



# Publication of Exam Pass Rate Data 2024

## Introduction

The Royal College of Emergency Medicine (RCEM) is pleased to present the publication of annual exam pass rate data for 2024. This comprehensive report marks a significant milestone in our ongoing commitment to transparency, accountability, and excellence in medical education and professional development within the field of emergency medicine.

By publishing the pass rate data, RCEM aims to provide valuable insights into the performance of our candidates, highlight trends and identify areas for further analysis. The data presented in this report reflects the rigorous standards upheld by the RCEM and underscores our dedication to fostering a competent and highly skilled workforce. This report also highlights where our commitment to Fairer Training Culture for all must demonstrate impact.

The College hopes that this report will serve as a useful resource. RCEM remains committed to supporting our members and ensuring the highest standards of patient care through ongoing education, training and examination.

The College will continue to progress work on a more cross-sectional analysis of this data to present a truer picture of differential attainment in our exams. Further reports will also be published in relation to our commitment to transparency.

## Summary Findings

The data from various tables highlights several key findings regarding the pass rates of RCEM exam diets:

- Overall Performance:** In 2024, RCEM assessed 10,940 candidates, with 5,828 passing across all exams, leading to an overall pass rate of 53.3%. Specific exams such as the FRCEM OSCE and MRCEM OSCE had notably higher pass rates at 80.6% and 80.0%, respectively, whereas the MRCEM SBA had lower pass rates at 30.9%. The difference in pass rates (2024 vs 2023) across FRCEM OSCE, FRCEM SBA, and Primary SBA diets is not significant, while significant differences are observed in MRCEM OSCE, MRCEM SBA.
- Gender:** Female candidates had a pass rate of 57.4%, outperforming both male candidates at 54.8% and those with undisclosed gender at 44.5%. Statistical tests show that the pass rate difference (2024 vs 2023) was significant for females and the undisclosed category, but not for males.
- Trainee Status:** UK trainees achieved the highest pass rate at 79.6%, significantly surpassing other groups. UK non-trainees had a pass rate of 57.2%, while candidates from the Republic of Ireland (ROI) recorded a pass rate of 48.5%. International candidates had the lowest pass rate at 46.0%. Statistical tests show that the pass rate difference (2024 vs 2023) was significant for UK Trainee and the IMG category, but not for UK Non-Trainee and ROI.
- Racial Origin:** White candidates have the highest pass rate at 79.0%, significantly exceeding the performance of other groups. Asian candidates have a pass rate of 47.8%, while those from mixed backgrounds and the undisclosed category have a pass rate of 55%. Black candidates achieved a pass rate of 49.5%, while other groups had a pass rate of 50.1%. Statistical tests show that the pass rate difference (2024 vs 2023)

was significant for Asian, Black, Undisclosed and White category, but not for mixed and Others.

5. **Primary Medical Qualification (PMQ):** UK graduates have the highest pass rate at 81.2%, with EEA graduates following at 57.3%. International graduates have a pass rate of 46.6%, and candidates with an undisclosed PMQ origin have a pass rate of 56.8%. Statistical tests show that the pass rate difference (2024 vs 2023) was significant for UK, IMG and undisclosed category, but not for EEA.
6. **English as a First Language:** Native English speakers have the highest pass rate at 64.4%, while candidates for whom English is not a first language have a pass rate of 47.5%. Candidates with an undisclosed first language have a pass rate of 56.8%. Statistical tests show that the pass rate difference (2024 vs 2023) was significant for all categories.
7. **Number of Attempts:** First-time exam takers have the highest pass rate at 66.6%, with pass rates declining on subsequent attempts: 31.4% on the second, 31.3% on the third, and 31.2% on the fourth or more attempts. Statistical tests show that the pass rate difference (2024 vs 2023) was significant for all categories.
8. **Work Location:** Candidates working within the UK have a pass rate of 68.0%, while those working outside the UK have a significantly lower pass rate of 46.1%. Statistical tests show that the pass rate difference (2024 vs 2023) was significant for all categories.
9. **Adjustments:** Candidates without reasonable adjustments have a pass rate of 53.0%, whereas those who received reasonable adjustments have a notably higher pass rate of 68.3%. Statistical tests show that the pass rate difference (2024 vs 2023) was significant for candidates without reasonable adjustments.

## Conclusion

These findings highlight the need for targeted support and initiatives to address the disparities in pass rates across different groups. The College's commitment to creating Fairer Training Cultures and supporting all candidates is crucial to reducing differential attainment and ensuring equitable outcomes for all.

