ARCP Outcomes broken down by characteristics

March 2025

The Royal College of Emergency Medicine (RCEM) is committed to fairer training cultures for all. As part of this commitment the Training Standards Committee (TSC) Quality Team have reviewed the ARCP outcome data for EM trainees for the time period April 2023 - April 2024. The ARCP outcomes have been reviewed against self-reported demographic data on protected characteristics. We have focused on intersectionality rather than singular protected characteristics to ensure a more meaningful review of the data.

The college is sharing this early initial data recognising that its contents indicate that we have more work to do to create a fairer training culture for all. Following the publication of this report the College will progress work on more cross-sectional analysis of this data, as well as comparisons to Exam performance.

RCEM is committed to supporting all our members and ensuring the highest standard of patient care through ongoing education and training.

This report presents the statistical significance and strength of relationships between ARCP outcomes and trainee characteristics. The analysis has been approached in the following way:

- Chi-Square Test for Independence: To test if there is a statistically significant association between ARCP outcomes and categorical characteristics (gender, ethnicity, PMQ, English as first language).
- Cramér's V: To measure the strength of association (effect size) between variables.
- Significance Threshold: p-value < 0.05 will indicate statistical significance.

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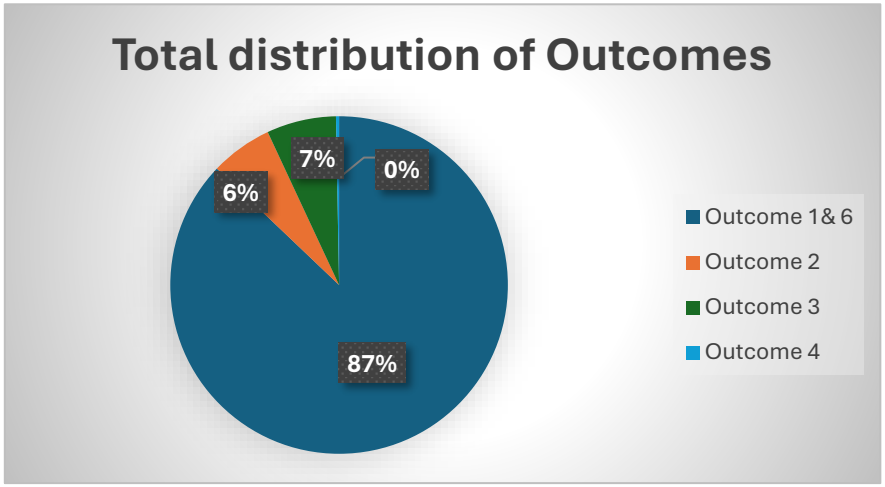
Psychometric Summary of ARCP Outcomes by Characteristics

Characteristic	Chi-Square	p-value	Cramér's V (Effect Size)	Interpretation
Gender	61.56	**<0.001**	0.11	Statistically significant, small effect size
Ethnicity	62.95	**<0.001**	0.09	Statistically significant, small effect size
PMQ	56.56	**<0.001**	0.09	Statistically significant, small effect size
English as First Language	47.00	**<0.001**	0.10	Statistically significant, small effect size

Total distribution of Outcomes

Outcome	Total
Outcome 1& 6	**2069**
Outcome 2	**141**
Outcome 3	**158**
Outcome 4	**7**
Total	**2375**



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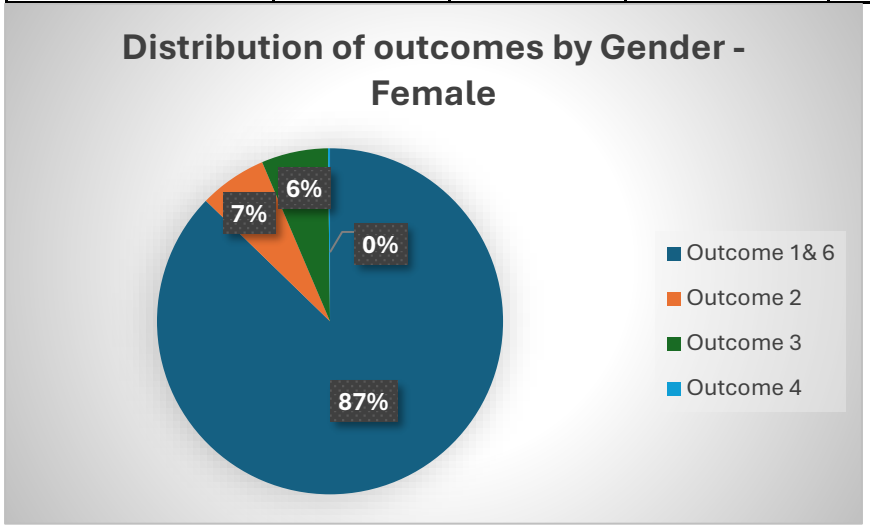
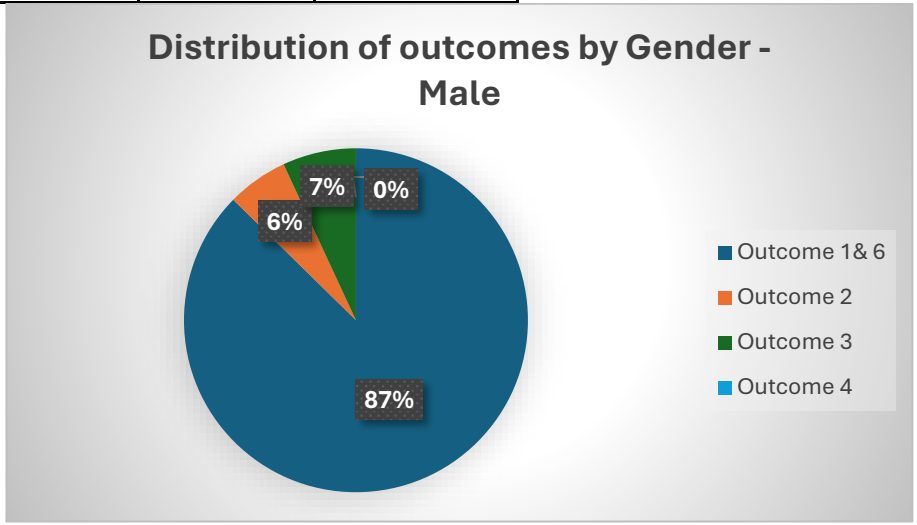
Distribution of outcomes by gender

Outcome	Female	%	Male	%	Others	%
Outcome 1& 6	925	87	1036	87	108	84
Outcome 2	67	7	68	6	6	4
Outcome 3	66	6	82	7	10	8
Outcome 4	2	0	0	0	5	4
Total	**1060**	**100**	**1186**	**100**	**129**	**100**





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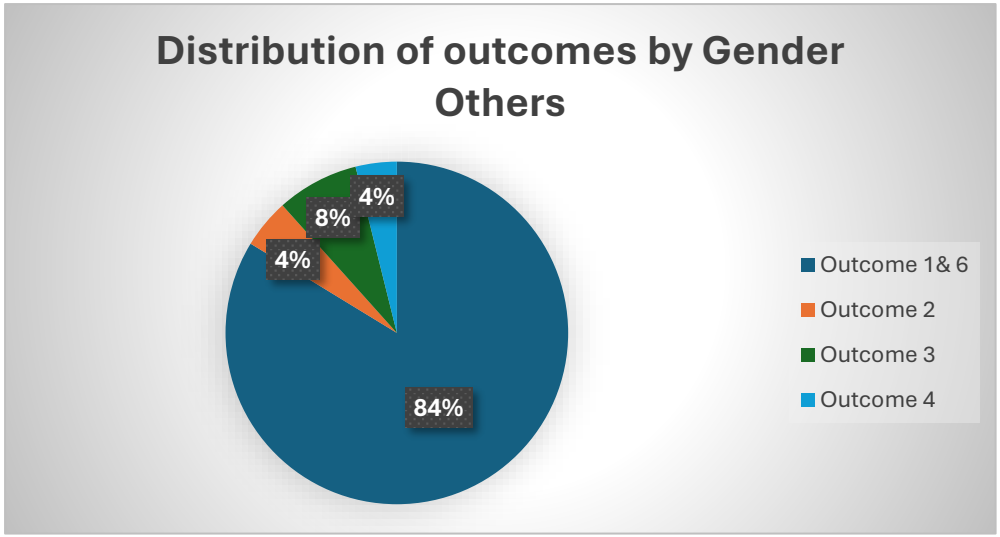

A statistically significant association was found between the outcome and gender variables. The Cramer's V effect size of 0.11 indicates a weak relationship between the categories of the outcome and gender.

