: Society and the Environment** section of the [Final Report](#).

How can I change this?

Before you can have an impact on sustainability, it is important to have an **understanding of how climate change affects health, and how the NHS has can impact on climate change.**

The [Greener NHS website](#) hosts their 'Delivering a Net Zero report' outlines how the NHS plans to get to Net Zero. It's worth having a flick through and getting familiar with the different areas of the NHS's overall plans.

How can I change this?

You can also try the first of these free [30 minute e-learning for health modules](#) which have been developed by Greener NHS and the Centre for Sustainable Healthcare. These **introduce you to the topic** and **show some case studies** on how this can be achieved in practice. Once you have developed this baseline understanding, you can then start to put this work into practice. As a GP or GP Trainee, you are in an excellent position to introduce this topic to others in your practice.

You can also get information on climate change and health from this excellent [RSM lecture series](#) which gives a **comprehensive overview of the impacts of climate change on health**.

How can I get started?

Many practices/PCNs host weekly or monthly meetings that bring together all members of staff working in this organisation. This is a **great opportunity to talk about sustainability within your team**. You may wish to give a presentation explaining the impacts of climate change on health, where the hotspots are in General Practice, and how we can play our part.

Find out which areas your team wants to focus on first, which will depend on the team's priorities and interests. **Identify who your allies in the practice might be and what your and their interests are.**

How can I get started?

A great place to start is by signing your practice up to the Green Impact for Health Toolkit, with the permission of your practice manager and partners. This is an awards based set of actions starting with some easy suggestions.

It can help to do an initial assessment of the baseline carbon footprint of your practice. This [GP practice-specific carbon calculator](#) can help work out where some of the hotspots in your practice might be.

We also recommend joining the [Greener Practice](#) network (completely free!). Greener Practice is a primary care sustainability network with 27 local groups around the UK, as well as several national WhatsApp groups on specific topics. There are lots of resources on the website to help you get started.

What are my next steps?



Is support available?

These are all steps that The Big GP Consultation Team would be very happy to support you with. Please do email us with a summary of your plans, and how we may be able to help, and we'll be back in touch with you as soon as possible.

[Click to Email Us](#)

How could I take this further?

A great next step would be to scope out a quality improvement project, and plan this with your team.

We particularly recommend having a look at Greener Practice's [Asthma QI Toolkit](#), which has some ready-made QI Projects to help improve the outcomes from asthma alongside reducing the carbon footprint of inhalers - a win-win!



05

Discussing the future of General Practice

...and how you can make this future a reality.

Why is change needed?

The Big GP Consultation has demonstrated how powerful discussing the future of General Practice with colleagues can be.

The insights shared and ideas generated during this process have been of great value. Sharing these findings widely, and starting conversations of your own, will not only ensure that the critical voice of the next generation is heard when designing the future of general practice, but it will also further facilitate the implementation of the ideas generated.

Conversations that The Big GP Consultation Team have had locally, regionally and nationally, have already demonstrated the power that sharing these insights can have in shaping the future of general practice. We would therefore encourage you to share the findings, and open these discussions in your local area, too.

How can I change this?

These conversations work best when they start with some information sharing (findings and ideas from The Big GP Consultation work well here), and then open up for discussion.

To facilitate the information sharing, we've created a PowerPoint presentation that outlines the key findings within each section of the final report. We've also included some key questions you may want to ask in order to start a discussion.

We would encourage you to create your own script, and edit the slides to suit your needs. You may want to focus on one or two areas, and you may want to adapt the questions for discussion to reflect your own specific interests.

[Click to Download Template Presentation](#)

How can I get started?

