

## Trailblazer Fellowship

**The Trailblazer Fellowship allows motivated, qualified clinicians to work in practices within areas of socio-economic deprivation.**

The aim is to develop the skills, knowledge, experience, and resilience to stay working in these challenging, but incredibly rewarding, environments and to help practices in under-resourced areas to recruit and retain clinicians in Coventry and Warwickshire. Fellows are expected to work on a deprivation focussed project(s), leaving a legacy for practice, PCN, and/or system.

Coventry & Warwickshire Training Hub have hosted the (NHS Midlands) Primary Care Trailblazer Fellowships since 2020.

**Eligible practices are now invited to apply for one of three fellowship places on offer for 2024/25.**

Find out more about current and previous fellows and their activity [here](#)

### Alumni Feedback (2020 – 2023)

*"I have found an area of medicine in which I feel passionately about. I have gained knowledge in Health Inequalities, the patients I used to fear to consult with, are now my favourite encounters."*

*"I have learnt and developed as a GP, a person and as a leader. It gave me the confidence to follow the passion for health inequality"*

*"My professional development has been endless, and it has given me the chance to become a much more well-rounded, early years GP beyond the time constraints of the VTS training scheme."*

*"I am very grateful for this opportunity to allow me to gain more understanding and insight into health inequalities as well as the confidence dealing with tricky patients and situations through experience and wisdom I gained during"*

*"The Trailblazer Fellowship has given me the time to benefit from excellent teaching, time for self-directed learning, a better understanding of local services available, time to meet with PCN staff, networking opportunities and has increased my confidence to work in an area of deprivation"*

### Trailblazer Fellowship Offer

- **12-months duration (Oct 24 start)**
- **2 non-clinical sessions** for professional development
- **Remunerated** to cover the 2 sessions of protected fellowship time spent on supported professional development (GP - £5025.50/quarter & Non- GP at 20% of the Fellow's AfC annual pay)
- **CPD allowance £4000** to support further personal development and education during fellowship
- National monthly **Trailblazer Educational Programme**, delivered by [FairHealth](#)
- Access to **mentoring and local peer network** support

### Practice benefits of employing a fellow:

- Two sessions / 1 day of funding, to support release for development time
- An attractive offer to potential applicants for unfilled vacancies
- The opportunity to build a relationship with a potential long-term clinician
- Reduced locum costs
- Possible practice development work from the Trailblazer Fellow
- Ability to offer professional development opportunities to existing clinicians to support retention in practice

### **Practice Eligibility:**

Trailblazer fellowships must be hosted by:

- A practice whose **IMD 2019 score is equal to or above 30**. (*The Fingertips: Public health data platform can be used to search and rank practices/PCNs within an ICS whose IMD 2019 score is  $\geq 30$* )
- A practice where the focus of the fellowship is on the **care of vulnerable / marginalised groups**
- A practice where there is a specific focus on **tackling health in equalities**

### **GP Applicants Eligibility Criteria:**

- Working in General Practice in C&W
- Within the **first 5 years** of practice or any **mid-career** GP
- Holds a licence to practise
- Has undertaken sufficient clinical work and NHS appraisals to maintain their registration on the National Performer List within the two years prior to application for the scheme.
- **Has not** had a Post- CCT Fellowship previously, with the exception of the NHSE's New to Practice fellowship programme for GPs (those who have previously undertaken or, are currently undertaking, NHSE's New to Practice fellowship programme for GPs are eligible for a Trailblazer Fellowship).

### **Non-GP Applicants Eligibility Criteria:**

- Working in General Practice in C&W
- Employed by a practice/PCN at AfC Band 6 or higher
- Holding a BSc in a suitable clinical health profession

### **Trailblazer Fellows are expected to:**

- Engage with other relevant health and third sector organisations e.g. homelessness or drug and alcohol services, in order to broaden their knowledge of resources and facilities to which patient groups can be signposted.
- Initiate new projects, or support and contribute to locally identified, existing relevant workstreams, with health inequalities at the forefront of their future vision
- Access local peer fellowship network by attending and contributing to the Trailblazer Fellowship Forum (hosted once every six weeks – online evening meeting) and receive support from Lead GP (Fellowships)
- Access mentoring via Coventry & Warwickshire Mentoring Scheme
- Engage with personal self-development, reflection, scheme evaluation and provide reports to stakeholders

### **Additional Information:**

- [CWTH Trailblazer Fellowship Guidance 2024-25 v1](#) provides further information, plus detailed eligibility criteria for both practices and potential fellows
- Applications are welcome from practices wishing to use this fellowship as a part of their recruitment campaign for a GP/ Non GP Clinician vacancy, as well as those practices who wish to retain a current GP/Non GP clinician.

### **How to apply:**

**Application form:** [Trailblazer Fellowship C&W 2024-25](#)

**Closes 5pm Friday 7<sup>th</sup> June 2024**

Fellowship places will be awarded to practices w.c. 17<sup>th</sup> June 2024

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Trailblazer Fellowship Application  
2024-5

