

Summary of Equality Impact Assessment (EIA) on applicants for 2019-2021 DFT recruitments

June 2022

Equality impact assessment

Dental Foundation training
recruitment (England, Wales and
Northern Ireland)

DFT APPLICANTS 2019-2021 - RACE

The largest group of ethnic minority applicants is Asian or Asian British (22.16%), with the next largest Asian or Asian British – Pakistani. 11 categories contain less than 5% of total applicants.

Figure 2: DFT applicants 2019-2021 inclusive (n=3,163) - Race

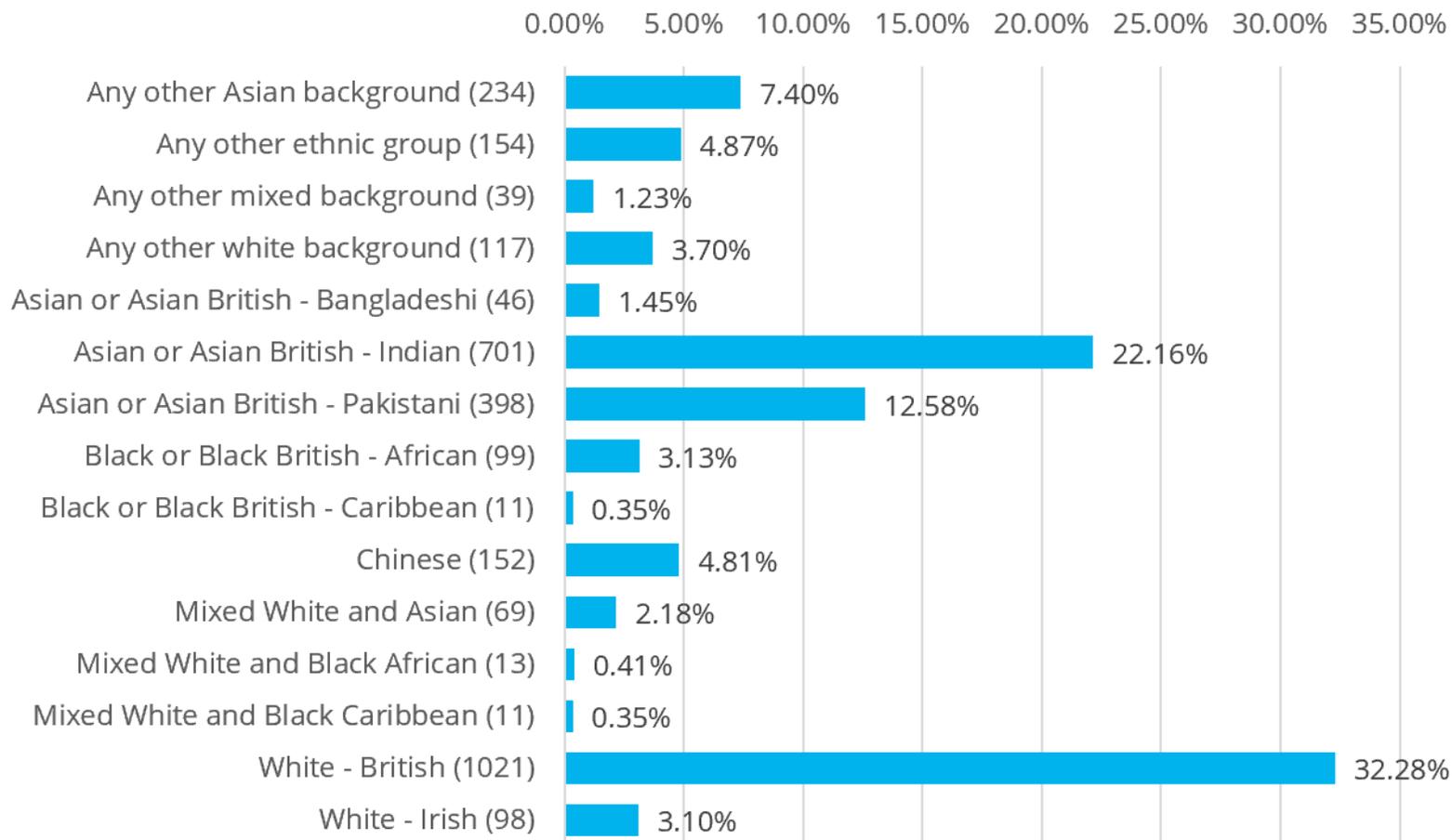
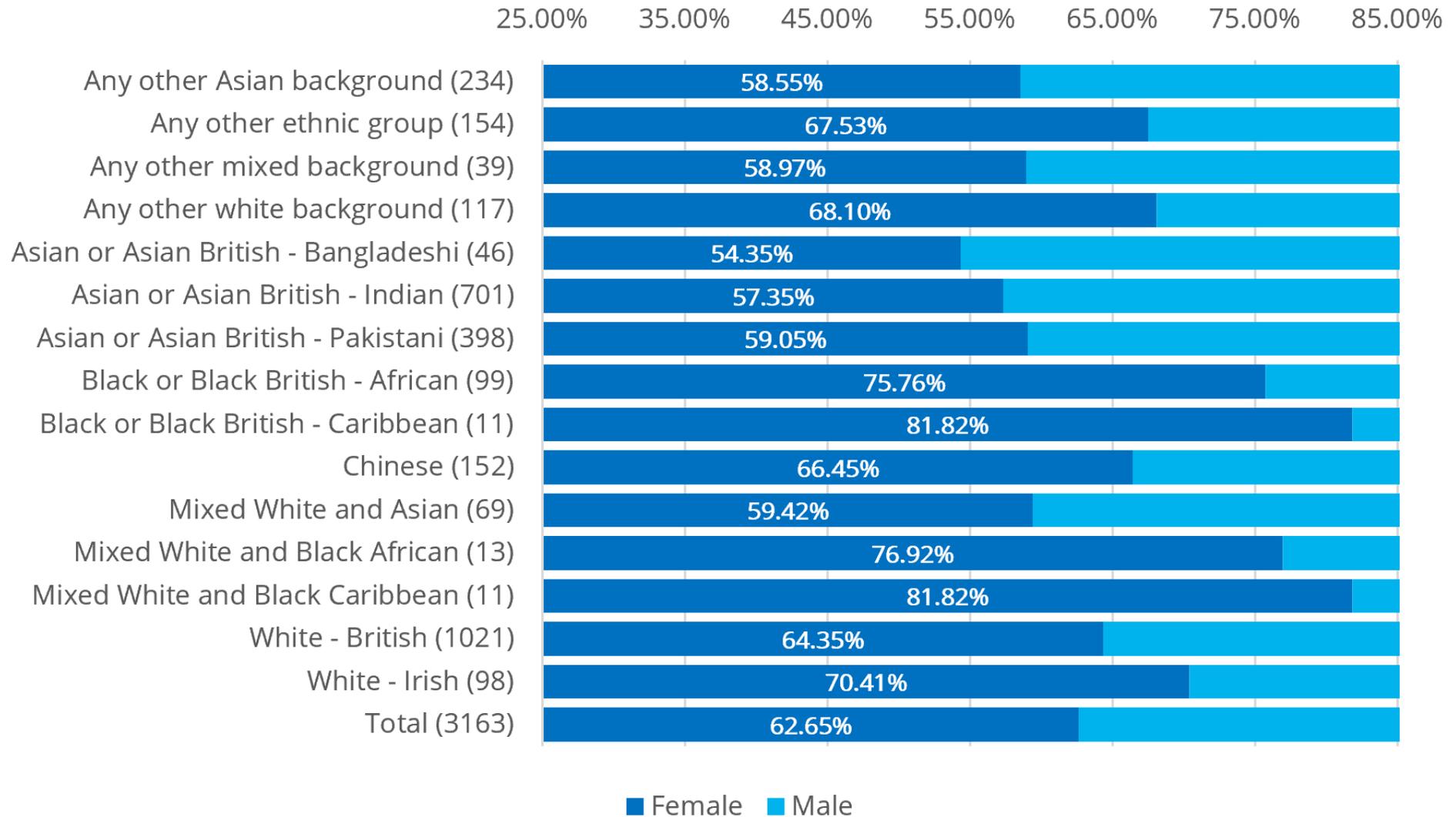
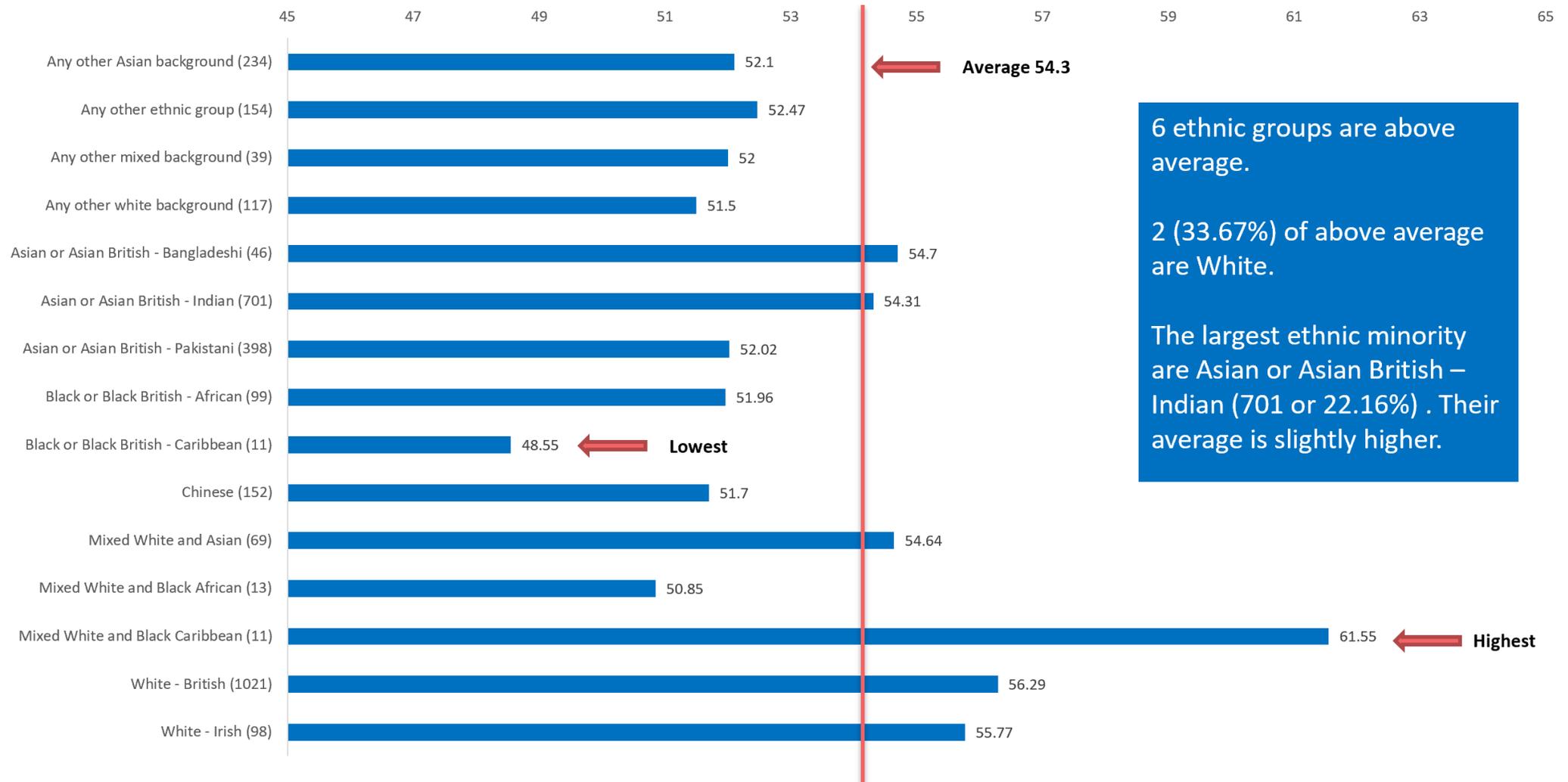


