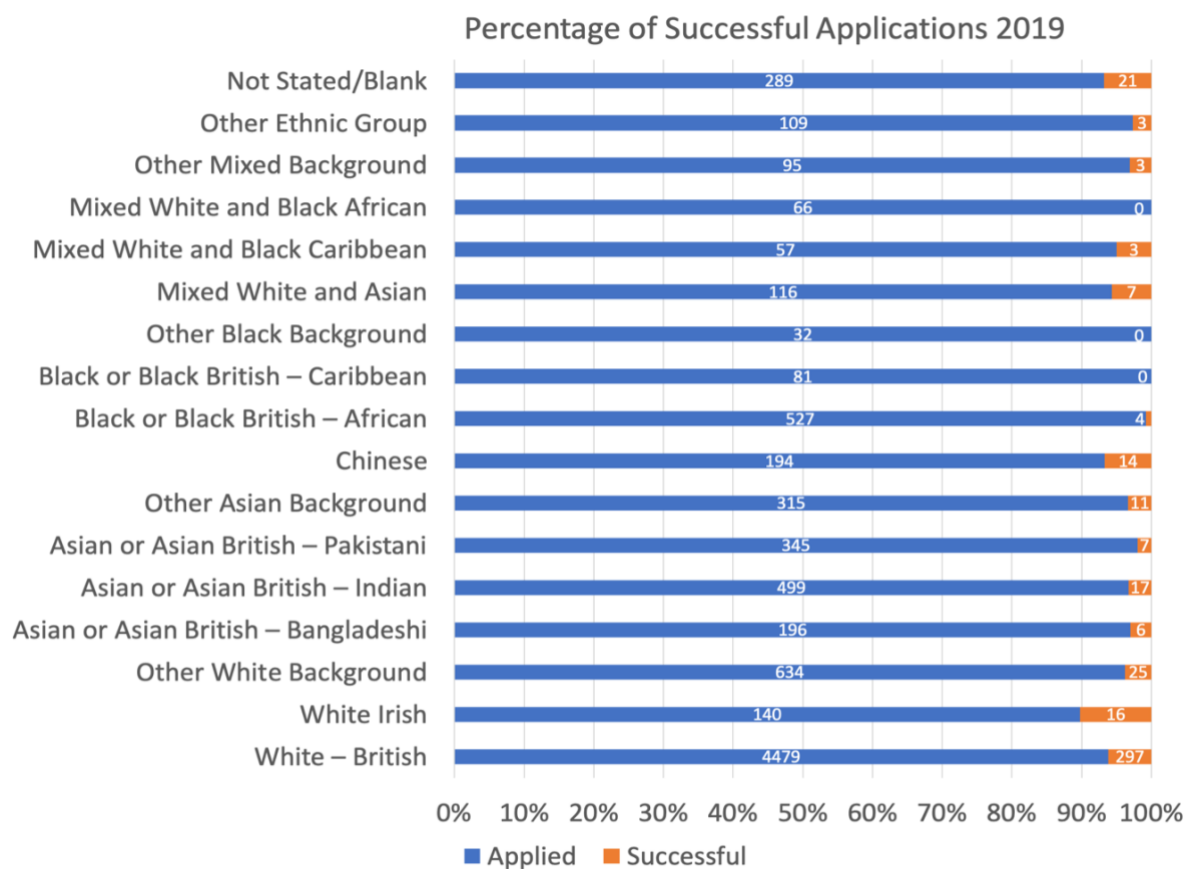


STP Ethnicity Demographics

The NSHCS published the following ethnicity demographic data for STP applicants, and the successful STP applicants in 2019:

Ethnicity	Applied	Successful
<i>White British</i>	4479	297
<i>White Irish</i>	140	16
<i>Other White Background</i>	634	25
<i>Asian or Asian British – Bangladeshi</i>	196	6
<i>Asian or Asian British – Indian</i>	499	17
<i>Asian or Asian British – Pakistani</i>	345	7
<i>Other Asian background</i>	315	11
<i>Chinese</i>	194	14
<i>Mixed White and Asian</i>	116	7
<i>Mixed White and Black Caribbean</i>	57	3
<i>Mixed White and Black African</i>	66	0
<i>Other Mixed Background</i>	95	3
<i>Black or Black British – African</i>	527	4
<i>Black or Black British – Caribbean</i>	81	0
<i>Other Black Background</i>	32	0
<i>Other Ethnic Group</i>	109	3
<i>Not Stated</i>	289	21
Total	8174	434



The figure produced by NSHCS (replicated above) shows that the STP is a highly competitive programme across all demographics. However, the figure fails to capture the scale of STP places that are held by White applicants, when compared with all other ethnic groups. Consequently, we decided to delve a little deeper into the data published by the NSHCS, to further investigate where the inequalities might lie.

