

## What is differential attainment?

Differential attainment (DA) is what we call the gap in attainment levels between different groups of doctors [1]. Differential attainment is not unique to medicine and is seen across a range of professions.

International medical graduates (IMGs), black and minority ethnic (BAME) doctors and male doctors have lower pass rates for the MRCGP exams than their respective UK graduate (UKG), white and female counterparts (Figure 1.)[2].

The biggest discrepancy in exam pass rates is between UKGs and IMGs. IMGs make up around 60% of the current cohort of VTS trainees in Shropshire.

Exam	Pass Rate (UKG) %	Pass Rate (IMG) %	Pass Rate (White) %	Pass Rate (BAME) %	Pass Rate (Female)%	Pass Rate (Male) %
AKT	82.5	45.4	88.1	73.1	76.2	68.7
CSA	89.6	44.1	94.6	81.5	84.0	70.0
RCA	91.6	49.6	97.3	84.9	81.4	64.5

**Figure 1.** First sitting exam pass rates for UKGs/IMGs, White/BAME and Female/Male GP trainees for all MRCGP exams taken between 2014 and 2021[2].

## Tackling differential attainment amongst GP trainees

My role as differential attainment lead for GP trainees is to help all trainees achieve their full potential and to reduce the gap in attainment between groups of trainees. My aim is to make Shropshire a welcoming and inclusive environment where all GP trainees can succeed in their careers.

I am working closely with trainees and other stakeholders to achieve this through a range of measures including:

- 1:1 bespoke support and group support for trainees who need help with the RCGP exams
- Tailored inductions for IMGs
- Appointing designated IMG reps within the cohort
- Signposting to other resources & courses such as:
  - Communication & consultation skills courses
  - In training assessment profile (iTAP) courses

If you would like more information or would like to access support for yourself or someone else please contact me: rachaelhayhurst@nhs.net.

1. GMC. *Tackling differential attainment*. <https://www.gmc-uk.org/education/standards-guidance-and-curricula/guidance/tackling-differential-attainment>
2. RCGP. *An interim report on the performance of the MRCGP Recorded Consultation Assessment*. <https://www.rcgp.org.uk/mrcgp-exams/recorded-consultation-assessment>