

Evaluating the validity of the selection measures used for the UK's Foundation medical training programme: a national cohort study - Supplementary material

Table 1 Variable definitions and sources

Note: not all values held on the GMC register are available on the public facing version.

Variable	Source	Definition
Sex	GMC Register ¹	
Age at start of Foundation Programme	GMC Register	Calculated at 1 st August 2013 or 2014 depending on year of entry to the Foundation Programme.
Ethnicity - higher level ONS groups	GMC Register	GMC Register uses the ONS Ethnicity Groupings ² .
Disability recorded in final year by HESA	HESA Student Record ³	HESA Disability value for the final year. The disability categories recorded by HESA ⁴ were collapsed into 'no disability' versus 'disability'.
Nationality	GMC Register	Grouped into 'All other nationalities' and 'British'.
School Type	HESA Student Record	Taken from HESA State School Marker, which groups the last provider attended into: Privately funded school From state-funded school or college Unknown school type.
Bursary	UKCAT data	Student had applied for a bursary for UKCAT test costs. ⁵
Graduate	HESA Student Record	Based on HESA_QUALENT. The highest qualification on entry. The following values are defined as graduate entry 'First degree of UK institution', 'First degree with honours leading to Qualified Teacher Status (QTS)/registration with a General Teaching Council (GTC)', 'Higher degree of UK institution', 'Non-UK doctorate degree', 'Non-UK first degree', 'Non-UK masters degree', 'PGCE with QTS/GTC registration', 'PGCE without QTS/GTC registration', 'Postgraduate diploma or certificate, excluding PGCE', 'UK doctorate degree',

Variable	Source	Definition
		'UK first degree with honours', 'UK masters degree', 'UK ordinary (non-honours) first degree', 'Postgraduate Certificate in Education or Professional Graduate Diploma in Education', 'Graduate of other overseas institution', 'Professional Graduate Certificate in Education', 'Integrated undergraduate/postgraduate taught masters degree on the enhanced/extended pattern', 'Graduate of EU institution'
Parental Education	HESA Student Record	Taken from ⁶ : The following question is about your parents' level of education. This includes natural parents, adoptive parents, step-parents or guardians who have brought you up. Do any of your parents (as defined above) have any higher education qualifications, such as a degree, diploma or certificate of higher education? Yes No Don't know Information refused
IMD - Quintile	HESA Student Record	Index of Multiple Deprivation. Based on the postcode on application to medical school.
Socio-economic-classification	HESA Student Record or UKCAT Test Registration form if missing from HESA record.	Taken from the HESA value for Occupation code. These are collected from this question: "If you are under 21, please give the occupation of your parent, step-parent or guardian who earns the most. If he or she is retired or unemployed, give their most recent occupation. If you are 21 or over, please give your own occupation." These occupations are then grouped using a coding frame developed by the Office of National Statistics. ^{7 8}
Young participation (POLAR3) quintile 1(low) - 5(high)	HESA Student Record Higher Education Funding Council for England (HEFCE)	Based on the postcode on application to medical school linked to HEFCE data: Young participation quintile 1(low)-5(high) and (unclassified) The young participation classification (POLAR3) is based the participation in HE of

Variable	Source	Definition
	data on POLAR ⁹	young people who reached 18 between 2005-2009. .
Income Deprivation Affecting Children Index (IDACI) rank	HESA Student Record	Based on the postcode on application to medical school linked to Income Deprivation Affecting Children Index (IDACI) constructed by the Social Disadvantage Research Centre at the University of Oxford as part of the Indices of Deprivation 2007 ¹⁰ . Rank of 1 is the most deprived, and 32482 the least deprived, on this overall measure.
Course type grouped	HESA Student Record	HESA CTITLE ¹¹ AND HESA COURSE_ID ¹² values were manually mapped to the course types described by the Medical School Council in their annual Entry Requirements publication ¹³ . These mapping were confirmed with the medical schools.
Year commencing medical school	HESA Student Record	Year extracted from the HESA Commencement Date ¹⁴ .
N Foundation programme applications	Foundation Applications	Number of applications present in the application data from 2012 onwards.
SJT Paper number	MSC Assessment data linked to the foundation application data on application ID.	The version of the SJT sat by the applicant.
Medical school	HESA Student Record	Derived from the first and last medical attended. First and last medical schools are derived from the UKPRN ¹⁵ in the HESA Student Record.

