

Annual Symposium

**‘The Attainment Gap in Medical Education:
what is it, why does it exist and what can we do?’**

Date:

6th November 2025

Venue:

Usher Building, Little France, Edinburgh

About The Symposium

Welcome to the Annual Clinical Educator Programme Symposium 2025.

This year, we are proud to focus on: **“The Attainment Gap in Medical Education: What is it, Why Does it Exist, and What Can We Do?”**

Join us as we explore the complex factors that contribute to disparities in academic outcomes across medical education. Through a keynote talk, short presentations, and collaborative workshops, we'll work together to identify meaningful solutions that foster equity, inclusion, and excellence for all learners.



Symposium Agenda



09.00-10.00

Keynote Speaker

Professor Dave Hope

Attainment Gaps: What are they and what can you do about them?

In this talk I will describe some of the current work on attainment gaps in undergraduate and postgraduate medical education. I will outline key methodological challenges in investigating fairness in assessment, and explore practical opportunities for how health professionals, academics and students can contribute to studying and minimising such gaps.

Professor Dave Hope is the Chair of Psychometrics at the University of Edinburgh. His primary research interests are in developing and evaluating reliable, valid and defensible assessments, and in promoting a fairer medical education system. He is particularly interested in using the growing amount of quantitative data produced within educational systems to track students and graduates longitudinally to improve medical education in a cost-effective way. He has been closely involved in the deployment of national licensing assessment within the UK for over a decade and has supported a range of postgraduate training organisations and universities on assessment issues

Short Presentations

10.00–10.30

Dr Ashley Simpson

From being to belonging: Professional identity formation in medical trainees from widening participation backgrounds

My talk will focus on the experience of medical trainees from widening participation backgrounds in their journey through medical education, from matriculation to graduation, and into clinical practice.

Ashley is a senior registrar in Renal Medicine in the Southeast of Scotland. She is passionate about improving diversity and equity in medical education, and has recently completed a research degree exploring the experiences of widening participation trainees as they transition from medical school into clinical practice. Though she has now returned to her clinical role, Ashley continues to work with the NHS Lothian Medical Education Directorate on project work focussed on improving access to medicine for young people from underrepresented backgrounds and enhancing the opportunities for widening participation students once matriculated.

11.00–11.30

Dr Charu Chopra

Bridging the attainment gap - Fostering inclusivity cultures in medical education

In this talk I will summarise some concepts in thinking about inclusive cultures in medical education, and highlight some practical initiatives that have been designed and implemented to help address some of the seen inequities in postgraduate training and education. Areas of focus include highlighting qualitative research into the lived experiences of minority ethnic doctors in Scotland; building cultural intelligence; optimising feedback conversations; and reciprocal mentoring.

Charu is a Consultant Clinical Immunologist at the Royal Infirmary of Edinburgh. She leads the SE Scotland regional clinical service for patients with Primary Immune Deficiencies and leads the Immunology diagnostic laboratory within NHS Lothian Laboratory Medicine. Charu has an active interest in teaching medical postgraduates and undergraduates, both in medicine and in biomedical sciences programmes at the University of Edinburgh. She co-led the setting up of the Scottish higher medical specialist training programme in Immunology, and is the Training Programme Director (NES) for the programme. She is Associate Postgraduate Dean for Equity, Diversity and Inclusivity in Scotland Deanery, NES and is also Chair of the Royal College of Pathologists' Scotland Regional Council.

Parallel Workshops

11.50-12.50

Prof Mo Al-Haddad

Support for Supervisors of International Medical Graduates

In this workshop, we will review the various support interventions currently available for supervisors of International Medical Graduates (IMGs). We will then engage in group discussions to explore personal experiences and reflect on what interventions might help supervisors of IMGs. We aim to conclude with a summary and potential actions for Mo to plan for implementation.

A consultant in critical care and anaesthesia in Glasgow, Mo is an IMG with over 20 years of experience in undergraduate and postgraduate education and training. With a PhD in Health Professions Education (HPE), an active HPE research programme, and many leadership roles including Associate Postgraduate Dean for IMGs at NHS Education for Scotland, Mo aims to put scholarly research into practice to support and nurture IMGs in Scotland, the UK and worldwide. His publications on the topic can be found here:
<https://scholar.google.com/citations?user=M5uzLVwAAAAJ&hl=en>

Dr Jan Engel-Morton

Belonging in Practice: Bridging Gaps in Undergraduate Clinical Education

In this interactive workshop, we will:

- Explore undergraduate student experiences in our clinical environments through the lens of belonging frameworks.
- Recognise patterns and drivers of differential attainment in clinical education.
- Critically discuss the role of feedback in improving learner experiences in clinical placements.
- Develop practical strategies to foster inclusive clinical learning environments.

Jan is a Medical Education Fellow and medical registrar in NHS Lothian. As an educator, he is passionate about supporting learners and trainers and promoting belonging and equity in clinical environments.

Dr Ashley Simpson

Breaking down barriers and building bridges: Supporting widening participation trainees through the continuum of medical education.

An interactive one-hour workshop for medical educators exploring how to support widening participation students. Using case vignettes, journey mapping, and a sphere of influence activity, participants will identify barriers, map enablers, and commit to practical actions. The session emphasises structural challenges, educator agency, and the importance of building inclusive learning environments for all students.

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11.20

CEP Teaching Awards

Please use the QR code on the following page to nominate

Medical Student Educator of the Year

(for any Edinburgh Medical School (EMS) medical student who teaches other Edinburgh medical students)

Resident Doctor Educator of the Year

(for any resident doctor involved in the education of EMS undergraduates and / or postgraduates in the SE Scotland Deanery)

Allied Health and Nursing Educator of the Year

(for any AHP or nurse involved in the education of EMS undergraduates and / or postgraduates in the SE Scotland Deanery)

Trainer of the Year

(for any doctor in a named CS or ES role in the SE Scotland Deanery)

University of Edinburgh Faculty Educator of the Year

(for any University of Edinburgh academic involved in the education of EMS undergraduates and / or postgraduates in the SE Scotland Deanery)

Supporting Colleague of the Year

(for any NHS or University of Edinburgh staff member (non-clinical, non-academic) contributing to the education of EMS undergraduates and / or postgraduates in the SE Scotland Deanery, eg professional services, student support, administration, similar)

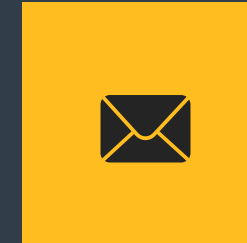
Al Dewar Award for Outstanding Contribution to Medical Education

(for the best overall contribution to UG and / or PG education, across all the categories 1-6 above)

Registration and Nominations



Contact Information



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Website

<https://medicine-vet-medicine.ed.ac.uk/edinburgh-medical-school/clinical-educator-programme/events/symposium>