

SUPPLEMENTARY FIGURES AND TABLE

Figure S1 Flow chart showing included candidates and subsequent performance in the AKT

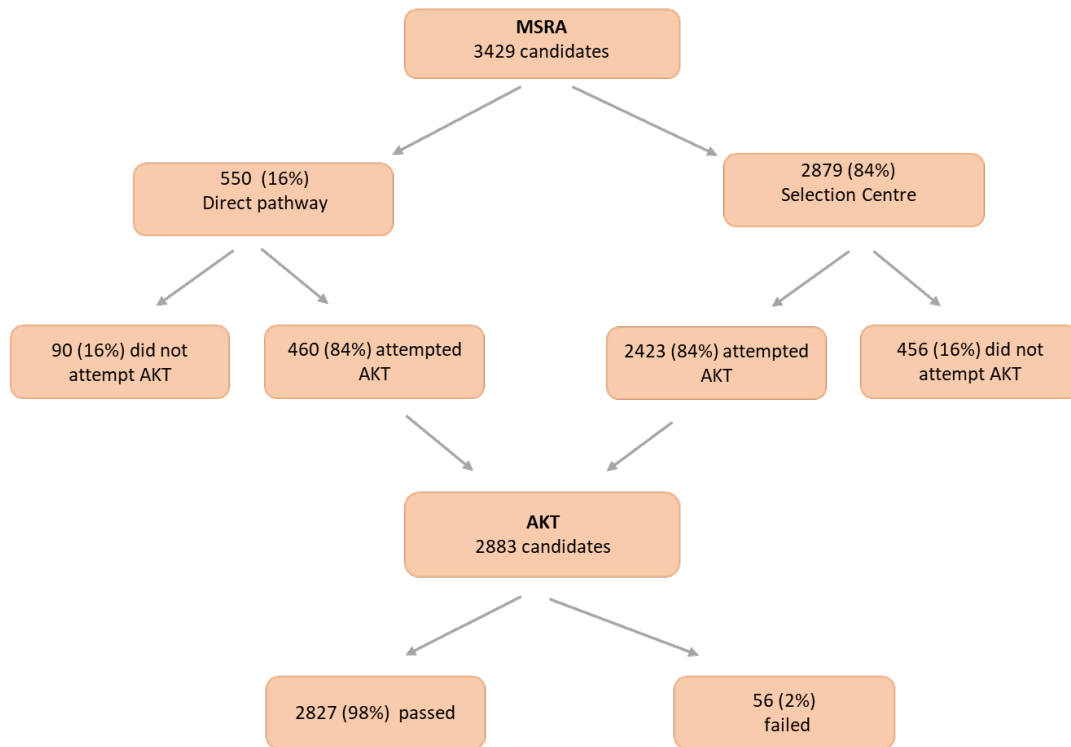
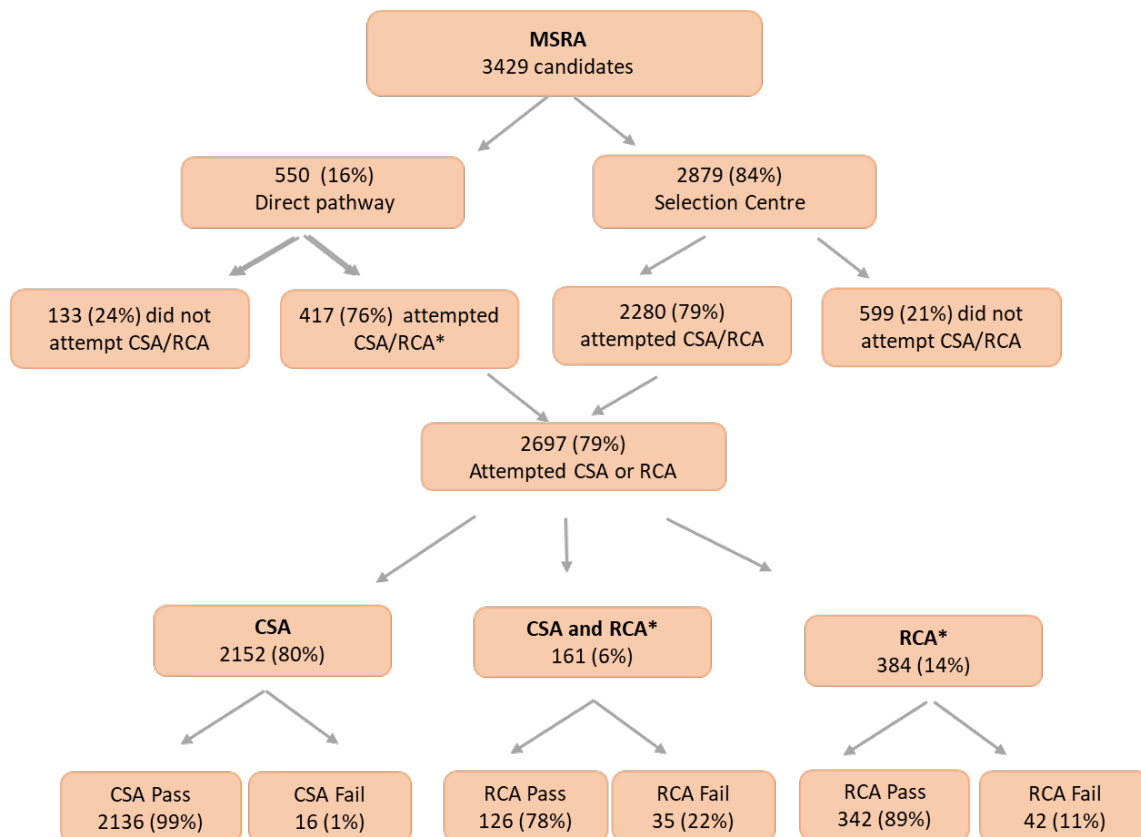
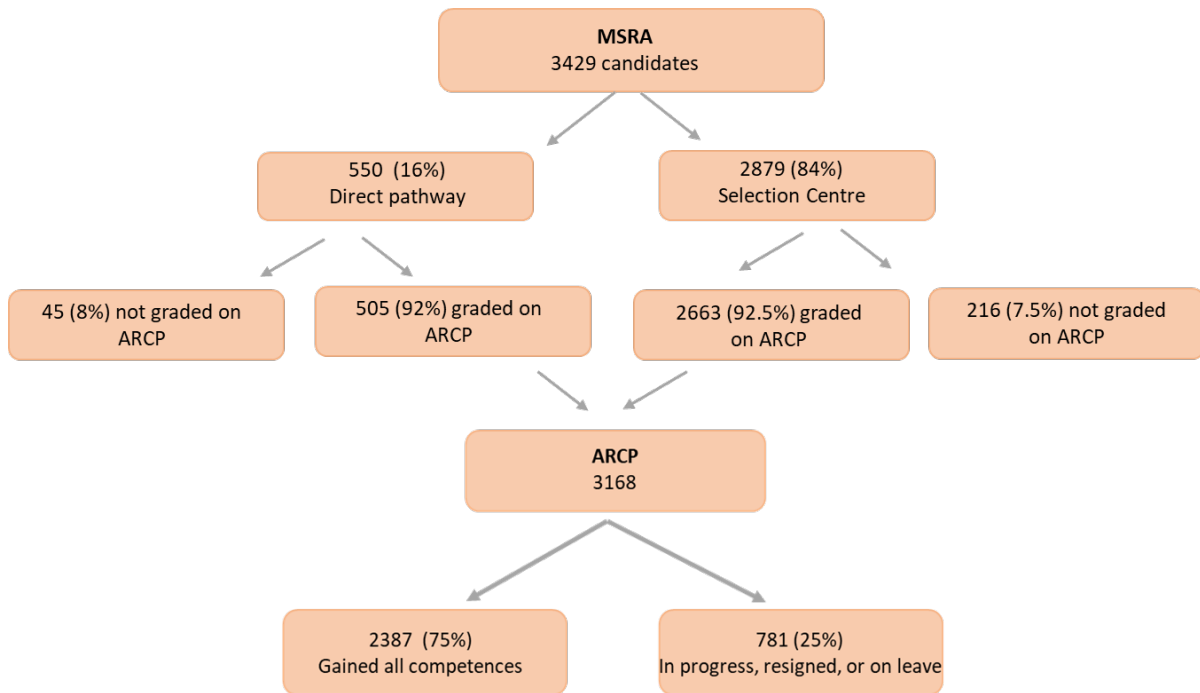