Results from univariable analyses

HESA rounding rules have been applied to the Ns in these tables¹⁶.

Table 2 Univariable analyses: predictor variables against demographic and application variables for cases with available data N = 14,131

Factor	Category	N doctors in sample	Mean SJT raw Z-score	SD SJT raw Z-score	Median EPM Decile 1 = 10th decile - bottom 10% 10 = 1st decile - Top 10%	Median Educational Achievement	N doctors in sample for EPM and EA	Mean SJT Z-score	Median EPM Decile	Median Educational Achievement
Sex	Man	6,255	-0.015	0.858	5.0	3	6,260	F= 216.261, P < 0.001	U = 22016438.0, P < 0.001	U = 23124514.5, P < 0.001
	Woman	7,870	0.197	0.841	6.0	3	7,875			
Age at start of Foundation Programme	Correlation	14,128	Pearson		Spearman		14,131	-0.064, P < 0.001,	0.028, P < 0.001	0.455, P < 0.001
Ethnicity - higher level ONS groups	White	9,590	0.236	0.799	6.0	3	9,595	F = 214.889 P < 0.001	H = 760.089, P < 0.001	H = 11.878, P = 0.018
	Asian or Asian British	3,120	-0.197	0.875	4.0	3	3,120			
	Black or Black British	370	-0.418	0.987	4.0	3	370			
	Mixed	550	0.109	0.863	5.0	3	550			
	Other Ethnic Groups	430	-0.209	0.980	4.0	3	430			

Factor	Category	N doctors in sample	Mean SJT raw Z-score	SD SJT raw Z-score	Median EPM Decile 1 = 10th decile - bottom 10% 10 = 1st decile - Top 10%	Median Educational Achievement	N doctors in sample for EPM and EA	Mean SJT Z-score	Median EPM Decile	Median Educational Achievement																																																																																																															
Disability recorded in final year by HESA	Disability reported	1,305	0.022	0.901	5.0	3	1,305	F = 13.022 P < 0.001	U = 7236728.5 P < -0.001	U = 8180937.0 P = -0.170																																																																																																															
	No disability	12,825	0.111	0.850	6.0	3	12,825				Nationality	Other nationalities	1,635	-0.213	0.912	5	1	1,635	F = 256.850, P = 0.003	U = 8563853.50, P < 0.001	U = 8692711.00, P < 0.001	British	12,495	0.144	0.839	6	3	12,490	School Type	State-funded school of college	9,295	0.129	0.851	6.0	3	9,295	F = 1.015, P = 0.314	U = 15966780.0, P < -0.001	U = 16412200.5, P < 0.001	Privately funded school	3,690	0.146	0.827	5.0	3	3,695	Bursary	No record	13,775	0.108	0.856	6.0	3	13,775	F = 17.300 P < 0.001	U = 2253252.50 P = 0.014	U = 1823441.50, P < -0.001	Record of UKCAT Bursary application	355	-0.084	0.810	5.0	1	355	Graduate	Not Graduate on entry	11,530	0.109	0.849	5.0	2	11,530	F = 1.015, P = 0.314	U = 13105070.5, P < -0.001	U = 8606441.00, P < -0.001	Graduate on entry	2,600	0.075	0.884	6.0	4	2,600	Parental Education	No higher ed. qualifications	2,420	0.058	0.857	6.0	3	2,420	F = 24.933 P < 0.001	U = 9569120.0, P = 0.026	U = 9534798.50, P = 0.011	Have higher ed. qualifications	8,140	0.155	0.835	6.0	3	8,145	IMD - Quintile	1 – Least deprived	4,285	0.176	0.820	6.0	3	4,285	F = 39.111 P < 0.001	H = 66.534, P < 0.001	H = 4.961, P = 0.291	2	2,840	0.182	0.817	6.0	3	2,840	3	2,210	0.142
Nationality	Other nationalities	1,635	-0.213	0.912	5	1	1,635	F = 256.850, P = 0.003	U = 8563853.50, P < 0.001	U = 8692711.00, P < 0.001																																																																																																															
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Factor	Category	N doctors in sample	Mean SJT raw Z-score	SD SJT raw Z-score	Median EPM Decile 1 = 10th decile - bottom 10% 10 = 1st decile - Top 10%	Median Educational Achievement	N doctors in sample for EPM and EA	Mean SJT Z-score	Median EPM Decile	Median Educational Achievement
	4	1,425	0.052	0.849	5.0	3	1,425			
	5	860	-0.183	0.976	5.0	3	860			
Socio-economic-classification	Semi-routine and routine occupations	1,195	0.045	0.862	6.0	3	1,195	F= 7.499, P < 0.001	H = 6.568, P = 0.161	H = 18.486, P = 0.001
	Lower supervisory and technical occupations	275	0.082	0.798	5.0	3	275			
	Small employers and own account workers	600	0.000	0.899	5.0	3	600			
	Intermediate occupations	1,310	0.136	0.842	6.0	3	1,310			
	Managerial and professional occupations	9,735	0.145	0.838	6.0	3	9,735			
Young participation (POLAR3) quintile 1(low) - 5(high)	1 - low	515	0.023	0.883	6.0	3	515	F= 6.336, P < 0.001	H = 7.647, P = 0.105	H = 22.671, P < 0.001
	2	1,115	0.081	0.879	6.0	3	1,115			
	3	1,905	0.101	0.874	5.0	3	1,905			
	4	3,010	0.138	0.845	6.0	3	3,010			
	5 - high	6,275	0.166	0.820	6.0	3	6,280			
Income Deprivation Affecting Children Index (IDACI) rank	Correlation	10,401	Spearman		Spearman		10,401	0.082, P < 0.001,	0.077, P < 0.001,	-0.021, P = 0.33
Course type grouped	Standard Entry Medicine	12,060	0.101	0.854	6.0	3	12,060	F = 10.997, P < 0.001	H = 112.659, P < 0.001	H = 688.658, P < 0.001