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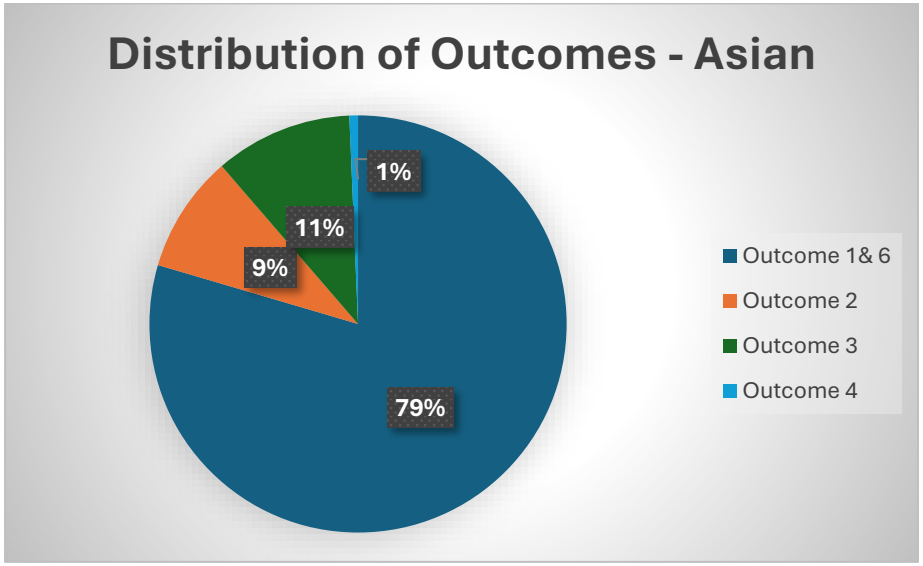
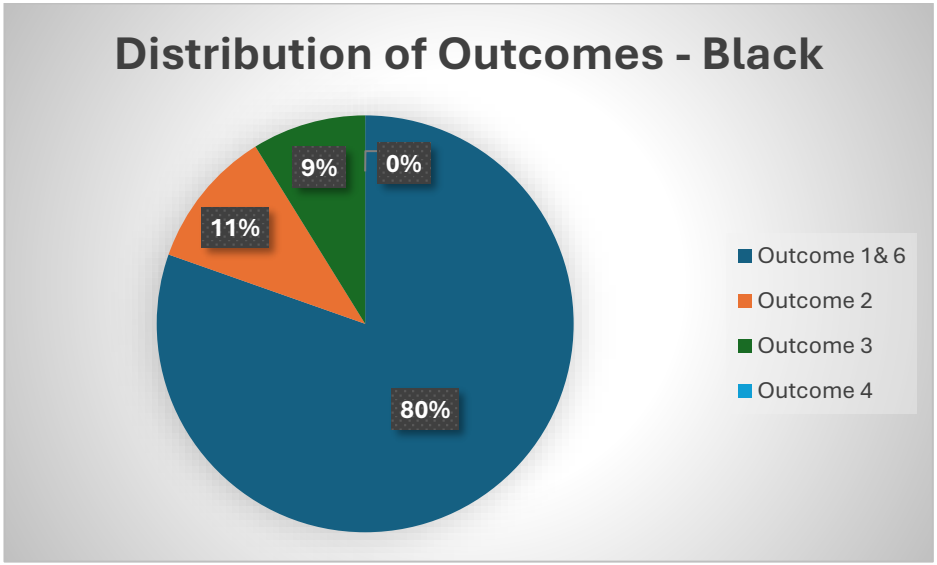
Distirbution of outcomes by ethnicity

Outcome	Asian	%	Black	%	Mixed	%	White	%	Others	%
Outcome 1& 6	358	79	82	80	69	78	1259	90	301	**88**
Outcome 2	41	9	11	11	11	13	62	5	16	**5**
Outcome 3	48	11	9	9	8	9	72	5	21	**6**
Outcome 4	3	1	0	0	0	0	0	0	4	**1**
Total	450	100	102	100	88	100	1393	100	342	**100**





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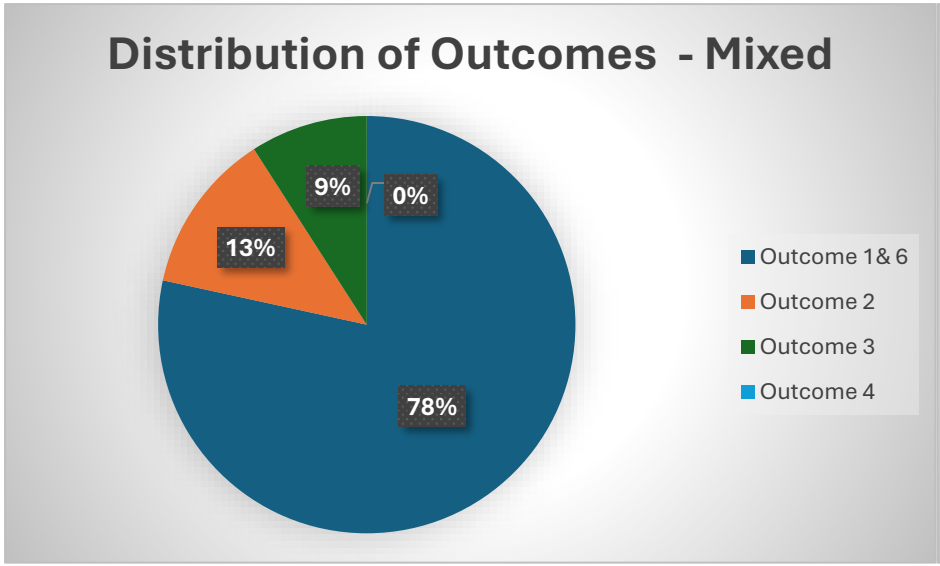

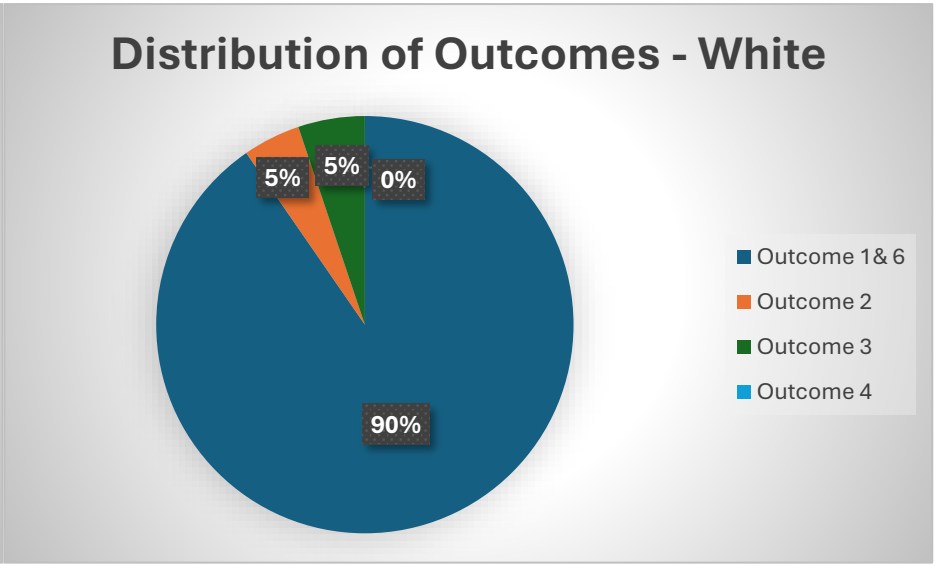

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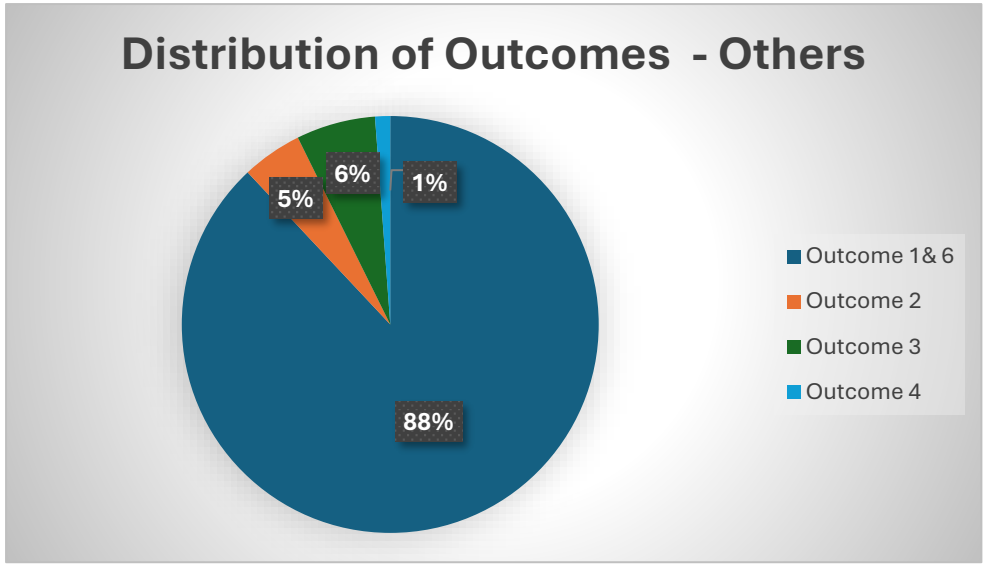

A statistically significant association was found between the outcome and ethnicity variables. The Cramer's V effect size of 0.09 indicates a weak relationship between the categories of the outcome and ethnicity.