Figure S2 Flow chart showing included candidates and subsequent performance in the CSA or RCA



*attempted both CSA and RCA.

Figure S3 Flow chart showing included candidates and subsequent performance in the WPBA-ARCP



*Graded = given an outcome at ARCP.

Table S1 Demographic characteristics

Ethnicity	Number	Percentage
White	1,755	51.2%
Ethnic minority	1,400	40.8%
Mixed	98	2.9%
Missing	176	5.1%
Gender		
Female	2,130	62.1%
Male	1,208	35.2%
Missing	91	2.7%
Qualification		
UK	2,632	76.8%
Non-UK	797	23.2%
Disability		
No	1,822	53.1%
Yes	248	7.2%
Missing	1,359	39.6%
Qualification and ethnicity		
White UK	1,633	47.6%
White non-UK	122	3.6%
Ethnic minority UK	861	25.1%
Ethnic minority non-UK	637	18.6%

Table S2 Pass rates for AKT, CSA and RCA at each attempt for all candidates and different ethnic groups

Attempt	All candidates			White			Ethnic minority			Mixed			Missing		
	AKT	CSA	RCA	AKT	CSA	RCA	AKT	CSA	RCA	AKT	CSA	RCA	AKT	CSA	RCA
1	2,178	1,858	465	1,270	1,045	214	740	666	219	71	54	15	97	93	17
	(75.5%)	(80.3%)	(85.3%)	(86.9%)	(80.0%)	(95.5%)	(61.6%)	(66.4%)	(77.9%)	(86.6%)	(87.1%)	(88.2%)	(70.3%)	(80.9%)	(51.0%)
2	367	230	3	112	52	1	230	159	2	7	5	-	18	14	-
	(12.7%)	(10.0%)	(0.5%)	(7.7%)	(4.0%)	(0.4%)	(19.2%)	(15.9%)	(0.7%)	(8.5%)	(8.1%)		(13.0%)	(12.2%)	
3	186	43	-	47	3	-	125	36	-	2	1	-	12	3	-
	(6.6%)	(1.9%)		(3.2%)	(0.2%)		(10.4%)	(3.6%)		(2.4%)	(1.6%)		(8.6%)	(2.6%)	
4	85	5	-	15	-	-	64	4	-	1	1	-	5	-	-
	(3.0%)	(0.21%)		(1.0%)			(5.3%)	(0.4%)		(1.2%)	(1.6%)		(3.6%)		
5	11	-	-	-	-	-	10	-	-	-	-	-	1	-	-
	(0.4%)						(0.8%)						(0.7%)		

Figure S4 Pass rates for each ethnicity and country of graduation category for all licensing assessments