Figure 3: DFT applicants 2019-2021 inclusive (n=3,163) – Race and Sex



SJT scaled – all years (2019-2021 inclusive) (n=3,163)



6 ethnic groups are above average.

2 (33.67%) of above average are White.

The largest ethnic minority are Asian or Asian British – Indian (701 or 22.16%) . Their average is slightly higher.

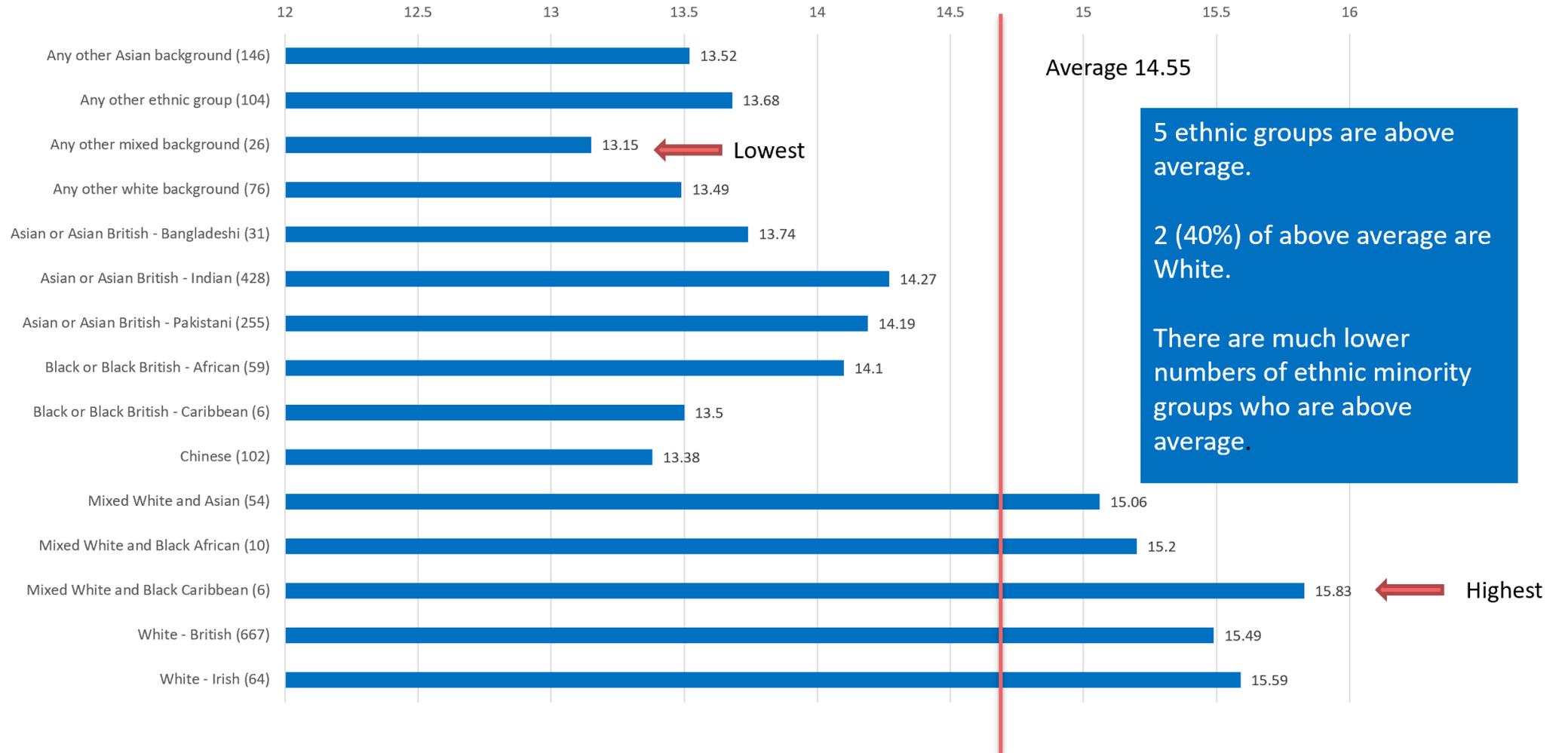
RACE AND OUTCOMES 2019-2021 – SJT SCALED – STATISTICAL SIGNIFICANCE