Full disclosure: we are not statisticians, and therefore we welcome any suggestions as to how our interpretation of the data can be improved to better represent the issue at hand.

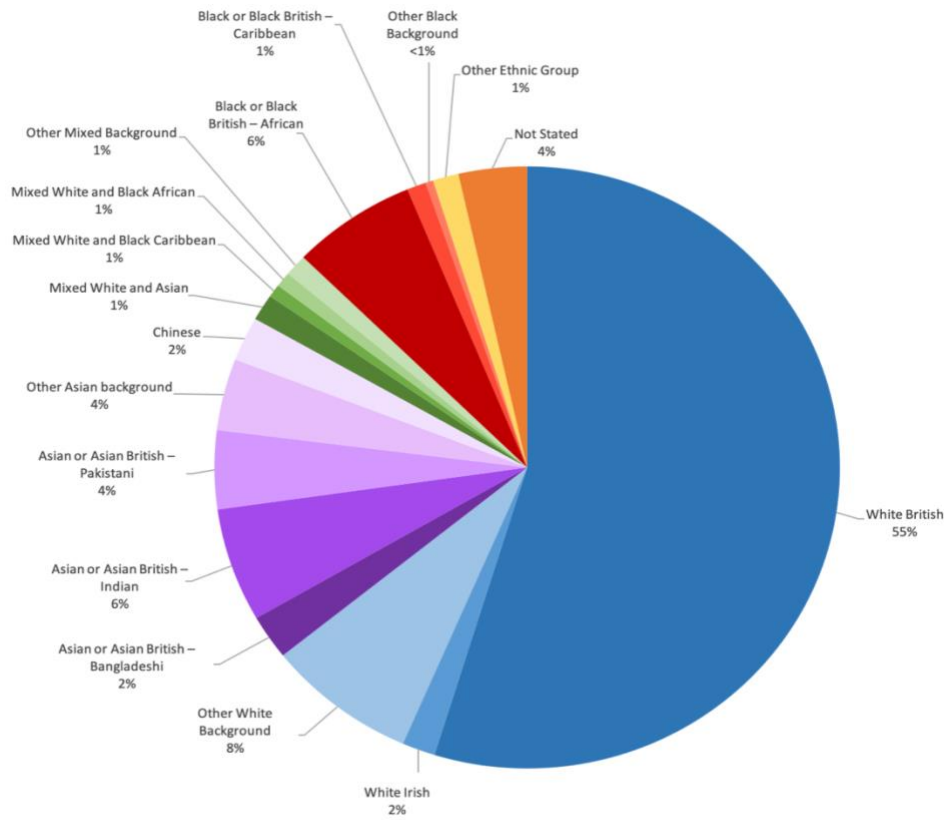
Our Interpretation of the NSHCS data

1. First, we determined the percentage of STP applicants from each ethnic group and compared this with the percentage of successful applicants from each ethnic group.

