



Health Equity GP Fellowship Program

JOB TITLE:	Health Equity Fellow
DURATION:	12 months (1 session per week)
COMMENCEMENT:	September 25 th 2026
REMUNERATION:	Bursary of £9,000 per year
REPORTING TO:	Program Leads

About the program

In 2019, Hammersmith and Fulham Training Hub started a program to support frontline staff working in socio-economically deprived areas. Based on the principles of the successful Glasgow [‘GPs at the Deep End’](#) scheme, it has since been delivered pan-London, won the [HSJ Partnership Award](#) for ‘Most Impactful Program Addressing Health Inequalities’ and is now open for another cohort of applications from NW London GPs.

This offer has been expressly designed to support GPs based in NW London with an interest in health equity to develop the skills, knowledge, connections, and confidence to lead on creating fairer systems and healthier places. We are looking for motivated and enthusiastic individuals who can take principles from the scheme and apply them in their workplace and Primary Care Networks (PCNs).

The fellowship runs over 12 months, involves working closely with training hub and PCN colleagues, and provides a weekly session of funded time for three elements:

1. Developing advocacy, coaching and change skills
2. Developing knowledge of deprivation healthcare and systems theory
3. Developing connections: within PCNs, between organizations and across systems

The year builds foundations and involves fortnightly workshops that follow an evidence-based curriculum that explore common themes within ‘deprivation healthcare’. These focus on practical change and are augmented by coaching, peer support, mentorship from an experienced ‘deep end’ GP and visits- e.g. to food bank or homeless health services. The workshop schedule is available [via this link](#).

You will be connected to previous cohorts to form part of a larger group for peer support and to help consolidate skills and progress projects beyond the funded year. You will also receive training in change methodology to Practitioner level through the nationally recognized Quality, Service Improvement and Redesign [‘QSIR’](#) program.



Academic recognition

As part of the program, you will be enrolled onto the [LSBU 'deprivation healthcare'](#) module. This provides 40 credits at level 7 (MSc), is multi-disciplinary and pan-sector, and will enable you to connect with colleagues from across London as part of the cohort.

The workshop series forms the basis of the module content, and the course assessments have been designed to support change work that is practical, focused on health equity and relevant to the context of the participant.

This is the only academic course of its kind in London and is oversubscribed. Acceptance onto the Fellowship program guarantees a place on the module, with course fees fully funded.

Program aims and eligibility

In addition to developing individuals and services, the program aims to build a collegiate support culture between practices caring for deprived communities, and by connecting GPs will grow a network of leads within NW London. Workshops will also provide an opportunity to meet and hear from people facing similar challenges in other parts of London and beyond.

To be eligible you must therefore:

- Hold a substantive clinical post within a PCN in NW London facing blanket or significant pocket deprivation
- Not already be on an existing fellowship scheme
- Be able to commit to the time requirements and duration of the program

Although the workshops are open to all, clinical or non-clinical, this funded opportunity is restricted to GPs. It is open to GPs of any level of seniority and is being allocated based on there being one place per Borough for the whole ICS. If additional funding becomes available and each 'Borough GP post' is filled, places will be allocated based on distribution of deprivation and quality of application.

To have this level of support and development for this duration is a rare opportunity, so we are looking for GPs who are rooted in their communities and have a passion for creating fairer systems. This is not an ICS level position, there will be no requirement to attend ICB meetings, we are supporting GPs who want to undertake practical, community-based change.

Expectations

Participants are expected to attend workshops and action learning sets with peers. These will rotate around different locations across the ICS, so there is an aspiration that they will help promote sessions and involve colleagues when delivered from their locality.

Participants are also expected to undertake a change project related to health equity, this can be an area of personal interest or a PCN priority, but must relate to deprivation, be primary care based, and have wider applicability so others can benefit from the learning.



Remuneration.

Remuneration will be via bursary, paid retrospectively. This is not a salaried post, so there is no leave entitlement or sick pay.

