

Embedding Active Bystander Training Across Academic and Clinical Spaces

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on behalf of MedRACE, University of Leicester



MedRACE

MedRACE is an award-winning student/staff group at Leicester Medical School, working to progress the British Medical Association Charter to prevent and address racial harassment. Our collaborative projects raise awareness and celebrate excellence in equality, diversity and inclusion (EDI). Our role is to challenge, to make change, and celebrate progress.

What is MedRACE Alumni?

MedRACE is co-led and co-chaired by students and staff, with defined project sub-groups to drive action.

The MedRACE Alumni group, comprising Leicester graduates now working as doctors, was established in response to evidence that its members could extend the impact of their work beyond medical school. Additionally, participation provides alumni with opportunities to develop their teaching skills, supporting the educational responsibilities inherent to the role of a doctor.

Why Active Bystander Training is needed in healthcare

Racial discrimination remains prevalent across medical education and NHS workplaces. Students, staff, and patients continue to experience racism, microaggressions, exclusion, and bias.

Many bystanders lack the confidence and practical skills to intervene effectively.

Discrimination negatively impacts wellbeing, belonging, workforce culture, and patient care.

National data highlights the scale of the issue, with 76% of doctors reporting experiences of racism (BMA, 2021) and 51% of primary care patients reporting discrimination (NHS Race and Health Observatory, 2025).

Feedback

From 58 responses over 3 recent feedback sets:

Themes:

1. Participants felt an increased confidence to intervene
2. Recognition of systemic patterns behind incidents
3. Demand for ongoing support and refresher sessions

Lessons:

1. Lived experiences enhance authenticity and impact.
2. Training must adapt to both academic and clinical cultures.
3. MedRACE alumni act as effective cultural bridges between settings.



Next Steps

1. Develop a co-produced, clinically authentic bystander curriculum adaptable across UK trusts and learner groups.
2. Strengthen belonging, psychological safety, and inclusive clinical learning environments utilising MedRACE's model
3. Evaluate longer-term behaviour change, including barriers and enablers to implementation.

Why are they important?

Alumni members can:

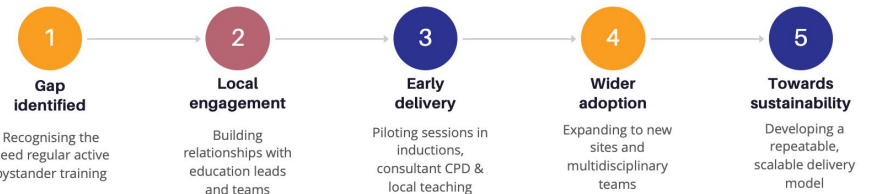
- Bridge the gap between MedRACE's university-based work and practical workplace training.
- Provide credibility as peers who have navigated the transition from medical student to physician
- Provide sustainability and continuity to the MedRACE ethos

Active Bystander training

Leicester Medical School's EDI induction incorporates active bystander training using real scenarios of unacceptable behaviours experienced by medical students.

Building on this model, MedRACE alumni collect authentic scenarios from within their own trusts and deliver active bystander training in their respective hospitals. The sessions are grounded in the realities of clinical practice, reflecting interactions across the medical hierarchy — from foundation doctors and registrars to consultants and multidisciplinary teams — while incorporating the interpersonal dynamics and time pressures encountered in everyday healthcare settings.

This training has been delivered across multiple NHS Trusts, including those in London, Liverpool, Sheffield, and Northampton. Beyond hospital settings, the programme has also been delivered to MAGPAS Air Ambulance, Scout organisations, and internationally in Oslo, Norway as part of an elective project.



Bridging University and Healthcare: MedRACE's Approach to Active Bystander Training

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