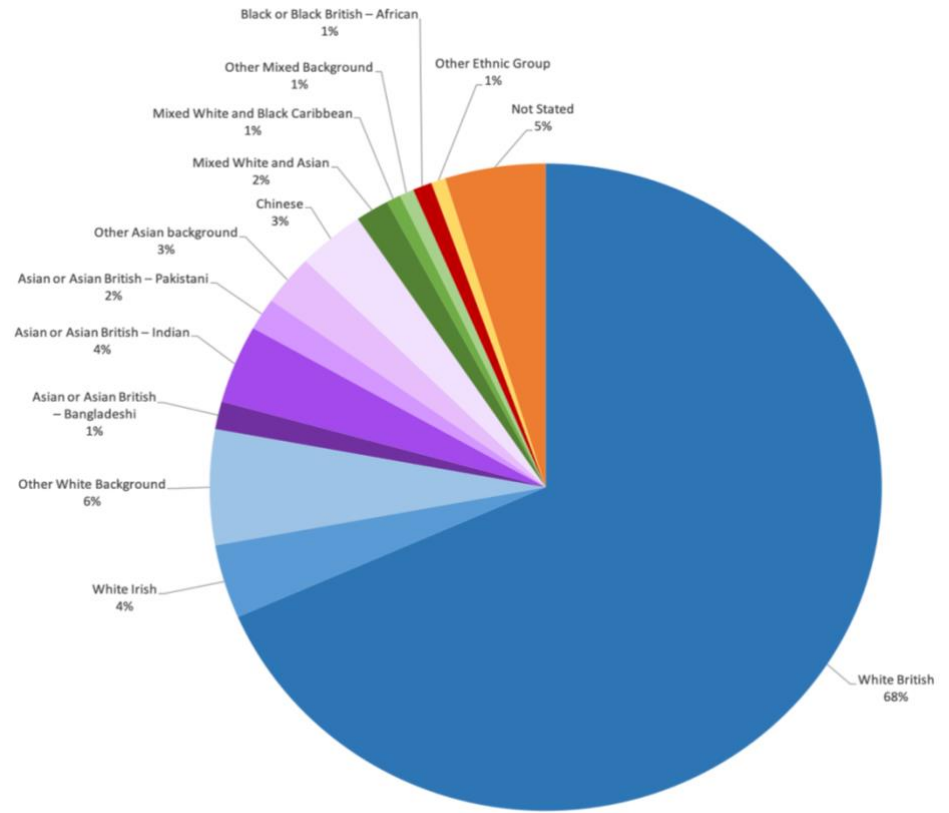
Ethnicity	Applicants (%)	Successful Applicants (%)
<i>White – British</i>	54.8	68.4
<i>White Irish</i>	1.7	3.7
<i>Other White Background</i>	7.8	5.8
<i>Asian or Asian British – Bangladeshi</i>	2.4	1.4
<i>Asian or Asian British – Indian</i>	6.1	3.9
<i>Asian or Asian British – Pakistani</i>	4.2	1.6
<i>Other Asian Background</i>	3.9	2.5
<i>Chinese</i>	2.4	3.2
<i>Black or Black British – African</i>	6.5	0.9
<i>Black or Black British – Caribbean</i>	1.0	0.0
<i>Other Black Background</i>	0.4	0.0
<i>Mixed White and Asian</i>	1.4	1.6
<i>Mixed White and Black Caribbean</i>	0.7	0.7
<i>Mixed White and Black African</i>	0.8	0.0
<i>Other Mixed Background</i>	1.2	0.7
<i>Other Ethnic Group</i>	1.3	0.7
<i>Not Stated/Blank</i>	3.5	4.8

Ethnicity	Applicants (%)	Successful Applicants (%)
<i>White</i>	64.3	77.9
<i>Asian</i>	19.0	12.7
<i>Black</i>	7.8	0.9
<i>Mixed</i>	4.1	3.0
<i>Other Ethnic Group</i>	1.3	0.7
<i>Not Stated</i>	3.5	4.8

2. To enable us to better visualise the demographic data we converted the percentages into pie charts:



STP Applicants 2019



Successful STP Applicants 2019

It is important to note that there were no successful applicants from the following ethnic groups: Mixed White and Black African, Black or Black British – Caribbean, Other Black Background. Consequently, these ethnic groups are not shown in the pie chart for successful applicants.

Key points

- White British people made up the largest proportion of STP applicants (54.8%).
- The fewest applications came from people of Other Black Backgrounds (0.4%).
- 78% of successful applicants were White.
- 0% of successful applicants were Mixed White and Black African, Black or Black British – Caribbean, Other Black Background.
- Notably, while 6.5% of applications came from Black or Black British – African individuals, only 0.9% of these applicants were successful. Asian or Asian British – Indian made up a similar proportion (6.1%) of applicants as Black or Black British – African individuals. However, 3.9% of Asian or Asian British – Indian applicants were successful.
- In addition, there was a smaller proportion of Mixed applicants (4.1%) than Black applicants (7.8%), yet a greater proportion of Mixed applicants were successful (3%) when compared with Black Applicants (0.9%). This highlights a disparity in the number of STP places attained by Black applicants.
- While it is alarming that Black individuals make up < 1% of successful applicants, it is impossible to infer causality behind this statistic with the limited data provided. It is important to also consider the stage in which an individual's application became unsuccessful, and the calibre of each applicant. Of the **640** Black individuals applying to the STP, how many were shortlisted for interview?