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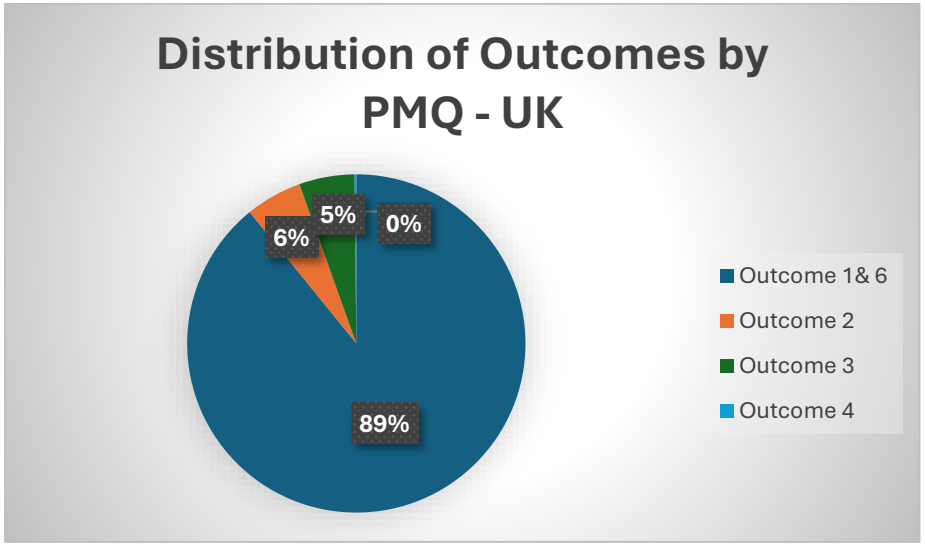
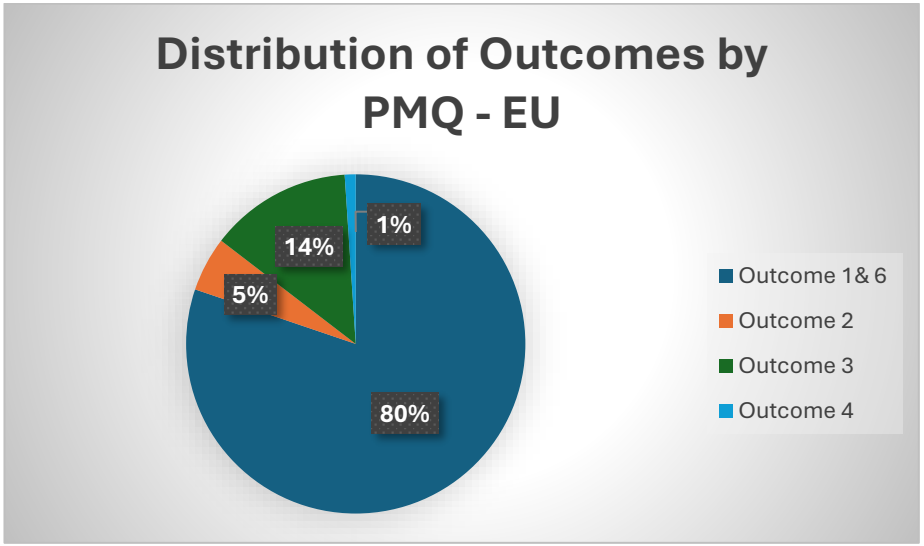
Distribution of outcomes by PMQ

Outcome	UK	%	EU	%	IMG	%	Others	%
Outcome 1 & 6	1584	89	77	80	362	81	46	84
Outcome 2	96	6	5	5	39	9	1	2
Outcome 3	94	5	13	14	45	10	6	11
Outcome 4	3	0	1	1	1	0	2	3
Total	1777	100	96	100	447	100	55	100





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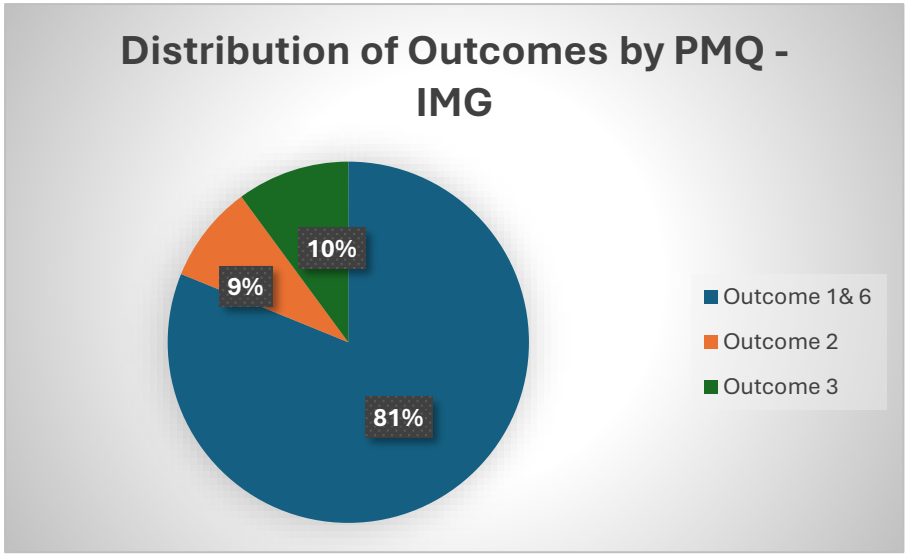

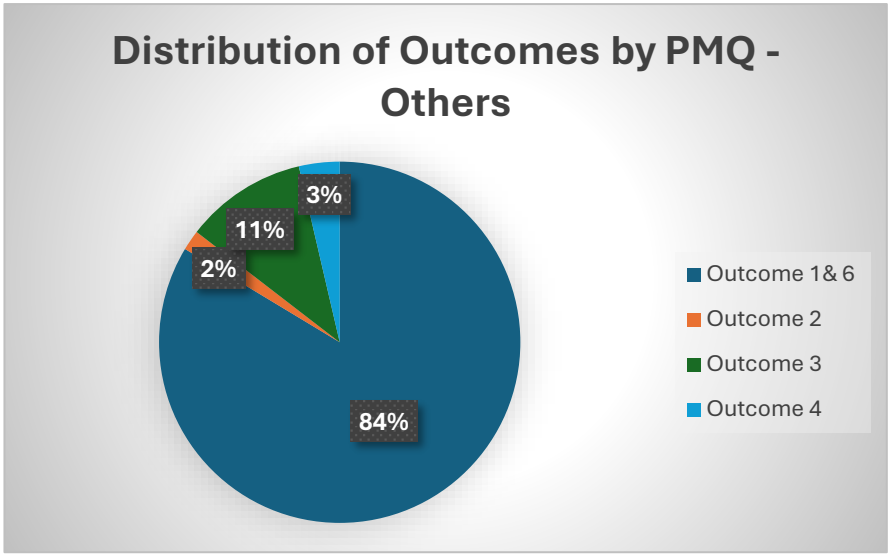

A statistically significant association was found between the outcome and PMQ variables. The Cramer's V effect size of 0.09 indicates a weak relationship between the categories of the outcome and PMQ.

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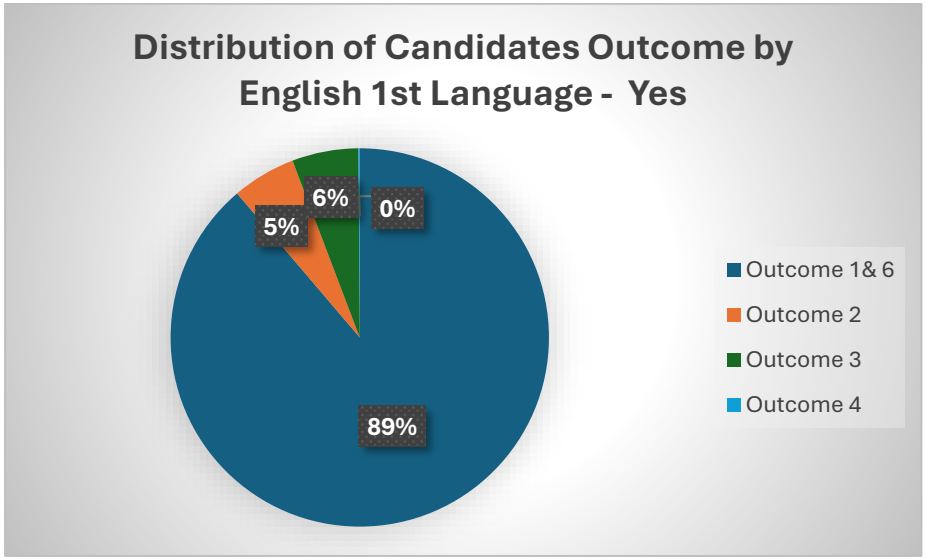
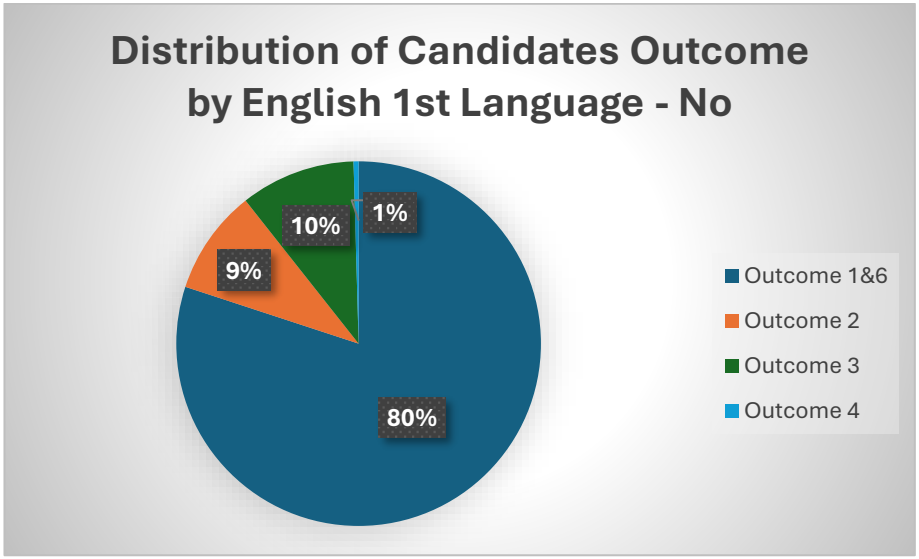
Distribution of outcomes by English as 1st language

