

RCPE EDI Impact Report 2025-2026

Introduction

This report sets out the activity of the College's Equality, Diversity and Inclusivity Committee across 2025 and 2026, and the impact of that activity for our Fellows, Members and staff.

In December 2023, the College launched its EDI strategy, built on five commitments: to inclusivity, to promoting equity in medicine, to addressing inequities in health, to addressing discrimination, and to eliminating racism. The strategy also set five goals for the College itself: embedding an inclusive culture and role-modelling leadership excellence; a commitment to gender equity, anti-racism and inclusion of all diversity groups; cultural competency education and training for healthcare professionals; diverse representation on Council and in other leadership roles; and measuring impact through benchmarking and reporting. This report is itself part of the delivery of that final goal.

The activity that follows falls into four areas: understanding and connecting with our community through survey and dialogue, keeping governance at the forefront through the Committee's own structure and representation, taking the lead with education through our events, conferences and podcasts, and celebrating our heritage while taking action to address its more difficult histories. Each reflects a different route to the same aim, a College that is genuinely inclusive for everyone who trains, works and practises within it.

Understanding and connecting with our community

Membership Survey

In May 2025, the College sought the thoughts and feedback of their Fellows & Members. As part of our partnership with Surviving in Scrubs, the EDI committee included questions related to inclusivity, and whether our Fellows & Members felt any deterrents from attending events in person or online. The survey indicated that the College continues to move in the right direction and that the College promotes an inclusive environment.

Differential Attainment:

In September 2025, a roundtable discussion was arranged with presentations from our Trainees & Members Committee, Dean of Examinations and Dr Tanvir Alam on the topic of differential attainment, a topic of critical importance to support our members and doctors as they progress through their career. PACES examiners, representation from our UK and International Regional Advisers, Council, Office Bearers and Committees were in attendance. A variety of outcomes were discussed and following the meeting it was agreed to prioritise the support for examiners and candidates through resources, mentoring and training. RCPE's mentoring platform continues to progress with a review of governance taking place over the Spring/Summer 2026 with the aim to promote further in Autumn/Winter 2026.

Examiner Survey

In Summer 2026, following the discussions at the differential attainment roundtable, a survey was circulated to all Fellows & Members who are eligible PACES examiners but not currently involved in

examining to understand the barriers for them to become an examiner as well as understanding their motivations of why becoming a PACES examiner may be of interest. We received over 80 responses with key themes coming through with the main barriers including a lack of time or competing commitments as well as a lack of clarity around the expectations, training and process to become a PACES examiner. Contributing to the training of the next generation was the strongest motivation for our Fellows & Members and we will be taking all the results of the data to discuss further with our examinations team.

Cultural safety training for EDI committee

In 2025, the EDI committee participated in cultural safety in healthcare training delivered by Dr Tanvir Alam which was recorded for use for the College in the future. A second training session is scheduled for the Board of Trustees and members of Council in September 2026 furthering the College's commitment on cultural safety in the workplace.

Sexual Safety Training & Sexual Safety Charter

In collaboration with our partner Surviving in Scrubs, training was arranged for members of Council & Trustees taking place in March 2026. This included bystander training as well as sexual safety training. This session was recorded and is now available for all future members of Council to see prior to them taking up their role.

One of the outputs of the training was the creation of a sexual safety charter for the College. A draft was discussed by Council & members of the EDI committee before going to the Board of Trustees in August 2026 for approval.

Keeping governance at the forefront

Following a full review of the EDI's terms of reference by the committee, revised terms were proposed and approved by RCPE's Council. This refresh ensures representation across membership & Fellowship and represents the College's commitment to equality, diversity & inclusivity.

Recruitment to begin to fill committee member slots began in Summer 2026 and we received over 80 applications of interest which demonstrates the clear interest of our Fellows & Members to be involved in these important areas. A second round of recruitment will be taking place in Autumn/Winter 2026. More information about the committee including the committee's strategy can be found at: <https://www.rcpe.ac.uk/impact/equality-diversity-and-inclusion>

Taking the lead with education

Education is a core part of what the College does to support it's Fellows & Members and our annual programme of events and courses continue to grow which are underpinned with key equality and diversity goals at their centre.