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3. Next, we calculated the approximate success rates for those applying to the STP according to their ethnic demographics. For comparison, we calculated the overall success rate of achieving a place on the STP:

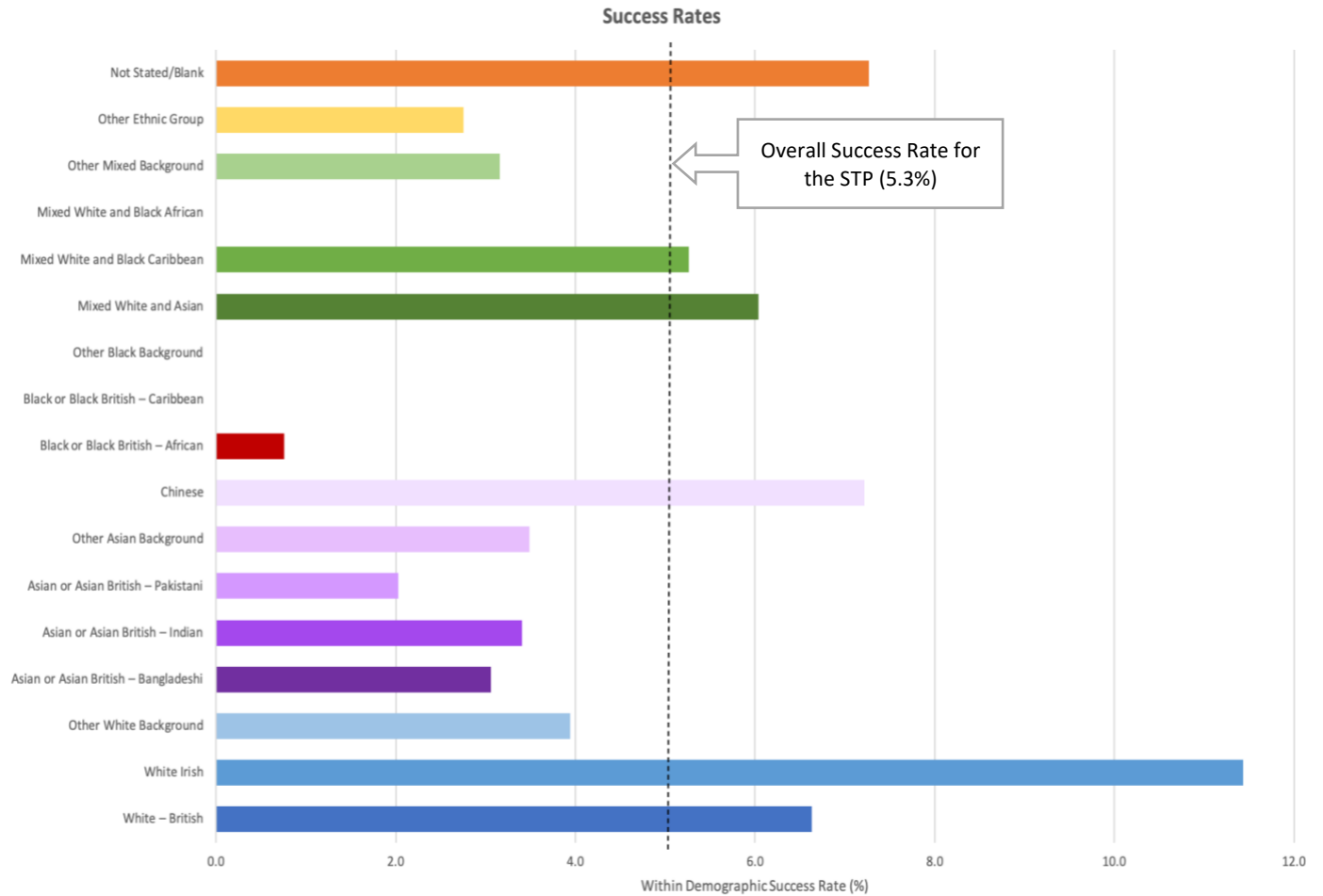
$$= \left(\frac{\text{Number of Successful STP Applicants}}{\text{Total Number of Applicants}} \right) * 100 = \left(\frac{434}{8174} \right) * 100 = \mathbf{5.3\%}$$