Outcome	Yes	%	No	%	Others	%
Outcome 1&6	1581	89	361	80	127	89
Outcome 2	97	5	42	9	2	1
Outcome 3	101	6	46	10	11	8
Outcome 4	2	0	2	1	3	2
Total	1781	100	451	100	143	100





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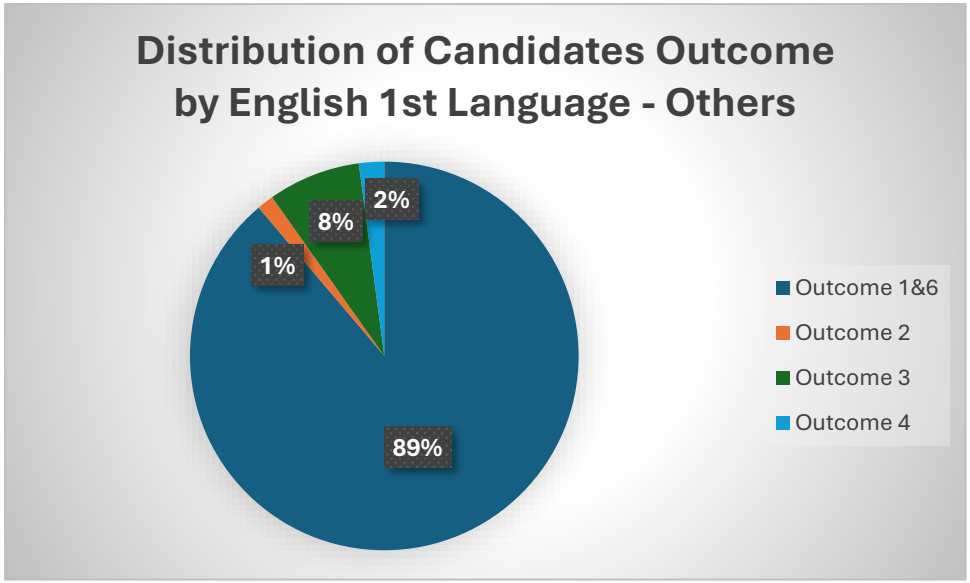

A statistically significant association was found between the outcome and English 1st variables. The Cramer's V effect size of 0.10 indicates a weak relationship between the categories of the outcome and English 1st.

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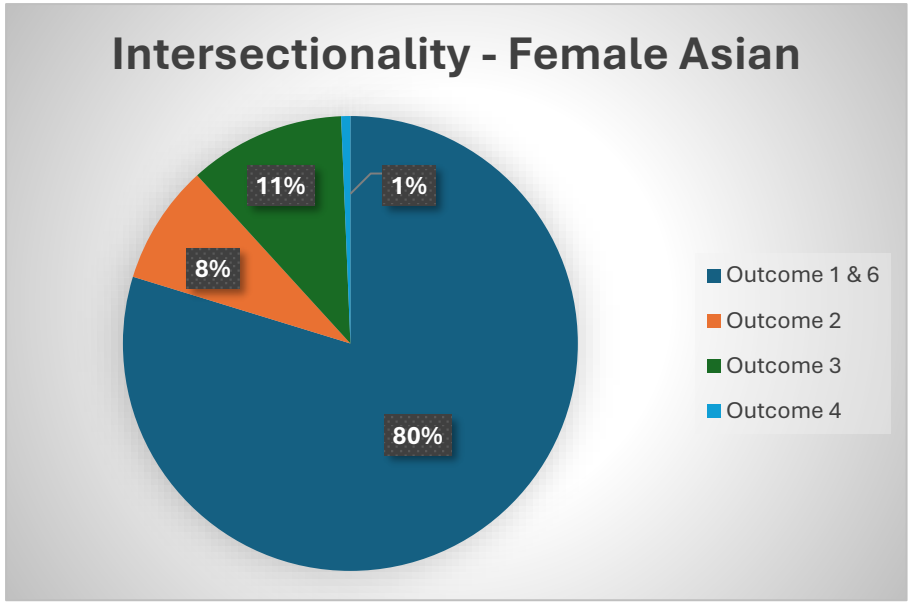
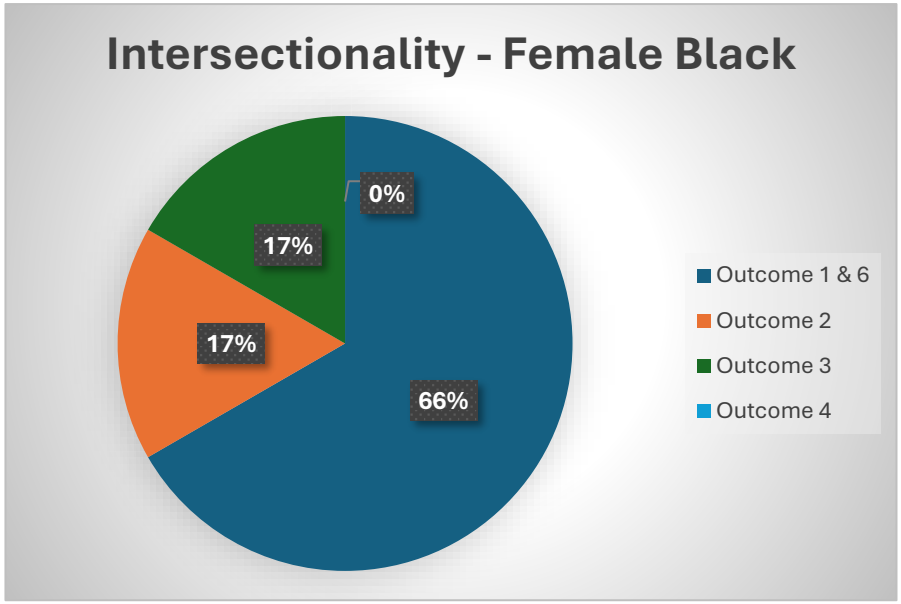
Intersectionality

This section examines ARCP outcomes by gender in combination with ethnicity, PMQ, and English as a first language. Due to the small number of cases (129) where gender was identified as 'Other,' these have been excluded from the breakdowns as they did not allow for meaningful analysis.

Distribution of outcomes by female/ethnicity

Outcome	Asian	%	Outcome	Black	%	Outcome	Mixed	%	Outcome	White	%	Outcome	Others	%
Outcome 1 & 6	122	80	Outcome 1 & 6	20	66	Outcome 1 & 6	34	81	Outcome 1 & 6	635	90	Outcome 1 & 6	114	91
Outcome 2	13	8	Outcome 2	5	17	Outcome 2	7	17	Outcome 2	37	5	Outcome 2	5	4
Outcome 3	17	11	Outcome 3	5	17	Outcome 3	1	2	Outcome 3	38	5	Outcome 3	5	4
Outcome 4	1	1	Outcome 4	0	0	Outcome 4	0	0	Outcome 4	0	0	Outcome 4	1	1
Total	153	100	Total	30	100	Total	42	100	Total	710	100	Total	125	100





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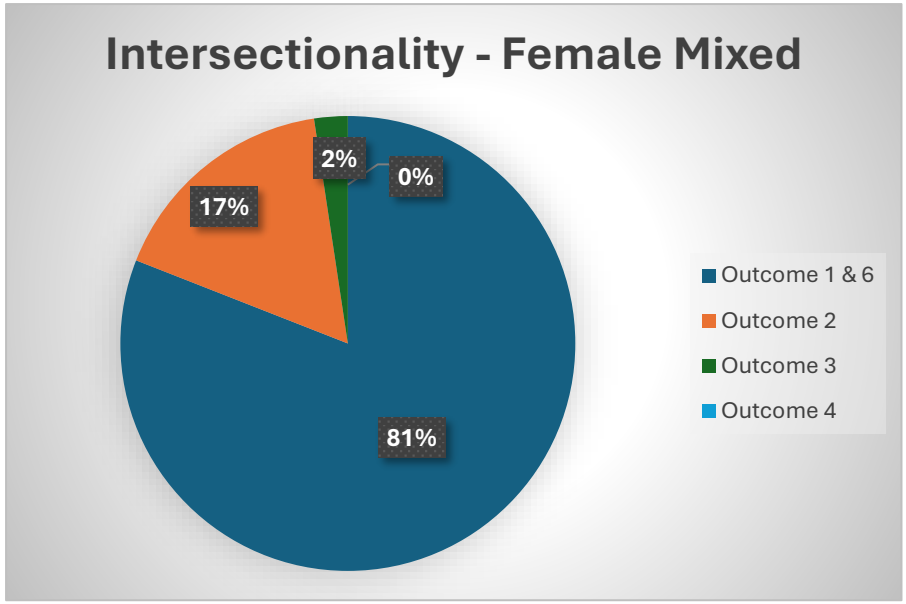

