

HCPC Diversity Data Report 2021: occupational therapists

Introduction

The Health and Care Professions Council (HCPC) aims to be recognised as an organisation that actively upholds and promotes best practice in equality, diversity, and inclusion. Improving the quantity and quality of our diversity data is an important step towards achieving this aim.

Between December 2020 and March 2021, we collected diversity data in a voluntary survey from 51,710 registrants across 15 health and care professions. This represents 18% of the HCPC Register and a three-fold increase in responses as compared with the 2019/20 survey.

This factsheet provides the key EDI information for the occupational therapists and how the demographics of this group compare to the demographics of HCPC registrants overall.



Profession:
occupational therapists



Total registered occupational
therapists:
41,318¹



Number of occupational
therapists who responded to
the survey:
7,320

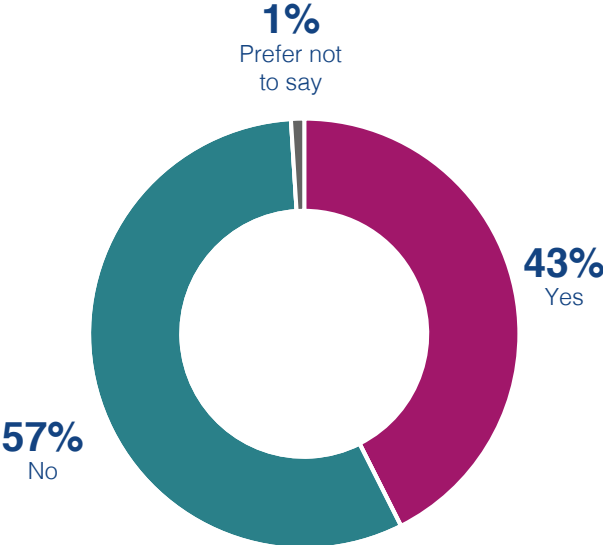
Key findings

- Highest percentage (43%) of registrants who reported having caring responsibilities.
- Highest percentage (13%) of registrants who reported working in Adult Social Care as their primary work setting.

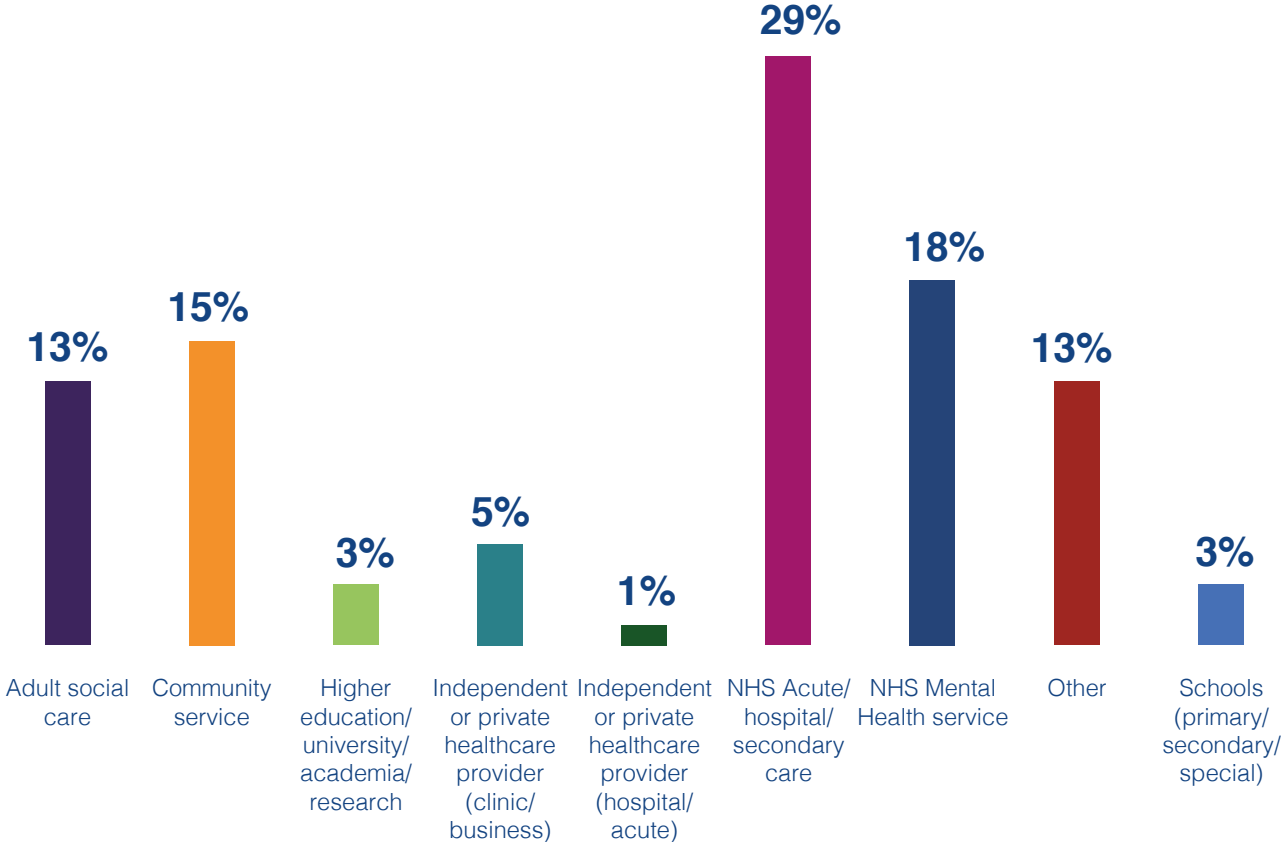
1. Total taken from age group data.

