

Web Table 1: Association between mature status and other covariates*

	Normal age (≤28 years)	Older group (29 to 31 years)	Oldest group (≥32 years)
Gender			
Male	43.4% (15,484)	50.7 % (717)	53.3% (637)
Female	56.6% (20,214)	49.3% (697)	46.7% (559)
Ethnic Minority			
Non-Ethnic Minority	69.7% (24,883)	77.8% (1,100)	82.5% (987)
Ethnic Minority	30.3% (10,815)	22.2% (314)	17.5% (209)
Graduating University			
Mature Friendly University	94.1% (33,580)	84.8% (1,199)	80.8% (966)
Non-Mature Friendly University	5.9% (2,118)	15.2% (215)	19.2% (230)
First Specialty			
Medicine	94.8% (9,604)	2.9 (296)	2.6% (235)
ACCS & related	94.2% (5,487)	3.3% (191)	2.6% (149)
Surgery	93.0% (5,648)	4.2% (252)	2.9% (177)
GP & Public Health	90.1% (8,190)	4.9% (446)	5% (458)
O&G	93.6% (1,430)	3.3% (50)	3.1% (48)
Paediatrics	95.9% (2,674)	2.6% (73)	1.6% (44)
Pathology	89.5% (505)	5.1% (29)	5.3% (30)
Psychiatry	93.5% (903)	3.9% (38)	2.6% (25)
Radiology	94.8% (1,257)	2.9% (39)	2.3% (30)
TOTAL			100% (35,698)

*All associations were unlikely to have occurred by chance (p<0.001)

Web Table 2: Multivariable association of age at graduation and failure to progress at ARCP using more detailed age-bands and adjusted for a range of potential confounders.

	OR (95% CI)	p Value
≤ 23 years old (8,453)	1.05 (0.97 to 1.14)	0.23
24 years old (13,997)	1.0	
25 years old (7,951)	1.12 (1.04 to 1.21)	<0.001
26 years old (2,738)	1.50 (1.35 to 1.67)	<0.001
27 years old (1,614)	1.50 (1.31 to 1.72)	<0.001
28 years old (945)	1.55 (1.30 to 1.84)	<0.001
29 to 31 years old (Older group) (1,414)	1.6 (1.38 to 1.85)	<0.001
≥ 32 years old (Oldest group) (1,196)	1.95 (1.67 to 2.28)	<0.001
p-value for trend	<0.001	
Female gender	0.83 (0.78 to 0.88)	<0.001
Ethnic Minority	1.59 (1.50 to 1.69)	<0.001
Mature Friendly University	1.12 (1.00 to 1.26)	0.04
First Specialty		
ACCS & related	1.00 (0.92 to 1.08)	0.91
Medicine	1.0	
Surgery	0.84 (0.77 to 0.91)	<0.001
GP & Public Health	0.26 (0.23 to 0.29)	<0.001
O&G	2.13 (1.89 to 2.40)	<0.001
Paediatrics	0.81 (0.72 to 0.91)	<0.001
Pathology	0.83 (0.66 to 1.05)	0.12
Psychiatry	0.50 (0.41 to 0.62)	<0.001
Radiology	0.89 (0.77 to 1.03)	0.13

Web Table 3: Multivariable association of ‘Mature status’ and being asked to leave specialty at ARCP (code 4) adjusted for a range of covariates*.

	OR (95% CI)	p Value
Older (≥ 29 years)	1.81 (1.34 to 2.44)	<0.001
Younger group (≤ 28 years)		
Older group (29 to 31 years)	1.29 (0.82 to 2.03)	0.28
Oldest group (≥ 32 years)	2.48 (1.69 to 3.62)	<0.001
p-value for trend	<0.001	
Female gender	0.78 (0.65 to 0.94)	0.01
Ethnic Minority	1.52 (1.26 to 1.83)	<0.001
Mature Friendly University	1.24 (0.89 to 1.73)	0.21
First Specialty		
ACCS & related	0.99 (0.78 to 1.25)	0.95
Medicine	1.0	
Surgery	0.51 (0.39 to 0.68)	<0.001
GP & Public Health	0.22 (0.16 to 0.31)	<0.001
O&G	0.49 (0.25 to 0.79)	0.005
Paediatrics	0.74 (0.62 to 1.25)	0.48
Pathology	-	-
Psychiatry	0.47 (0.24 to 0.91)	0.03
Radiology	0.18 (0.07 to 0.43)	<0.0001

* Model run with binary age-group after adjustment for all covariates as shown in table except for the three level age group variable. This model was then rerun with the three level age-group and other covariates to examine for a dose-response effect