Bonferroni post-hoc tests were conducted on each pair of groups. The full results of the tests are at [Supplementary Table 2.2](#). The tests showed significant differences in outcomes where the p value was less than 0.05% as shown in Table 1 below:

Table 1: SJT Scaled – Statistically significant differences:

Category 1	Category 2	Mean diff.	Std. Error	p value
White - British	Chinese	4.6	0.884	<.001
White - British	Any other Asian background	4.19	0.737	<.001
White - British	Asian or Asian British - Pakistani	4.28	0.601	<.001
White - British	Any other white background	4.8	0.992	<.001
White - British	Any other ethnic group	3.82	0.879	0.002
White - British	Black or Black British - African	4.33	1.07	0.006
White - British	Asian or Asian British - Indian	1.98	0.499	0.008
Asian or Asian British - Indian	Asian or Asian British - Pakistani	2.3	0.638	0.034

Comms in 2019 and 2021



 **Table 2: Communication scores – Statistically significant differences:**

Category	Category2	Mean diff.	Std. Error	p	95% CI lower limit	95% CI upper limit	% difference
White - British	Chinese	2.11	0.336	<.001	0.97	3.26	10.55%
White - British	Any other Asian background	1.97	0.289	<.001	0.99	2.96	9.85%
White - British	Asian or Asian British - Indian	1.22	0.196	<.001	0.56	1.89	6.10%
White - British	Asian or Asian British - Pakistani	1.3	0.233	<.001	0.51	2.1	6.50%
White - British	Any other ethnic group	1.81	0.333	<.001	0.68	2.95	9.05%
White - British	Any other white background	2.01	0.383	<.001	0.7	3.31	10.05%