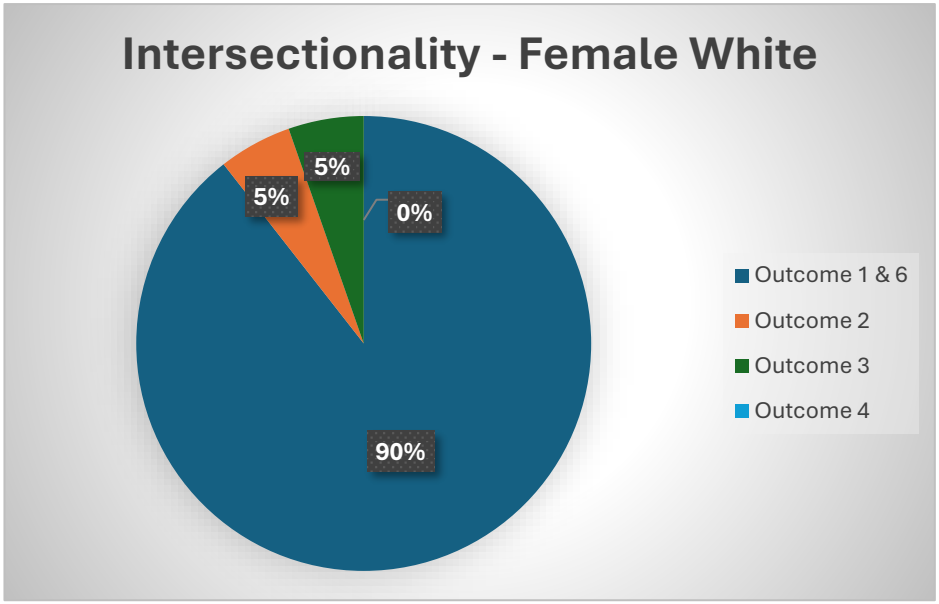

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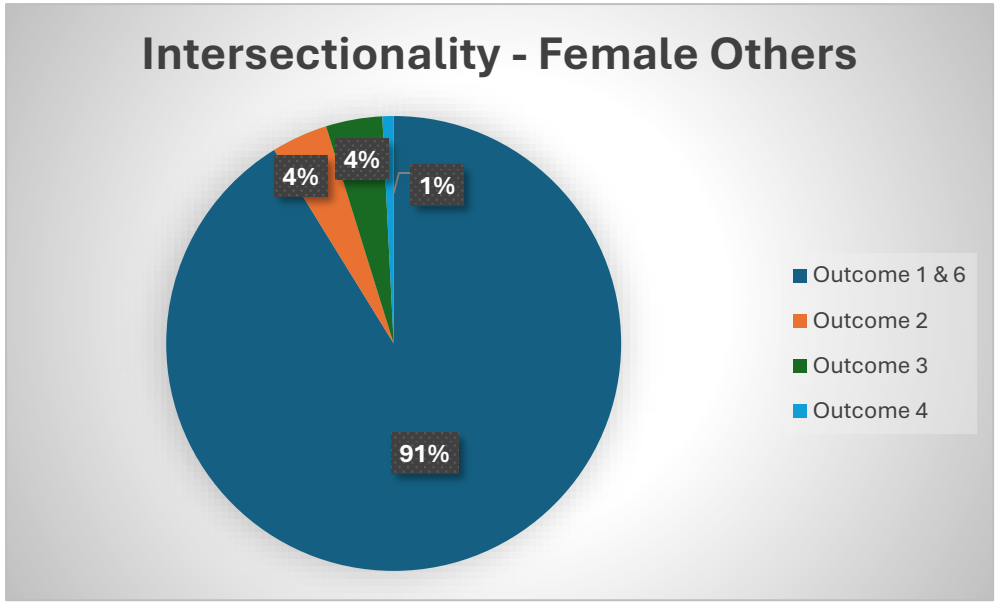

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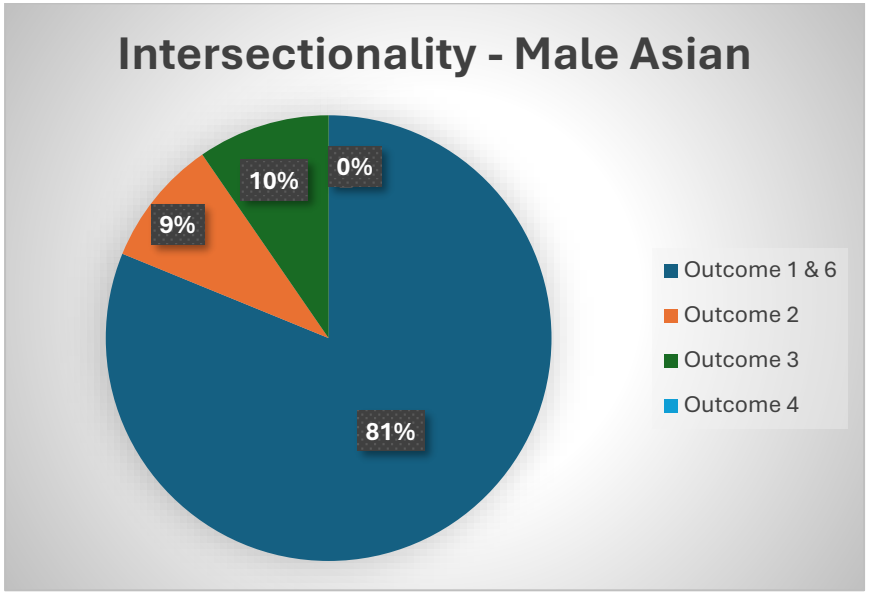
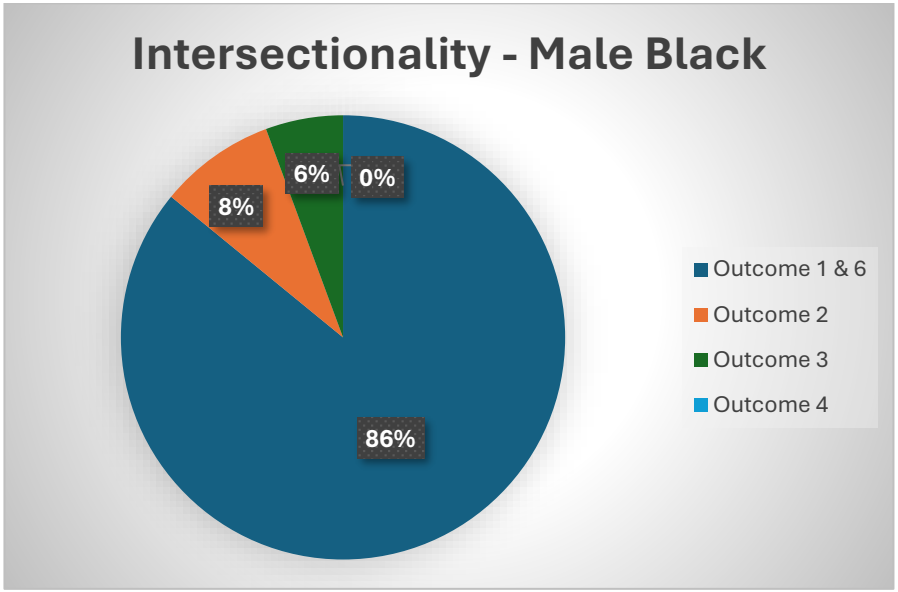
Distribution of outcomes by male/ethnicity

Outcome	Asian	%	Outcome	Black	%	Outcome	Mixed	%	Outcome	White	%	Outcome	Others	%
Outcome 1 & 6	220	81	Outcome 1 & 6	61	86	Outcome 1 & 6	35	81	Outcome 1 & 6	567	91	Outcome 1 & 6	153	86
Outcome 2	25	9	Outcome 2	6	8	Outcome 2	3	7	Outcome 2	24	4	Outcome 2	10	6
Outcome 3	26	10	Outcome 3	4	6	Outcome 3	5	12	Outcome 3	32	5	Outcome 3	15	8
Outcome 4	0	0	Outcome 4	0	0	Outcome 4	0	0	Outcome 4	0	0	Outcome 4	0	0
Total	271	100	Total	71	100	Total	43	100.0	Total	623	100	Total	178	100





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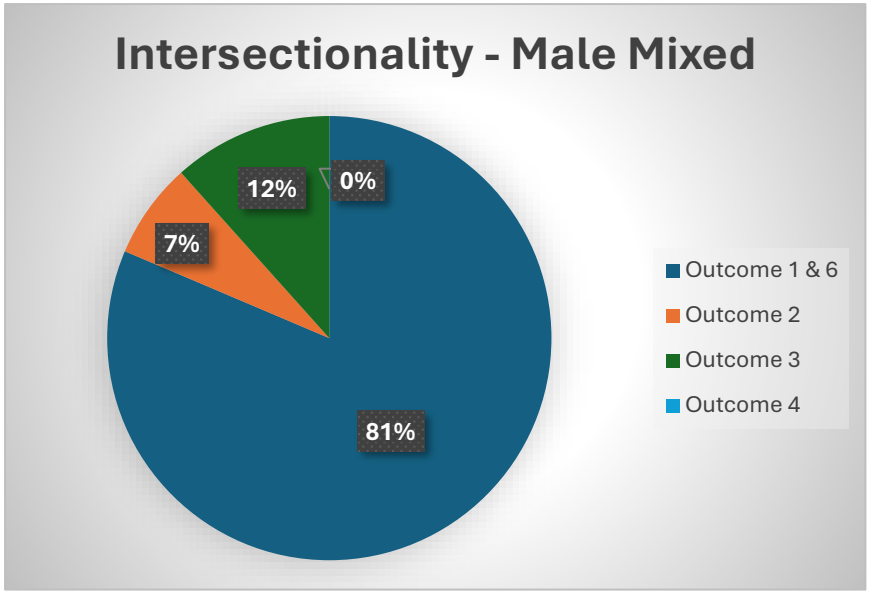

