
# The Health & Care Professions Council equality, diversity and inclusion data 2020 report

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# Contents

# 1 Executive summary

## *1.1 HCPC Registrant EDI Data*

- 5.9% of all registrants completed the registrant EDI data survey (15,168 out of 282,215)
- 3 in 4 surveyed registrants identified as female (10,789 females out of 15,168 registrants)
- Scientists have the lowest proportion of females (64%) compared to Allied Health Professionals (72%) and Practitioner Psychologists (75%)
- The majority of all professions were White, but more Scientists were BAME (16%) than other professions (6-7%)
- The majority of all professions were Heterosexual (between 84-91%), but the proportion of Gay, Queer Lesbian and Other sexual orientations was higher in Practitioner Psychologists (7% and 5%, respectively) than other professions
- A lower proportion of Scientists were disabled (10%) than in other professions (12-13%)
- Monitoring sex (as opposed to just gender) within the EDI survey was identified as important by registrants
- Benchmark data are from the NHS England Hospital and Community Health Services workforce statistics (March 2019)

## *1.2 HCPC Employee and Partner[1] EDI Data*

- A larger proportion of managerial level and above staff were female (63%)
- Managerial staff are older than non-managerial level staff (45% non-managerial staff and 26% of managerial level are 25-34-years old)
- A greater proportion of managerial level staff were White (63%) and a lower proportion of managerial staff were Black (11%) compared to non-managerial level staff
- One-third of staff (n = 69) preferred not to say whether they have a disability or not
- A greater proportion of staff and partners identified as male (41% and 37%, respectively) than surveyed registrants and Benchmark (28% and 23%, respectively)
- Partners have the oldest demographic (82% aged 45 and over, Figure 13)
- Staff have a younger demographic (43% under 35 years old) than surveyed registrants (18%), partners (15%) and Benchmark (29%).
- Surveyed registrants, partners and Benchmark were predominantly White (84-89%)
- Greater ethnic diversity is present in the staff (36% BAME) than the surveyed registrants (9%), partners (7%) and Benchmark (16%) (Figure 17)
- Heterosexual was the most common sexual orientation for all groups (81-90%)
- A larger proportion of staff, partners and Benchmark were categorised as Other for sexual orientation (15%, 11% and 5%, respectively) than surveyed registrants (2%). This category excludes Heterosexual, Gay, Lesbian and Queer (Figure 18)
- A greater proportion of surveyed registrants were disabled (13%) than staff and partners (4% and 7%, respectively)

[1] Partners are HCPC registrants, members of the public and legal professionals who contribute their expertise to the HCPC and play important roles in the regulatory/decision making processes. There are a number of different partner roles including CPD assessors, legal assessors, panel chairs, panel members, registration assessors and visitors.

# 2 Introduction

This report contains the first research evaluation of the Health & Care Professions Council (HCPC) registrants', employees' and partners' equality, diversity and inclusivity (EDI) data to provide the HCPC with an EDI profile. The research team (Dr I Moore, Ms L Bitchell and Dr R Lord) undertook an independent analysis of the HCPC data. The HCPC registrants' survey data represents registrants from across the whole of the UK (England, Northern Ireland, Scotland and Wales).

This HCPC data was then compared to Benchmark EDI data taken from NHS England *Hospital and Community Health Services workforce statistics* (March 2019). This Benchmark data set comprised of 1,259,783 staff working for the NHS in England. Of these, 1,128,552 staff were working for NHS Hospital and Community Health Services, this covers staff working in NHS Trusts and Clinical Commissioning Groups, Central Bodies and Support Organisations; 131,231 staff were working in General Practice; and 49,64 staff were working for Independent Healthcare Providers. Isolated Allied Health Professional data by profession is not publicly available, so Benchmark data includes a wider range of professions than is applicable to the HCPC registrant database. Similar data were not available in the public domain for Northern Irish, Scottish or Welsh NHS Hospital and Community Health Services.

The report outlines the methods used to process the data, results from univariate and multivariate analysis, and summary findings. Appendices provide a full breakdown of each data set, the infographics created and a step-by-step overview of the processing decisions, but have been removed for online publication purposes to ensure anonymity is retained.

## *2.1 Aims*

The research evaluation aimed to:

1. Systematically analyse the HCPC's EDI data
2. Provide a report and analysis process that can be replicated in future years and embedded within the HCPC's annual review and EDI action plan.

# 3 Methods

Anonymised data for each group (registrant survey responses, staff, partners and Council members) were provided by the HCPC. The HCPC Council members' data was combined with the partners' data and will be referred to as 'Partners' throughout. Registrants' HCPC register data (age, gender, profession, application route) was not included in this evaluation due to the timescales for the report. Instead survey data was used to represent registrants. The survey the registrants completed was sent to the full register that the HCPC holds (n = 282,215; 4 September 2020) in January 2020. A number of pre-processing steps were undertaken to produce consistent categories for each protected characteristic analysed.

## *3.1 Pre-processing steps*

Due to small numbers, which may lead to identifiable data, we grouped each protected characteristic in the following way for each group.

**Gender:** female, male and other

Age was grouped based on the Benchmark data, which was only available for the following categories:

**Age:** under 25, 25 – 34, 35 – 44, 45 – 54, 55+ (55 and over).

**Sexual orientation:** Heterosexual, Gay & Queer and Other. Other refers to bisexual, pansexual, asexual and other.

**Ethnicity:** Asian (including Chinese), Black, White and Other. Other refers to mixed and other.

**Disability:** Disabled and non-disabled.

**Preferred not to say** was an option in several of the data sets for protected characteristics. But, was not present in the Benchmark EDI data. Therefore, this data was removed prior to the proportions being calculated. There were instances when no option was chosen by an individual (empty cells). Such instances were filled with 'prefer not to say'. Data in the appendices included the preferred not to say option for completeness.

**Profession groups:** We were unable to provide profession specific breakdowns of protected characteristics for all professions due to limited registrant responses. For the statistical analysis the number of responses per protected characteristic grouping was required to be more than 5, so profession data were grouped as:

- *Allied health professions*: Art therapist, Chiropodist/podiatrist, Dietitian, Occupational therapist, Operating department practitioner, Orthoptist, Paramedic, Physiotherapist, Prosthetist / Orthotist, Radiographer, Speech and language therapist, Hearing aid dispensers;
- *Practitioner psychologists*.
- *Scientists*: Biomedical scientist, Clinical scientist

For descriptive comparisons, the number of responses per protected characteristic grouping was also required to be more than 5. The following professions were therefore grouped as *Other* in all tables in the main report: Art therapists, Chiropodist / Podiatrist, Dietitian, Hearing aid dispenser, Operating department practitioner, Orthoptist and Prosthetist / Orthotist.

**Staff groups:** Managerial level staff refers to staff pay Band B and above, including senior management team and chief executives, non-managerial staff level refers to all staff pay Band C and below.

### *3.2 Data analysis*

***N*** is used to represent the number of people.

**Proportion (%)** refers to the number of people relative to the total number of people within each group. Those who selected 'prefer not to say' were removed from these calculations in the figures, but are included in profession-related tables.

**Univariate analysis** for each data set was undertaken for the available protected characteristics by calculating proportions.

**Multivariate analysis** using chi-square ($\chi^2$) to compare protected characteristics across data sets. All categories used in analysis had an $N > 5$ and an alpha significance level of 0.05 was used. SPSS Statistics version 24 was used for the chi-square analysis. Only registrant survey, staff and partner data were used in the multivariate analysis as the raw data required for this statistical test was not available for Benchmark data. However, we descriptively compared data to the Benchmark using a 5% difference threshold.

## 4 Results

We have presented the results for the univariate and multivariate analysis simultaneously for the protected characteristics. Full statistical details for the multivariate analysis, such as p-values, were provided in the appendix.

A total of 15,168 HCPC registrants completed the survey (January 2020), which represents 5.9% of the HCPC full registry. There were a total of 221 HCPC staff (4 September 2020), 633

HCPC partners (4 September 2020) and 1,248,559 Benchmark personnel included in the data (NHS England Hospital and Community Health Services workforce statistics, March 2019).

### *4.1 Surveyed registrants' professions & gender identity*

The proportion of females differed across all professions [Scientists: 64%; Allied Health Professionals (72%); Practitioner Psychologists (75%); Figure 1]. The same was true for the proportion of males. For comparison, the proportion of females in the Benchmark was 77% (NHS England Hospital and Community Health Services workforce statistics, March 2019).

*Table 1. The proportion (%) and number (N) of registrants for each profession surveyed by gender identity option*

| Profession | Female | Male | Other |
|---|---|---|---|
| Biomedical Scientist | 66.3% (863) | 32.6% (424) | 1.2% (15) |
| Clinical scientist | 58.9% (381) | 40.3% (261) | 0.8% (5) |
| Occupational therapist | 89% (,1610) | 10.4% (188) | 0.7% (12) |
| Paramedic | 30.1% (446) | 68.4% (1,015) | 1.5% (23) |
| Physiotherapist | 77% (2,253) | 22.3% (652) | 0.8% (22) |
| Practitioner psychologist | 75.4% (1,282) | 23.5% (400) | 1.1% (18) |
| Radiographer | 71.8% (1,216) | 27.4% (464) | 0.8% (13) |
| Speech and language therapist | 94.8% (994) | 4.6% (48) | 0.7% (7) |
| Other | 69.3% (1,685) | 29.7% (723) | 1% (24) |
| Prefer not to say | 72.8% (59) | 24.7% (20) | 2.5% (2) |
| **Total** | 71.3% (10,789) | 27.7% (4,195) | 0.9% (141) |
| **Benchmark** | 77.0% (960,863) | 23.0% (287,696) | 0.0% (0) |

The number of responses per protected characteristic grouping was required to be more than 5. The following professions were therefore grouped as Other: Art therapists, Chiropodist / Podiatrist, Dietitian, Hearing aid dispenser, Operating department practitioner, Orthoptist and Prosthetist / Orthotist.

