

Differential Attainment

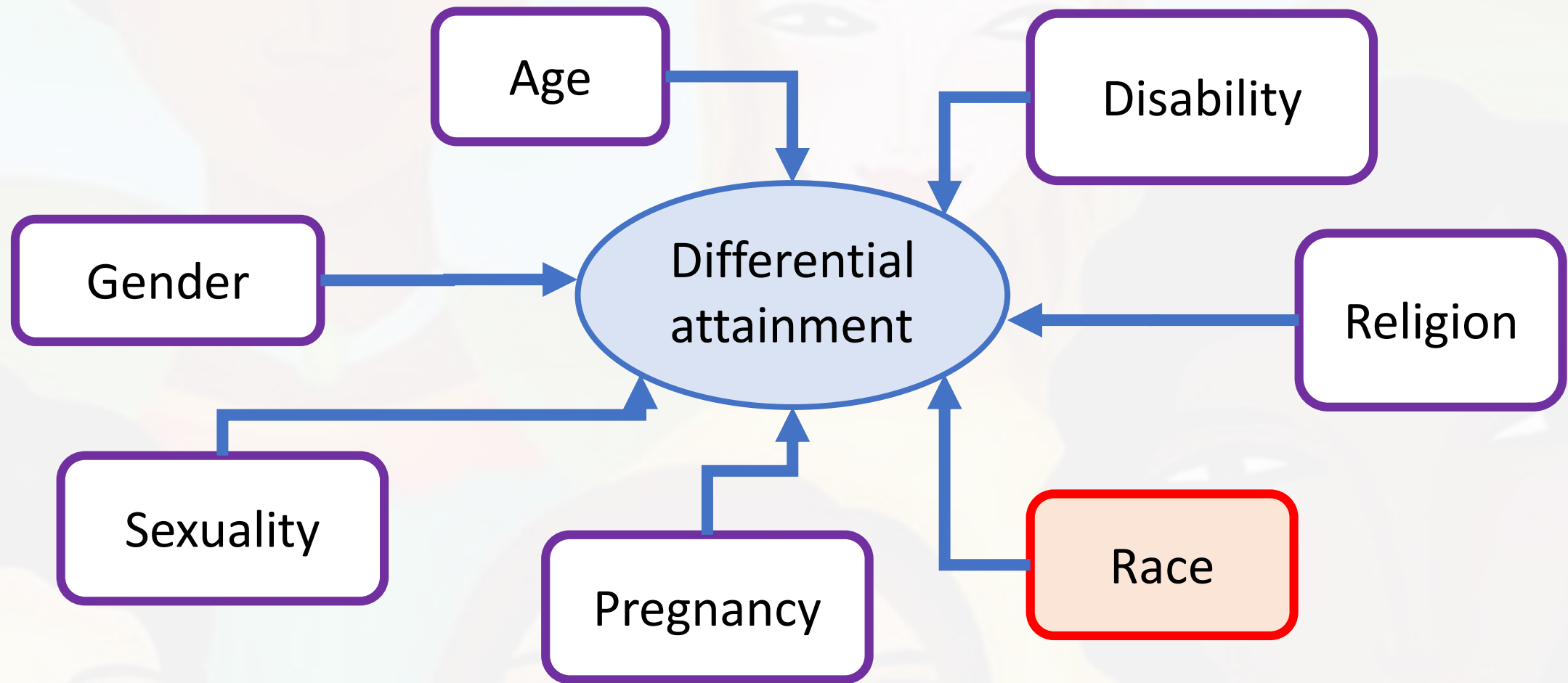
Rachel Lee

ST5 Obstetrics and Gynaecology
Welsh Clinical Leadership Fellow 2019/20

Agenda

- What is differential attainment?
- What is its impact on doctors in Wales?
- How does it effect Obstetrics and Gynaecology specifically?
- Why is it important?
- What can we do to eliminate it?