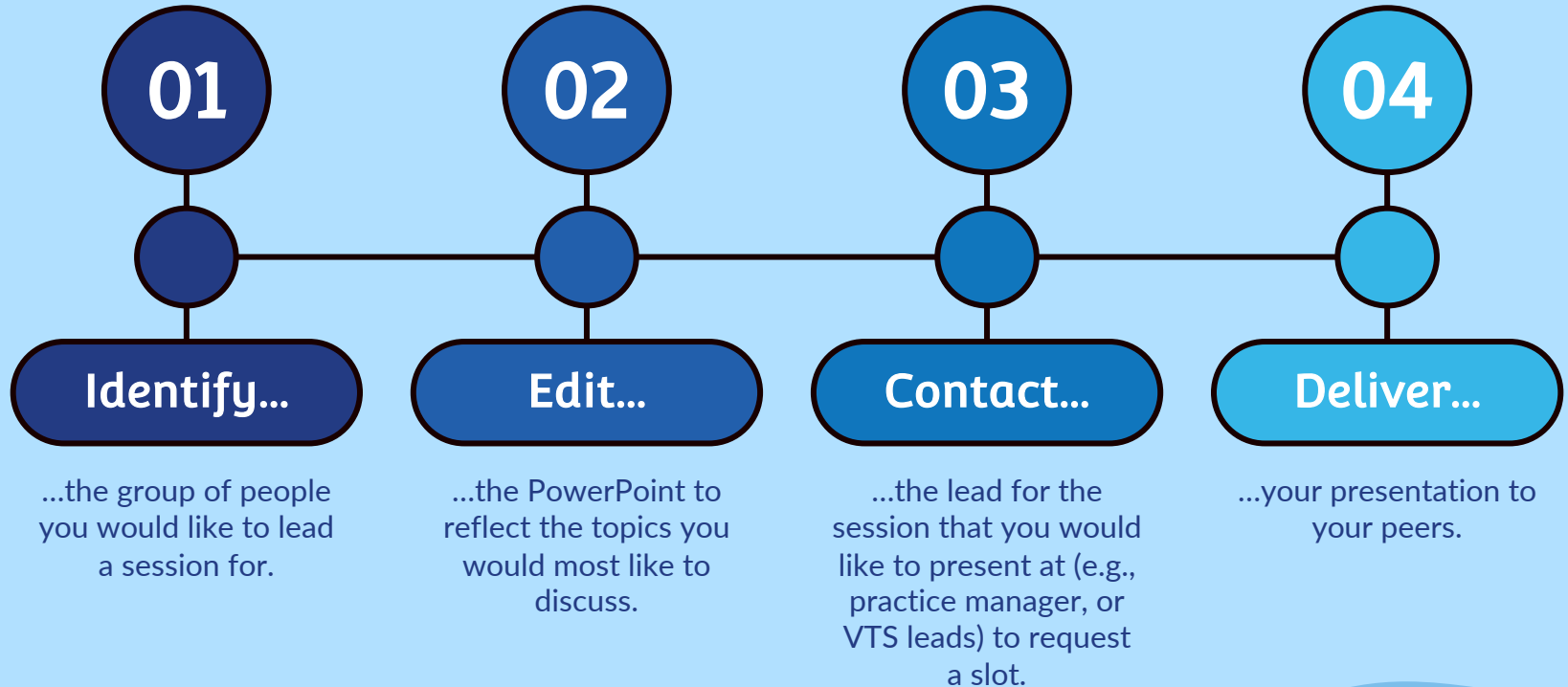
You will first want to identify which group of people you'd like to share The Big GP Consultation Findings with.

If you are a GP trainee, your Vocational Training Scheme (VTS) would be an excellent place to start. In practice, you could request a slot in VTS teaching to both share the findings, and have a peer-to-peer discussion. If you are an early career GP, you may prefer to have this discussion with your practice or PCN. This would lend itself nicely to a slot at a practice meeting, at a quarterly staff development afternoon, or at an away day, for example.

Once you have identified who, you will then want to contact them to arrange for this discussion to take place. We have drafted the template email below that you can use adapt and use to start this conversation.

[Click to Download Template Email](#)

What are my next steps?



Is support available?

These are all steps that The Big GP Consultation Team would be very happy to support you with. Please do email us with a summary of your plans, and how we may be able to help, and we'll be back in touch with you as soon as possible.

[Click to Email Us](#)

How could I take this further?

From conversations that The Big GP Consultation Team have had to date, we know that the findings from this work, as well as the ideas generated, are of great interest to a wide range of organisations. These include [Local Medical Committees](#) and [Integrated Care Boards](#).

To impact change beyond your PCN, or your VTS scheme, you may wish to share the findings from The Big GP Consultation more broadly. You may use the template email above to directly contact the Chair of your LMC, or the Medical Director of your ICB, to have this conversation with them and their team. The Big GP Consultation Team have experience of doing this, and would be very happy to support you in doing so.

[Click to Download Template Email](#)

The
Big GP
Consultation

THANK YOU for using The Big GP Toolkit

We'd be delighted to hear about the work you've done using this Toolkit. Please do get in touch with us using the button below.

[Click to Email Us](#)