

National Simulation Faculty Development Survey Responses Summary

Introduction

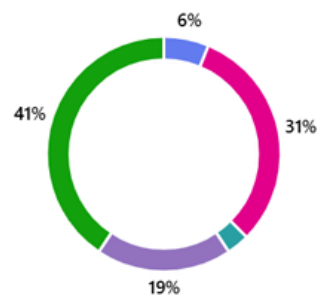
In early 2026 the Clinical Skills Managed Educational Network (CSMEN) created a national multi-disciplinary working group for faculty development for simulation-based educators. The aim of this group is to enhance quality assurance and improve availability and support to train new simulation-based educators.

The first step in this process was to distribute a questionnaire to key personnel in simulation across Scotland in order to capture the current national landscape for simulation faculty development. This is a summary of the results of this survey. A full copy of the questions can be seen in appendix 1.

Demographics

32 respondents (45 requested)

Associate Director of Medical Education (or equivalent) working within Medical Education Team	2
Simulation centre lead	10
University simulation lead	1
Combination of roles	6
Other	13



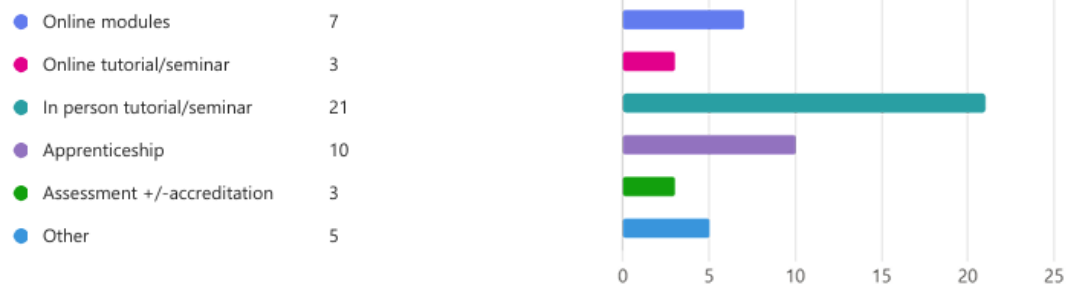
Interrogation of respondents confirms a good representation from across regions of Scotland.

Representation from Medical, Pharmacy, SAS, UG and PG, Care Home Collaborative, Optometry and NHS 24.

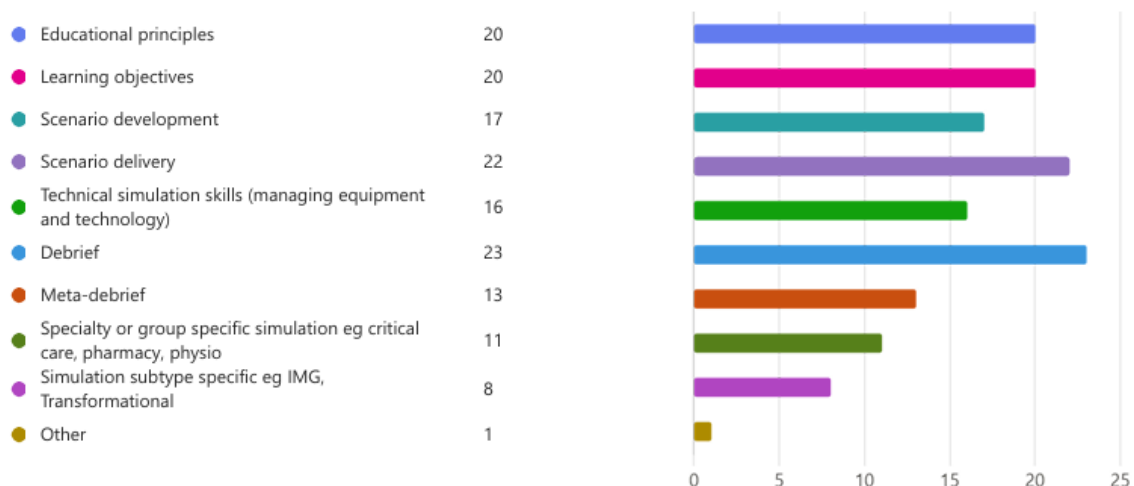
Internally Produced Faculty Development

23 out of 32 (72%) respondents said their institution does provide internally produced faculty development.