Conclusions DFT EIA

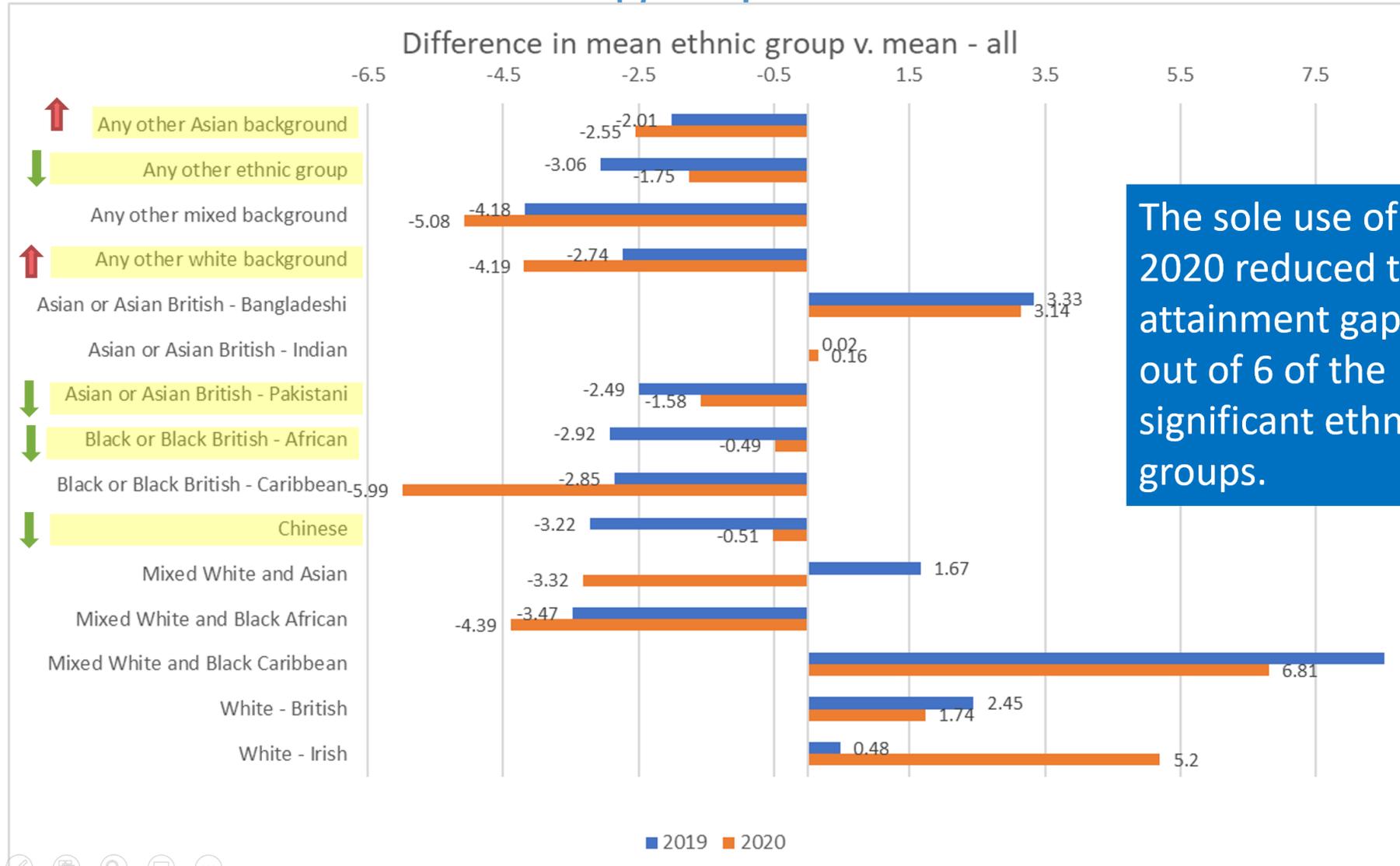
- ▶ There are more statistically significant differences with Communication scores compared to SJT scores.
- ▶ The highest percentage difference (where 20=100%) is found when comparing White-British with Chinese candidates.
- ▶ The magnitude of the impact of race on Communications scores is higher than the impact on SJT scores.
- ▶ Asian or Asian British – Indian (the largest ethnic minority group) were above average in the SJT analysis but below average in the Communications analysis.

Conclusions from DFT EIA

IMPACT OF CHANGES IN 2020 AND 2021

- ▶ while the magnitude is small, there is evidence that the sole use of SJT in 2020 positively impacted some ethnic minority groups by decreasing attainment gaps.
- ▶ there was an increase in attainment gaps for some ethnic minority groups in 2021 which correlates with the reintroduction of the Communications station. The most marked impact was noted in the outcomes for Chinese applicants.

Difference in mean ethnic group v total mean 2019 v 2020



The sole use of SJT in 2020 reduced the attainment gap for 4 out of 6 of the significant ethnic groups.