

Terms of Reference

Selecting for Excellence

Purpose

The primary motivation of the project is to widen participation to medicine and to promote excellence in selection. It will be established by the Medical Schools Council to make rapid progress in supporting aspiration amongst the lower socio-economic groups and increasing the number of successful applicants from such groups on to medical degree programmes. It will also provide an evidence based overview on issues surrounding the selection of medical students. Thus it will ensure that medical schools choose those people from the widest possible spectrum of society with the potential to become the very best doctors of the future.

Work streams

The group will need to look at the recommendations from the GMC's Selection Literature Review as well as the two reports on widening participation from Alan Milburn and evidence from the Shape of Training Review. Some of the specific points for consideration are;

- **Widening participation** – How can medical schools ensure they pick the best candidates from a range of different socio-economic backgrounds? How can medical schools encourage and support applicants from lower socio-economic groups to apply to medicine? Do different selection methods have an impact on the success rates of candidates from lower socio-economic backgrounds? Is there scope to develop a national programme of outreach activities to encourage pupils from lower socio-economic backgrounds to apply to medical school?
- **The role of the doctor** – When medical schools are selecting potential students they need to know what they are selecting for. What is a good doctor and how do you select people with the potential to become one? What do patients expect of doctors now and what will their needs be in the future? What are the values and attributes of a good doctor? How can *Good Medical Practise* be used in selection?
- **Selection methods** – The GMC's literature review looked at the evidence base for different methods of selection. Does more research need to take place to validate different methods? What are the pros and cons of medical schools using the same techniques to select students? Should medical schools co-operate more on selection?
- **Evidence base** – How do we evaluate selection methods? Is there good practice outside the UK we might learn from? What longitudinal evidence can be utilised to help decide which selection methods are effective? Is there a minimum academic standard for medicine and how can this be tested? How do you evaluate the effectiveness of widening participation activities?

These work streams all relate to each other and the group will need to draw together the connections between them. Widening participation will be a central consideration.

Working methods

The executive group will be chaired by Professor Tony Weetman. The MSC will provide the administrative support for the meetings. Medical schools will provide a full-time member of staff for 12 months. The group will meet at least three monthly for the first year and after that a view will be taken by group members as to the frequency of future meetings. The group will meet in person at the MSC offices in London and in the DAs as deemed beneficial.

The group will be able to set up sub groups to look in more detail at specific issues when needed. These sub groups will report to the main working group who will maintain an oversight of all the different work streams.

The working group will be able to commission research further to develop the evidence base on selection. It will also be able to commission the MSC to run evidence gathering exercises such as focus groups and surveys.

The working group will make regular reports to MSC Council who will also sign off on any recommendations the group makes.

Membership

Core membership will be drawn from the following organisations;

- MSC
- GMC
- HEE
- Department of Health
- Department for Education
- HEFCE
- BIS
- Commission for Social Mobility and Child Poverty
- BMA Medical Students Committee
- NHS Employers
- Office for Fair Access
- Brightside Trust

In addition the group will want to seek specific advice and input from other bodies, including the following groups:

- QAA
- UKFPO
- COPMeD
- AoMRC
- UKCAT
- BMAT
- GAMSAT
- UCAS
- OFSTED
- National Association of Schoolmasters Union of Women Teachers (NASUWT)
- National Association of Head Teachers
- National Association of Careers and Guidance Teachers
- National Union of Teachers
- National Union of Students

- Mumsnet
- Representatives of the Devolved Administrations
- Royal College of Nursing and other representatives of the allied health professions
- Careers England
- LETBs
- Law Society
- Royal College of Veterinary Science