How to apply

Complete the accompanying **application form** by 23:59 on 9th August 2026. If you are interested in applying but are unable to meet the deadline, or require additional information not answered in the FAQs, please direct enquiries via Jessica.Mathews@nhs.net

Timeline

Notification and confirmation will be in the week following the application deadline with all successful applicants enrolled onto the LSBU module ahead of August 28th.

Program starts on Friday 25th September 2026

- Workshop 1 (25/09/26): Complexity as a defining feature of life in the 'deep end'
- Workshop 2 (09/10/26): Consultations as a tool and the power of empathy in deprived areas
- Workshop 3 (23/10/26): Resilience and the distribution and construction of vulnerability
- Workshop 4 (13/11/26): Dependence, power imbalances and creation of demand
- Workshop 5 (27/11/26): How capacity to self-care varies in deprived areas
- Workshop 6 (11/12/26): Access through the lens of exclusion, agency and candidacy
- Workshop 7 (08/01/27): Continuity and relational care in scenarios of adversity
- Workshop 8 (22/01/27): Mental wellbeing and the medicalization of unhappiness
- Workshop 9 (05/02/27): Advocacy and the relation with power, privilege and passivity
- Workshop 10 (26/02/27): Financial wellbeing and the causes and consequences of poverty
- Workshop 11 (12/03/27): Food poverty and the social gradient to diabetes and obesity
- Workshop 12 (16/04/27): Persistent pain and the physical manifestations of social distress
- Workshop 13 (07/05/27): Trauma care, ACEs and addressing cycles of adversity
- Workshop 14 (21/05/27): Dying in poverty, end-of-life and anticipatory care in deprived areas
- Workshop 15 (04/06/27): Using data for health equity, including community research
- Workshop 16 (18/06/27): Community-based approaches to health and wellbeing

Final presentations will be on July 1st and 2nd 2027 with July, August and September 2027 being for self-directed project work with program support.

The program ends on Friday 24th September 2027.



PERSON SPECIFICATION

Attribute	Essential	Desirable	Evidence
Qualifications	MRCGP or equivalent Up to date with mandatory training required for GP role	Public health qualification	Application form
Experience	Currently providing direct GP clinical care in the pilot areas of blanket or pocket high deprivation	Having initiated and delivered a change project using QI skills	Application form
Knowledge	Case-level knowledge of effects of health inequality in local community Knowledge of local services aimed at improving community resilience	Knowledge of and links with local GPs with values as per those listed below Knowledge of local community activists	Application form
Skills	Ability to retain personal drive and positivity Ability to prioritize and organize own work	Ability to search for and interpret data related to health inequality	Application form
Values	Passion and enthusiasm for addressing health inequality at a local level Commitment to working in partnership with community colleagues and residents Strong collaborative ethos with willingness to share learning to benefit others	Proactive approach towards care with desire to support colleagues across wider geography	Application form
Other	Currently employed in a substantive role providing face-to-face clinical care in a PCN with significant pocket or blanket deprivation. Registered on the Medical Performers List. The applicant will confirm whether they are under investigation for fitness to practice or outstanding criminal proceedings.	Unable to undertake change without being released from direct clinical care duties Salaried level staff Not currently active in supervising trainees but with a desire to take on this role.	Application form



Frequently Asked Questions

About the Fellowship

Q: What is the duration of the Fellowship and when does it start?

A: The Fellowship runs for 12 months. Successful applicants will need to enrol onto the LSBU module by August 28th, but the program itself starts on Friday September 25th, 2026.

Q: Who is eligible to apply?

A: You must be a GP holding a substantive clinical post in NW London PCN that faces significant blanket or pocket deprivation. You must not already be on another fellowship.

Q: Can non-GPs apply?

A: Workshops are open to a wider audience, and the LSBU program is open to pan-sector and multi-disciplinary applications, but this Fellowship opportunity is restricted to GPs.

Q: What will I gain from the Fellowship?