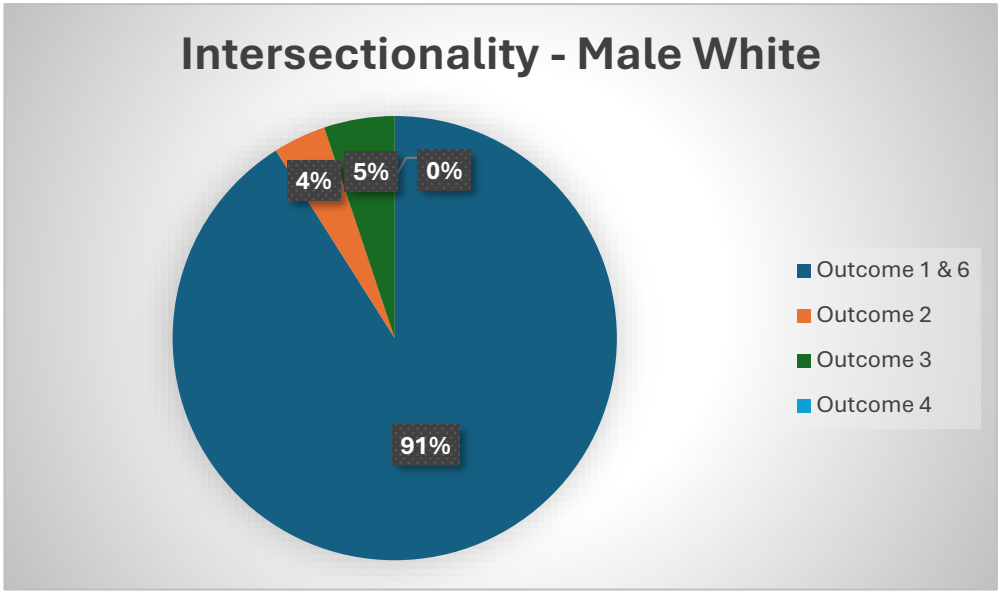

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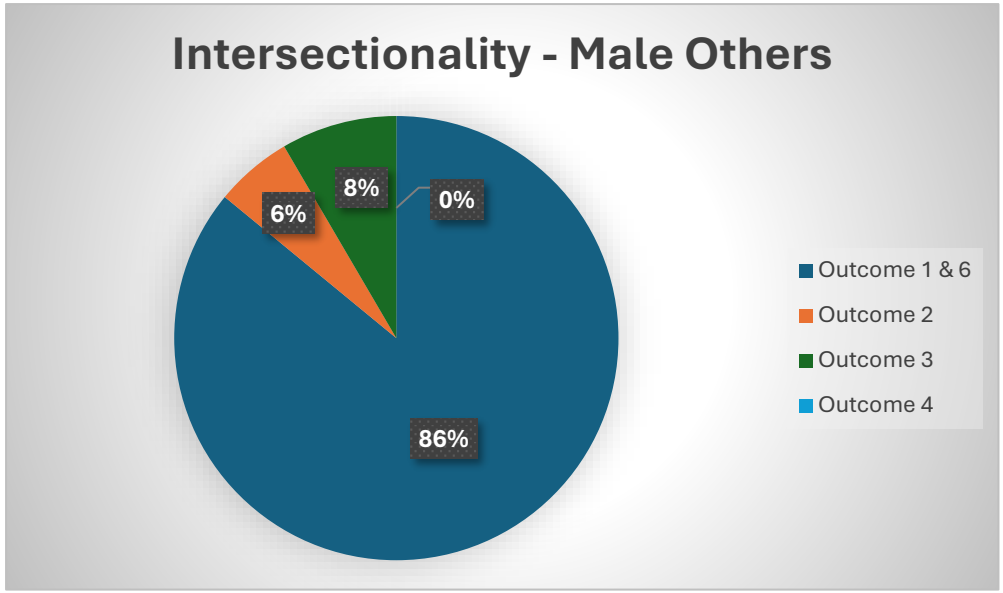

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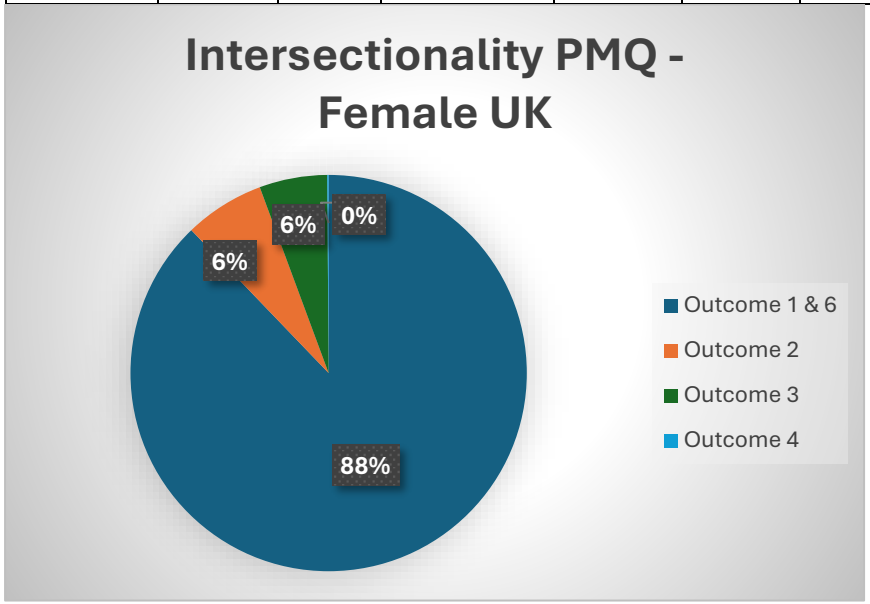
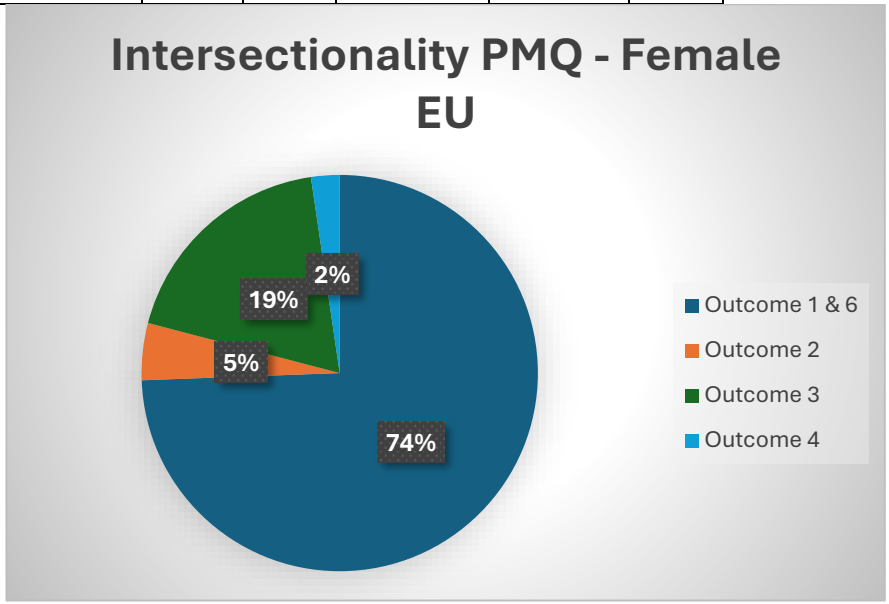
Distribution of Outcomes Female/PMQ

Outcome	UK	%	Outcome	EU	%	Outcome	IMG	%	Outcome	Others	%
Outcome 1 & 6	793	88	Outcome 1 & 6	32	74	Outcome 1 & 6	88	87	Outcome 1 & 6	12	92
Outcome 2	59	6	Outcome 2	2	5	Outcome 2	6	6	Outcome 2	0	0
Outcome 3	50	6	Outcome 3	8	19	Outcome 3	7	7	Outcome 3	1	8
Outcome 4	1	0	Outcome 4	1	2	Outcome 4	0	0	Outcome 4	0	0
Total	903	100	Total	43	100	Total	101	100	Total	13	100