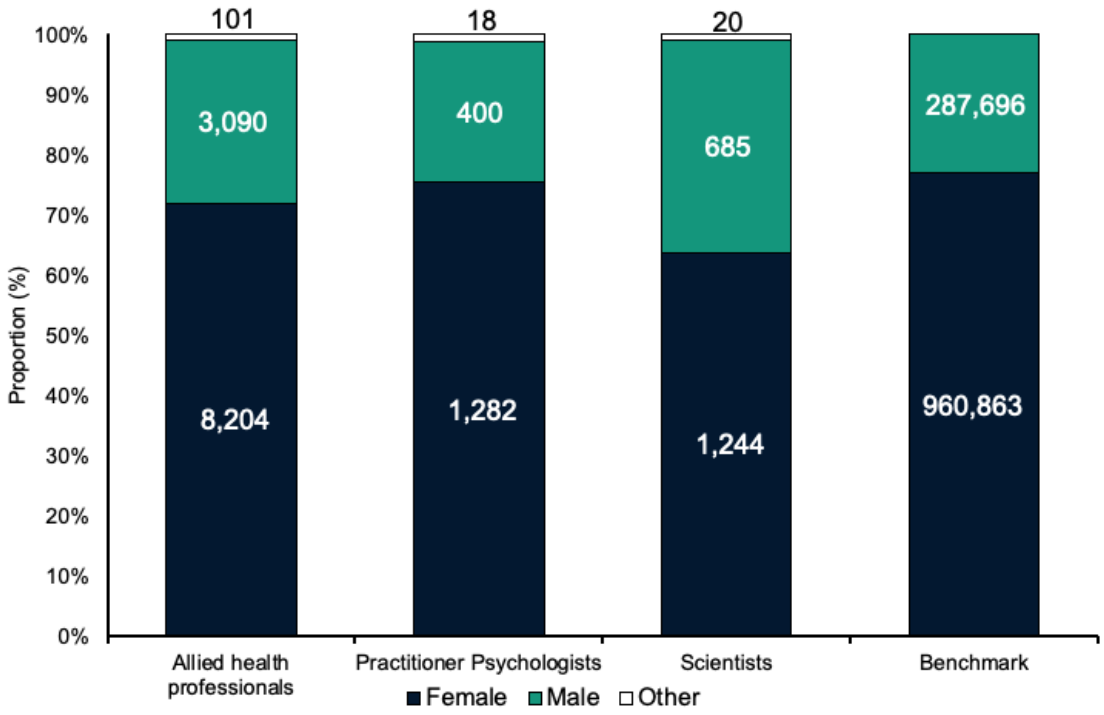


*Figure 1. Gender identity by surveyed registrants' professions. Numbers in bars represent number of responses.*

### 4.2 Surveyed registrants' professions & age

The proportion of under 25-year-old Allied Health Professionals was higher than for Scientists (1.3 vs. 0.5% respectively; Figure 2). Practitioner Psychologists were not compared statistically as numbers in these categories were too small and we would risk identifying individuals. Benchmark for under-25-year olds was 5% (NHS England Hospital and Community Health Services workforce statistics, March 2019). For 25-34-year olds, the proportion of Practitioner Psychologists (11%) was lower than for Scientists (18%) and Allied Health Professionals (18%), all other proportions were similar. All proportions were lower than Benchmark for 25-34-year olds (24%). For 35-44-year olds, the proportion of Allied Health Professionals (25%) was lower than Scientists (29%) and Practitioner Psychologists (33%), all other proportions were similar. Benchmark for 34-44-year olds (24%) was similar to Scientists and Allied Health Professionals, but lower than for Practitioner Psychologists. For 45-54-year olds, the proportion of Practitioner Psychologists (26%) was lower than Allied Health Professionals (30%), all other proportions were similar (Scientists: 31%). Benchmark for 45-54-year olds (27%) was similar to all professions. For over 55-year olds, the proportion of Practitioner Psychologists (31%) was higher than Scientists (21%) and Allied Health Professionals (26%), all other proportions were similar. Benchmark for over 55-year olds (20%) was lower than Practitioner Psychologists and Allied Health Professions, but similar to Scientists.

A full profession breakdown for age in shown in Table 2.

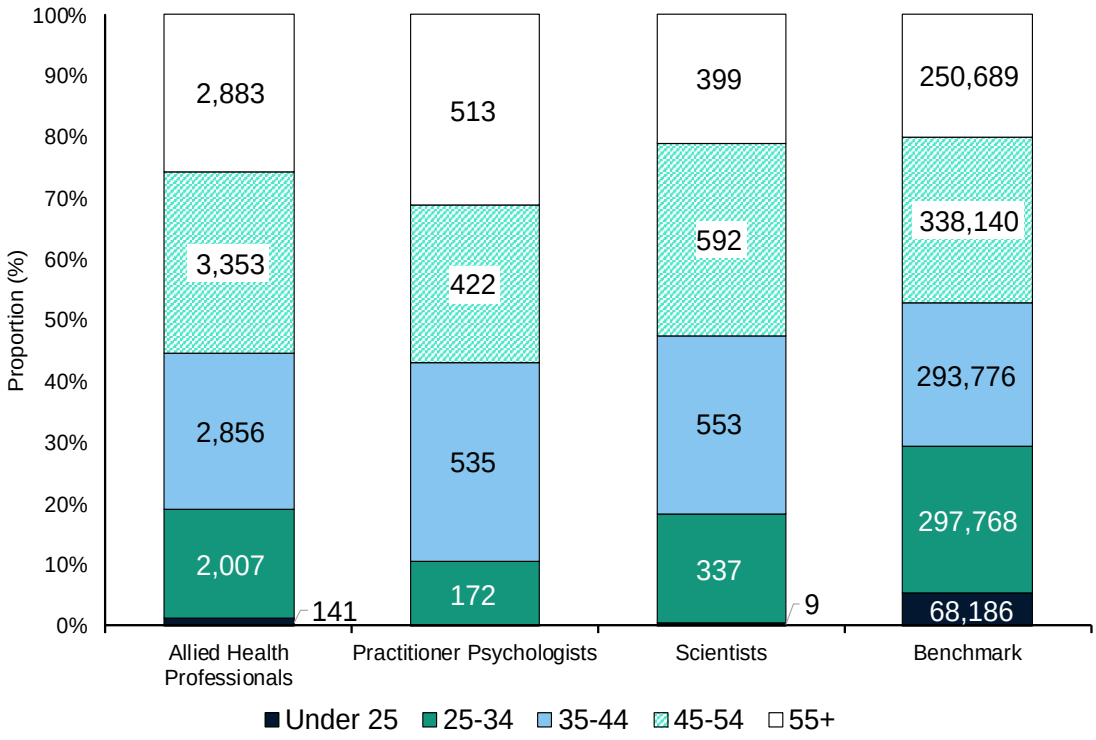


*Figure 2. Age group by surveyed registrants' professions. Numbers in bars represent number of responses.*

*Table 2. The proportion (%) and number (N) of registrants for each profession surveyed by age category*

| Profession | Under 25 | 25-34 | 35-44 | 45-54 | 55+ |
|---|---|---|---|---|---|
| Biomedical Scientist | 0.7% (9) | 19.8% (250) | 25.9% (327) | 27.3% (344) | 23.1% (332) |
| Clinical scientist | 0.0% (0) | 13.9% (87) | 36% (226) | 28.3% (178) | 17% (137) |
| Occupational therapist | 1.4% (24) | 16.6% (294) | 25.6% (453) | 32.4% (573) | 22% (426) |
| Paramedic | 2.3% (34) | 17.3% (252) | 21.6% (314) | 36.2% (526) | 20.4% (328) |
| Physiotherapist | 1.0% (28) | 19.3% (552) | 32.5% (927) | 26.5% (757) | 18.4% (589) |
| Practitioner psychologist | 0.0% (0) | 10.5% (172) | 32.6% (535) | 25.7% (422) | 19.7% (513) |
| Radiographer | 1.3% (22) | 18.2% (304) | 23.3% (389) | 26.2% (437) | 26.5% (515) |
| Speech and language therapist | 1.6% (16) | 25.3% (260) | 25.1% (258) | 29% (298) | 17.4% (197) |
| Other | 0.7% (16) | 14.2% (340) | 21.1% (503) | 30.9% (738) | 27.8% (792) |
| Prefer not to say | 1.3% (1) | 6.4% (5) | 15.4% (12) | 30.8% (24) | 39.7% (36) |
| **Total** | 1.0% (150) | 17.0% (2,516) | 26.7% (3,944) | 29.1% (4,297) | 26.2% (3,247) |
| **Benchmark** | 5.5% (68,186) | 23.8% (297,768) | 23.5% (293,776) | 27.1% (338,140) | 20.1% (250,689) |

The number of responses per protected characteristic grouping was required to be more than 5. The following professions were therefore grouped as Other: Art therapists, Chiropodist / Podiatrist, Dietitian, Hearing aid dispenser, Operating department practitioner, Orthoptist and Prosthetist / Orthotist.

### 4.3 Surveyed registrants' professions & ethnicity

The proportion of White Scientists (82%) was lower than Allied Health Professionals (90%) and Practitioner Psychologists (90%; Figure 3). Proportions for Allied Health Professionals and Practitioner Psychologists were higher than Benchmark (78%) (NHS England Hospital and Community Health Services workforce statistics, March 2019), whereas Scientists was similar. The proportion of Asian (10%) and Black (6%) Scientists was higher than for Allied Health Professionals (Asian: 5%; Black: 2%) and Practitioner Psychologists (Asian: 4%; Black: 2%). Benchmark proportions were similar to all professions for Black ethnicity (6%), whereas Asian Practitioner Psychologists were lower than Benchmark (10%). The proportion of Other ethnicities was lower for Allied Health Professionals (2%) than for Practitioner Psychologists (4%). All other proportions were similar. Benchmark was similar to all professions (5%).