A: Fellows will develop:

- Advocacy, coaching, leadership and change skills
- Knowledge of deprivation healthcare and systems theory
- Connections with peers, communities, and system leaders
- Confidence in change methodology

Structure and Commitment

Q. What is the weekly time commitment?

A. One protected session per week with an expectation to attend in person plus complete project-related work. The workshop series runs on Friday afternoons (13:30-15:30).

Q. Can I join workshops remotely?

A. Workshops are in-person to ensure meaningful participation, peer learning and benefit from local contexts when delivered from community venues. Online participation is only by exception and only in the event of emergency or unplanned scenarios.

Q. Are there commitments beyond the scheduled workshops?

A. Yes. There will be forums, ALS sessions and visits linked to the program. These will only be on Fridays, and will be structured for mornings or lunchtimes on the dates listed above. These will approximately be on alternate workshops, are designed to augment project and personal development, and provide space for structured peer problem-solving and reflection. Details of other ad hoc relevant events will be circulated to attend at your discretion.

Q: Do I need study leave from my practice?

A: The Fellowship requires one protected session per week. How this is arranged is up to you and your practice. What matters is that if needed, you have the support of your practice to engage fully and commit to your change project.



Module Requirements

Q: What academic assessments does the module require?

A: The academic module requires you to provide two pieces of academic work- a 3,000-word report and a 15-minute presentation of a change proposal. This structure has been designed to support you to address an issue of health equity in your contexts.

The purpose is to share your learning, showcase your project, and demonstrate how you are applying health equity principles in your context. You therefore have opportunity to:

- Identify a local or professional challenge related to health equity.
- Better understand the issue by scoping evidence or collecting local insight.
- Present a project, intervention or evidence-based proposal for change.
- Analyse barriers and enablers to collaborative working.
- Reflect on your own role and how this is changing.

By selecting issues that matter to them in their contexts, previous participants have been able to continue working on their projects after the program has finished. The assessments have been designed to help you, so your work continues beyond the program.

Q: Will I be supported in preparing for the assessments?

A: Yes. Fellows will have formative opportunities and dedicated check-ins throughout the year, ensuring you are supported in refining your ideas and building confidence ahead of your presentation. You will also receive 1:1 mentoring and peer support via ALS groups.

Remuneration

Q: Is the Fellowship salaried?

A: No. Fellows receive a £9,000 bursary, paid in arrears (retrospectively). This is not a salaried post, so there is no leave entitlement or sick pay.

Q: What is the bursary intended to support?

A: The bursary is designed to provide protected time for:

- Workshop attendance
- Mentoring and coaching
- Peer and community connection
- External visits and engagement activities
- Developing and delivering your change project
- Continuing your own reflection and learning beyond the taught sessions

The idea is that this gives you flexibility to develop according to your needs and contexts.

Q: Is backfill funding provided to practices?

A: No separate backfill funding is provided. The bursary is intended to support your dedicated time. Navigating commitments to support attendance is your responsibility.

Q: Who do I report to?

A: Fellows report to the Programme Leads.

Q: Will this count towards CPD and appraisal?

A: Yes. The Fellowship can be used as evidence in your annual GP appraisal. You will also receive 40 credits at Level 7 if you successfully complete the academic requirements.



Application Process

Q: How do I apply?

A: Complete the **application form** before 23:59 on Thursday August 9th 2026. If you have any queries please direct them via Jessica.Mathews@nhs.net

Q: Is there an interview?

A: No. Places are awarded based solely on the application form, so take time to answer thoroughly and thoughtfully.

Q: How many places are available?

A: There is a total of 8 places available on the 2026–2027 Fellowship. This is designed to support one GP Fellow per Borough across NW London.

Other Practicalities

Q: What happens if I miss a session?

A: Attendance is expected at all scheduled sessions. If you cannot attend, you should inform the Programme Leads in advance.

Q: Do I need GMC registration?

A: Yes. You must be registered on the Medical Performers List and confirm that you are not under investigation for fitness to practice.

Q: Can newly qualified GPs apply?

A: Yes. The Fellowship is open to GPs of all levels of seniority who meet eligibility criteria.