## Next Steps

- The College will continue to progress work to establish Fairer Training Cultures of all with progress reports to the EDI Committee and Trustee Board

**Table 1: Pass rates across RCEM exam diets**

|             | <b>2024</b> |             |              |              | <b>2023</b> |             |              |              |               |                    |
|-------------|-------------|-------------|--------------|--------------|-------------|-------------|--------------|--------------|---------------|--------------------|
| <b>Exam</b> | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass%</b> | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass%</b> | <b>Z Test</b> | <b>Effect Size</b> |
| FOSCE       | 135         | 562         | 697          | <b>80.6</b>  | 100         | 522         | 622          | <b>83.9</b>  | No Sig        | 0.08               |
| FSBA        | 535         | 558         | 1093         | <b>51.1</b>  | 584         | 518         | 1102         | <b>47.0</b>  | No Sig        | 0.08               |
| MOSCE       | 245         | 980         | 1225         | <b>80.0</b>  | 147         | 905         | 1052         | <b>86.0</b>  | <b>Sig</b>    | <b>0.16</b>        |
| MSBA        | 2143        | 958         | 3101         | <b>30.9</b>  | 2138        | 1897        | 4035         | <b>47.0</b>  | <b>Sig</b>    | <b>0.33</b>        |
| Prim-SBA    | 2054        | 2770        | 4824         | <b>57.4</b>  | 1673        | 2314        | 3987         | <b>58.0</b>  | No Sig        | 0.02               |
| Total       | 5112        | 5828        | 10940        | <b>53.3</b>  | 4642        | 6156        | 10798        | <b>57.0</b>  | Sig           | 0.08               |

In 2024, RCEM assessed 10,940 candidates, with 5,828 passing across all exams, leading to an overall pass rate of 53.3%. In comparison, 10,798 candidates were examined in 2023, with 6,156 passing, resulting in a pass rate of 57.0%.

The Z-test indicates whether there is a statistically significant difference in pass rates between 2024 and 2023, while the effect size reveals how large or meaningful that difference is in practical terms. An effect size near 0.2 is a small effect, near 0.5 is a medium effect and near 0.8 is a large effect.

The difference in pass rates between 2024 and 2023 across FRCM OSCE, FRCM SBA, and Prim-SBA diets is not significant, while significant differences are observed in MRCEM OSCE, MRCEM SBA, and overall. The effect size measure indicates that the difference is most noticeable in MRCEM SBA.

**Table 2: Pass Rates across RCEM Exam Diets by EDI Variables**

|                         | <b>2024</b> |             |              |               | <b>2023</b> |             |              |               |               |                    |
|-------------------------|-------------|-------------|--------------|---------------|-------------|-------------|--------------|---------------|---------------|--------------------|
| <b>EDI Variable</b>     | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> | <b>Z Test</b> | <b>Effect Size</b> |
| Female                  | 1367        | 1844        | 3211         | <b>57.4</b>   | 1184        | 1890        | 3074         | <b>61.5</b>   | Sig           | 0.10               |
| Male                    | 2406        | 2912        | 5318         | <b>54.8</b>   | 2345        | 2976        | 5321         | <b>55.9</b>   | No Sig        | 0.02               |
| Undisclosed             | 1339        | 1072        | 2411         | <b>44.5</b>   | 1113        | 1290        | 2403         | <b>53.7</b>   | Sig           | 0.18               |
| UK Trainee              | 350         | 1367        | 1717         | <b>79.6</b>   | 257         | 1640        | 1897         | <b>86.5</b>   | Sig           | 0.19               |
| UK Non-Trainee          | 795         | 1063        | 1858         | <b>57.2</b>   | 746         | 1004        | 1750         | <b>57.4</b>   | No Sig        | 0.00               |
| ROI Trainee             | 207         | 195         | 402          | <b>48.5</b>   | 187         | 206         | 393          | <b>52.4</b>   | No Sig        | 0.06               |
| IMG Trainee             | 3760        | 3203        | 6963         | <b>46.0</b>   | 3429        | 3274        | 6703         | <b>48.8</b>   | Sig           | 0.06               |
| Racial Asian            | 2843        | 2605        | 5448         | <b>47.8</b>   | 2580        | 2563        | 5143         | <b>49.8</b>   | Sig           | 0.04               |
| Racial Black            | 598         | 587         | 1185         | <b>49.5</b>   | 486         | 574         | 1060         | <b>54.2</b>   | Sig           | 0.09               |
| Racial Mixed            | 143         | 178         | 321          | <b>55.5</b>   | 135         | 207         | 342          | <b>60.5</b>   | No Sig        | 0.10               |
| Undisclosed             | 256         | 315         | 571          | <b>55.2</b>   | 293         | 498         | 791          | <b>63</b>     | Sig           | 0.16               |
| Racial Others           | 959         | 963         | 1922         | <b>50.1</b>   | 907         | 912         | 1819         | <b>50.1</b>   | No Sig        | 0.00               |
| Racial White            | 313         | 1180        | 1493         | <b>79.0</b>   | 241         | 1402        | 1643         | <b>85.3</b>   | Sig           | 0.16               |
| PMQ UK                  | 318         | 1373        | 1691         | <b>81.2</b>   | 225         | 1662        | 1887         | <b>88.1</b>   | Sig           | 0.19               |
| PMQ EEA                 | 163         | 219         | 382          | <b>57.3</b>   | 153         | 238         | 391          | <b>60.9</b>   | No Sig        | 0.07               |
| PMQ IMG                 | 4178        | 3640        | 7818         | <b>46.6</b>   | 3805        | 3790        | 7595         | <b>49.9</b>   | Sig           | 0.07               |
| Undisclosed             | 453         | 596         | 1049         | <b>56.8</b>   | 459         | 466         | 925          | <b>50.4</b>   | Sig           | 0.13               |
| Eng 1 <sup>st</sup> No  | 3539        | 3205        | 6744         | <b>47.5</b>   | 3196        | 3459        | 6655         | <b>52</b>     | Sig           | 0.09               |
| Eng 1 <sup>st</sup> Yes | 1120        | 2027        | 3147         | <b>64.4</b>   | 987         | 2231        | 3218         | <b>69.3</b>   | Sig           | 0.10               |
| Undisclosed             | 453         | 596         | 1049         | <b>56.8</b>   | 459         | 466         | 925          | <b>50.4</b>   | Sig           | 0.13               |
| Attempt 1 <sup>st</sup> | 2270        | 4529        | 6799         | <b>66.6</b>   | 2735        | 4541        | 7276         | <b>62.4</b>   | Sig           | 0.09               |
| Attempt 2 <sup>nd</sup> | 1828        | 838         | 2666         | <b>31.4</b>   | 1069        | 974         | 2043         | <b>47.7</b>   | Sig           | 0.33               |
| Attempt 3 <sup>rd</sup> | 602         | 274         | 876          | <b>31.3</b>   | 473         | 359         | 832          | <b>43.1</b>   | Sig           | 0.25               |
| Attempt ≥ 4             | 412         | 187         | 599          | <b>31.2</b>   | 365         | 282         | 647          | <b>43.6</b>   | Sig           | 0.26               |
| Work within UK          | 1145        | 2430        | 3575         | <b>68.0</b>   | 1003        | 2644        | 3647         | <b>72.5</b>   | Sig           | 0.10               |
| Work outside UK         | 3967        | 3398        | 7365         | <b>46.1</b>   | 3639        | 3512        | 7151         | <b>49.1</b>   | Sig           | 0.06               |
| Adjustment No           | 5052        | 5699        | 10751        | <b>53.0</b>   | 4565        | 5976        | 10541        | <b>56.7</b>   | Sig           | 0.07               |
| Adjustment Yes          | 60          | 129         | 189          | <b>68.3</b>   | 77          | 180         | 257          | <b>70</b>     | No Sig        | 0.04               |