Definition



History

- 2013 legal case RCGP and GMC verses BAPIO
- Plethora of research
- 2018 GMC published data by speciality, deanery, ethnicity, place of primary medical qualification
 - Exam pass rates
 - ARCP outcomes
 - NTS satisfaction scores
- 2019 Learning is a social construct
- 2019 GMC tasked deaneries with solving the issue

Wales specific data

Programme Specialty	UK PMQ BME			EEA PMQ		IMG PMQ		
	ARCP	Exam	NTS OvS	ARCP	Exam	ARCP	Exam	NTS OvS
Combined specialties	■	■	■	■	■	■	■	■
Acute Care Common Stem		■		■		■	■	
Core Anaesthetics Training			■					
Anaesthetics Group	■	■	■	■			■	
Anaesthetics	■	■	■				■	
Intensive care medicine	■							
Emergency medicine						■		
General Practice	■	■		■	■	■	■	■
Obstetrics and gynaecology		■			■			
Ophthalmology		■				■		
Paediatrics	■				■	■	■	■
Psychiatry of learning disability		■	■	■	■			
Radiology Group		■	■	■	■			
Clinical oncology					■			
Clinical radiology		■	■	■	■			
Core Surgical Training								
Surgery Group		■			■			
General Surgery		■			■			
Oral and maxillo-facial surgery		■			■			
Otolaryngology		■			■			
Trauma and orthopaedic surgery		■			■			■

Wales qualitative data

Aims

- To find out what IMG and BME UKPMG believe contributes to cause DA.
- To support IMG and BME in suggesting interventions that they may have benefited from, in order to reduce DA.

Does culture or identity play a part?

What makes a good learning experience?

What do you think causes differential attainment?

What would you do to remove differential attainment?

What do you wish you had had?

Key findings

- There are differences in the way that doctors are trained to behave during learning opportunities depending on their country of training.
- Having an inspirational role model during your training career is very important.
- The attitudes and behaviours of the wider healthcare team can have a profound impact on the trainee's experience of learning.

Key findings

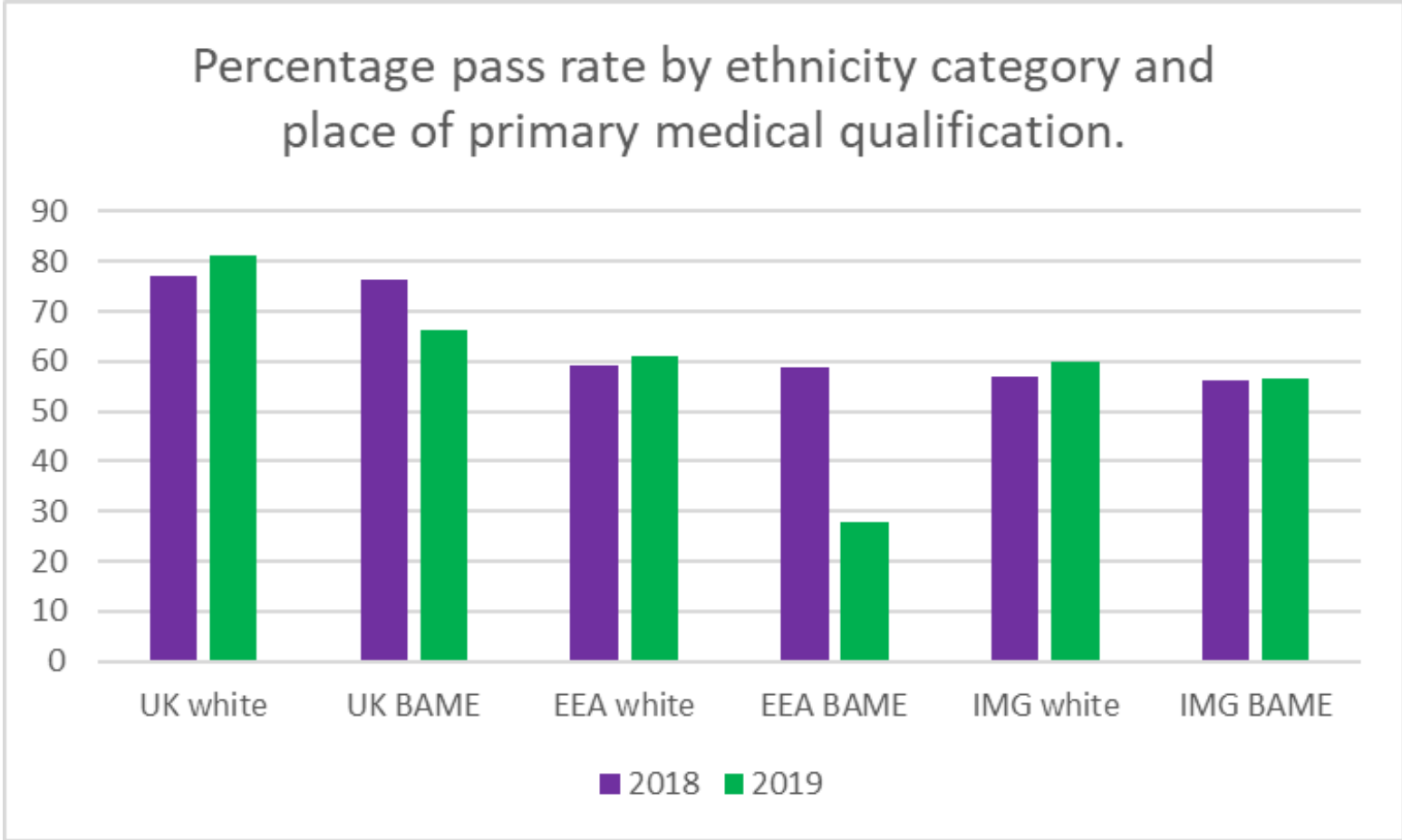
- IMG doctors are medically knowledgeable but can have gaps in their understanding of the wider structure of the NHS, health and social care systems in the UK.
- The relationship between a trainee and their trainer is key to the success of any learning.
- ARCPs are designed to be an objective measure, but this objectivity may be compromised in some circumstances.
- Although the ARCP is a relatively objective process, most evidence informing the panel is subjective and open to bias and discrimination.