4. We then investigated the success rate **WITHIN** each ethnic group:

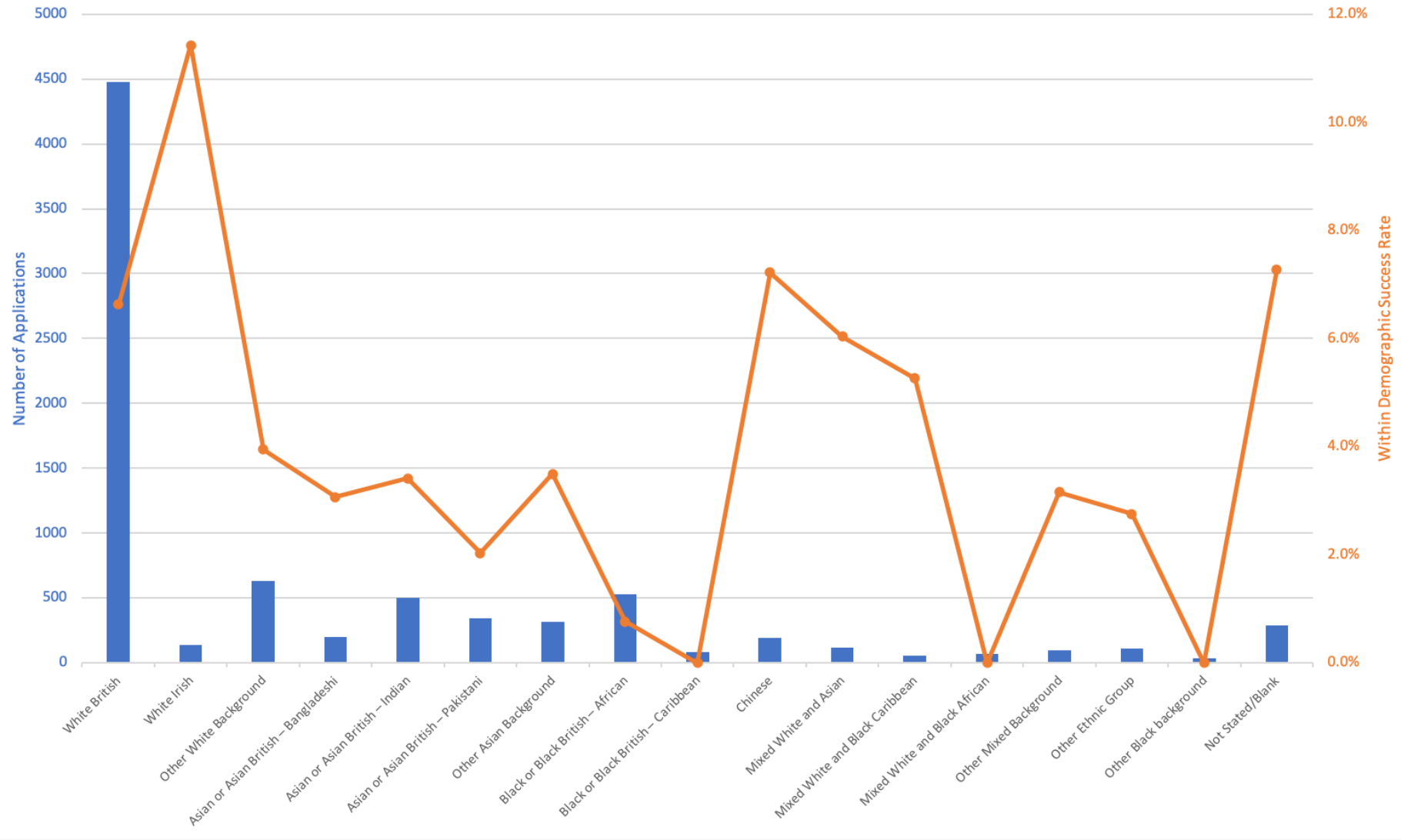
$$\text{e.g. } \left(\frac{\text{Number of Successful White Irish Applicants}}{\text{Total Number of White Irish Applicants}} \right) * 100 = \left(\frac{16}{140} \right) * 100 = 11.4\%$$

Ethnicity	Success Rate (%)
White Irish	11.4
Not Stated/Blank	7.3
Chinese	7.2
White – British	6.6
Mixed White and Asian	6.0
Mixed White and Black Caribbean	5.3
Other White Background	3.9
Other Asian Background	3.5
Asian or Asian British – Indian	3.4
Other Mixed Background	3.2
Asian or Asian British – Bangladeshi	3.1
Other Ethnic Group	2.8
Asian or Asian British – Pakistani	2.0
Black or Black British – African	0.8
Black or Black British – Caribbean	0.0
Other Black Background	0.0
Mixed White and Black African	0.0