A full breakdown of ethnicity by profession is shown in Table 3.

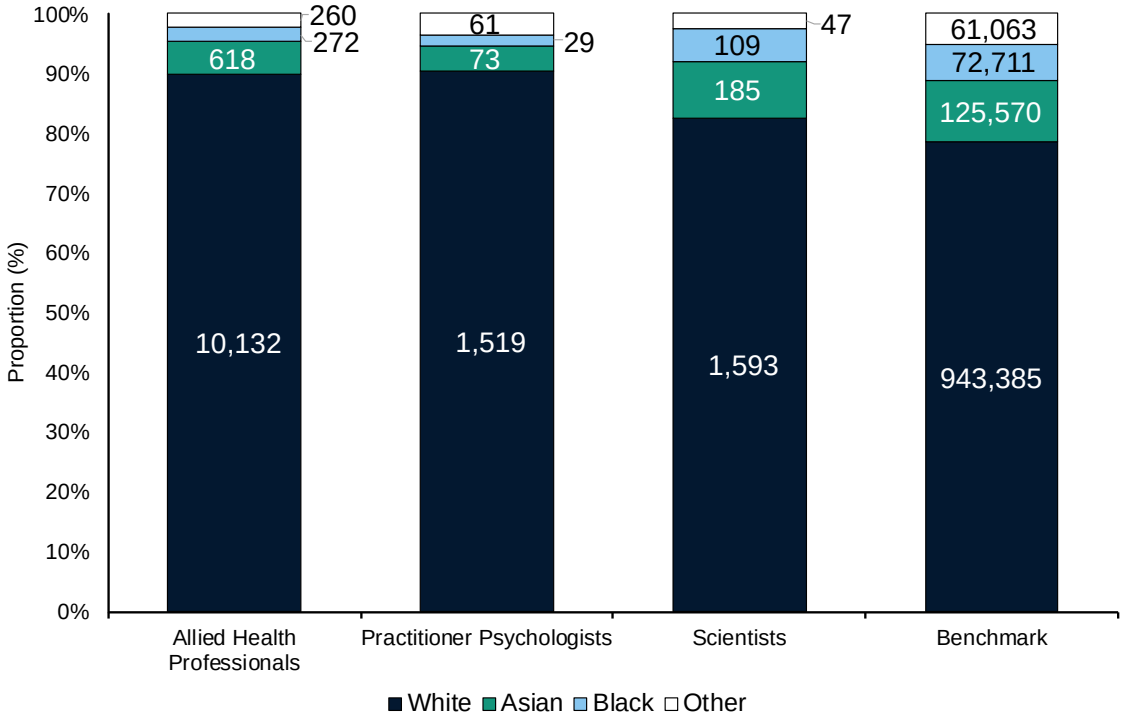


*Figure 3. Ethnicity by surveyed registrants' professions. Numbers in bars represent number of responses.*

*Table 3. The proportion (%) and number (N) of registrants for each profession surveyed by ethnicity*

| Profession | Asian | Black | White | Other |
|---|---|---|---|---|
| Biomedical Scientist | 11.5% (148) | 7.9% (102) | 78% (1005) | 2.6% (34) |
| Clinical scientist | 5.7% (37) | 1.1% (7) | 91.2% (588) | 2% (13) |
| Occupational therapist | 4.2% (76) | 2.3% (42) | 90.3% (1619) | 3.1% (55) |
| Paramedic | 2% (29) | 0.7% (11) | 95% (1,394) | 2.2% (33) |
| Physiotherapist | 7.2% (208) | 1.8% (53) | 88.7% (2,575) | 2.3% (68) |
| Practitioner psychologist | 4.3% (73) | 1.7% (29) | 90.3% (1,519) | 3.6% (61) |
| Radiographer | 8.4% (140) | 6% (101) | 84% (1,407) | 1.6% (27) |
| Speech and language therapist | 3.5% (36) | 1.3% (13) | 93.4% (970) | 1.9% (20) |
| Other | 5.4% (129) | 2.2% (52) | 90.1% (2,167) | 2.4% (57) |
| Prefer not to say | 6.2% (5) | 2.5% (2) | 88.9% (72) | 2.5% (2) |
| **Total** | 5.9% (881) | 2.7% (412) | 88.9% (13,316) | 2.5% (370) |
| **Benchmark** | 10.4% (125,570) | 6.1% (72,711) | 5.1% (61,063) | 78.4% (943,385) |

The number of responses per protected characteristic grouping was required to be more than 5. The following professions were therefore grouped as Other: Art therapists, Chiropodist / Podiatrist, Dietitian, Hearing aid dispenser, Operating department practitioner, Orthoptist and Prosthetist / Orthotist.

### *4.4 Surveyed registrants' professions & sexual orientation*

The proportion of Heterosexual Practitioner Psychologists (88%) was lower than Scientists (91%) and Allied Health Professionals (90%; Figure 4). Heterosexual Scientists and Allied Health Professionals were higher than Benchmark (84%) (NHS England Hospital and Community Health Services workforce statistics, March 2019), whereas the proportion for Practitioner Psychologists was similar. The proportion of Other sexual orientations was higher for Practitioner Psychologists (5%) than for Scientists (3%) and Allied Health Professionals (3%). All professions were lower than Benchmark (14%). The proportion of surveyed registrants identifying as Gay, Lesbian and Queer was similar across professions (Allied Health Professionals: 7%; Practitioner Psychologists: 7%; Scientists: 6%). All professions were similar to Benchmark (2%).

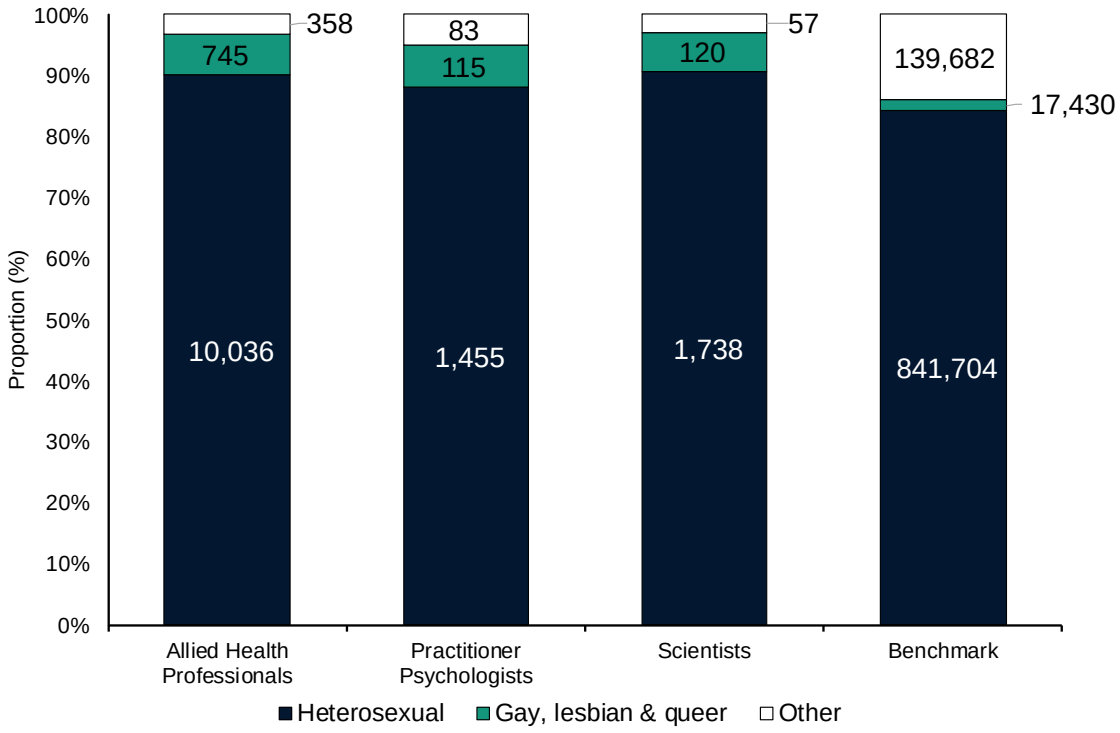


*Figure 4. Sexual orientation by surveyed registrants' professions. Numbers in bars represent number of responses.*

A full breakdown of sexual orientation by profession is shown in Table 4.

*Table 4. The proportion (%) and number (N) of registrants for each profession surveyed by sexual orientation*

| Profession | Gay, lesbian & queer | Heterosexual | Other |
|---|---|---|---|
| Biomedical Scientist | 6.6% (85) | 89.8% (1151) | 3.6% (46) |
| Clinical scientist | 5.5% (35) | 92.7% (587) | 1.7% (11) |
| Occupational therapist | 6.0% (106) | 89.5% (1583) | 4.5% (79) |
| Paramedic | 11.5% (169) | 85.2% (1249) | 3.3% (48) |
| Physiotherapist | 5.1% (146) | 92.7% (2659) | 2.2% (63) |
| Practitioner psychologist | 7.0% (115) | 88% (1455) | 5% (83) |
| Radiographer | 7.7% (127) | 89.8% (1478) | 2.5% (41) |
| Speech and language therapist | 5.3% (54) | 91.1% (929) | 3.6% (37) |
| Other | 6% (143) | 90.2% (2138) | 3.8% (90) |
| Prefer not to say | 6.3% (5) | 92.5% (74) | 1.3% (1) |
| **Total** | 6.7% (985) | 90.0% (13,303) | 3.4% (150) |
| **Benchmark** | 1.7% (17,430) | 84.3% (841,704) | 14.0% (139,682) |

The number of responses per protected characteristic grouping was required to be more than 5. The following professions were therefore grouped as Other: Art therapists, Chiropodist / Podiatrist, Dietitian, Hearing aid dispenser, Operating department practitioner, Orthoptist and Prosthetist / Orthotist.