The data in Table 2 presents the pass rates for RCEM exam diets, categorized by EDI variables, and compares them with the previous year's pass rates to highlight how they align. The Z-test determines if there is a statistically significant difference in pass rates between 2024 and 2023, while the effect size indicates the practical significance or magnitude of that difference. The results in the following section are primarily discussed with reference to the 2024 data.

**Gender:** It reveals that females have the highest pass rate at 57.4%, followed by males at 54.8%. Individuals with undisclosed gender have the lowest pass rate at 44.5%. Overall, the total pass rate across all genders is 53.3%. This suggests that female candidates perform better on these exams compared to their male and undisclosed counterparts.

There was statistically significant association between gender and pass rate. The Cramer's V effect size measure of 0.10 suggests a weak relationship between the categories of the variable and the pass rate. Statistical tests show that the pass rate difference was significant for females and the undisclosed category, but not for males. The Cohen's h effect size measure is small for both significant and non-significant results.

**Trainee Status:** UK trainees have the highest pass rate at 79.6%, significantly outperforming other groups. UK non-trainees have a pass rate of 57.2%, while candidates from the Republic of Ireland (ROI) have a pass rate of 48.5%. International candidates have the lowest pass rate at 46.0%. Overall, the total pass rate across all categories is 53.3%. This indicates that UK trainees perform notably better in these exams compared to their peers from other categories.

There was statistically significant association between Trainee status and pass rate. The Cramer's V effect size measure of 0.24 suggests a moderate relationship between the categories of the variable and the pass rate. Statistical tests show that the pass rate difference was significant for UK Trainee and the IMG category, but not for UK Non-Trainee and ROI. The Cohen's h effect size measure is small for both significant and non-significant results. This data suggests that there is differential attainment in the College exams.

**Racial Status:** White candidates have the highest pass rate at 79.0%, significantly outperforming other groups. Asians have a pass rate of 47.8%, while candidates from the mixed background and undisclosed category have a pass rate of 55%. Black candidates have the pass rate at 49.5% while others have 50.1% pass rate. Overall, the total pass rate across all categories is 53.3%. This indicates that White trainees perform notably better in these exams compared to their peers from other categories.

There was statistically significant association between Racial status and pass rate. The Cramer's V effect size measure of 0.21 suggests a moderate relationship between the categories of the variable and the pass rate. Statistical tests show that the pass rate difference was significant for Asian, Black, Undisclosed and White category, but not for mixed and Others. The Cohen's h effect size measure is small for both significant and non-significant results.

