

Monday 26<sup>th</sup> of July 2021

Dear Surgical TPDs, Surgical Tutors and DMEs

**Re: Reducing Trainee Role-Assumption Discrimination in Surgery**

I write on behalf of the Association of Surgeons in Training (ASiT), the pan- grade, pan-speciality independent representative body of surgical trainees in the UK.

At last months' National Council meeting following increasing reports we generated a consensus to tackle role assumption.

Role assumption is the act of assuming a person's employment due to pre-conceived bias. Examples of such are female surgeons mistakenly identified as nursing staff and non-white surgeons assumed to be in non-clinical roles.

We recognise that the following measures are only part of the answer to improving role assumption in the surgical workplace, and hope that through equality, diversity and inclusivity training for all staff, we can continue to remove discriminatory behaviours.

We write to request that hospital, trusts and deaneries support trainees who are rotating through the region with the following optional identifiers:

- Personalised lanyards with name (as specified by the trainee), and role in the format of Registrar (ST3-ST8), Core Trainee (CT1-CT3), Foundation Trainee (F1-F2) and Medical Student. These could be colour coded to help with quick identification and should be unified within the deanery (Appendix 1).
- Email with photos, names and roles to be sent out before the second week of a new rotation. If possible professional photos should be used for example through medical photography services (Appendix 2).
- Where possible, 'Hello my name' is badges to improve basic communication with patients and staff as per the #hellomynameis campaign (Appendix 3).
- Where possible, colour coded scrubs and/or personalised scrub caps to help improve role recognition in the clinical and theatre environments (Appendix 4).

Most importantly we believe that trainees and staff should have access to an EDI training session at their inductions. We are trialling the first ASiT EDI session at the Severn Deanery Core Surgical Bootcamp in August, please let me know if you would like more information on this session.

Your EDI officer on behalf of ASiT Council,

A handwritten signature in black ink, appearing to read 'M Okocha', with a large loop at the end.

Mr Michael Okocha, MRCS, MSc, MAcadMED  
ASiT Equality and Diversity Officer 2020-22

Appendix 1:  
Lanyard Schemes

Evidence Base:

[https://www.gmc-uk.org/-/media/documents/belfast-hsct-final-visit-report\\_docx\\_pdf-71499866.pdf](https://www.gmc-uk.org/-/media/documents/belfast-hsct-final-visit-report_docx_pdf-71499866.pdf)

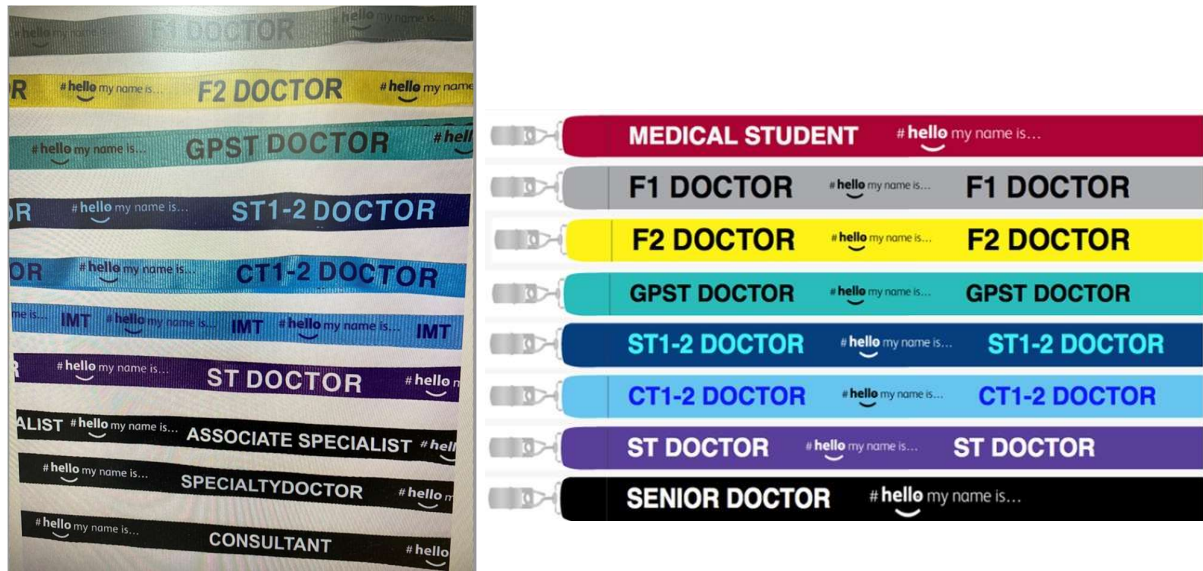
<https://www.tamesidehospital.nhs.uk/Documents/OpenHonestCareAcuteJuly2016.pdf>

SayNoToSHO - <https://events.nes.scot.nhs.uk/media/225008/category-5.pdf>

Examples:

<https://www.northamptongeneral.nhs.uk/Patients-and-Visitors/For-inpatients/Downloads/Doctors-badges-and-lanyards.pdf>

<https://www.psnetwork.org/know-your-doctor/>



Appendix 2:  
Professional photos with names and job roles

Evidence base:  
<https://www.indeed.com/hire/c/info/new-employee-announcement>

Examples:



Figure 1 - New foundation doctors introductions, General Surgeon Department, Musgrove Park Hospital, Taunton

Elliott Callahan	Christine Choi	Adam Daoud-Gray	Willie Du	Nate Gamsky	Stephanie Gilbert
Kaveh Hemati	Sarah Jarjour	Jonathan (JK) Kim	Ed Labovitz	Man-Cheung Lee	Anthony Little
Genevieve Manahan	Hai Pham	Russell Romano-Kelly	Manoj Sekar	Kiran Sembhi	Shikha Sharma
Stew Smith	Norver Trinidad	Michelle Wang	Danielle Williamson	David Wong	

Figure 2 - University of California San Francisco, New Surgical Residents - available online

Appendix 3  
#Hellomynameis

Evidence base:

Website link: <https://www.hellomynameis.org.uk>

Examples:



Appendix 4  
Scrubs and Scrub cap

Evidence base:

<https://www.bbc.co.uk/news/uk-england-shropshire-51723693>  
<https://www.psnetwork.org/theatrecapchallenge-wheres-the-evidence/>  
<https://pubmed.ncbi.nlm.nih.gov/21834289/>

Examples:



Figure 3 - Taken from BBC article above, Miss Cribb wearing named surgical scrub cap

## Who's who in our A&E



Figure 4 - Taken from Yeovil District Hospital NHS Foundation Trust, Accident and Emergency Home Page