### *4.5 Surveyed registrants' professions & disability*

The proportion of disabled Scientists (10%) was lower than for Allied Health Professionals (13%; Figure 5). The proportion of disabled Practitioner Psychologists (12%) was similar to both Scientists and Allied Health Professionals. All professions were higher than Benchmark (4%) (NHS England Hospital and Community Health Services workforce statistics, March 2019).

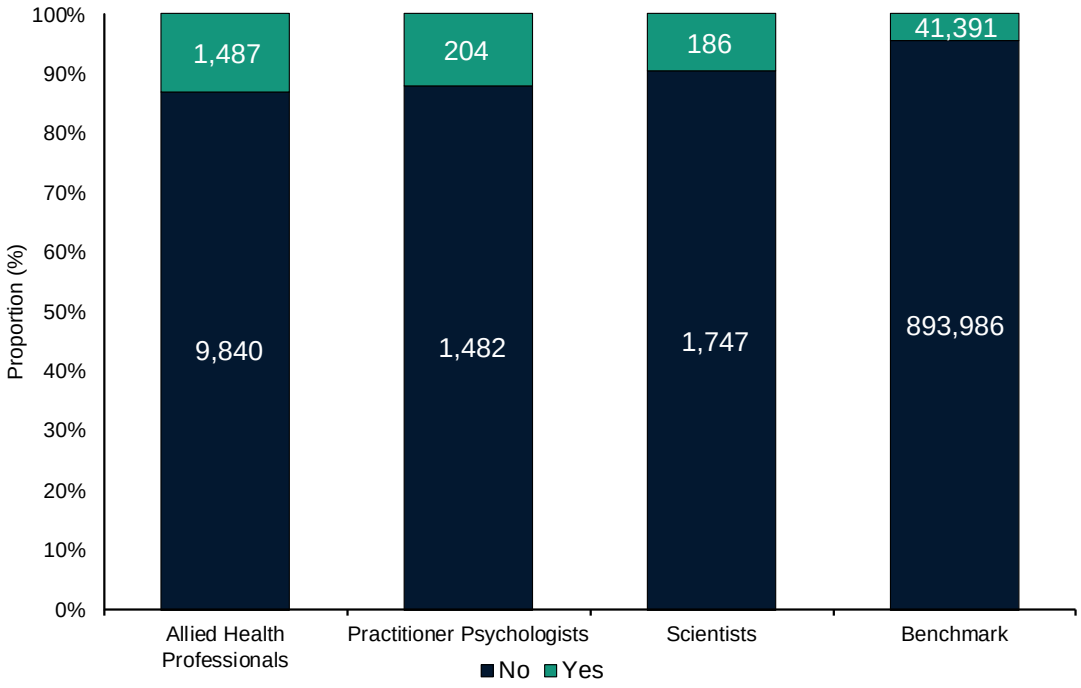


*Figure 5. Disability by surveyed registrants' professions. Numbers in bars represent number of responses.*

A full breakdown of disability by profession is shown in Table 5.

*Table 5. The proportion (%) and number (N) of registrants for each profession surveyed by disability*

| Profession | Yes (disabled) | No (not disabled) |
|---|---|---|
| Biomedical Scientist | 9.8% (127) | 90.2% (1,164) |
| Clinical scientist | 9.2% (59) | 90.8% (583) |
| Occupational therapist | 17.3% (312) | 82.7% (1,489) |
| Paramedic | 17.6% (259) | 82.4% (1,215) |
| Physiotherapist | 9.6% (279) | 90.4% (2,627) |
| Practitioner psychologist | 12.1% (204) | 87.9% (1,482) |
| Radiographer | 13.5% (226) | 86.5% (1,453) |
| Speech and language therapist | 10.7% (112) | 89.3% (937) |
| Other | 12.4% (299) | 87.6% (2,119) |
| Prefer not to say | 15% (12) | 85% (68) |
| **Total** | 12.6% (1,889) | 87.4% (13,137) |
| **Benchmark** | 4.4% (41,391) | 95.6% (893,986) |

The number of responses per protected characteristic grouping was required to be more than 5. The following professions were therefore grouped as Other: Art therapists, Chiropodist / Podiatrist, Dietitian, Hearing aid dispenser, Operating department practitioner, Orthoptist and Prosthetist / Orthotist.

### *4.6 HCPC staff & gender identity*

The proportion of females in managerial level roles (63%) was higher than in non-managerial level roles (57%). The proportion for males followed the inverse trend (Figure 6).

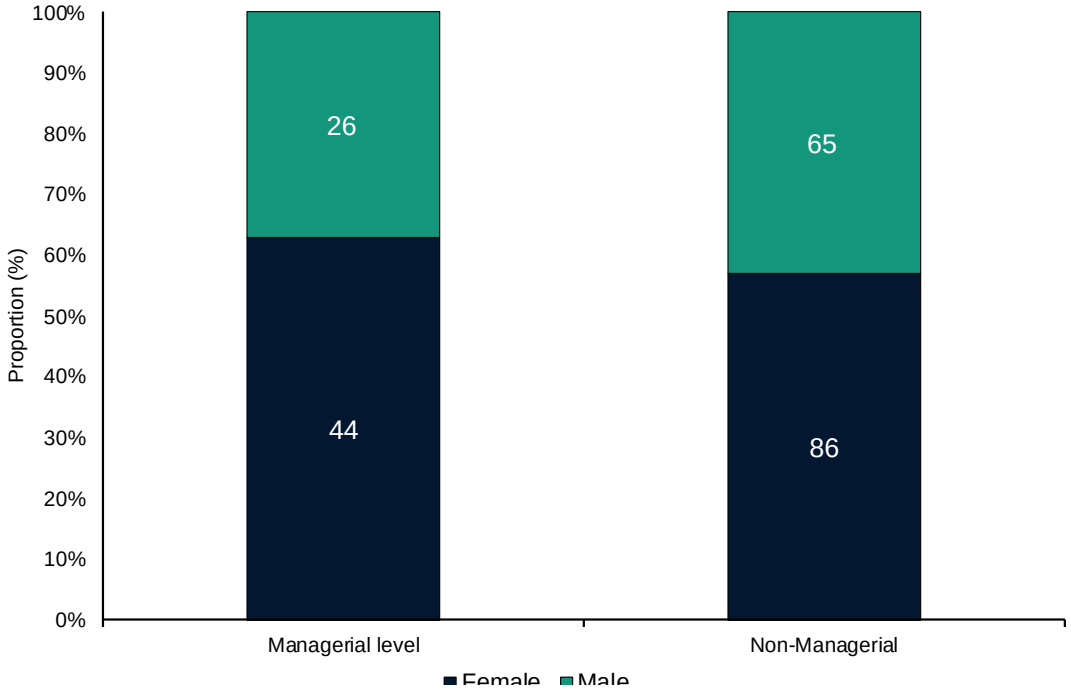


*Figure 6. Gender identity for managerial and non-managerial HCPC staff. Numbers in bars represent number of responses.*

## 4.7 HCPC staff & age

Proportions for managerial and non-managerial level staff under 25 were not compared statistically as numbers in these categories were too small and we would risk identifying individuals. For 25-34-year olds, the proportion of non-managerial level staff (45%) was higher than managerial level staff (26%***;*** Figure 7). For 35-44-year olds, the proportion of managerial level staff (49%) was higher than non-managerial level staff (27%). Proportions in the other age categories were similar.

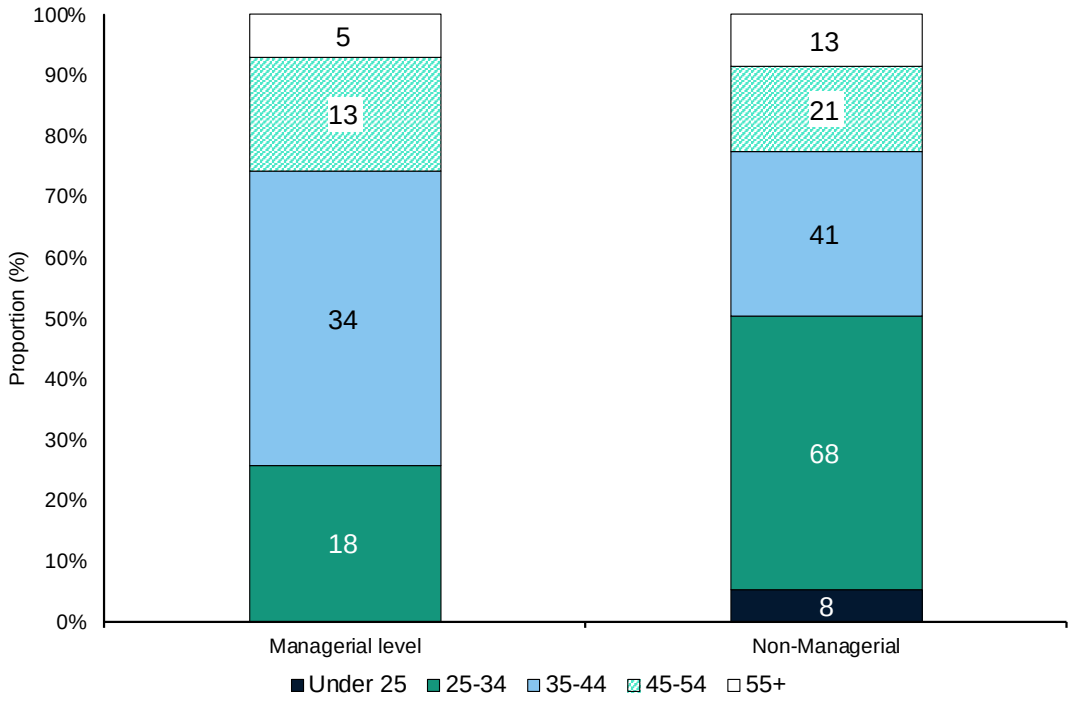


*Figure 7. Staff by position and age group. Numbers in bars represent number of responses.*

## 4.8 HCPC staff & ethnicity

The majority of managerial level staff were White (63%) compared to 43% of non-managerial level staff (Figure 8). The proportion of Black managerial level staff was lower than for non-managerial level staff. Proportions for Asian and Other ethnicities were similar between managerial and non-managerial level staff.