Ethnicity	Success Rate (%)
White	6.4
Mixed	3.9
Asian	3.6
Black	0.6



Within Demographic Success Rate Compared with the Total Number of Applications:



Key Points

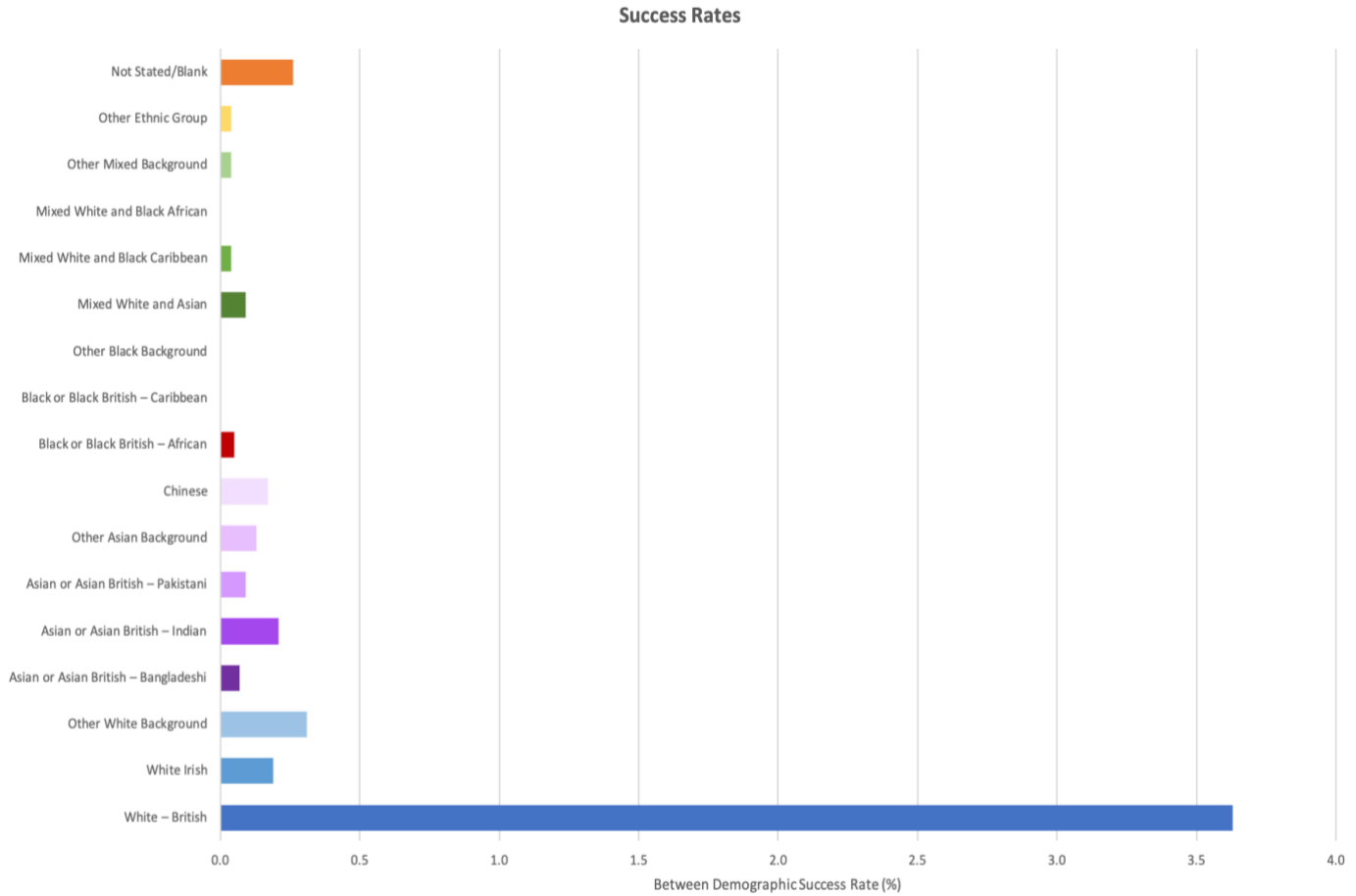
- In 2019 the overall success rate of achieving a place on the STP was 5.3%
- Ethnic groups performing **above** the overall success rate for the STP:
 - White British
 - White Irish
 - Chinese
 - Mixed White and Asian
 - Mixed White and Black Caribbean
 - Not Stated
- Ethnic groups performing **below** the overall success rate for the STP:
 - Mixed White and Black African
 - Other Mixed Background
 - Black or Black British – Caribbean
 - Black or Black British – African
 - Other Black Background
 - Asian or Asian British – Pakistani
 - Asian or Asian British – Indian
 - Asian or Asian British – Bangladeshi
 - Other Asian Background
 - Other Ethnic Group
 - Other White Background
- When compared with other applicants within the **same** ethnic group, approximately:
 - 6 in 100 White applicants were successful.
 - 4 in 100 Asian applicants were successful.
 - 4 in 100 Mixed applicants were successful.
 - <1 in 100 Black applicants were successful.