**PMQ:** UK graduates have the highest pass rate at 81.2%, followed by graduates from the European Economic Area (EEA) at 57.3%. International graduates have a pass rate of 46.6%, while candidates with an undisclosed PMQ origin have a pass rate of 50.4%. Overall, the total pass rate across all PMQ origins is 53.3%. This indicates that UK graduates perform significantly better in these exams compared to their EEA and international counterparts.

There was statistically significant association between PMQ and pass rate. The Cramer's V effect size measure of 0.25 suggests a moderate relationship between the categories of the variable and the pass rate. Statistical tests show that the pass rate difference was significant

for UK, IMG and undisclosed category, but not for EEA. The Cohen's h effect size measure is small for both significant and non-significant results.

**English 1<sup>st</sup>:** Candidates who are native English speakers have the highest pass rate at 64.4%. Those for whom English is not a first language have a pass rate of 47.5%. Candidates with an undisclosed first language have a pass rate of 56.8%. Overall, the total pass rate across all categories is 53.3%. This indicates that candidates whose first language is English perform significantly better in these exams compared to those whose first language is not English.

There was statistically significant association between English 1<sup>st</sup> and pass rate. The Cramer's V effect size measure of 0.15 suggests a weak relationship between the categories of the variable and the pass rate. Statistical tests show that the pass rate difference was significant for all categories. The Cohen's h effect size measure is small for both significant and non-significant results.

**Attempt:** Candidates taking the exam for the first time have the highest pass rate at 66.6%. The pass rate decreases with subsequent attempts: 31.4% on the second attempt, 31.3% on the third, and 31.2% on the fourth or more attempts. Overall, the total pass rate across all attempts is 53.3%. This suggests that candidates are most successful on their first attempt, with pass rates generally declining for subsequent attempts.

There was statistically significant association between attempt and pass rate. The Cramer's V effect size measure of 0.34 suggests a strong relationship between the categories of the variable and the pass rate. Statistical tests show that the pass rate difference was significant for all categories. The Cohen's h effect size measure is small to medium for both significant and non-significant results.

**Work Location:** Candidates working within UK have a pass rate of 68.0%. In contrast, candidates who working outside UK have a significantly lower pass rate of 46.1%. Overall, the total pass rate across all candidates is 53.3%.

There was statistically significant association between work location and pass rate. The Cramer's V effect size measure of 0.22 suggests a moderate relationship between the categories of the variable and the pass rate. Statistical tests show that the pass rate difference was significant for all categories. The Cohen's h effect size measure is small for both significant results.

**Adjustment:** Candidates without reasonable adjustments have a pass rate of 53.0%. In contrast, candidates who received reasonable adjustments have a significantly higher pass rate of 68.3%. Overall, the total pass rate across all candidates is 53.3%. This indicates that candidates who receive reasonable adjustments perform better in these exams compared to those who do not receive any reasonable adjustments.

There was statistically significant association between who have adjustments and pass rate. The Cramer's V effect size measure of 0.04 suggests a weak relationship between the categories of the variable and the pass rate. Statistical tests show that the pass rate difference was significant for candidates without reasonable adjustments. The Cohen's h effect size measure is small for both significant and non-significant results.