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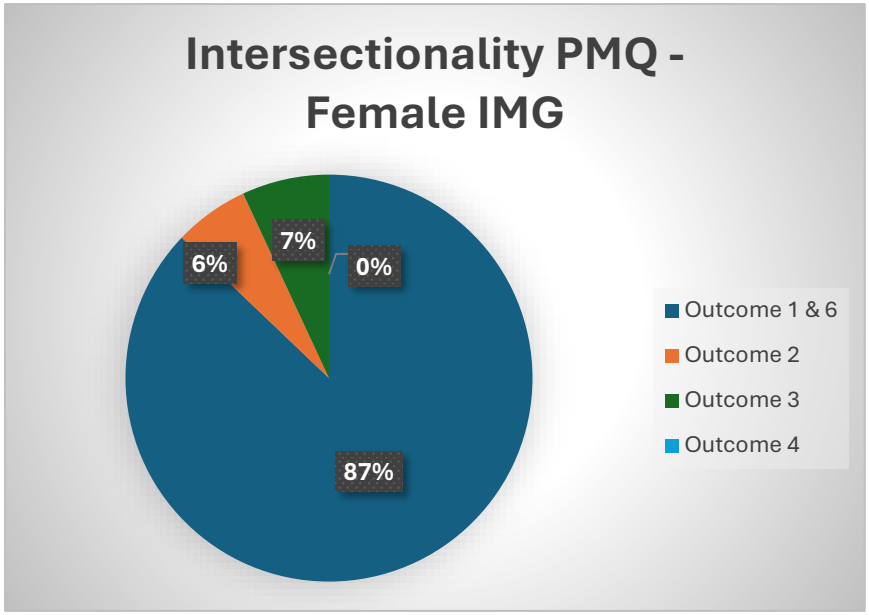

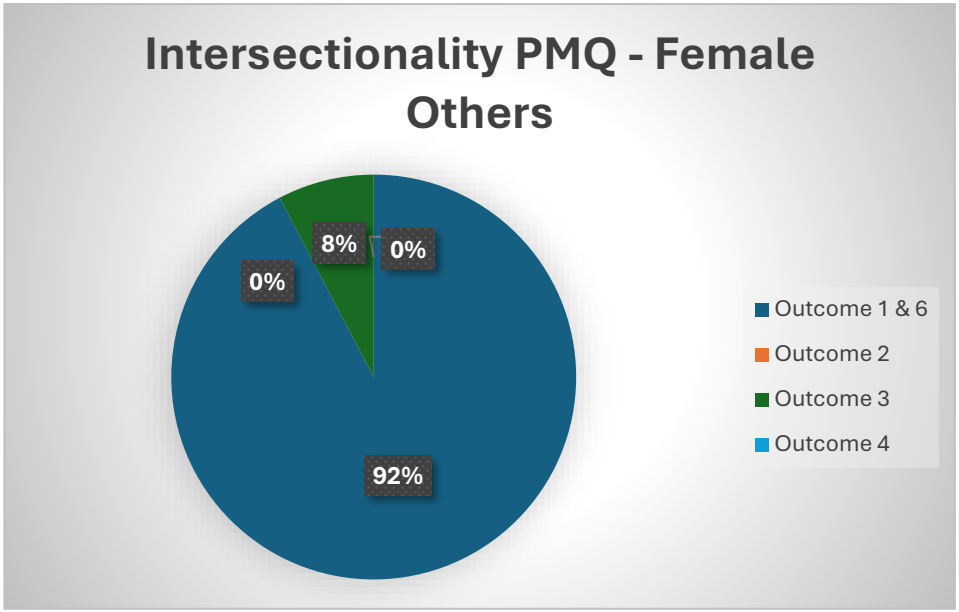

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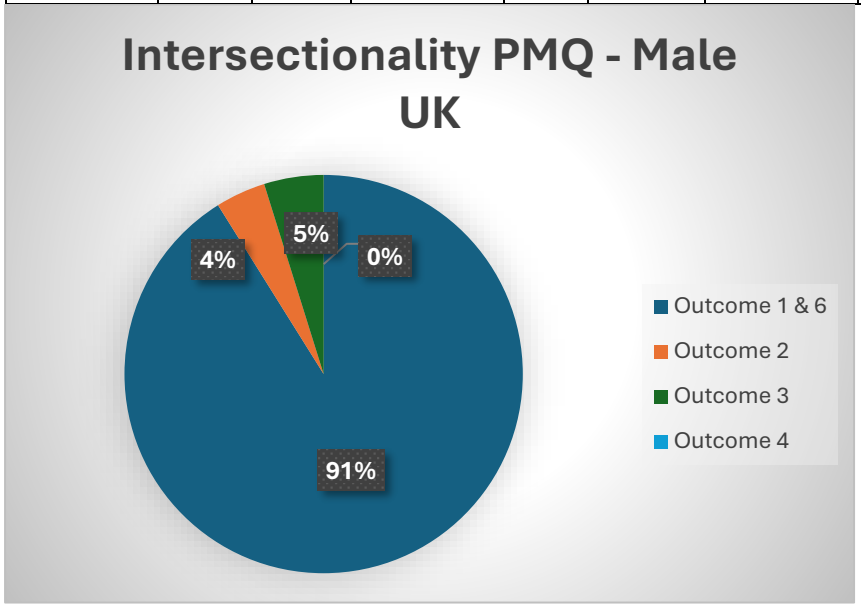
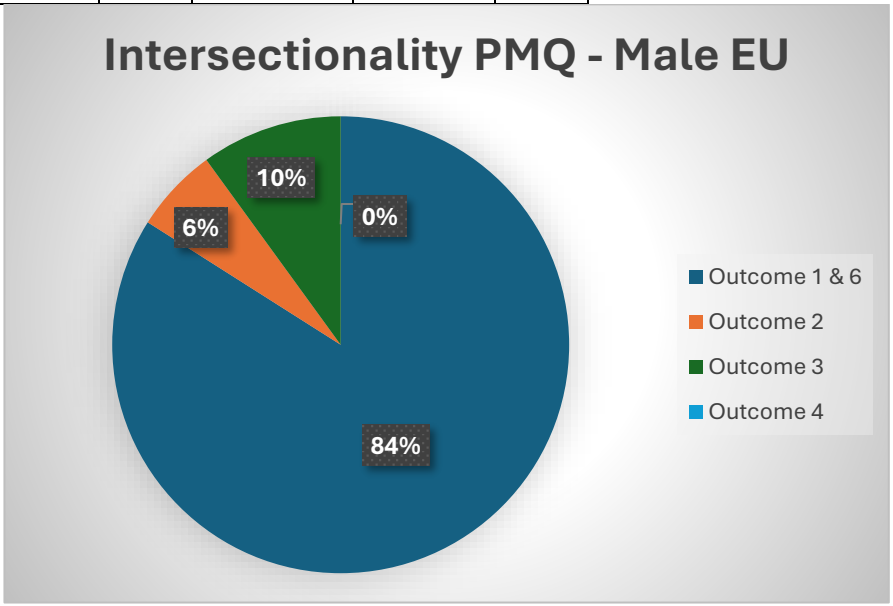
Distribution of outcomes Male/PMQ

Outcome	UK	%	Outcome	EU	%	Outcome	IMG	%	Outcome	Others	%
Outcome 1 & 6	717	91	Outcome 1 & 6	42	84	Outcome 1 & 6	261	79	Outcome 1 & 6	16	76
Outcome 2	32	4	Outcome 2	3	6	Outcome 2	32	10	Outcome 2	1	5
Outcome 3	38	5	Outcome 3	5	10	Outcome 3	35	11	Outcome 3	4	19
Outcome 4	0	0	Outcome 4	0	0	Outcome 4	0	0	Outcome 4	0	0
Total	787	100	Total	50	100	Total	328	100	Total	21	100





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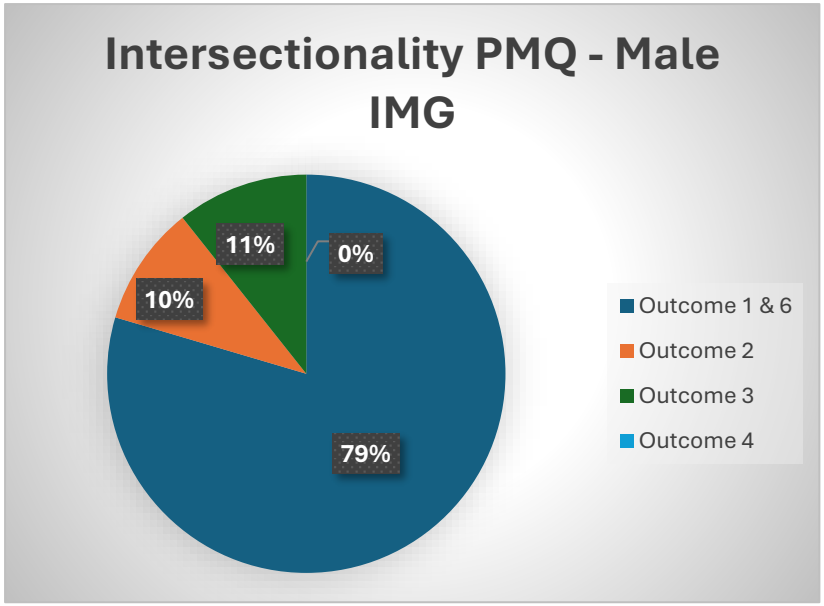