Occupational therapists - Key findings

Caring responsibilities



Work setting



Age

Count and proportion of respondents by age group:

	Under 25		25-34 years		35-44 years		45-54 years		55-64 years		65 and over		Average age
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Occupational therapists	1,643	4	10,683	26	11,918	29	10,437	25	6,043	15	594	1	42
All professions	11,853	4	78,796	27	84,390	29	65,492	23	40,694	14	7,956	3	42

Disability

Count and proportion of respondents by disability:

	Disabled		Not disabled		Prefer not to say	
	Count	%	Count	%	Count	%
Occupational therapists	828	11	6,364	88	70	1
All professions	4,188	8	47,005	91	517	1

Ethnicity

Count and proportion of respondents by ethnic origin:

	Asian		Black		Mixed		White		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Occupational therapists	319	4	295	4	169	2	6,341	87	89	1	49	1
All professions	3,993	8	2,368	5	1,245	2	42,755	83	890	2	458	1

Gender

Count and proportion of respondents by gender:

	Woman		Man		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Occupational therapists	6,665	92	550	8	23	0	24	0
All professions	39,146	76	12,175	24	174	0	226	0

Count and proportion of responses to “Do you consider yourself to fall under the protected characteristic of ‘pregnancy & maternity’, as per the Equality Act 2010?”

	Yes		No		Prefer not to say	
	Count	%	Count	%	Count	%
Occupational therapists	451	6	6,762	93	49	1
All professions	3,098	6	48,088	93	529	1

Religion

Count and proportion of respondents by religion or belief:

	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Other	Sikh	Spiritual	Prefer not to say
Occupational therapists	1%	48%	1%	1%	1%	36%	3%	0%	6%	3%
All professions	1%	44%	2%	1%	3%	39%	3%	1%	4%	3%

Sexual orientation

Count and proportion of respondents by sexual orientation:

	Lesbian, Gay or Queer (LGQ) ²		Heterosexual		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Occupational therapists	299	4	6,537	90	285	4	141	2
All professions	2,254	4	46,558	90	1,804	3	1,094	2

Caring responsibilities

Count and proportion of respondents by caring responsibility:

	Yes		No		Prefer not to say	
	Count	%	Count	%	Count	%
Occupational therapists	3,093	43	4,115	57	54	1
All professions	18,351	35	32,746	63	617	1

Country of work

Count and proportion of respondents by country of work:

	England		Northern Ireland		Scotland		Wales		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%
Occupational therapists	5,971	82	184	3	583	8	350	5	174	2
All professions	42,169	82	1,348	3	3,798	7	2,302	4	2,093	4

2. The term "LGQ" is used throughout the report to represent the categories: Gay Man, Gay woman/lesbian, Queer, and Prefer to self describe (where gay or queer or lesbian was indicated). This was used to ensure data remain unidentifiable, particularly where small cell counts were noted.

Work setting

Proportion of respondents by primary work setting:

Work Setting	Occupational therapists	All professions
Adult social care	13%	2%
Community service	15%	9%
Higher education/university/academia/research	3%	3%
Independent or private healthcare provider (clinic/business)	5%	11%
Independent or private healthcare provider (hospital/acute)	1%	3%
NHS Acute/ hospital/ secondary care	29%	35%
NHS Mental Health service	18%	6%
Other	13%	10%
Schools (primary/secondary/special)	3%	4%

Count and proportion of respondents by work pattern:

	Full-time		Part-time		Flexible hours/ Zero Hour		Not currently working		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%	Count	%
Occupational therapists	4,346	60	2,429	33	245	3	208	3	34	0
All professions	32,236	62	15,825	31	2,126	4	1,200	2	332	1

Education

Count and proportion of respondents by type of schooling:

	State run or funded (all types)		Independent (all types)		Prefer not to say		I don't know	
	Count	%	Count	%	Count	%	Count	%
Occupational therapists	6,225	86	931	13	62	1	44	1
All professions	42,523	82	7,931	15	761	1	504	1

Parental or guardian education attainment

Count and proportion of responses to the question “when you were 18, had any of your parents or guardians completed a university degree course of equivalent (e.g., BA, BSC, or higher)?”

	Yes		No		I don't know		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Occupational therapists	2,484	34	4,674	64	73	1	31	0
All professions	17,949	35	32,719	63	639	1	409	1