

London Simulation Network Peer Review – FAQs

What is a Peer Review?.....	1
What will a Peer Review within the LSN involve?.....	1
Who will come and observe my simulation training to complete the peer review?	2
Why are peer observers paid?	2
What types of training can be peer reviewed?	2
I want to receive a peer review, what should I do next?.....	2
In December, we signed up to deliver peer reviews, do we have to complete the online form to receive a visit?.....	2
I have my own template for completing peer reviews, can I use this instead?	3
I'm worried about receiving negative feedback. Will my peer review be delivered respectfully?3	
Why do UCLPartners as LSN hosts need to see any of my peer review?	3

What is a Peer Review?

Peer review is a tool used for the improvement of learning and teaching by encouraging reflection upon one's own teaching with the assistance of a second pair of eyes (a peer). It is described (in the context of higher education) by David Gosling [in this short paper](#)¹.

What will a Peer Review within the LSN involve?

NHSE is promoting peer observation within the London Simulation Network through the provision of paid-for peer visits. These involve the observation of a simulated training session by a simulation practitioner (the peer) from another simulation site and employer. The peer will observe the session, making notes and then provide written reflective feedback. The observer (or peer) and the simulation practitioner(s) being observed will reflect together on the session with a view to developing their own reflective practice and becoming more effective simulation educators.

The peer reviewer may observe only half a day of training, to give them time to write up their review or they may be available to stay for the whole session.

¹ Gosling, David. (2002). Models of Peer Observation of Teaching.

Who will come and observe my simulation training to complete the peer review?

Your simulated training event will be observed by another member of the London Simulation Network, a fellow healthcare simulation practitioner. They may be more or less experienced than you and they may be from a similar or different speciality to yours. We (LSN hosts) are responsible for match-making peer observers with simulation practitioners requesting a peer observation.

Why are peer observers paid?

A peer observer's employer will receive £250 from NHSE to complete a peer review. These funds have already been allocated via an expression of interest process in December 2023. No money is provided to the centre receiving the peer review. While many simulation teams within the LSN engage with peer reviews without financial incentive, it is hoped that the income will increase the likelihood of staff making themselves available to complete peer reviews.

What types of training can be peer reviewed?

Any simulated training event can be peer reviewed. The peer review template developed by the London Simulation Network is best suited to in situ or centre based simulations but faculty development courses have previously been peer reviewed within the LSN and could be put forward for peer review.

You may wish to be observed delivering a course you're familiar with or a newer addition to your portfolio. There is no right or wrong but you should consider why you want to be observed and what area of your practice you wish to improve – this will guide the type of training you wish to be observed delivering.

I want to receive a peer review, what should I do next?

If you wish your simulated training session to be peer reviewed, please complete the following [online form by March 31st, 2024](#). We hope that a peer observer will be available for all courses but it is possible that for the dates provided, no one can attend so please be as flexible as possible when providing dates. We will let you know as soon as we have identified a match or if we are having difficulty identifying a match.

In December, we signed up to deliver peer reviews, do we have to complete the online form to receive a visit?

If you wish to receive a peer review, please complete this form (whether or not your organisation signed up to **be** peer observers in December). The information gathered in the Expression of Interest in December was insufficiently detailed to complete the work of match-making observers to dates. Please accept our apologies if this feels like a duplication.

I have my own template for completing peer reviews, can I use this instead?

The LSN Peer Review template may be useful for some peer observers but in some cases, another format will be more appropriate. It is left to the observer and “observee” to decide which template should be used to capture the most useful information.

Regardless of the template used, Section B of the LSN Peer Review Template (the Peer Review Summary and Action Plan) must be completed. This will be shared with the LSN and from this, an anonymised report will be produced by the LSN hosts at UCLPartners.

I’m worried about receiving negative feedback. Will my peer review be delivered respectfully?

The vulnerability associated with inviting an external observer to watch you teach is very likely to induce some degree of apprehension. We’d recommend reading these [12 tips for Peer Observation of Teaching](#) from Zarrin Seema Siddiqui et al² if you’ve never engaged with peer observation before. The LSN Peer Review process is conducted to support the professional development and reflective practice of sim practitioners. It is not for quality assurance and summative judgements of educators have no place within this process.

We (LSN hosts) cannot control the behaviour of peer reviews, but we ask all involved to cultivate a growth mindset, recognise this as a formative (not summative) observation and act to maintain the psychological safety of learners, educators and peer observers during this process. We’d encourage you to share your anxiety with the peer observer, share why you wish to engage with this process despite that anxiety and what developmental needs you have already identified and may wish them to attend to in their reflection and feedback.

Why do UCLPartners as LSN hosts need to see any of my peer review?

The Peer Review Summary and Action Plan will be shared with LSN hosts for the purpose of identifying common developmental needs across simulation faculty within the London. The data for that report will be anonymised and it will not be possible to identify individuals or organisations in the final report. The report is useful in providing strategic guidance to Health Education England and the LSN hosts.

Who is responsible for delivering the course during the peer review process?

The host centre holds full responsibility for the course being delivered. The peer reviewers will not participate as faculty on the day of this course – their only role is to observe and provide feedback

² Zarrin Seema Siddiqui, Diana Jonas-Dwyer & Sandra E. Carr (2007) Twelve tips for peer observation of teaching, *Medical Teacher*, 29:4, 297-300

upon the course. The host centre's allocated course lead will be present and facilitating the training session in question on the day of this peer review OR you have discussed with the educators who will be delivering this training and they have agreed to be observed. All faculty members should be aware of the opportunity for a peer review, and they have agreed to be involved OR be made aware of the peer review, prior to day.