Appendix 1: Odds ratios and confidence intervals for the multivariable models on effect of having children and on family-friendliness (a, b and c, see footnotes)

Group	a OR (95% CI)	p	b OR (95% CI)	p	c OR (95% CI)	p
Gender						
Male*	1		1		-	NS
Female	2.9 (2.2, 3.8)	<.001	-	NS	-	NS
Has child(ren)						
Yes*	1		1		-	NS
No	0.3 (0.2, 0.4)	<.001	0.6 (0.5, 0.8)	<.001	-	NS
Specialty group						
Hospital medical specialties*	1		-	NS	1	
Surgery	0.9 (0.6, 1.4)	0.67	-	NS	0.5 (0.3, 0.7)	<.001
GP	8.1 (5.8, 11.5)	<.001	-	NS	2.8 (2.1, 3.7)	<.001
Paediatrics	0.8 (0.5, 1.3)	0.29	-	NS	1.4 (0.9, 2.2)	0.12
Emergency medicine	0.6 (0.3, 1.4)	0.23	-	NS	0.4 (0.2, 0.8)	0.01
Obstetrics and gynaecology	0.2 (0.1, 0.7)	0.01	-	NS	0.4 (0.2, 0.9)	0.02
Anaesthesia	1.5 (0.9, 2.3)	0.1	-	NS	1.8 (1.2, 2.7)	0.002
Radiology	5.6 (2.9, 10.8)	<.001	-	NS	6.4 (2.8, 14.6)	<.001
Clinical oncology	2.0 (0.8, 4.6)	0.12	-	NS	2.2 (1, 5)	0.06
Pathology	2.6 (1.4, 4.7)	0.002	-	NS	4 (2, 7.7)	<.001
Psychiatry	1.4 (0.8, 2.5)	0.27	-	NS	6.1 (2.9, 12.8)	<.001
Partner/spouse status						
Medical spouse*	-	NS	-	NS	-	NS
Non-medical spouse	-	NS	-	NS	-	NS
No spouse	-	NS	-	NS	-	NS
Working hours						
Full time*	1		1		1	
Less than full time	1.9 (1.4, 2.5)	<.001	1.2 (1.0, 1.6)	<.05	2.2 (1.7, 2.9)	<.001

Multivariable model based on numbers of doctors who replied 'yes' to a) Has the fact of having children, or of wanting to have children, influenced your choice of career specialty?; b) Do you regard the NHS as a family-friendly employer for doctors with children?; c) Do you regard your specialty as a family-friendly employer for doctors with children?
*Reference group for multivariable model.
'Multivariable' denotes binomial logistic regression result for each predictor with all other predictors in the model. We excluded cases where one or more predictors were missing, or where the dependent variable was missing, which reduced the sample size to 1716.
The Odds Ratios (OR) indicate the likelihood that a member of a group would regard the outcome variable as important, compared with a member of the reference group. Thus, for example, compared with a full-time doctor, a part-time doctor was twice as likely to regard children as an important influence on their choice of specialty.

Appendix 2: **Numbers and percentages of respondents answering *yes* to the questions on family-friendliness** [a][b]

Respondent group	Total		Have children		No children	
	Male	Female	Male	Female	Male	Female
Total[a]	39% (283)	43% (475)	40% (190)	50% (348)	37% (93)	32% (127)
Total[b]	57% (399)	69% (724)	57% (263)	76% (509)	55% (136)	57% (215)
Medical specialties	43% (65)	60% (105)	36% (33)	67% (67)	52% (32)	51% (38)
Surgery	32% (45)	32% (20)	35% (29)	46% (12)	29% (16)	22% (8)
GP	79% (136)	78% (351)	81% (97)	82% (271)	75% (39)	67% (80)
Other hospital:	63% (153)	68% (248)	64% (104)	74% (159)	63% (49)	60% (89)
Paediatrics	54% (14)	66% (63)	47% (9)	73% (43)	71% (5)	54% (20)
Emergency medicine	27% (8)	39% (9)	25% (5)	25% (3)	30% (3)	55% (6)
Anaesthesia	59% (48)	71% (59)	62% (37)	74% (31)	50% (11)	68% (28)
Radiology	92% (22)	77% (24)	100% (15)	95% (20)	78% (7)	40% (4)
Clinical Oncology	80% (8)	63% (12)	71% (5)	67% (6)	100% (3)	60% (6)
Pathology	90% (26)	74% (26)	86% (18)	83% (19)	100% (8)	58% (7)
Psychiatry	87% (26)	88% (44)	94% (15)	91% (29)	79% (11)	83% (15)

[a] Question wording: 'Do you regard the NHS as a family-friendly employer for doctors with children?'
[b] Question wording: 'Do you regard your specialty as a family-friendly employer for doctors with children?' (and all lines below Total[b])