

Inclusivity@JAG report publication

The Inclusivity@JAG (I@J) working group was set up in 2025 to examine differential attainment in endoscopy training – the gap in outcomes between groups that cannot be explained by ability alone. JAG has published a report that demonstrates evidence of unequal access, progression and representation, critiques aspects of the current colonoscopy certification process and presents JAG's proposed 3-year programme to measure and reduce avoidable barriers.

Ahead of the publication of the I@J report we spoke to Dr Shairoz Samji about her work as JAG equality, diversity and inclusivity (EDI) lead for training.

Who are you and what do you do?
My name is Dr Shairoz Samji and I am a consultant gastroenterologist. I live and work in the North. I aspire to be Bowel Cancer Screening accredited in the future. Outside of work I enjoy gardening and running.

How did the I@J working group come about?
As I came towards the end of my previous committee role as the BSG workforce lead I approached the previous chair of JAG Matt Rutter to ask if I could investigate equality and diversity issues surrounding advanced endoscopy within JAG. He and the JAG training group chair, Paul Dunckley kindly came back to me and one of the outcomes of creating this role was the wider working group, Inclusivity@JAG. Everyone on the working group has had a senior national role either as an advanced endoscopist or supporting issues surrounding inclusivity or training in gastroenterology or surgery.

Can you provide a brief description of what the I@J report is?
The I@J report sets out by summarising the current EDI workforce data and analyses JAG training processes that might explain the unconscious bias towards certain demographics within our advanced endoscopy workforce.

It sets out five phases that can lead to a fairer more inclusive training pathway for anyone who would like to become an advanced endoscopist in the future.

What is the next phase of the work?
The next phase of the project will utilise the skills of the endoscopy non-technical skills (ENTS) compassion group who will look into the personality traits that a more diverse group of trainees look for in an advanced endoscopist.

We will also begin to analyse JETS and JAG census data to determine the current gender and ethnicity make-up of the endoscopy workforce. I@J aims to openly share this information through publications in peer-reviewed journals.

Where do you see this work in in 5 years' time?
I hope that in 5 years' time we will start to see a significant shift in our advanced endoscopy workforce whereby we will start to meet the targets in phase five where will have set out solutions to the surmountable barriers in advanced endoscopy where diversity is seen to be thriving in endoscopy units nationally.

What are some of the biggest challenges faced in this area?
Currently about 40% of our ERCP workforce is in its mid-60s and starting to plan their exit from the workforce. This impending workforce gap has been high up my agenda for many years. I hope that by working closely with the JAG training group and Dr Nisha Patel and the BSG Endoscopy committee we can promote more diverse and accessible role models, highly trained mentors and a more diverse advanced endoscopy network to support the next generation of trainees. I hope that over time we can deliver a sustainable advanced endoscopy workforce that more closely mirrors our patient population.

What inspires you about your work with the I@J working group?
I am proud that JAG is supporting a more diverse group of people to voice their thoughts and support their wide range of skills in a project that I believe could really make a difference. Within I@J we have a large number of inspiring role models who have all come together to make a career in advanced endoscopy easier and more accessible than the training pathway they themselves have experienced.