

# **Empowering First 5s with Group Coaching** Intervention to Enhance Resilience and Improve Health Inequity

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#### Introduction

The transition from GP trainee to First 5 can be isolating and challenging. This negatively impacts on the recruitment and retention crisis affecting patient care and health inequity. Research has shown that coaching is beneficial to the NHS however there is currently no coaching service for First 5s.

Following discussion with Dr Michael Blackmore WoS RCGP Chair it was agreed to deliver a pilot group coaching intervention to First 5s.

#### Aims

To assess the benefits and outcomes of **Group Coaching** with a view to



extending this to all First 5s in Scotland

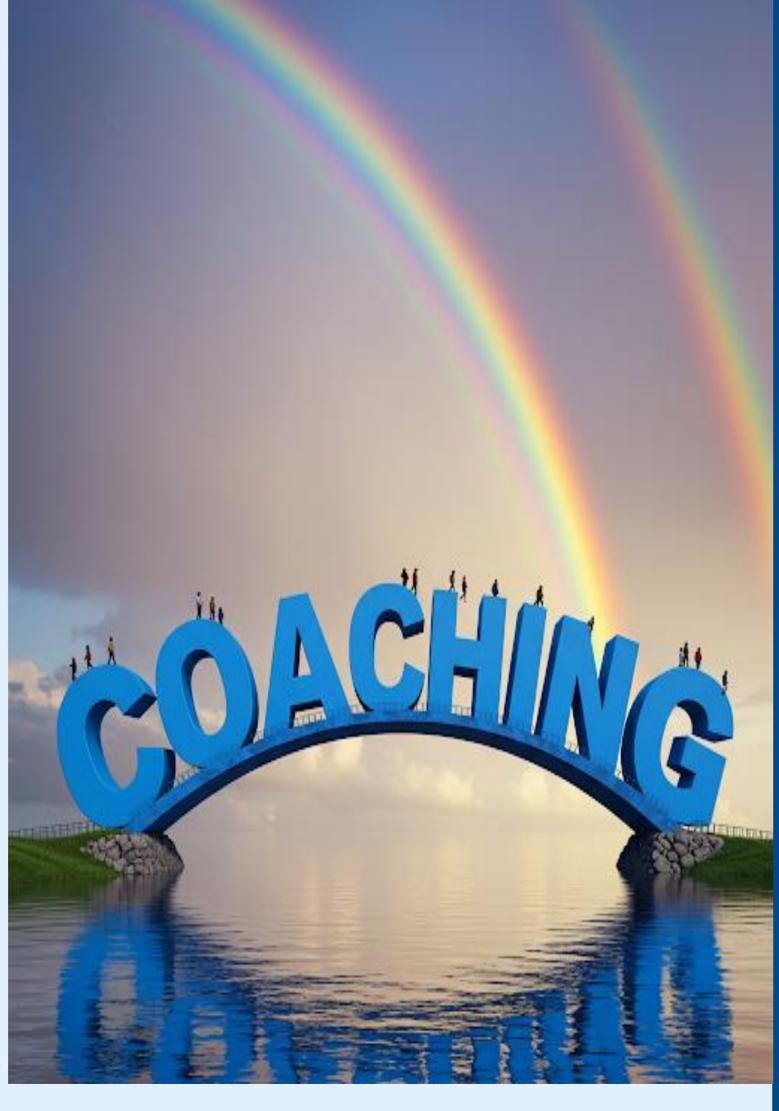
# Method

Six First 5 GPs recruited via WoS RCGP site and Meet and Connect Event

Participants attended six face to face group coaching workshops delivered by Dr Caryn Simms (GP Partner, Trainer, Appraiser and NHS Coach:

Imposter Syndrome **Drama Triangle** Kahler's Five Drivers SCARF model **Transactional Analysis** Ikigai

**Exit questionnaire** compiled and analysed to assess the relevance of the coaching content to their needs as a First 5,



how coaching has influenced their performance as a GP, most beneficial techniques and outcomes and to assess if still working as GP in the NHS





## Conclusion

Successful pilot demonstrating increase in retention and empowerment and collaborative peer support resulting in reduced health inequity for patients

Next steps: offer group coaching to all First 5 GPs and further research

## References

Sinclair et al. NHS Institute for Innovation and Improvement March 2024 RCGP Survey 2024

Scottish Government GP Recruitment and Retention Action Plan Nov 2024

# Acknowledgements

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