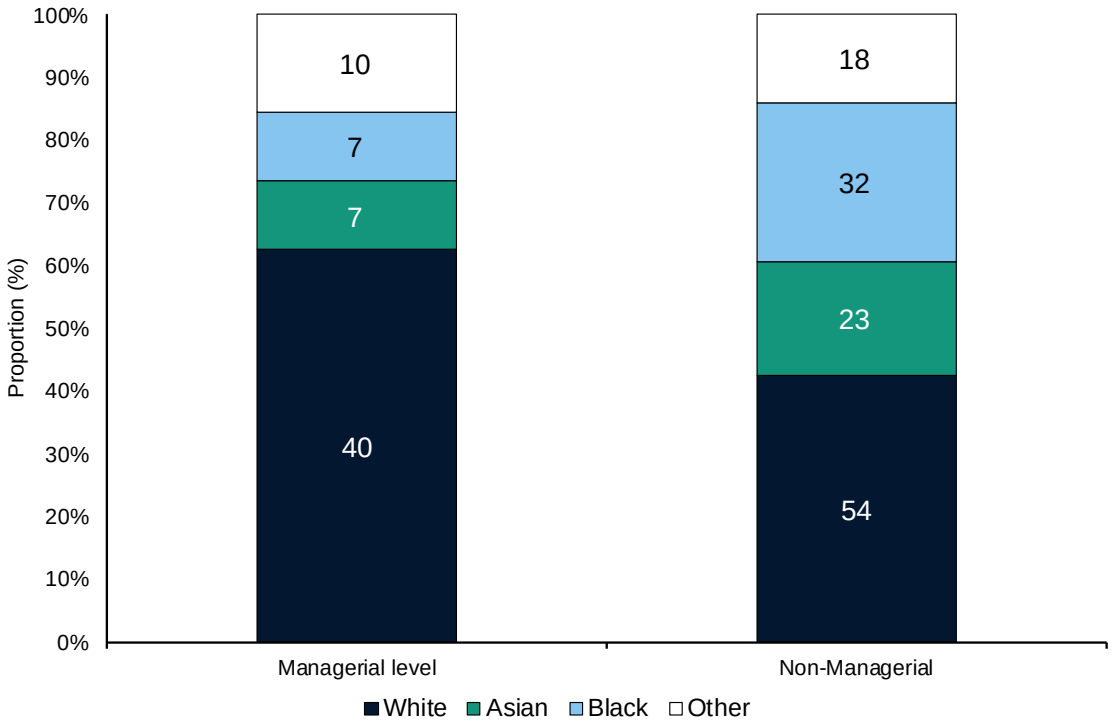


*Figure 8. Staff by ethnic group and position. Numbers in bars represent number of responses*

### 4.9 HCPC staff & sexual orientation

The proportion of sexual orientations between managerial and non-managerial level staff was not compared statistically as numbers in these categories were too small and we would risk identifying individuals.

### 4.10 HCPC staff & disability

The proportion of disabled and non-disabled managerial and non-managerial level staff was not compared statistically as numbers in these categories were too small and we would risk identifying individuals.

### 4.11 Between-group gender identity comparisons

The proportion of surveyed registrants that identified as female (71%) was higher than both staff (59%) and partners (63%), The proportion of female staff and partners was similar. All proportions were lower than Benchmark (NHS England Hospital and Community Health Services workforce statistics, March 2019) (77%; Figure 9). The male proportions displayed the inverse trend to female proportions. The Other gender category (1% of surveyed registrants) could not be compared statistically.

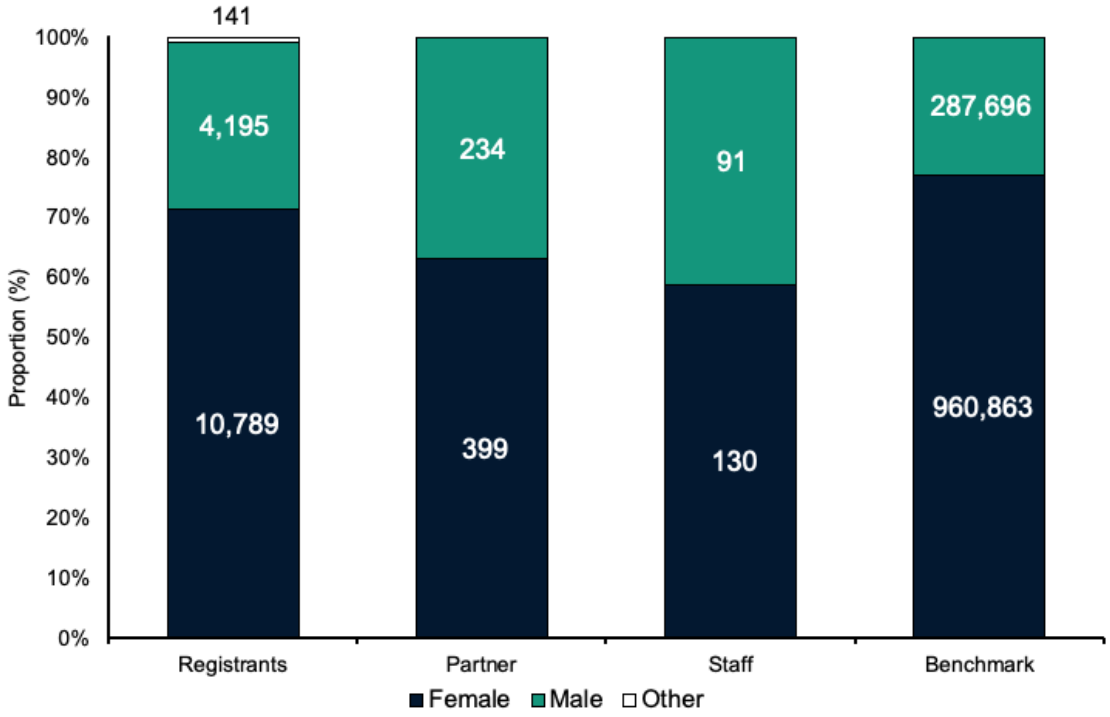


*Figure 9. Gender identity for each group. Numbers in bars represent number of responses.*

### 4.12 Between-group age comparisons

The number of responses from the survey of registrants increased with age up to the 45-54 age category (Figure 10). The under 25s and 25-34-year olds have the lowest representation in the survey.

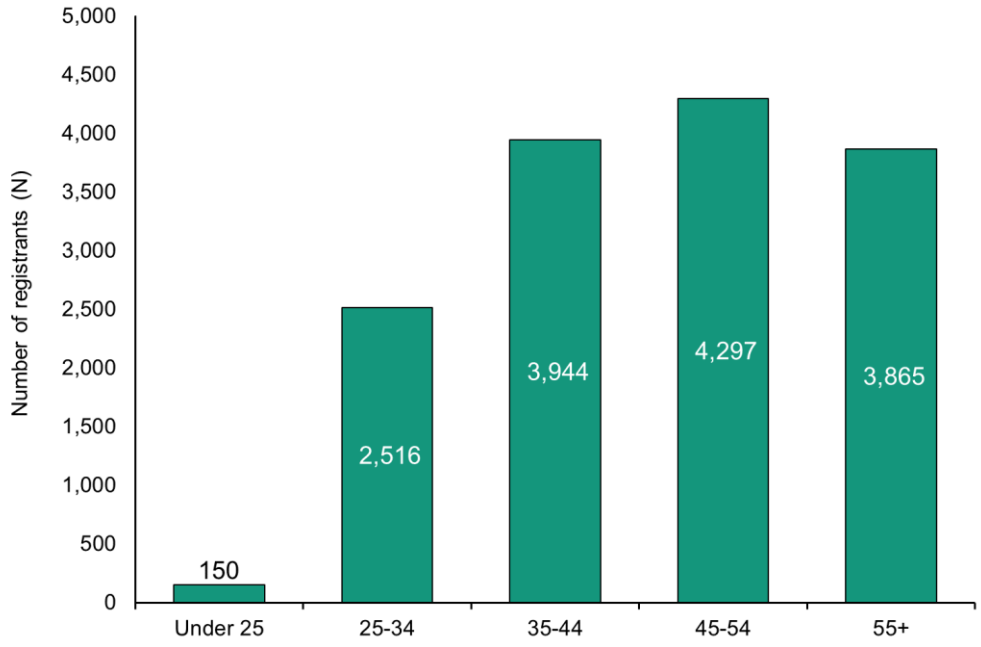


*Figure 10. Number of survey responses by age category.*

Most staff were between 25 and 44 years old (72% of staff), with under 25s representing 4% of staff (Figure 11).