**Table 2(A). Pass Rates of UK Trainee and UK Non-Trainee by EDI Variables**

| <b>EDI Variable</b>     | <b>UK Trainee<br/>N = 1717 - Pass % = 79.6</b> |             |              |               | <b>UK Non-Trainee<br/>N = 1858 - Pass % = 57.2</b> |             |              |               |
|-------------------------|------------------------------------------------|-------------|--------------|---------------|----------------------------------------------------|-------------|--------------|---------------|
|                         | <b>Fail</b>                                    | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> | <b>Fail</b>                                        | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> |
| Female                  | 108                                            | 578         | 686          | <b>84.3</b>   | 190                                                | 308         | 498          | <b>61.8</b>   |
| Male                    | 143                                            | 655         | 798          | <b>82.1</b>   | 485                                                | 654         | 1139         | <b>57.4</b>   |
| Undisclosed             | 99                                             | 134         | 233          | <b>57.5</b>   | 120                                                | 101         | 221          | <b>45.7</b>   |
| Racial Asian            | 101                                            | 254         | 355          | <b>71.5</b>   | 361                                                | 419         | 780          | <b>53.7</b>   |
| Racial Black            | 39                                             | 73          | 112          | <b>65.2</b>   | 178                                                | 185         | 363          | <b>51.0</b>   |
| Racial Mixed            | 9                                              | 53          | 62           | <b>85.5</b>   | 12                                                 | 35          | 47           | <b>74.5</b>   |
| Undisclosed             | 21                                             | 109         | 130          | <b>83.8</b>   | 43                                                 | 53          | 96           | <b>55.2</b>   |
| Racial Others           | 15                                             | 59          | 74           | <b>79.7</b>   | 110                                                | 127         | 237          | <b>53.6</b>   |
| Racial White            | 165                                            | 819         | 984          | <b>83.2</b>   | 91                                                 | 244         | 335          | <b>72.8</b>   |
| PMQ UK                  | 220                                            | 1066        | 1286         | <b>82.9</b>   | 95                                                 | 288         | 383          | <b>75.2</b>   |
| PMQ EEA                 | 25                                             | 53          | 78           | <b>67.9</b>   | 44                                                 | 40          | 84           | <b>47.6</b>   |
| PMQ IMG                 | 105                                            | 247         | 352          | <b>70.2</b>   | 651                                                | 725         | 1376         | <b>52.7</b>   |
| Undisclosed             | 0                                              | 1           | 1            | <b>100.0</b>  | 5                                                  | 10          | 15           | <b>66.7</b>   |
| Eng 1 <sup>st</sup> No  | 105                                            | 273         | 378          | <b>72.2</b>   | 538                                                | 596         | 1134         | <b>52.6</b>   |
| Eng 1 <sup>st</sup> Yes | 245                                            | 1093        | 1338         | <b>81.7</b>   | 252                                                | 457         | 709          | <b>64.5</b>   |
| Undisclosed             | 0                                              | 1           | 1            | <b>100.0</b>  | 5                                                  | 10          | 15           | <b>66.7</b>   |
| Attempt 1 <sup>st</sup> | 203                                            | 1215        | 1418         | <b>85.7</b>   | 379                                                | 799         | 1178         | <b>67.8</b>   |
| Attempt 2 <sup>nd</sup> | 108                                            | 106         | 214          | <b>49.5</b>   | 272                                                | 165         | 437          | <b>37.8</b>   |
| Attempt 3 <sup>rd</sup> | 24                                             | 31          | 55           | <b>56.4</b>   | 96                                                 | 61          | 157          | <b>38.9</b>   |
| Attempt ≥ 4             | 15                                             | 15          | 30           | <b>50.0</b>   | 48                                                 | 38          | 86           | <b>44.2</b>   |
| Adjustment No           | 320                                            | 1271        | 1591         | <b>79.9</b>   | 772                                                | 1035        | 1807         | <b>57.3</b>   |
| Adjustment Yes          | 30                                             | 96          | 126          | <b>76.2</b>   | 23                                                 | 28          | 51           | <b>54.9</b>   |

The Chi-square test was conducted to determine whether there is a statistically significant association between pass rates and the EDI variable, while the effect size was calculated to assess the magnitude or practical significance of this difference. The table below summarizes the key findings.

| <b>EDI Variable</b> | <b>UK Trainee</b>               |                    | <b>UK Non-Trainee</b>           |                    |
|---------------------|---------------------------------|--------------------|---------------------------------|--------------------|
|                     | <b>Difference in Pass Rates</b> | <b>Effect Size</b> | <b>Difference in Pass Rates</b> | <b>Effect Size</b> |
| Gender              | Sig.                            | Medium             | Sig.                            | Small              |
| Racial              | Sig.                            | Small              | Sig.                            | Small              |
| PMQ                 | Sig.                            | Small              | Sig.                            | Small              |
| English 1st         | Sig.                            | Small              | Sig.                            | Small              |
| Attempt             | Sig.                            | Large              | Sig.                            | Large              |
| Adjustment          | No Sig.                         | Small              | No Sig.                         | Small              |

### Multivariate Cross-Sectional Analysis

Tables 3 to 5 provide a summary of the cross-sectional pass rates for EDI variables categorized by Ethnicity.