Of those who do deliver internally produced faculty development, it is delivered in the following formats;



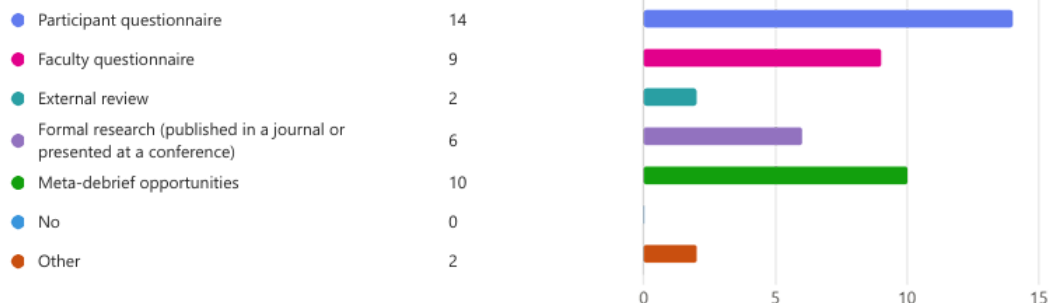
The focus of internally produced faculty development is described as follows;



Of those who do deliver internally produced faculty development, 17 (74%) of them say these are aligned with standards, mainly ASPIH and/or the CSMEN tiered system although 4 other appropriate standards were also described.

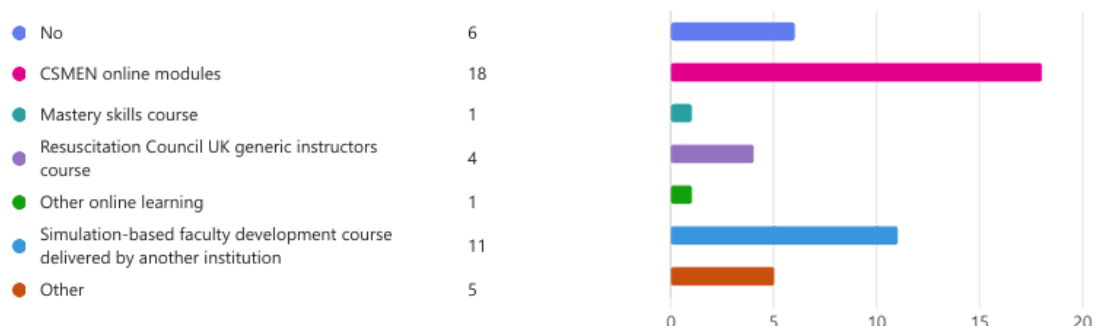
Of the 17 participants who said their institution delivered internally produced faculty development and that their faculty development was aligned with standards, all 17 said that they monitored whether these standards are being met and described various ways in which they do this.

Of those who deliver internally produced faculty development, the following methods of quality assurance were described.



External Faculty Development

Of the 32 participants, 6 (19%) said they did not recommend any external faculty development resources to their local educators. Those that did recommend external faculty development resources listed those below;



Mandatory Faculty Development

21 (66%) of participants said faculty development training is mandatory for those leading simulation-based education courses (34% no/don't know).

16 (50%) of participants said faculty development training is mandatory for those delivering simulation-based education courses (50% no/don't know).

Faculty CPD

The following were described as mechanisms to evidence that simulation faculty or simulation leads maintain their knowledge and skills in simulation.



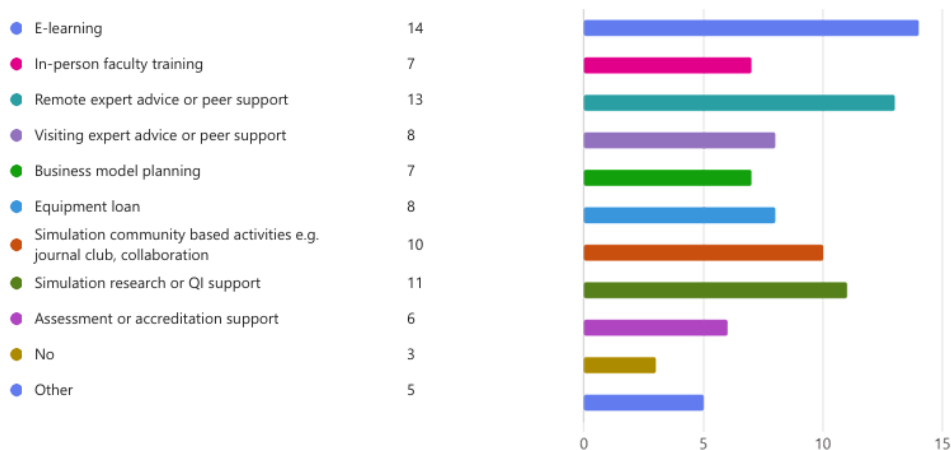
Register of Educators

14 (44%) of participants say their institution has a register of those who lead simulation-based education (No – 22%, don't know – 12%, other 22%).