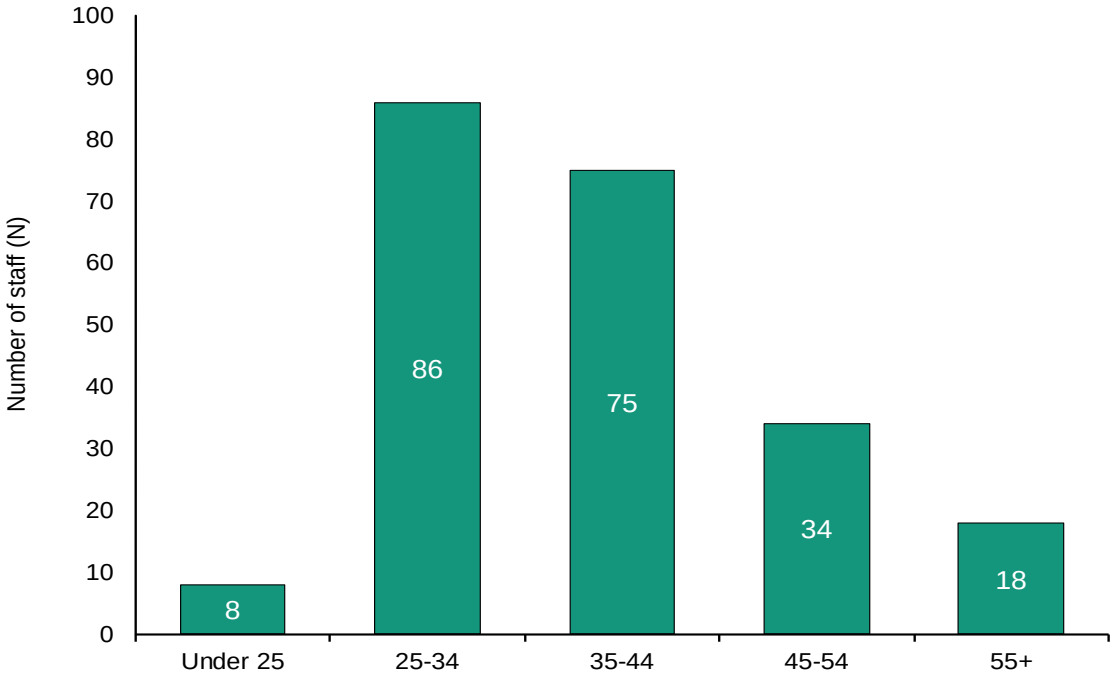


*Figure 11. Number of staff by age category.*

The majority (82%) of partners were 45 and over, with only 4% between the age of 25 and 34 years old and no under 25-year olds (Figure 12).

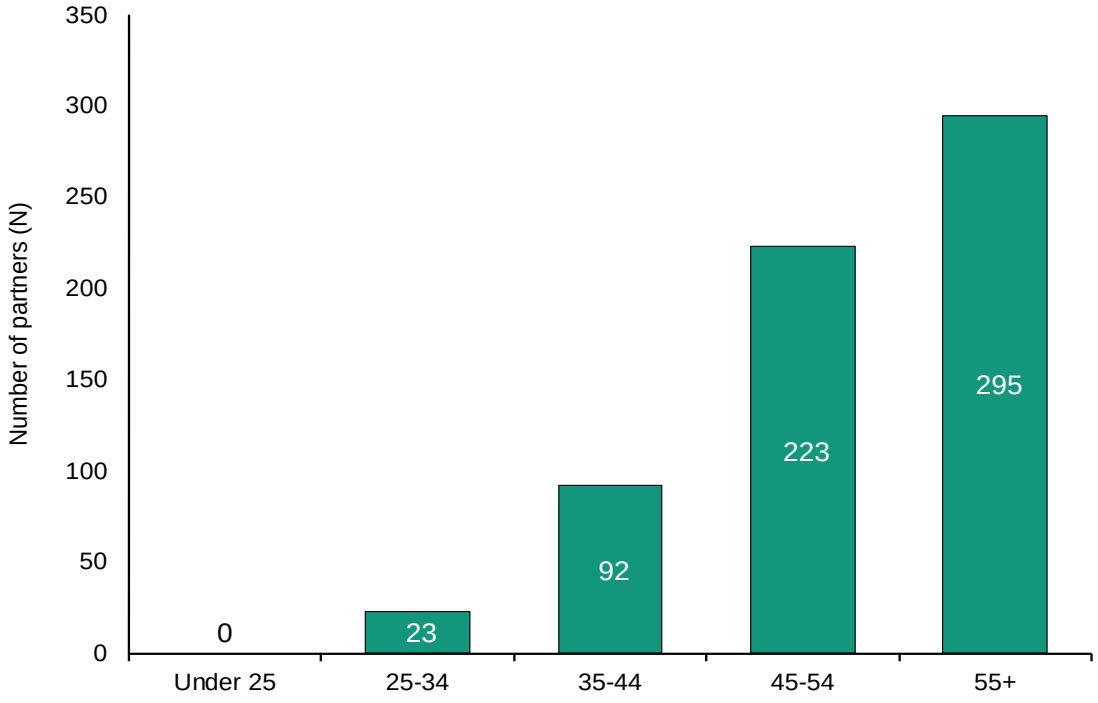


*Figure 12. Number of partners by age category.*

The proportion of under 25-year olds surveyed registrants was lower than staff. Benchmark (NHS England Hospital and Community Health Services workforce statistics, March 2019) and staff proportions were similar (Figure 13). Statistical comparison could not be made for the partner data as there are no under 25-year-old partners. A greater proportion of staff were 25-34 and 35-44 years old compared to surveyed registrants, partners and Benchmark. Partners had a lower proportion within these age categories than surveyed registrants, staff and Benchmark. Surveyed registrants' proportions were similar to Benchmark. For the 45-54 and over 55-year-old categories, the proportion of partners was higher than surveyed registrants and staff, and the proportion of staff was lower than surveyed registrants. Benchmark proportions were similar to surveyed registrants, but higher than staff and lower than partner proportions.

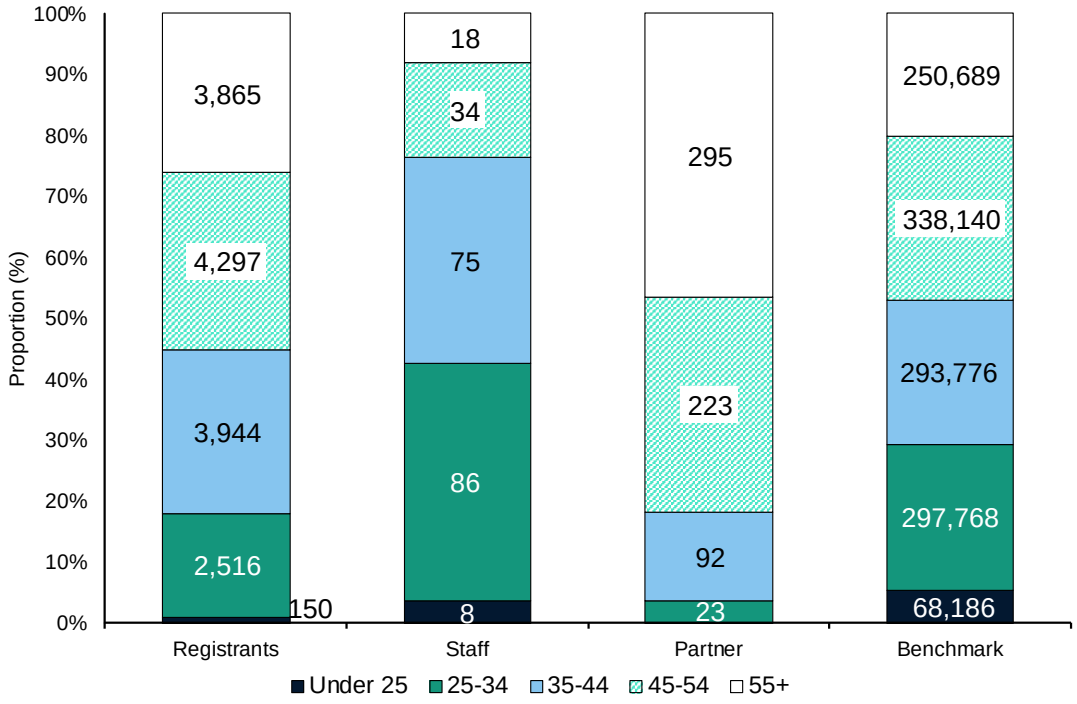


*Figure 13. Registrant survey, staff, partner and Benchmark proportions by age group. Numbers in bars represent number of responses.*

### *4.13 Between-group ethnicity comparisons*

A high proportion (89%) of surveyed registrants were White, 6% were Asian, 3% were Black and 2% were Other (Figure 14). Half of the staff were White (49%), 20% were Black, 16% were Asian and 15% were Other (Figure 15). Of the partners, 84% were White, 4% were Asian, 2% were Black and 10% were Other (Figure 16).