Factor	Category	N doctors in sample	Mean SJT raw Z-score	SD SJT raw Z-score	Median EPM Decile 1 = 10th decile - bottom 10% 10 = 1st decile - Top 10%	Median Educational Achievement	N doctors in sample for EPM and EA	Mean SJT Z-score	Median EPM Decile	Median Educational Achievement
	Gateway/Prelim/Foundation	645	-0.015	0.897	5.0	3	645			
	Graduate Entry Programme	1,425	0.174	0.843	7.0	4	1,425			
Year commencing medical school	2004 and earlier	90	-0.057	0.925	4.0	4	90	F= 18.347 P < 0.001	H = 315.087, P < 0.001	H = 1632.435 P < 0.001
	2005	115	-0.086	0.885	2.0	3	115			
	2006	385	-0.124	0.934	3.0	3	385			
	2007	3,150	0.176	0.848	6.0	4	3,150			
	2008	5,815	0.115	0.848	6.0	3	5,815			
	2009	3,680	0.071	0.844	6.0	1	3,680			
	2010	775	0.133	0.847	7.0	4	775			
	2011	95	-0.553	1.004	4.0	1	95			
	2012	20	-0.788	0.573	3.0	0	20			
	N Foundation programme applications	1	13,770	0.112	0.851	6.0	3			
2		350	-0.234	0.930	2.0	2	350			
3		5	-0.312	0.816	1.0	3	5			

Factor	Category	N doctors in sample	Mean SJT raw Z-score	SD SJT raw Z-score	Median EPM Decile 1 = 10th decile - bottom 10% 10 = 1st decile - Top 10%	Median Educational Achievement	N doctors in sample for EPM and EA	Mean SJT Z-score	Median EPM Decile	Median Educational Achievement
SJT Paper number	1	11,420	0.092	0.870	6.0	3	11,420	F = 5.896, P = 0.003	H = 0.003, P = 0.998	H = 11.595, P = 0.003
	2	2,690	0.150	0.787	6.0	3	2,690			
	3	15	0.397	0.890	5.5	4	15			
Medical school	Aberdeen	340	-0.033	0.851	6.0	1	340	F = 11.420, P < 0.001	H = 115.362, P < 0.001	H = 2691.699, P = 0.105
	Barts	615	0.027	0.833	6.0	3	615			
	Birmingham	760	0.053	0.845	6.0	1	760			
	Bradford_Leeds	70	-0.153	0.732	4.0	0.5	70			
	Brighton and Sussex	275	0.064	0.932	6.0	3	275			
	Bristol	440	0.229	0.704	6.0	3	440			
	Cambridge	290	0.380	0.860	6.0	4	290			
	Cambridge_Imperial	40	0.182	0.542	6.0	3	40			
	Cambridge_King's	50	0.230	0.942	5.0	3	50			
	Cambridge_Oxford	30	0.688	0.764	9.0	5	30			
Cambridge_UCL	105	0.658	0.667	8.0	3	105				

