*Supplementary Table 1a: Socio-demographic and educational background descriptive statistics of the UKMED sample of doctors (n=7634) who applied for specialty training in 2015. In compliance with the UK Medical Database Statistical Disclosure Control whole numbers have been rounded to the nearest multiple of five. For a full list of UKMED data types, descriptions and sources please refer to the UKMED Data Dictionary available* at <http://www.ukmed.ac.uk/documents/UKMED_data_dictionary.pdf>

| **Factor** | **Category** | **N** | **% of sample** | **% applied** | **% applied solely** |
| --- | --- | --- | --- | --- | --- |
| Gender | Female | 4430 | 58∙08 | 4∙95 | 2.72 |
|  | Male | 3200 | 41∙92 | 5∙78 | 2.62 |
| Black and Minority Ethnicity (BME) | BME | 2250 | 32.07 | 5.27 | 2.00 |
| Not BME | 5150 | 67.42 | 5.30 | 2.97 |
| Unknown/missing | 40 | 0.51 | 5.13 | 2.56 |
| Disabled | Yes | 80 | 1∙05 | 7∙50 | 2.50 |
| No | 7500 | 98∙26 | 5∙20 | 2.65 |
| Unknown/missing | 50 | 0∙69 | 15∙09 | 3.77 |
| Income Support (during school years student lived in household receiving income support) | Yes | 890 | 11∙62 | 4∙17 | 2.71 |
| No | 5170 | 67∙68 | 5∙34 | 2.83 |
| Unknown/missing | 1580 | 20∙70 | 5∙76 | 2.09 |
| Free School Meals (received free school meals) | Yes | 540 | 7∙07 | 6∙67 | 3.33 |
| No | 5790 | 75∙81 | 5∙06 | 2.80 |
| Unknown/missing | 1310 | 17∙12 | 5∙74 | 1.76 |
| National Statistics Socio-economic Class (NS-SEC) | Semi-routine and routine occupations | 670 | 8∙84 | 4∙74 | 2.52 |
| Lower supervisory and technical occupations | 120 | 1∙64 | 4∙80 | 2.40 |
| Small employers and own account work | 340 | 4∙52 | 5∙80 | 3.77 |
| Intermediate occupations | 680 | 8∙89 | 6∙33 | 3.39 |
| Managerial and professional occupations | 5060 | 66∙33 | 5∙11 | 2.49 |
| Unknown/missing | 750 | 9∙77 | 5∙90 | 2.82 |
| Index of Multiple Deprivation (IMD) a quintile ranking of IMD zone within country of students’ domicile postcode. | 1 | 2470 | 32∙34 | 4∙66 | 2.71 |
| 2 | 1710 | 22∙36 | 5∙10 | 2.81 |
| 3 | 1290 | 16∙87 | 5∙67 | 3.11 |
| 4 | 800 | 10∙52 | 5∙60 | 2.62 |
| 5 | 530 | 6∙94 | 6∙98 | 2.45 |
| Unknown/missing | 840 | 10∙96 | 5∙62 | 1.67 |
| POLAR2 (quintile classification of areas for young participation rates in higher education associated with students’ domicile postcode | Low POLAR2 (quintile 1) | 310 | 4∙11 | 6∙05 | 3.57 |
| Other POLAR2 (quintiles 2 to 5) | 6540 | 85∙62 | 5∙25 | 2.75 |
| Non-UK | 750 | 9∙77 | 5∙23 | 1.47 |
| Unknown/missing | 40 | 0∙50 | 7∙89 | 2.50 |
| Secondary school type attended | State funded | 4880 | 63∙89 | 4∙94 | 2.58 |
| Privately funded | 1630 | 21∙30 | 5∙90 | 3.32 |
| Unknown/missing | 1130 | 14∙82 | 5∙92 | 2.50 |
| Parent Degree (parent(s)/guardian completed a university degree or equivalent) | Yes | 4340 | 56∙82 | 4∙96 | 2.65 |
| No | 2200 | 28∙81 | 5∙91 | 3.32 |
| Unknown/missing | 1100 | 14∙47 | 5∙38 | 1.37 |
| UK Educated | UK secondary & undergraduate | 6710 | 87.91 | 5.33 | 2.85 |
| Neither or either | 810 | 10.61 | 5.19 | 1.36 |
| Unknown/missing | 110 | 1.48 | 3.54 | 0.88 |
| Medical School Entry Status | Non-graduate entrant to Standard Entry Programme | 5540 | 72∙57 | 4∙75 | 2.49 |
| Graduate on Standard Entry Programme | 950 | 12∙41 | 6∙86 | 2.75 |
| Graduate on Graduate Entry Programme | 1150 | 15∙02 | 6∙63 | 3.40 |
| Intercalated | Yes | 880 | 11∙54 | 5∙11 | 3.18 |
|  | No | 6750 | 88∙46 | 5∙32 | 2.59 |
| Russell Group First Medical School | Yes | 5190 | 67∙99 | 5∙01 | 2.62 |
| No | 2440 | 32∙01 | 5∙89 | 2.74 |
| Foundation Programme Selection Assessment: Educational Performance Measure (EPM) | Top two quartiles | 3620 | 47∙42 | 4∙06 | 2.15 |
| Bottom two quartiles | 3150 | 41∙21 | 6∙48 | 3.24 |
| Unknown/missing | 870 | 11∙37 | 6∙11 | 2.65 |
| Annual Review of Competence Progression (ARCP) Final Outcome | Satisfactory | 6660 | 87∙25 | 5∙40 | 2.70 |
| All other outcomes | 910 | 11∙91 | 4∙84 | 2.53 |
| Unknown/missing | 60 | 0∙84 | 0∙00 | 0.00 |
| First Medical School | Name (see Table 2 for details) | 7630 | 100∙00 | 5∙29 | 2.66 |
| Foundation School Deanery | Name (see Table 2 for details) | 7570 | 99∙16 | 5∙29 | 2.66 |
|  | Unknown/missing | 60 | 0∙84 | 0∙00 | 0.00 |