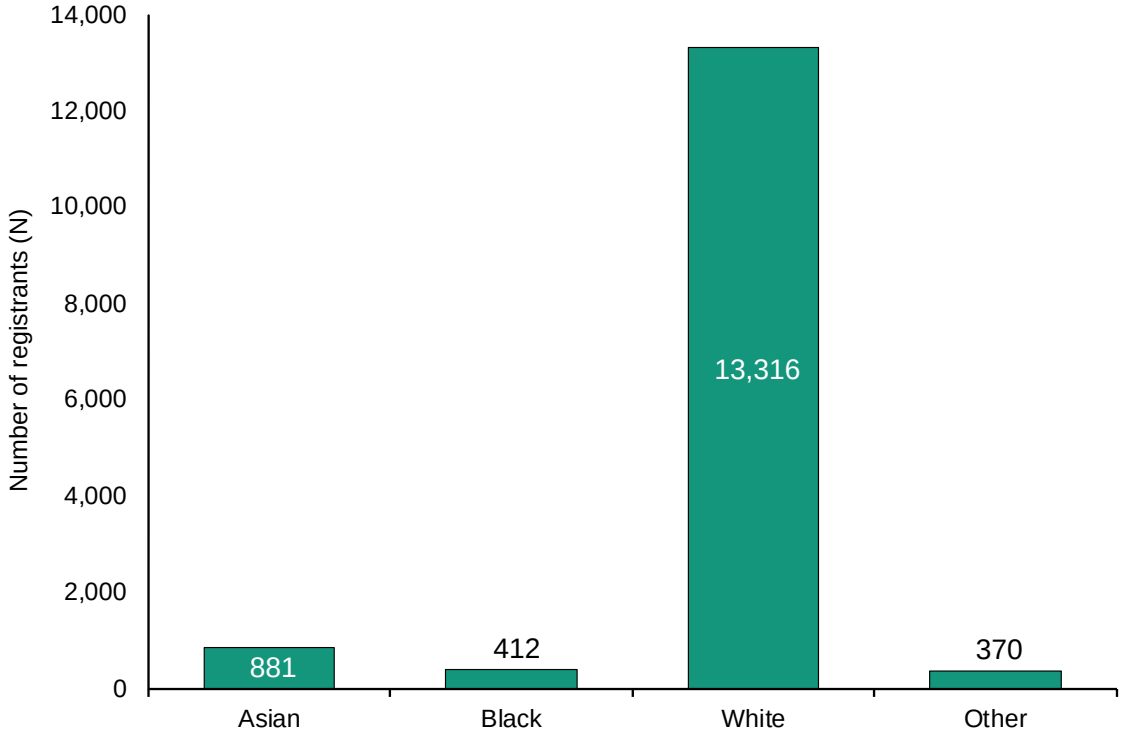


*Figure 14. Number of survey registrants' responses by ethnicity*

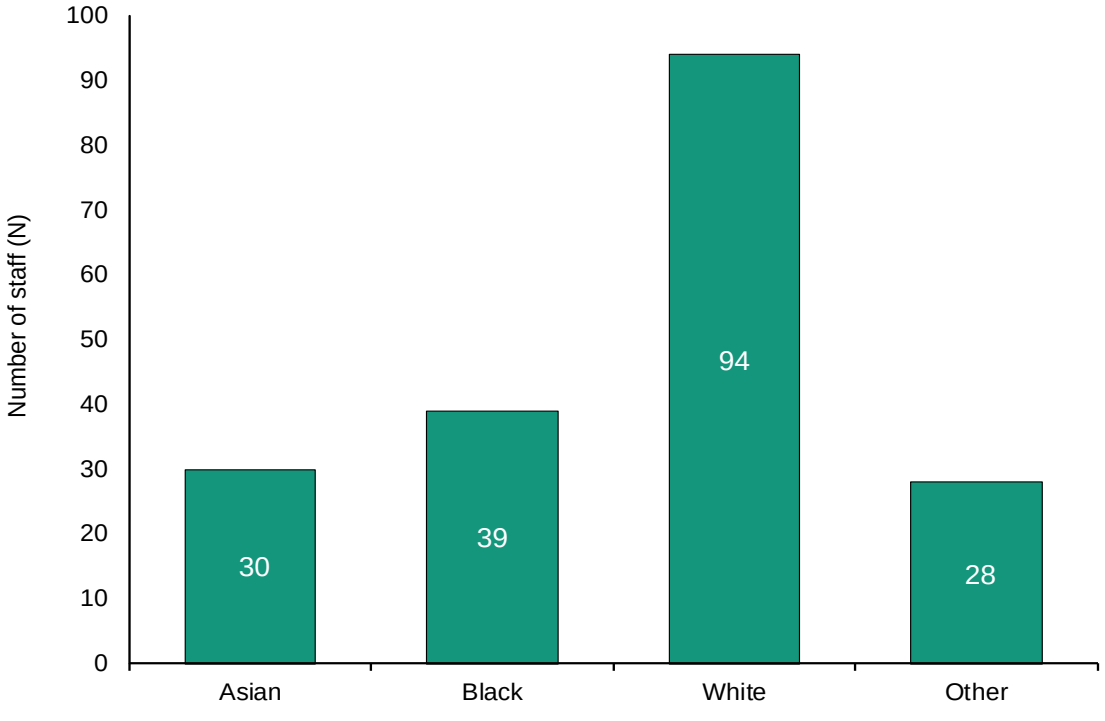


*Figure 15. Number of staff by ethnicity*

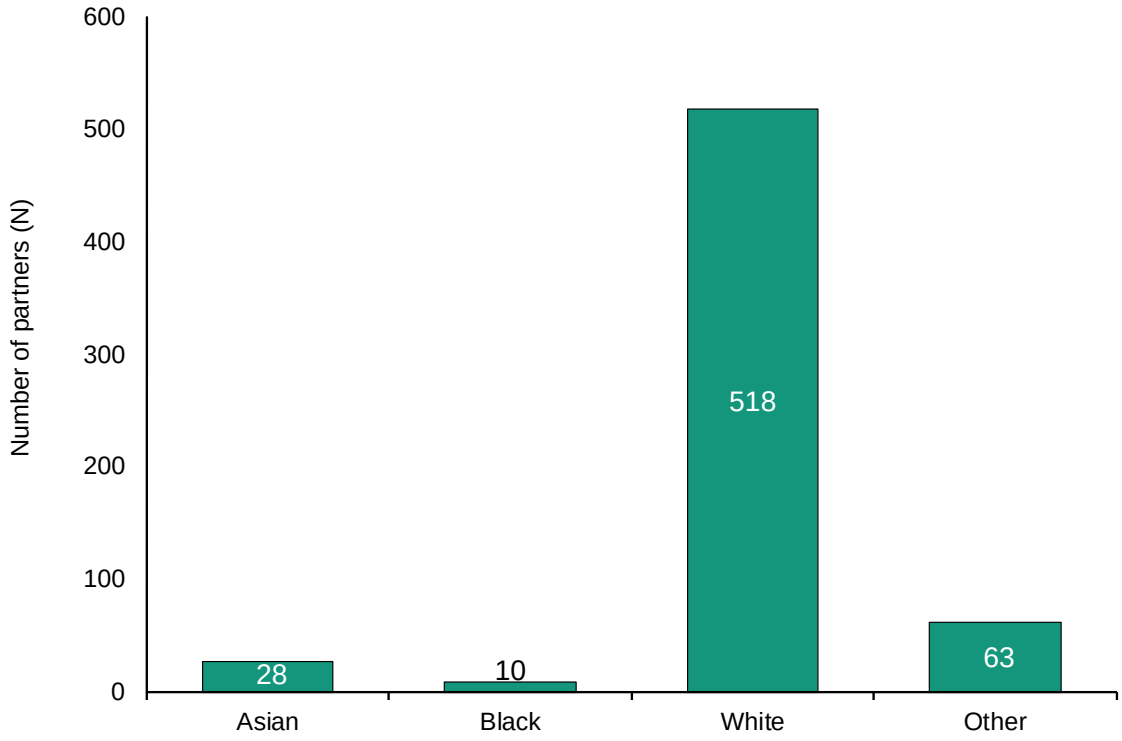


*Figure 16. Number of partners by ethnicity*

For both Asian and Black ethnicities, the proportion of staff was higher than partners, surveyed registrants and Benchmark (NHS England Hospital and Community Health Services workforce statistics, March 2019), whereas the proportion of surveyed registrants, partners and Benchmark were similar (Figure 17). The proportion of White surveyed registrants was higher than staff and partners, and the proportion of partners was higher than staff. Surveyed registrants and partner proportions were higher than Benchmark, but staff was lower. The proportion of Other ethnic backgrounds was higher for staff and partners, than for surveyed registrants and Benchmark. The proportion between staff and partners was similar.

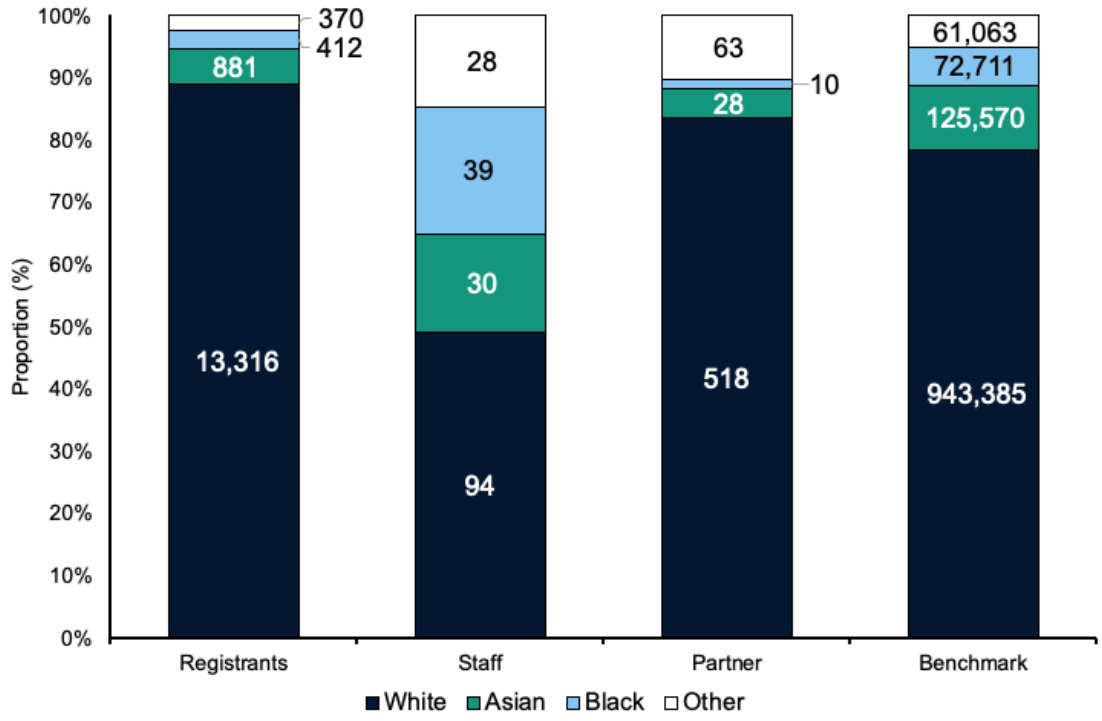


*Figure 17. Registrant survey, staff, partner and Benchmark proportions by ethnic group. Numbers in bars represent number of responses.*

### 4.14 Between-group sexual orientation comparisons

For both Heterosexual and Gay, Lesbian and Queer sexual orientations, the proportion of surveyed registrants (90% and 7% respectively) was higher than partners (81% and 3% respectively), whereas staff proportions 86% and 4% respectively) were similar to survey registrants and partners (Figure 18). All proportions were similar to Benchmark (NHS England Hospital and Community Health Services workforce statistics, March 2019) (84% and 2% respectively). The proportion of Other sexual orientations for surveyed registrants (3%) was lower than staff (10%), partners (16%) and Benchmark (14%); these three groups had a similar proportion for Other.