5. We were interested in the success rates of each ethnic group when compared to **ALL** other applicants.

$$\text{e.g. } \left(\frac{\text{Number of Successful White British Applicants}}{\text{Total Number of Applicants}} \right) * 100 = \left(\frac{297}{8174} \right) * 100 = 3.63\%$$

Ethnicity	Success Rate (%)
White – British	3.63
Other White Background	0.31
Not Stated/Blank	0.26
Asian or Asian British – Indian	0.21
White Irish	0.19
Chinese	0.17
Other Asian Background	0.13
Asian or Asian British – Pakistani	0.09
Mixed White and Asian	0.09
Asian or Asian British – Bangladeshi	0.07
Black or Black British – African	0.05
Mixed White and Black Caribbean	0.04
Other Mixed Background	0.04
Other Ethnic Group	0.04
Black or Black British – Caribbean	0.00
Mixed White and Black African	0.00
Other Black Background	0.00

Ethnicity	Success Rate (%)
White	4.14
Asian	0.67
Mixed	0.16
Black	0.05



Key Points

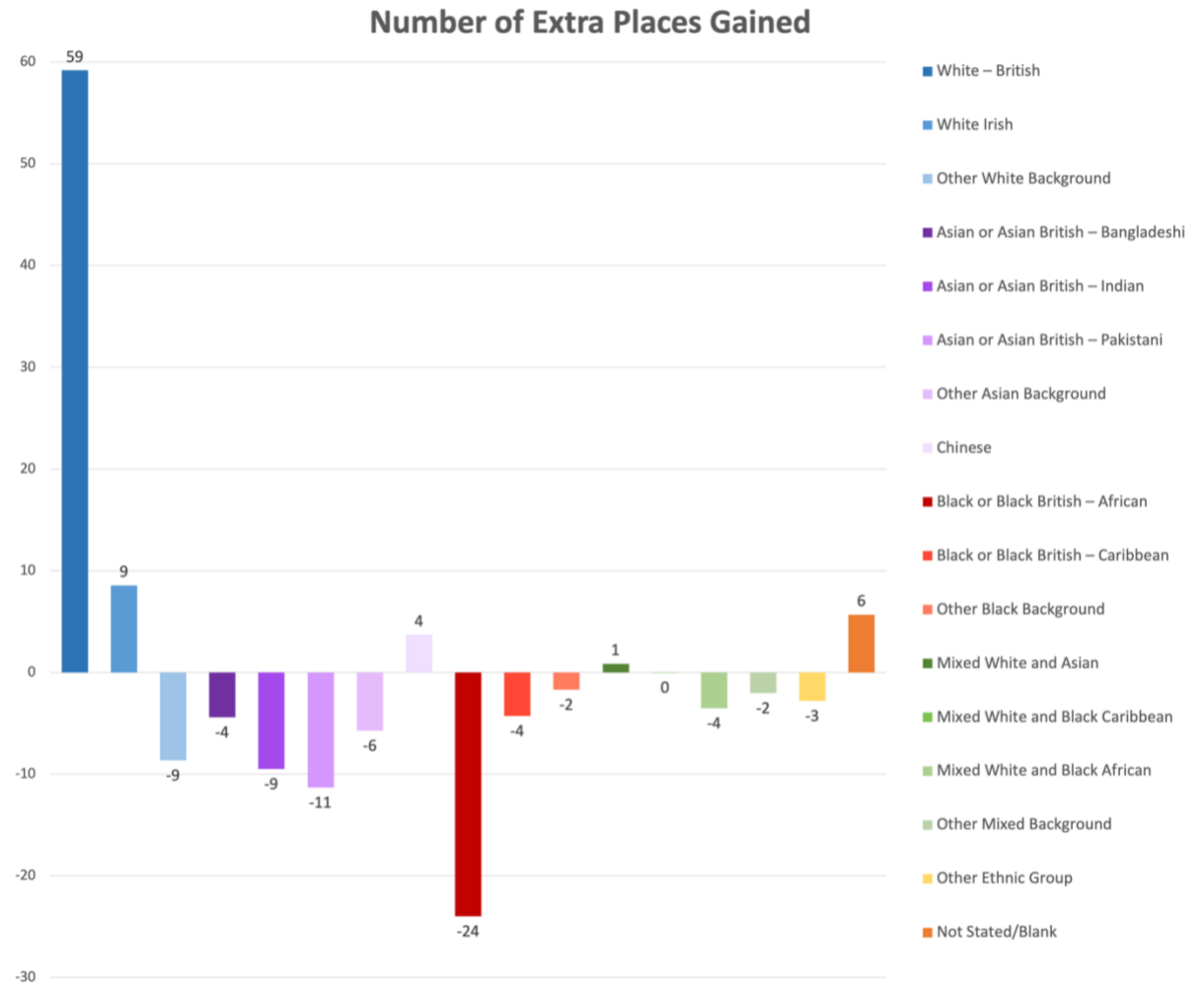
When compared with **all** other applicants, approximately:

- 4 in 100 White applicants were successful.
- 6 in 1000 Asian applicants were successful.
- 1 in 1000 Mixed applicants were successful.
- 5 in 10,000 Black applicants were successful.

6. We decided to predicted number of successful applicants proportional to the number of applicants from each ethnic group.

e.g. $(\text{Number of Asian or Asian British – Bangladeshi Applicants}) * (\text{Overall Success Rate}) = 196 * 0.053 = 10 \text{ Successful Applicants}$

Ethnicity	Predicted Number of Successful Applicants
White – British	238
White Irish	7
Other White Background	34
Asian or Asian British – Bangladeshi	10
Asian or Asian British – Indian	26
Asian or Asian British – Pakistani	18
Other Asian Background	17
Chinese	10
Black or Black British – African	28
Black or Black British – Caribbean	4
Other Black Background	2
Mixed White and Asian	6
Mixed White and Black Caribbean	3
Mixed White and Black African	4
Other Mixed Background	5
Other Ethnic Group	6
Not Stated/Blank	15
Total	434



Conclusion

The information released by the NSHCS is an important, and transparent, first step in highlighting the inequalities present in the STP. However, additional information is needed to ascertain the causality of these inequalities. As such we request that the following demographics are released for the 2018 and 2019 STP Cohorts:

- Age
- Gender
- Sexual Orientation
- Disability
- Demographics for applicants reaching each stage of the recruitment process:
 - Total number of applicants
 - Number of applicants who passed the aptitude testing stage
 - Number of applicants who were shortlisted for an interview
 - Number of successful applicants
- University Credentials
 - Level of Education (BSc, MSc, PhD)
 - Type of University (Russell Group, Non-Russell Group)
- Experience levels of applicants
 - Previous experience working in NHS, and if so the number of years
 - Number of applicants previously completing the PTP programme
- Demographic breakdown of:
 - In-Service Applicants
 - Direct Entry Applicants
 - Welsh STP Applicants
- Demographics of the successful applicants by Region
- Each specialism is individually competitive, and the success rate of attaining a place on the STP varies according to the chosen specialism. As such we request the release of a specialism specific breakdown of the ethnicity demographics provided, along with the additional demographics listed above.

This information will enable a deeper understanding of the cause of disparities within the STP. In addition, we request that a formal external review of the data is conducted by a statistician to ensure an accurate interpretation of the data. This review would help to address the cause of inequalities and encourage the development of a more equal STP workforce.

Questions for the NSHCS

Oriel application system is run by the NHS:

1. Do they have access to data from earlier years?
2. The application form says that they monitor the application data for equality, what have they found?

“The information you share with us will be used to monitor and evaluate how well we are doing in eliminating discrimination and advancing equality. The NHS is committed to the principles of fairness, consistency, meritocracy and equality of opportunity. The Equality Act 2010 requires equal treatment in access to employment as well as private and public services, regardless of age, disability including long-term health conditions, gender re-assignment, marriage or civil partnership, maternity or pregnancy, race, religion or belief, sex and sexual orientation”