Factor	Category	N doctors in sample	Mean SJT raw Z-score	SD SJT raw Z-score	Median EPM Decile 1 = 10th decile - bottom 10% 10 = 1st decile - Top 10%	Median Educational Achievement	N doctors in sample for EPM and EA	Mean SJT Z-score	Median EPM Decile	Median Educational Achievement
	Cardiff	545	0.133	0.892	6.0	1	545			
	Dundee	300	0.090	0.835	6.0	3	300			
	Durham_Newcastle	185	0.084	0.877	6.0	3	185			
	Edinburgh	440	0.369	0.811	6.0	2	440			
	Glasgow	450	0.115	0.843	5.0	1	450			
	Hull York	275	-0.018	0.921	6.0	1	275			
	Imperial	610	0.155	0.849	6.0	4	610			
	Keele	240	0.048	0.855	6.0	0	240			
	King's	705	0.107	0.892	6.0	3	705			
	Lancaster	85	0.024	0.775	5.0	0	85			
	Leeds	410	0.187	0.684	6.0	3	410			
	Leicester	435	-0.067	0.881	6.0	3	435			
	Liverpool	555	-0.132	0.911	6.0	0	555			
	Manchester	660	0.041	0.847	6.0	1	660			

Factor	Category	N doctors in sample	Mean SJT raw Z-score	SD SJT raw Z-score	Median EPM Decile 1 = 10th decile - bottom 10% 10 = 1st decile - Top 10%	Median Educational Achievement	N doctors in sample for EPM and EA	Mean SJT Z-score	Median EPM Decile	Median Educational Achievement
	Newcastle	485	0.252	0.810	6.0	1	485			
	Norwich	265	-0.140	0.884	6.0	0	265			
	Nottingham	600	0.004	0.892	6.0	3	600			
	Oxford	260	0.600	0.725	5.0	4	260			
	Oxford_Imperial	20	0.244	0.550	5.0	3	20			
	Peninsula	385	-0.130	0.863	5.0	0	385			
	Queen's	500	0.044	0.914	6.0	0	500			
	Sheffield	455	0.139	0.852	6.0	0	455			
	Southampton	455	-0.006	0.926	6.0	2	455			
	St Andrews_Edinburgh	40	0.101	0.869	6.0	4	40			
	St Andrews_Glasgow	50	-0.051	0.642	5.0	3	50			
	St Andrews_Manchester	145	-0.021	0.838	6.0	3	145			
	St George's	535	0.121	0.776	6.0	3	535			
	Swansea	65	-0.122	0.886	5.5	4	65			

Factor	Category	N doctors in sample	Mean SJT raw Z-score	SD SJT raw Z-score	Median EPM Decile 1 = 10th decile - bottom 10% 10 = 1st decile - Top 10%	Median Educational Achievement	N doctors in sample for EPM and EA	Mean SJT Z-score	Median EPM Decile	Median Educational Achievement
	Swansea_Cardiff	70	0.274	0.800	5.0	4	70			
	UCL	590	0.295	0.735	5.0	3.5	590			
	Warwick	305	0.157	0.824	6.0	4	305			

Table 3 Univariable analyses: outcome 6 against demographic and application variables for cases with available data N = 14,131

Factor	Category	N doctors in sample	% Outcome 6	Mean	Bivariate Association Outcome 6
Sex	Man	6,260	98.00%		F = 0.116 P = 0.733
	Woman	7,875	98.00%		
Age at start of Foundation Programme	No outcome 6	345		26.122	F = 71.979 P < 0.000
	Has outcome 6	13,790		24.858	
Ethnicity - higher level ONS groups	White	9,595	97.58%		F = 0.450 P = 0.772
	Asian or Asian British	3,120	97.63%		
	Black or Black British	370	97.84%		
	Mixed	550	96.74%		
	Other Ethnic Groups	430	97.69%		
Disability recorded in final year by HESA	Disability reported	1,305	95.56%		F = 24.741 P = 0.000
	No disability	12,825	97.78%		
Nationality	Other nationalities	1,635	96.7%		F = 6.009 P = 0.014
	British	12,495	97.7%		
School Type	State-funded school of college	9,295	97.34%		F = 5.523