International Women's Day was celebrated at the College with a powerful and impactful conversation around women's mental health. Our three speakers (Dr Linda Gask, Dr Rebecca Lawrence, Dr Kate Wormsley) discussed their own stories and showed to our audience the power and impact that a more compassionate approach to mental health can offer a brighter future for psychiatry as a specialty and it's patients. More information about the event can be found on our [website](#).

In 2025 the College delivered their Women in Leadership conference. This was a fantastic event in collaboration with National Education for Scotland. This vibrant event covered topics on neurodiversity, assertiveness, intersectionality and leadership. Recorded content from this event can be found on our [Education Portal](#). Exhibitors included Melanin Medics, another key partner in our important work across equality, diversity and inclusivity.

Alongside this event, the College ran it's 'International Women in Leadership' webinar which celebrated the achievements, challenges, and resilience of women leaders from across the world.

The EDI committee are also exploring with the Education team about the potential creation of a webinar series focusing on core EDI topics. Discussions on this will continue over the coming months.

Podcasts:

Accessible to all is our series of podcasts. Themes of equality and diversity continue to be discussed. In 2025, episodes were released on Less Than Full Time and becoming a parent.

If you would like to suggest a topic for a podcast you can do so through this [online form](#).

Celebrating our heritage and taking action

Funded by Museum Galleries Scotland, our Heritage and Reception staff carried out both anti-racist and anti-ableist training programmes.

Our heritage team have ensured that diverse stories are included in the College's new permanent exhibition, including both the history of medical colonialism, as well as positive celebratory stories of diverse practitioners past and present

In 2025, a permanent display in the Conference Centre Foyer of seven of the College's international female Licentiatees was launched.



Picture description:

Attendees viewing our Licentiate display. Included in the picture is an image of Elsie Inglis one of our licentiatees.

In June 2026, a portrait of pioneering Indian Fellow Dr Krishnabai Kelavkar was [unveiled](#) in our Great Hall. The unveiling took place during a New Fellows' Day in the College. The painting is the first of a



global majority person to be displayed anywhere in the College and the first oil painting of a female physician.

Picture description: The portrait of Dr Krishnabai Kelavkar now displayed in the Great Hall.

Finally, our heritage team developed and implemented an anti-racism action plan, including: a commitment to ensuring diverse stories are represented in every temporary exhibition, reviewing book titles on display in public rooms (e.g. New Library) to ensure no racist or otherwise offensive content is on display, developing a collection research guide for those researching South Asian ancestors, increasing visible diversity within promotional photographs, begin proactively collecting objects and books from international Fellows.

Conclusion

The activity covered in this report shows the College's commitment to equality, diversity and inclusivity translating into practice. Listening exercises with our Fellows and Members, from the membership survey to the examiner survey and the differential attainment roundtable, have surfaced the barriers our community faces and shaped how we respond to them, in keeping with the strategy's commitment to addressing discrimination and inequities in health. Training, from cultural safety to sexual safety, has extended from the Committee to Council, Trustees and staff, building the cultural competency the strategy calls for. The revised terms of reference and strong interest in Committee recruitment strengthen diverse representation in the College's leadership. Our education programme, from the Women in Leadership conference to International Women's Day and our podcast series, continues to promote equity in medicine and gender equity specifically. Our heritage work, culminating in the anti-racism action plan and the unveiling of Dr Krishnabai Kelavkar's portrait, addresses the strategy's commitment to eliminating racism by confronting the College's own history as well as celebrating it.

There is more to do. The mentoring platform governance review, the second round of cultural safety training for the Board and Council, the Sexual Safety Charter's approval, the next round of Committee recruitment and the proposed EDI webinar series will carry this work into Autumn and Winter 2026 and beyond. The Committee remains committed to embedding equality, diversity and inclusivity across everything the College does, and to reporting honestly on our progress as we go.

Further information & references

- <https://blogs.bmj.com/bmjleader/2024/04/30/a-roadmap-for-health-equity-and-social-justice-by-roger-kline-maryann-ferreux-durka-dougall-and-randeep-kau-kular/>
- <https://blogs.bmj.com/bmjleader/2025/08/15/from-blame-to-capability-what-the-nhs-can-learn-from-australias-approach-to-medical-leadership-by-dr-maryann-ferreux/>
- <https://racmaconference.com.au/embedding-inclusive-leadership-in-medicine-progress-and-lessons-from-the-royal-college-of-physicians-edinburgh/>