Demographics of O+G trainees (UK)

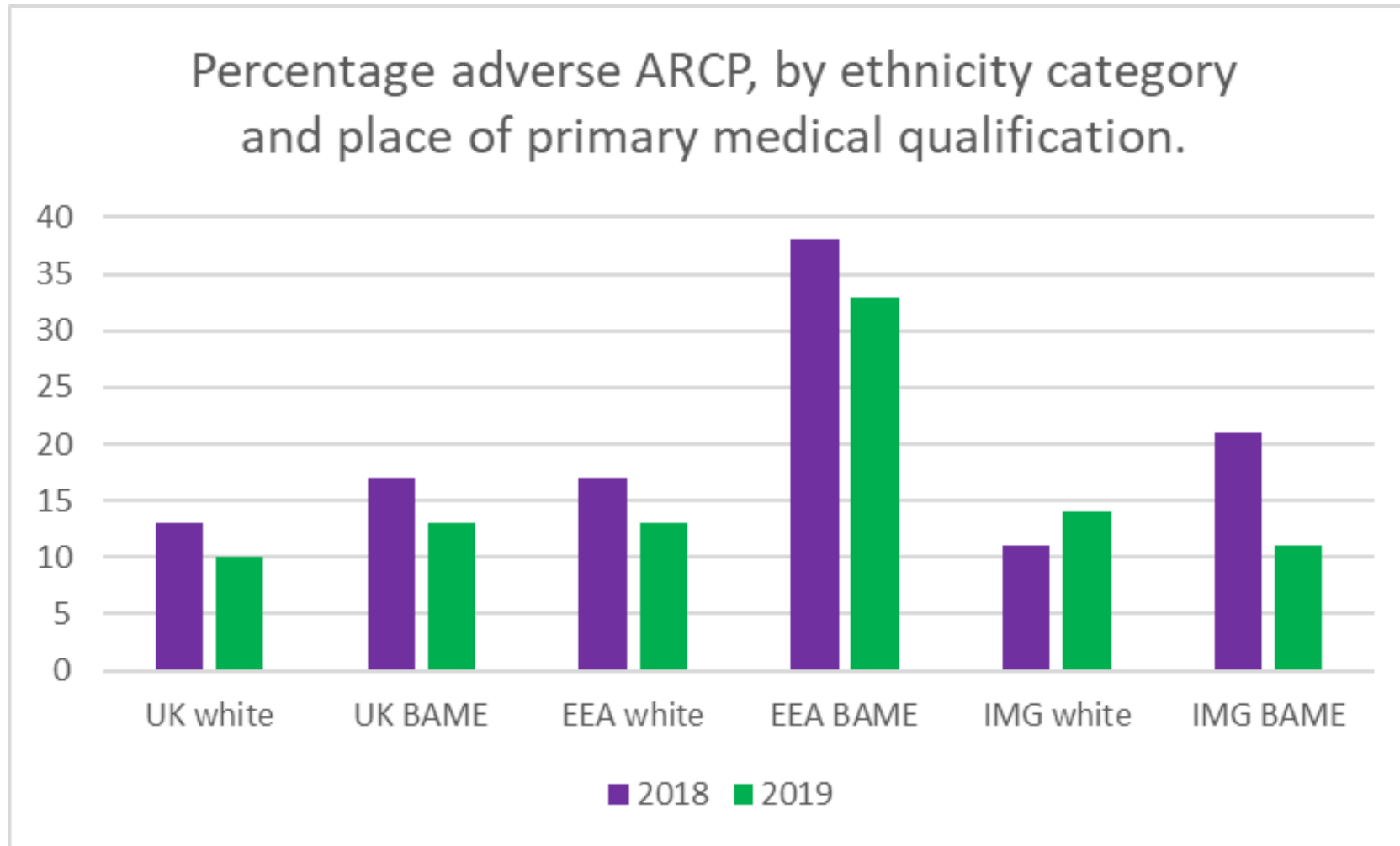
- 22% of the NHS workforce are Black, Asian or Minority Ethnicity
- 38% O+G trainees are Black, Asian or Minority Ethnicity