**Table 3: Pass Rates of Candidates by Ethnicity\*Trainee Status - Ethnicity\*PMQ Status**

| <b>Ethnicity</b> | <b>Trainee Status</b> | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> | <b>PMQ</b> | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> |
|------------------|-----------------------|-------------|-------------|--------------|---------------|------------|-------------|-------------|--------------|---------------|
| Asian            | UK Trainee            | 101         | 254         | 355          | <b>71.5</b>   | UK         | 51          | 152         | 203          | <b>74.9</b>   |
|                  | UK Non Trainee        | 361         | 419         | 780          | <b>53.7</b>   | EEA        | 32          | 33          | 65           | <b>50.8</b>   |
|                  | ROI                   | 98          | 72          | 170          | <b>42.4</b>   | IMG        | 2444        | 2022        | 4466         | <b>45.3</b>   |
|                  | IMG                   | 2283        | 1860        | 4143         | <b>44.9</b>   | Undisc     | 316         | 398         | 714          | <b>55.7</b>   |
|                  | Total                 | 2843        | 2605        | 5448         | <b>47.8</b>   | Total      | 2843        | 2605        | 5448         | <b>47.8</b>   |
| Black            | UK Trainee            | 39          | 73          | 112          | <b>65.2</b>   | UK         | 9           | 16          | 25           | <b>64.0</b>   |
|                  | UK Non Trainee        | 178         | 185         | 363          | <b>51.0</b>   | EEA        | 18          | 10          | 28           | <b>35.7</b>   |
|                  | ROI                   | 29          | 16          | 45           | <b>35.6</b>   | IMG        | 541         | 526         | 1067         | <b>49.3</b>   |
|                  | IMG                   | 352         | 313         | 665          | <b>47.1</b>   | Undisc     | 30          | 35          | 65           | <b>53.8</b>   |
|                  | Total                 | 598         | 587         | 1185         | <b>49.5</b>   | Total      | 598         | 587         | 1185         | <b>49.5</b>   |
| Mixed            | UK Trainee            | 9           | 53          | 62           | <b>85.5</b>   | UK         | 10          | 63          | 73           | <b>86.3</b>   |
|                  | UK Non Trainee        | 12          | 35          | 47           | <b>74.5</b>   | EEA        | 7           | 9           | 16           | <b>56.3</b>   |
|                  | ROI                   | 12          | 9           | 21           | <b>42.9</b>   | IMG        | 115         | 97          | 212          | <b>45.8</b>   |
|                  | IMG                   | 110         | 81          | 191          | <b>42.4</b>   | Undisc     | 11          | 9           | 20           | <b>45.0</b>   |
|                  | Total                 | 143         | 178         | 321          | <b>55.5</b>   | Total      | 143         | 178         | 321          | <b>55.5</b>   |
| Undisc           | UK Trainee            | 21          | 109         | 130          | <b>83.8</b>   | UK         | 25          | 104         | 129          | <b>80.6</b>   |
|                  | UK Non Trainee        | 43          | 53          | 96           | <b>55.2</b>   | EEA        | 17          | 26          | 43           | <b>60.5</b>   |
|                  | ROI                   | 16          | 13          | 29           | <b>44.8</b>   | IMG        | 189         | 155         | 344          | <b>45.1</b>   |
|                  | IMG                   | 176         | 140         | 316          | <b>44.3</b>   | Undisc     | 25          | 30          | 55           | <b>54.5</b>   |
|                  | Total                 | 256         | 315         | 571          | <b>55.2</b>   | Total      | 256         | 315         | 571          | <b>55.2</b>   |
| Others           | UK Trainee            | 15          | 59          | 74           | <b>79.7</b>   | UK         | 11          | 30          | 41           | <b>73.2</b>   |
|                  | UK Non Trainee        | 110         | 127         | 237          | <b>53.6</b>   | EEA        | 13          | 15          | 28           | <b>53.6</b>   |
|                  | ROI                   | 17          | 18          | 35           | <b>51.4</b>   | IMG        | 866         | 797         | 1663         | <b>47.9</b>   |
|                  | IMG                   | 817         | 759         | 1576         | <b>48.2</b>   | Undisc     | 69          | 121         | 190          | <b>63.7</b>   |
|                  | Total                 | 959         | 963         | 1922         | <b>50.1</b>   | Total      | 959         | 963         | 1922         | <b>50.1</b>   |
| White            | UK Trainee            | 165         | 819         | 984          | <b>83.2</b>   | UK         | 212         | 1008        | 1220         | <b>82.6</b>   |
|                  | UK Non Trainee        | 91          | 244         | 335          | <b>72.8</b>   | EEA        | 76          | 126         | 202          | <b>62.4</b>   |
|                  | ROI                   | 35          | 67          | 102          | <b>65.7</b>   | IMG        | 23          | 43          | 66           | <b>65.2</b>   |
|                  | IMG                   | 22          | 50          | 72           | <b>69.4</b>   | Undisc     | 2           | 3           | 5            | <b>60.0</b>   |
|                  | Total                 | 313         | 1180        | 1493         | <b>79.0</b>   | Total      | 313         | 1180        | 1493         | <b>79.0</b>   |

The cross-sectional analysis shows a statistically significant difference in pass rates by **Ethnicity \* Trainee** status. A summary is provided below.

| <b>Ethnicity</b>            | <b>Difference in Pass Rates</b> | <b>Effect Size</b> |
|-----------------------------|---------------------------------|--------------------|
| Asian, Black, Others, White | Sig                             | Weak (Small)       |
| Mixed, Undisc               | Sig                             | Strong (Large)     |

The cross-sectional analysis shows a statistically significant difference in pass rates by **Ethnicity \* PMQ**. A summary is provided below.

| <b>Ethnicity</b> | <b>Difference in Pass Rates</b> | <b>Effect Size</b> |
|------------------|---------------------------------|--------------------|
| Asian, Others    | Sig                             | Weak (Small)       |
| Black            | No Sig                          | Weak (Small)       |
| White            | Sig                             | Moderate (Medium)  |
| Mixed, Undisc    | Sig                             | Strong (Large)     |



