

Title: Equalities impact of selection decisions: an evaluation of UK national recruitment for general practice.

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Background

This study reports on a large-scale equalities impact analysis on the UK annual selection process for GP training.

Summary of Work

Data from 7152 candidates (in the 2007 national recruitment round) was used to analyse selection outcomes based on age, gender, ethnic group, and region of qualification. Sample descriptive include; 54 % female, 46% male; mean age 31 years; 43% White, 42% Asian, 15% other.

Summary of Results

Female candidates performed significantly better than male candidates in the selection process and were more likely to be offered a post. This finding is typical of assessment situations and the size of the observed differences is small. White candidates performed significantly better than candidates from other ethnic groups, although results show this is largely due to region of qualification.

Conclusions

The overall pattern of results is not unexpected. Further work should aim at exploring sub-group differences in selection performance. We review whether a familiarisation course is an appropriate intervention for non-UK trained candidates, prior to selection, to help create a level playing field.

Take Home Message

Place of medical training accounts for large sub-group differences in selection outcomes.