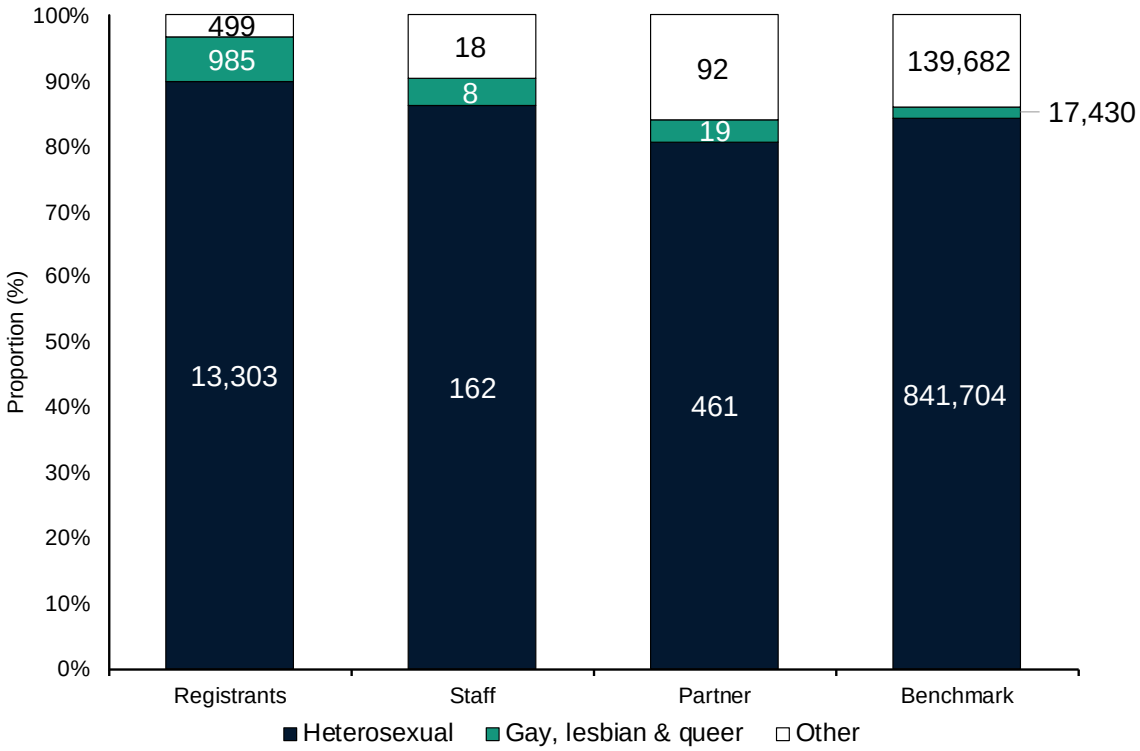


*Figure 18. Sexual orientation for surveyed registrants, staff, partners and Benchmark data. Numbers in bars represent number of responses.*

### *4.15 Between-group disability comparisons*

The proportion of disabled surveyed registrants (13%) was higher than the proportion for staff (4%) and partners (7%). The proportion of disabled staff and partners was similar (Figure 19). The non-disabled proportions demonstrated the inverse trend. A large number of staff (69) selected 'prefer not to say' for this characteristic. Four percent of Benchmark (NHS England Hospital and Community Health Services workforce statistics, March 2019) were disabled; this was lower than surveyed registrants but similar to staff and partners.

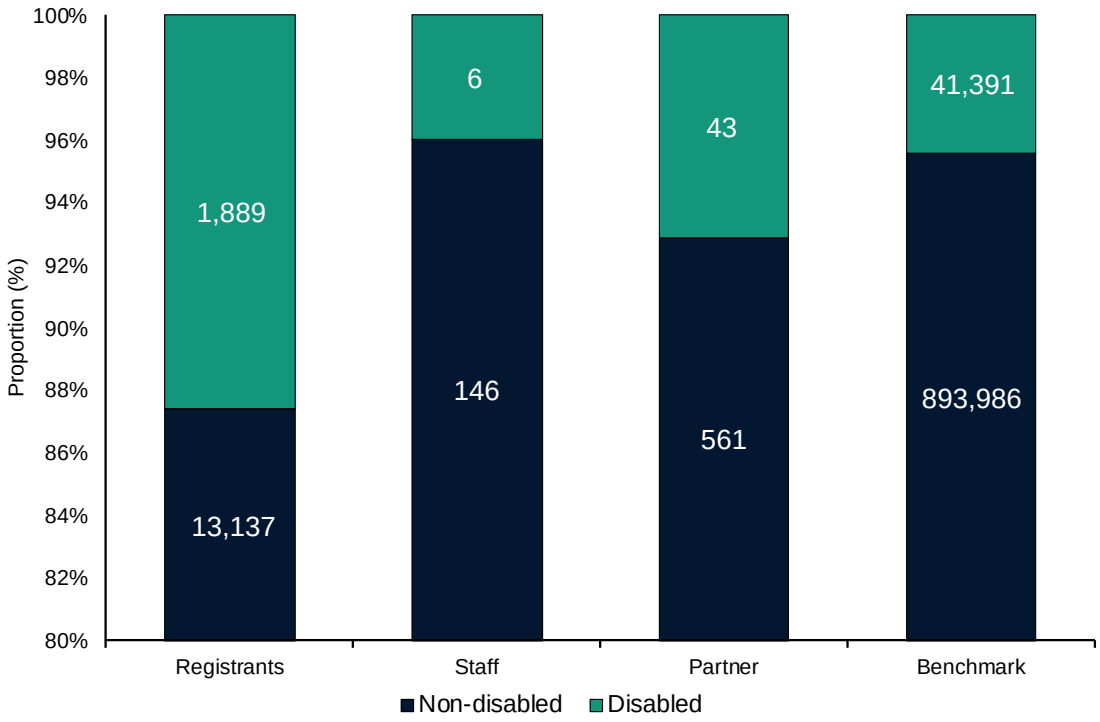


*Figure 19. Disability for surveyed registrants, staff, partners and Benchmark data. Numbers of bars represent numbers.*

# 5 Summary

We have undertaken the first EDI analysis of the HCPC's registrant, employee, partner, Council members and survey data. Benchmark data from *Hospital and Community Health Services workforce statistics* (March 2019) were used for comparative purposes. The key findings were:

HCPC Registrant EDI Data

- 5.9% of all registrants completed the registrant EDI data survey (15,168 out of 282,215)
- Benchmark data are from the NHS England Hospital and Community Health Services workforce statistics (March 2019)
- 3 in 4 surveyed registrants identified as female (10,789 females out of 15,168 registrants)
- Scientists have the lowest proportion of females (64%) compared to Allied Health Professionals (72%) and Practitioner Psychologists (75%)
- The majority of all professions were White, but more Scientists were BAME (16%) than other professions (6-7%)
- The majority of all professions were Heterosexual (between 84-91%), but the proportion of Gay, Queer Lesbian and Other sexual orientations was higher in Practitioner Psychologists (7% and 5%, respectively) than other professions
- A lower proportion of Scientists were disabled (10%) than in other professions (12-13%)

HCPC Employee and Partner[2] EDI Data

- A larger proportion of managerial level and above staff were female (63%)
- Managerial staff are older than non-managerial level staff (45% non-managerial staff and 26% of managerial level are 25-34-years old)
- A greater proportion of managerial level staff were White (63%) and a lower proportion of managerial staff were Black (11%) compared to non-managerial staff
- One-third of staff (n = 69) preferred not to say whether they have a disability or not
- A greater proportion of staff and partners identified as male (41% and 37%, respectively) than surveyed registrants and Benchmark (28% and 23%, respectively)
- Partners have the oldest demographic (82% aged 45 and over, Figure 13)
- Staff have a younger demographic (43% under 35 years old) than surveyed registrants (18%), partners (15%) and Benchmark (29%).
- Surveyed registrants, partners and Benchmark were predominantly White (84-89%)
- Greater ethnic diversity is present in the staff (36% BAME) than the surveyed registrants (9%), partners (7%) and Benchmark (16%) (Figure 17)
- Heterosexual was the most common sexual orientation for all groups (81-90%)
- A larger proportion of staff, partners and Benchmark were categorised as Other for sexual orientation (15%, 11% and 5%, respectively) than surveyed registrants (2%). This category excludes Heterosexual, Gay, Lesbian and Queer (Figure 18)
- A greater proportion of surveyed registrants were disabled (13%) than staff and partners (4% and 7%, respectively)

[2] Partners are HCPC registrants, members of the public and legal professionals who contribute their expertise to the HCPC and play important roles in the regulatory/decision making processes. There are a number of different partner roles including CPD assessors, legal assessors, panel chairs, panel members, registration assessors and visitors.

## 6 Funding

This project was funded by the HCPC. All work was independently undertaken by the three authors. Dr Sam Strong created the infographics.

Cardiff Metropolitan University | Prifysgol Metropolitan Caerdydd

# The Health & Care Professions Council equality, diversity and inclusion data 2020 report