Factor	Category	N doctors in sample	% Outcome 6	Mean	Bivariate Association Outcome 6
	Privately funded school	3,695	98.05%		P = 0.019
Bursary	No record	13,775	97.58%		F = 0.020 P = 0.887
	Record of UKCAT Bursary application	355	97.46%		
Graduate	Not Graduate on entry	11,530	97.76%		F = 9.542 P = 0.002
	Graduate on entry	2,600	96.73%		
Parental Education	No higher ed. qualifications	2,420	97.00%		F = 0.629 P = 0.428
	Have higher ed. qualifications	8,145	98.00%		
IMD - Quintile	1 – Least deprived	4,285	97.95%		F = 3.611 P = 0.006
	2	2,840	98.03%		
	3	2,210	96.92%		
	4	1,425	96.63%		
	5	860	97.32%		
Socio-economic-classification	Semi-routine and routine occupations	1,195	96.15%		F = 3.646 P = 0.006
	Lower supervisory and technical occupations	275	97.45%		
	Small employers and own account workers	600	97.17%		
	Intermediate occupations	1,310	97.25%		
	Managerial and professional occupations	9,735	97.85%		
Young participation (POLAR3) quintile 1(low) - 5(high)	1 - low	515	97.00%		F = 2.155 P = 0.071
	2	1115	97.00%		

Factor	Category	N doctors in sample	% Outcome 6	Mean	Bivariate Association Outcome 6
	3	1,905	97.00%		
	4	3,010	97.00%		
	5 - high	6,280	98.00%		
Income Deprivation Affecting Children Index (IDACI Rank)	No outcome 6	230		18581.632	F = 11.514 P = 0.001
	Has outcome 6	10,170		20640.535	
Course type grouped	Standard Entry Medicine	12,060	97.70%		F = 2.849 P = 0.058
	Gateway/Prelim/Foundation	645	97.20%		
	Graduate Entry Programme	1,425	96.70%		
Year commencing medical school	2004 and earlier	90	93.48%		F = 4.538 P = 0.000
	2005	115	92.24%		
	2006	385	94.82%		
	2007	3,150	97.75%		
	2008	5,815	97.75%		
	2009	3,680	97.80%		
	2010	775	97.04%		
	2011	95	97.92%		
N Foundation programme applications	1	13,775	97.70%		F = 19.114 P = 0.000
	2	350	92.84%		

Factor	Category	N doctors in sample	% Outcome 6	Mean	Bivariate Association Outcome 6
	3	5	85.71%		
SJT Paper number	1	11,420	97.56%		F = 0.706 P = 0.494
	2	2,690	97.66%		
	3	15	92.86%		
Medical school	Aberdeen	340	97.08%		F = 2.226 P = 0.000
	Barts	615	97.72%		
	Birmingham	760	98.69%		
	Bradford_Leeds	70	94.12%		
	Brighton and Sussex	275	97.10%		
	Bristol	440	98.87%		
	Cambridge	290	98.62%		
	Cambridge_Imperial	40	100.00%		
	Cambridge_King's	50	96.00%		
	Cambridge_Oxford	30	96.55%		
	Cambridge_UCL	105	100.00%		
	Cardiff	545	97.79%		
	Dundee	300	98.33%		
	Durham_Newcastle	185	96.74%		
Edinburgh	440	98.41%			

Factor	Category	N doctors in sample	% Outcome 6	Mean	Bivariate Association Outcome 6
	Glasgow	450	97.10%		
	Hull York	275	98.18%		
	Imperial	610	95.74%		
	Keele	240	97.11%		
	King's	705	98.01%		
	Lancaster	85	96.39%		
	Leeds	410	98.05%		
	Leicester	435	96.77%		
	Liverpool	555	98.20%		
	Manchester	660	98.03%		
	Newcastle	485	98.35%		
	Norwich	265	97.36%		
	Nottingham	600	98.17%		
	Oxford	260	98.45%		
	Oxford_Imperial	20	95.45%		
	Peninsula	385	97.92%		
	Queen's	500	93.43%		
	Sheffield	455	97.37%		
	Southampton	455	96.92%		

Factor	Category	N doctors in sample	% Outcome 6	Mean	Bivariate Association Outcome 6
	St Andrews_Edinburgh	40	97.44%		
	St Andrews_Glasgow	50	97.92%		
	St Andrews_Manchester	145	94.52%		
	St George's	535	97.01%		
	Swansea	65	93.75%		
	Swansea_Cardiff	70	97.10%		
	UCL	590	99.15%		
	Warwick	305	97.72%		

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