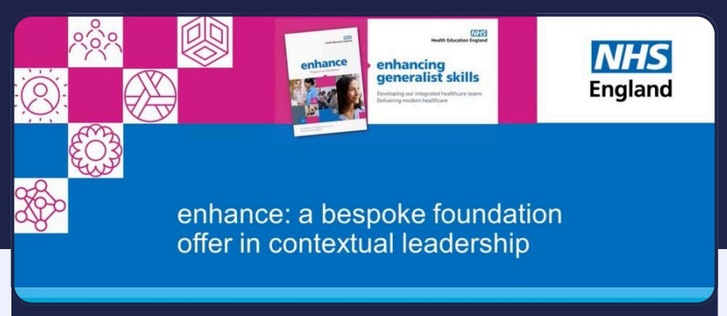


The North Mid Enhance programme – development of live teaching sessions (3 cycles)

Dr Sana Mallick, Enhance Fellow at St George's Hospital
Dr Alice Man, Director of Medical Education, North Middlesex Hospital

Background

Enhance was introduced to the Foundation Programme curriculum for the August 2024 cohort of Foundation Doctors to broaden their learning to include formal teaching in generalist skills. The North Middlesex Hospital education team were approached by the London Foundation School to develop and pilot a programme of face to face teaching sessions and to date, 3 cycles have been delivered, the first was to the August 2023 cohort.



Context

The first two cycles were codesigned and delivered with the NHSE Associate Dean for Enhance, the Enhance Fellow and the Director of Medical Education at NMH (2023 and 2024 cohorts). The third cycle was led by the NMH DME, and codesigned and facilitated with a Haringey Public Health Consultant and the Enhance Fellow at St George's Hospital. The programme was attended by FY1s and FY2s jointly.

Method

The pilot cycle one (2023 cohort) consisted of six 1-2 hour sessions inserted into the existing weekly Foundation Teaching Programme. This included presentations on the principles of Enhance and a Learning Disability Consultant with case studies. Cycles two and three (2024 and 2025 cohorts) were delivered as two half day sessions. Cycle two (2024) included a learning disability patient lived experience and a psychiatry ST5 presenting a weaning antidepressants porject. Cycle three (2025-2026), real-life examples from Public Health case studies, evolving medical specialties, planetary health, AI and nutrition (resident doctor and qualified personal trainer speaker). There were multiple transformative reflection exercises including discussions and role play. The FY doctors were encouraged to use these for completing their REAL forms.

Project Aims

- The sessions aimed to provide a live teaching experience for the Enhance topics, showcase examples of the Enhance domains in clinical practice and allow discussions through interactive exercises.
- To support the Foundation Doctors gaining the Enhance Enable certificate.

Results & Discussion

Learning from experience

For each cycle of the NMH Enhance programme completed, the learning fed into the next cycle.



Results

From cycle one 2023 cohort, the programme was rescheduled to two half day sessions to allow sufficient time for interactive activities and discussions. This avoided curtailing deep discussions and gave more time for invited speakers.

For the August 2024 cohort, Enhance was officially part of the FY curriculum and 43 FY doctors at NMH gained the Enhance Enable certificate after attending cycle two (out of 90 FY1s and FY2s at NMH).

For cycle three, 84 FY doctors (FY1 and FY2) attended the whole programme (both parts A and B). Data on completion of Enhance Enable is still in progress.

Measures

For each of the sessions, feedback was collected but there was a poor response to online surveys.
In session verbal feedback and written feedback via emails provided qualitative narrative feedback that was meaningful and helpful.

Evaluation

Comments from the first cycle included relief at being 'ungaslit'. There was a sense of a safe environment to discuss sensitive issues such as managing stress and burn out. However, one to two hours was not long enough to complete all the interactive exercises. Cycle two (2024) comments included 'enjoyable and informative'. 'relevant topics'. Cycle three (2025/26) feedback was again generally helpful. There was good engagement in discussions evidenced by the quality of reflections drawing on their own experiences.

Sustainability & next steps

The NMH programme is locally led, although its set up had been supported by the NHSE Enhance Fellows and Associate Dean in the early stages. This support has been discontinued since March 2026 and it will continue to be delivered by the site education team and local clinicians. Plans have already been made for the next cycle August 2026/27.

Key Learning Points & Take Home Messages

The NMH Enhance programme is a rewarding, enjoyable experience for FY doctors, bringing its domains and themes to life, with speakers ranging from resident doctors, consultants and patients. It draws on local real-life examples and experience making it more relevant and relatable. It has supported FY doctors gaining their Enhance Enable certificate, nearly 50% of all FY doctors in a single site (in cycle two).

Project Lead Dr Alice Man

Timeline February 2024 - March 2026

Project Faculty
Dr Sana Mallick, Enhance Fellow, St George's Hospital
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