



Academic Strategy

2024-2027

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We are pleased to publish our Academic Strategy for the College for 2024-2027. This strategy aims to cement RCEM's position as the lead organisation for emergency medical education.

We have identified five cross cutting themes that will shape, prioritise and inform our approach across the academic cluster.

The aim of the strategy document is to identify areas where RCEM can influence the experience, quality and equality of training and personal development for

our broad and growing community of clinicians. It will also support our excellent emergency medicine educators who are at the very heart of everything we aim to achieve.

These themes will ensure that the College values are woven through the academic outputs as we work cross-functionally across the College to deliver excellence across the academic services. The strategy has been devised with quality and equality at its core. The products from the academic service

must be reliable and ensure that we are securing and delivering a highly skilled workforce for now and the future.

The last decade has taught us that adaptability and innovation are core skills for all emergency clinicians and all those involved in the delivery of emergency care. Innovation, adaptability, and the use of emerging technologies will be essential to the effective delivery of the academic strategy.



The ultimate aim of the academic strategy is to ensure that RCEM remains a proactive and innovative leader across emergency medicine education and development.

We hope that you will join and support us on this exciting journey as we develop and deliver excellence in emergency care.



"I'm grateful to the Academic Leads for their work on this strategy document. RCEM provides high quality training that is globally respected and admired."

Adrian Boyle, President



"As we launch our Academic Strategy for 2024-2027, we reaffirm our commitment to cementing RCEM's position as the leading organisation for emergency medical education. This strategy, which spans five cross-cutting themes, is designed to influence the experience, quality, and equality of training and personal development for our diverse and growing community of clinicians.

We invite you to join us on this exciting journey as we work together to develop and deliver excellence in emergency care education. Together, we can ensure that RCEM continues to be a proactive and innovative leader in emergency medicine education and development."

Gordon Miles, CEO



The Strategic Aims that will support the delivery of our vision are:

1

Ensure that RCEM has a robust governance model across the academic cluster.

- This will include enhanced oversight mechanisms combined with integrated structures to calibrate, coordinate, and communicate educational activities across RCEM.



2

Ensure all educational activities and services do not perpetuate any unnecessary barriers for success leading to differential attainment, and strive towards fairer training cultures for all.

- As part of its EDI action plan the College will monitor educational activities and services to eliminate unnecessary barriers that may cause differential attainment. This includes regular surveillance and reporting of EDI characteristics and providing targeted support to promote a fairer training culture for all.



“The Emergency Medicine academic strategy 2024 represents a significant step forward for education on both national and international levels. It includes recognising the needs of a diverse workforce and more focus on focused role development. Notably this strategy takes into account the influence that technological advancements will have on Emergency Medicine.”

Maya Naravi, VP Education



“EMTA welcomes the new 2024-2027 academic strategy from RCEM. We are pleased to see commitment to ensuring fairer training cultures and to progress digital options whilst upholding high quality. At EMTA, we are proud of our collaborative relationship with the academic team at RCEM and will continue to work closely with them to see that the implementation of this strategy aligns with the values and issues important to trainees now and into the future. It is inspiring to be a part of and to contribute to, the exciting potential and possibilities for EM training in the next few years.”

EMTA, Dr Lara Somerset & Dr Hannah Baird

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Engage constructively with advances in technology to ensure educational products and services remain innovative and are sector-leading.



- RCEM will evaluate new technological advancements in education, adopting those that enhance our educational content, improve learner experience and training quality. Our aim is to be sector leaders in the safe and effective adoption of innovative technologies.

4

Ensure that RCEM educates a workforce that is fit for purpose both now and in the future.



- The College will aim to ensure its workforce is educated and equipped to meet current and future healthcare needs. We will do this by ensuring that our core curriculum can be delivered. In addition, we will support dual and sub-specialty training, such as in Pre-Hospital Emergency Medicine (PHEM) and Paediatric Emergency Medicine (PEM). Additionally, RCEM will encourage the development of focused roles alongside emergency medicine training, including areas like musculoskeletal (MSK) care, frailty, and ultrasound (US).



"I am really excited about the new 2024-2027 RCEM Academic Strategy, as an RCEM EM ACP today this strategy ensures commitment from the College to a robust governed academic strategy that truly invests in the educational needs of all clinicians delivering emergency medicine in the UK. This strategy ensures that ACP members are part of the education plan and continues to ensure that we are developed and supported to provide high quality and evidence based care to our patients. The new RCEM ACP curriculum 2022 is a modern, well thought out and extremely well supported way to evidence and portfolio the evidence required to successfully credential as an Advanced Clinical Practitioner."

Ash Lowther, ACP Chair



"Around half of all trainees in the UK are from an ethnic minority and a rapidly growing proportion of these are IMG trainees. As the workforce becomes increasingly ethnically diverse, tackling discrimination is crucial to improving doctors' wellbeing and career progression, patient safety and workforce sustainability.

Differential attainment is a symptom of a wider structural and systemic problem and the contributory factors operate at an individual, institutional and policy level.



The EDI Committee are committed to working closely with the Academic Committee to accelerate the delivery of the Fairer Training Programmes Action Plan. We will use targeted measurable interventions to reduce and ultimately eliminate the disadvantage and discrimination that currently exists in education and training."

**Sivanthi Sivanadarajah Co-Chair,
David A. Chung Co-Chair, EDI Committee**

5

Advance emergency medicine education globally.



- The College is committed to advancing emergency medicine education on a global scale by promoting our high quality exams, research and learning (especially eLearning) opportunities. We will work collaboratively with international learners and organisations to establish an international faculty and a global RCEM community.



“EMSAS has always worked with RCEM to ensure equitable opportunities for its members and we were excited to contribute to the 2024-2027 Academic Strategy.

International Medical Graduates comprise the majority of SAS doctors and are disproportionately affected by differential attainment. The academic strategy promises to focus on this as an area to improve access to fair training and examinations which we at EMSAS welcome.

EMSAS has been contributing to the delivery of exams with SAS grade examiners helping write questions, OSCE stations, and examining. We are content creators for RCEM Learning and are involved in the delivery of RCEM events, being a part of the Spring CPD Conference and Annual Scientific Conference, in addition to running the EMSAS Conference every year.

As EMSAS chair, I am proud of the college's commitment to including SAS doctors in all important college policy and strategic working. Together, we will help the college enhance its global standing as a leader in emergency medicine education and training.”

Immad Qureshi, EMSAS Chair

Authors



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