**Table 4: Pass Rates of Candidates by Ethnicity\*Gender - Ethnicity\*English 1<sup>st</sup>**

| <b>Ethnicity</b> | <b>Gender</b> | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> | <b>English 1st</b> | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> |
|------------------|---------------|-------------|-------------|--------------|---------------|--------------------|-------------|-------------|--------------|---------------|
| Asian            | Female        | 788         | 809         | 1597         | <b>50.7</b>   | No                 | 1973        | 1689        | 3662         | <b>46.1</b>   |
|                  | Male          | 1278        | 1281        | 2559         | <b>50.1</b>   | Yes                | 554         | 518         | 1072         | <b>48.3</b>   |
|                  | Undisc        | 777         | 515         | 1292         | <b>39.9</b>   | Undisc             | 316         | 398         | 714          | <b>55.7</b>   |
|                  | Total         | 2843        | 2605        | 5448         | <b>47.8</b>   | Total              | 2843        | 2605        | 5448         | <b>47.8</b>   |
| Black            | Female        | 133         | 124         | 257          | <b>48.2</b>   | No                 | 381         | 333         | 714          | <b>46.6</b>   |
|                  | Male          | 338         | 342         | 680          | <b>50.3</b>   | Yes                | 187         | 219         | 406          | <b>53.9</b>   |
|                  | Undisc        | 127         | 121         | 248          | <b>48.8</b>   | Undisc             | 30          | 35          | 65           | <b>53.8</b>   |
|                  | Total         | 598         | 587         | 1185         | <b>49.5</b>   | Total              | 598         | 587         | 1185         | <b>49.5</b>   |
| Mixed            | Female        | 47          | 72          | 119          | <b>60.5</b>   | No                 | 100         | 90          | 190          | <b>47.4</b>   |
|                  | Male          | 66          | 82          | 148          | <b>55.4</b>   | Yes                | 32          | 79          | 111          | <b>71.2</b>   |
|                  | Undisc        | 30          | 24          | 54           | <b>44.4</b>   | Undisc             | 11          | 9           | 20           | <b>45.0</b>   |
|                  | Total         | 143         | 178         | 321          | <b>55.5</b>   | Total              | 143         | 178         | 321          | <b>55.5</b>   |
| Undisc           | Female        | 53          | 93          | 146          | <b>63.7</b>   | No                 | 161         | 200         | 361          | <b>55.4</b>   |
|                  | Male          | 124         | 166         | 290          | <b>57.2</b>   | Yes                | 70          | 85          | 155          | <b>54.8</b>   |
|                  | Undisc        | 79          | 56          | 135          | <b>41.5</b>   | Undisc             | 25          | 30          | 55           | <b>54.5</b>   |
|                  | Total         | 256         | 315         | 571          | <b>55.2</b>   | Total              | 256         | 315         | 571          | <b>55.2</b>   |
| Others           | Female        | 217         | 236         | 453          | <b>52.1</b>   | No                 | 854         | 780         | 1634         | <b>47.7</b>   |
|                  | Male          | 506         | 513         | 1019         | <b>50.3</b>   | Yes                | 36          | 62          | 98           | <b>63.3</b>   |
|                  | Undisc        | 236         | 214         | 450          | <b>47.6</b>   | Undisc             | 69          | 121         | 190          | <b>63.7</b>   |
|                  | Total         | 959         | 963         | 1922         | <b>50.1</b>   | Total              | 959         | 963         | 1922         | <b>50.1</b>   |
| White            | Female        | 129         | 510         | 639          | <b>79.8</b>   | No                 | 70          | 113         | 183          | <b>61.7</b>   |
|                  | Male          | 94          | 528         | 622          | <b>84.9</b>   | Yes                | 241         | 1064        | 1305         | <b>81.5</b>   |
|                  | Undisc        | 90          | 142         | 232          | <b>61.2</b>   | Undisc             | 2           | 3           | 5            | <b>60.0</b>   |
|                  | Total         | 313         | 1180        | 1493         | <b>79.0</b>   | Total              | 313         | 1180        | 1493         | <b>79.0</b>   |

The cross-sectional analysis shows a statistically significant difference in pass rates by **Ethnicity \* Gender**. A summary is provided below.

| <b>Ethnicity</b>     | <b>Difference in Pass Rates</b> | <b>Effect Size</b> |
|----------------------|---------------------------------|--------------------|
| Asian, Undisc        | Sig                             | Weak (Small)       |
| Black, Mixed, Others | No Sig                          | Weak (Small)       |
| White                | Sig                             | Moderate (Medium)  |

The cross-sectional analysis shows a statistically significant difference in pass rates by **Ethnicity \* English 1<sup>st</sup> language**. A summary is provided below.

| <b>Ethnicity</b>            | <b>Difference in Pass Rates</b> | <b>Effect Size</b> |
|-----------------------------|---------------------------------|--------------------|
| Asian, Black, Others, White | Sig                             | Weak (Small)       |
| Undisc                      | No Sig                          | Weak (Small)       |
| Mixed                       | Sig                             | Moderate (Medium)  |