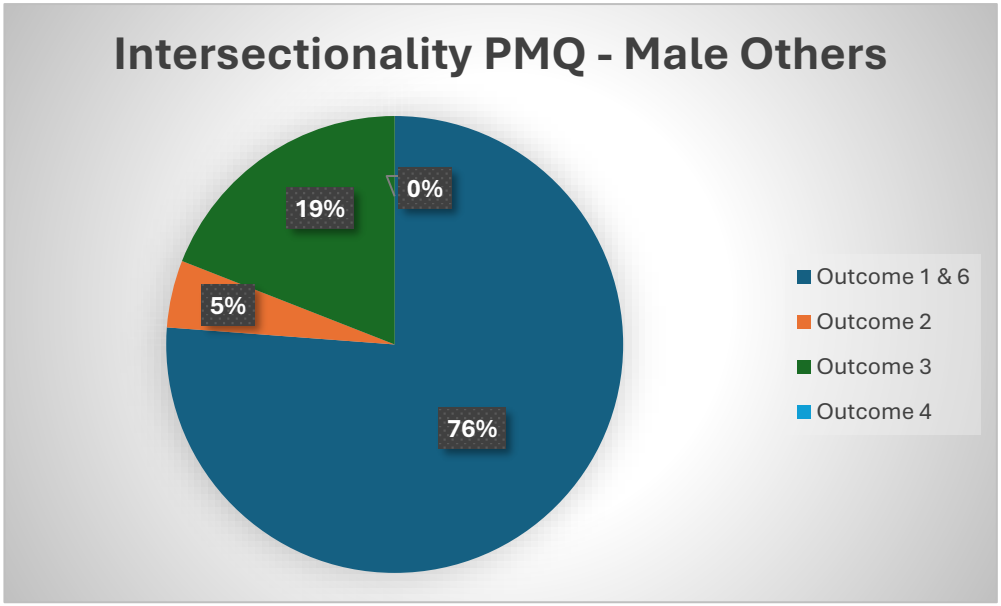

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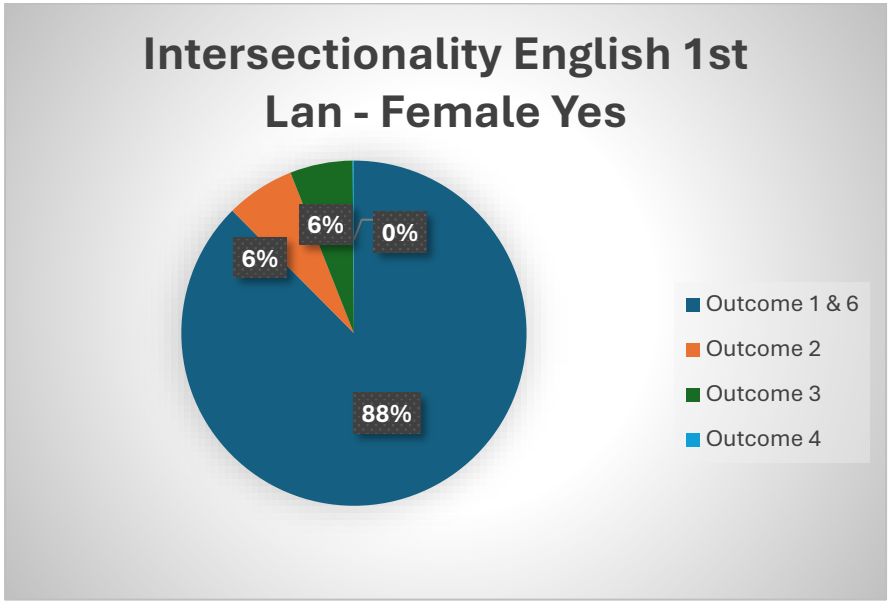
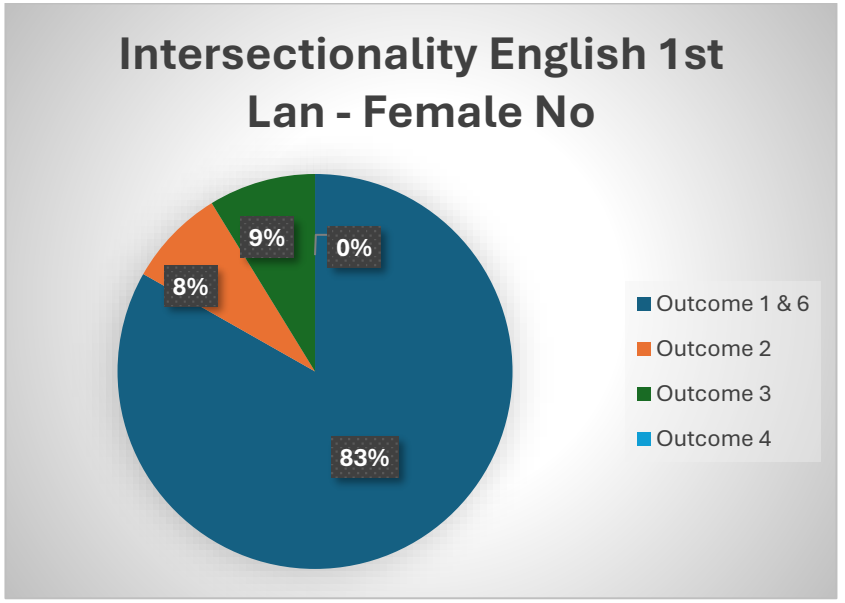
Distribution of outcomes by female/English as 1st language

Outcome	Yes	%	Outcome	No	%	Outcome	Undisclosed	%
Outcome 1 & 6	760	88	Outcome 1 & 6	114	83	Outcome 1 & 6	51	93
Outcome 2	56	6	Outcome 2	11	8	Outcome 2	0	0
Outcome 3	51	6	Outcome 3	12	9	Outcome 3	3	5
Outcome 4	1	0	Outcome 4	0	0	Outcome 4	1	2
Total	868	100	Total	137	100	Total	55	100





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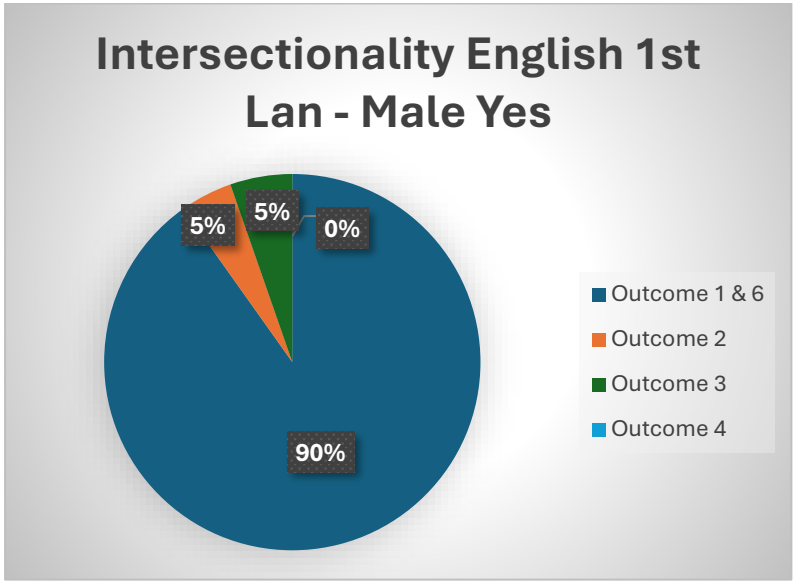
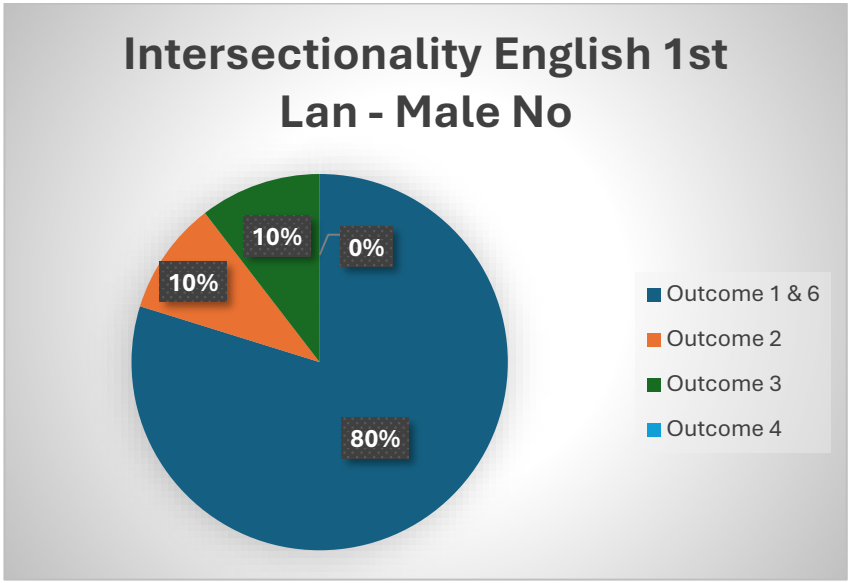
Distribution of outcomes by male/English as 1st language

Outcome	Yes	%	Outcome	No	%	Outcome	Undisclosed	%
Outcome 1 & 6	743	90	Outcome 1 & 6	237	80	Outcome 1 & 6	56	86
Outcome 2	37	5	Outcome 2	29	10	Outcome 2	2	3
Outcome 3	44	5	Outcome 3	31	10	Outcome 3	7	11
Outcome 4	0	0	Outcome 4	0	0	Outcome 4	0	0
Total	824	100	Total	297	100	Total	65	100





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