14 (44%) of participants say their institution has a register of all faculty members who contribute to delivery of simulation-based education (No – 28%, don't know – 9%, other 19%).

What Could PSD Scotland Offer?

When asked what PSD Scotland could offer that would help support simulation faculty development in your institution/region, the following responses were received;





Summary

The National Simulation Faculty Development Group plan to use these results to;

1. Guide next steps in supporting institutions with quality assurance of training and oversight of simulation-based educators
2. Improve accessibility of existing relevant resources
3. Consider additional areas where CSMEN can support simulation faculty development across Scotland

Appendix 1

Copy of survey questions.

1. What best describes your role in answering this questionnaire?
 - Associate Director Medical Education (or equivalent) working within Medical Education Team.
 - Simulation centre lead
 - University simulation lead
 - Combination of roles
 - Other (free text)
2. Which region, institution or simulation centre(s) are you best associated with? (free text)
3. Does your region/institution/centre provide **internally produced** faculty development resources for those delivering simulation-based education within your region or institution?
 - Yes
 - No, they don't
 - I don't know
4. Which **internally produced** faculty development resources for those delivering simulation-based education resources does your region/institution/centre provide? Tick all that apply.

- Online modules
 - Online tutorial/seminar
 - In person tutorial/seminar
 - Apprenticeship
 - Assessment +/- accreditation
 - Other (free text)
5. What is the focus of the content of the **internally produced** simulation faculty development resources? Tick all that apply.
- Educational principles
 - Learning objectives
 - Scenario development
 - Scenario delivery
 - Technical simulation skills (managing equipment and technology)
 - Debrief
 - Meta - debrief
 - Specialty or group specific simulation e.g. critical care, pharmacy, physio
 - Simulation subtype specific e.g. IMG, Transformational
 - Other (free text)
6. Have the **internally produced** simulation faculty development resources been aligned with any standards for simulation-based education?
- Yes
 - No
 - I don't know
7. Which standards for simulation-based education have the **internally produced** simulation faculty development resources been aligned with? Tick all that apply.
- ASME Association for the Study of Medical Education
 - A University or Higher Education Institution
 - SSH Society for Simulation in Healthcare accreditation standards
 - HEE Health Education England
 - CSMEN tier structure
 - ASPIH Association for Simulated Practice in Healthcare
 - Other (free text)
8. If you have aligned your faculty development resources with standards in simulation-based education, does your institution/region/centre monitor whether these standards are met? Please describe briefly below.



(Free text)

9. Do **internally produced** simulation faculty development resources use any of the following methods of quality assurance of this? Tick all that apply
- Participant questionnaire
 - Faculty questionnaire
 - External review
 - Formal research (published in a journal or presented at a conference)
 - Meta-debrief opportunities
 - No
 - Other (free text)
10. Does your simulation region/institution/centre recommend any **external** simulation faculty development resources for your local educators: Tick all the apply.
- No
 - CSMEN online modules
 - Mastery skills course
 - Resuscitation Council UK generic instructors' course
 - Other on-line learning
 - Simulation based faculty development course delivered by another institution
 - Other (free text)
11. If you recommend 'Other online learning' or 'Simulation-based faculty development course delivered by another institution', please briefly describe what you recommend below. (Free text)
12. Is faculty development training in simulation mandatory for all those who **lead** simulation-based education courses in your simulation region/institution?
- Yes
 - No
 - I don't know
13. Is faculty development training in simulation mandatory for all those who **deliver** simulation-based education courses in your simulation region/institution?
- Yes
 - No
 - I don't know



14. In your simulation leadership capacity, do you have any mechanisms to evidence that your simulation faculty/simulation leads maintain their knowledge and skills in simulation?

- Appraisal
- CPD log
- Informal faculty updates
- We do not monitor this in our region/institution/centre
- I don't know
- Other (free text)

15. In your simulation leadership capacity, do you have a register of all those who **lead delivery** of simulation-based education in your region/institution/centre?

- Yes
- No
- I don't know
- Other (free text)

16. In your simulation leadership capacity, do you have a register of all **faculty members who contribute to delivery** of simulation-based education in your region/institution/centre?

- Yes
- No
- I don't know
- Other (free text)

17. Is there anything that NES could offer that would help support simulation faculty development in your institution/region: Tick all that apply

- E-learning
- In-person faculty training
- Remote expert advice or peer support
- Visiting expert advice or peer support
- Business model planning
- Equipment loan
- Assessment or accreditation support
- Simulation community-based activities e.g. journal club, collaboration
- Simulation research or QI support
- No



- Other (free text)

18. If you would be happy to be contacted for further information, please share your name and email below