- 9% of trainees in the UK have a non-UK place of primary qualification
- 25% of O+G trainees have a non-UK place of primary qualification

MRCOG outcomes (UK)



O+G ARCP outcomes (UK)



Why is it important?

Same doctors like me are expected to put up and shut up – I fear that's the real reason

Are we as a community in my career, it's been the latter.

Jenan Younis | Monday 20 April 2020 17:49 | comments



How NHS staff wellbeing affects patient care

By Jill Maben | 29 April 2013

Black, Asian and other minority ethnicity doctors 'still don't feel protected from coronavirus' in the workplace



Racism plagues the NHS and it's getting worse

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Why is it important?

Opinion: To save Black lives, we need more Black doctors

Opinion by Michael R. Bloomberg, Wayne A. I. Frederick, David M. Carlisle, Valerie Montgomery Rice and James Hildreth

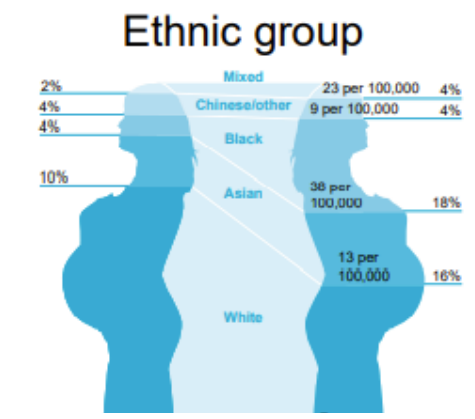
Updated 1257 GMT (2057 HKT) September 3, 2020

Black women in the UK four times more likely to die in pregnancy or childbirth

Disparity with white women shows need for action, doctors say, despite slight improvement in mortality rate

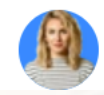


Inequalities in maternal mortality



'Scandalous' inequalities between BAME and white patients laid bare by Covid

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Elisa Menendez Tuesday 2 Mar 2021 7:17 pm

What's happening

- HEIW Differential attainment board
 - Role modelling videos
 - Heads of schools and Educational Supervisors training
- Professional Support Unit
 - Mentorship strategy
 - Differential attainment webinars
 - Active Bystander tutorials
 - Unconscious Bias e-training
- Educational videos

What can we all do?

- Be aware of differential attainment
- Understand the wide reaching implications
- Be kind to each other and reach out

Thank you

With gratitude and sincere thanks to the participants of the focus groups, for sharing such enlightening and humbling personal stories, without whom my research would not have been possible.

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