**Table 5: Pass Rates of Candidates by Ethnicity\*Attempt - Ethnicity\*Location**

| <b>Ethnicity</b> | <b>Attempt</b> | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> | <b>Location</b> | <b>Fail</b> | <b>Pass</b> | <b>Total</b> | <b>Pass %</b> |
|------------------|----------------|-------------|-------------|--------------|---------------|-----------------|-------------|-------------|--------------|---------------|
| Asian            | 1              | 1266        | 1970        | 3236         | <b>60.9</b>   | Within UK       | 462         | 673         | 1135         | <b>59.3</b>   |
|                  | 2              | 998         | 392         | 1390         | <b>28.2</b>   | Outside UK      | 2381        | 1932        | 4313         | <b>44.8</b>   |
|                  | 3              | 356         | 146         | 502          | <b>29.1</b>   | Total           | 2843        | 2605        | 5448         | <b>47.8</b>   |
|                  | 4              | 223         | 97          | 320          | <b>30.3</b>   |                 |             |             |              |               |
|                  | Total          | 2843        | 2605        | 5448         | <b>47.8</b>   |                 |             |             |              |               |
| Black            | 1              | 269         | 412         | 681          | <b>60.5</b>   | Within UK       | 217         | 258         | 475          | <b>54.3</b>   |
|                  | 2              | 224         | 122         | 346          | <b>35.3</b>   | Outside UK      | 381         | 329         | 710          | <b>46.3</b>   |
|                  | 3              | 62          | 29          | 91           | <b>31.9</b>   | Total           | 598         | 587         | 1185         | <b>49.5</b>   |
|                  | 4              | 43          | 24          | 67           | <b>35.8</b>   |                 |             |             |              |               |
|                  | Total          | 598         | 587         | 1185         | <b>49.5</b>   |                 |             |             |              |               |
| Mixed            | 1              | 59          | 139         | 198          | <b>70.2</b>   | Within UK       | 21          | 88          | 109          | <b>80.7</b>   |
|                  | 2              | 48          | 21          | 69           | <b>30.4</b>   | Outside UK      | 122         | 90          | 212          | <b>42.5</b>   |
|                  | 3              | 18          | 9           | 27           | <b>33.3</b>   | Total           | 143         | 178         | 321          | <b>55.5</b>   |
|                  | 4              | 18          | 9           | 27           | <b>33.3</b>   |                 |             |             |              |               |
|                  | Total          | 143         | 178         | 321          | <b>55.5</b>   |                 |             |             |              |               |
| Undisc           | 1              | 95          | 247         | 342          | <b>72.2</b>   | Within UK       | 64          | 162         | 226          | <b>71.7</b>   |
|                  | 2              | 104         | 50          | 154          | <b>32.5</b>   | Outside UK      | 192         | 153         | 345          | <b>44.3</b>   |
|                  | 3              | 37          | 12          | 49           | <b>24.5</b>   | Total           | 256         | 315         | 571          | <b>55.2</b>   |
|                  | 4              | 20          | 6           | 26           | <b>23.1</b>   |                 |             |             |              |               |
|                  | Total          | 256         | 315         | 571          | <b>55.2</b>   |                 |             |             |              |               |
| Others           | 1              | 415         | 694         | 1109         | <b>62.6</b>   | Within UK       | 125         | 186         | 311          | <b>59.8</b>   |
|                  | 2              | 351         | 173         | 524          | <b>33.0</b>   | Outside UK      | 834         | 777         | 1611         | <b>48.2</b>   |
|                  | 3              | 104         | 64          | 168          | <b>38.1</b>   | Total           | 959         | 963         | 1922         | <b>50.1</b>   |
|                  | 4              | 89          | 32          | 121          | <b>26.4</b>   |                 |             |             |              |               |
|                  | Total          | 959         | 963         | 1922         | <b>50.1</b>   |                 |             |             |              |               |
| White            | 1              | 166         | 1067        | 1233         | <b>86.5</b>   | Within UK       | 256         | 1063        | 1319         | <b>80.6</b>   |
|                  | 2              | 103         | 80          | 183          | <b>43.7</b>   | Outside UK      | 57          | 117         | 174          | <b>67.2</b>   |
|                  | 3              | 25          | 14          | 39           | <b>35.9</b>   | Total           | 313         | 1180        | 1493         | <b>79.0</b>   |
|                  | 4              | 19          | 19          | 38           | <b>50.0</b>   |                 |             |             |              |               |
|                  | Total          | 313         | 1180        | 1493         | <b>79.0</b>   |                 |             |             |              |               |

The cross-sectional analysis shows a statistically significant difference in pass rates by **Ethnicity \* Attempt**. A summary is provided below.

| <b>Ethnicity</b>            | <b>Difference in Pass Rates</b> | <b>Effect Size</b> |
|-----------------------------|---------------------------------|--------------------|
| Asian, Black, Mixed, Undisc | Sig                             | Strong (Large)     |
| Others, White               | Sig                             | Strong (Large)     |

The cross-sectional analysis shows a statistically significant difference in pass rates by **Ethnicity \* Work Location**. A summary is provided below.

| <b>Ethnicity</b>            | <b>Difference in Pass Rates</b> | <b>Effect Size</b> |
|-----------------------------|---------------------------------|--------------------|
| Asian, Black, Others, White | Sig                             | Weak (Small)       |
| Mixed, Undisc               | Sig                             | Strong (Large)     |