



HCPC  
Diversity Data  
Report 2021

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# Executive Summary

1. 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.
2. This report presents the findings from our registrant survey held between December 2020 and March 2021. The survey collected data relating to protected characteristics and socio-economic indicators, as well as workplace information. Analysis and findings will inform our understanding and knowledge of the diversity and experiences of our registrants. This is important to help us identify and address the impacts of our policies, processes and decisions and to ensure that we are effectively supporting and engaging with registrants. We recognise that this data and analysis will also be helpful to employers and other stakeholders looking to support the development of a diverse, well-resourced health and care workforce.
3. The report also provides an analysis of employee, partner and Council data to inform our approaches to promote equality, diversity and inclusion internally.
4. We would like to thank all the registrants who completed our survey, our stakeholders, including professional bodies, who promoted the survey to their members, and to NHS Digital for providing benchmark data.

## *Registrant data*

5. In this year's voluntary survey we collected diversity data 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. A full breakdown of response rates by profession can be found in Appendix A.

## *What does the registrant data tell us?*

6. Data collected by our survey presented a similar picture to data provided by NHS Digital about the characteristics of the health and care workforce, which provided the most appropriate benchmark available. Our analysis provides a broader picture, including registrants working across England, Northern Ireland, Scotland and Wales, as well as those working both within and outside the NHS. Key findings can be summarised as follows.
  - There is significant variation in the average age of each of our professions. Chiropodists/ Podiatrists have the highest average age (48) on the Register. This supports Health Education England's (HEE) findings that the number of applicants to podiatry pre-registration programmes have dropped, thus presenting a potential workforce demand risk.
  - Practitioner psychologists have a higher proportion of individuals who identify as having a disability (9%) as compared with Allied Health Professionals (AHPs) and Scientists (6-8%).
  - Whilst the majority of our Register identify as 'White', there appears to be more diversity in the Scientist group, with 26% identifying as BAME as compared with only 15-16% of Practitioner psychologists and AHPs.
  - Women represent a significant proportion of our Register (76%), but there are some professions, such as Paramedics, who have a much higher representation of men (59%).

- A slightly larger proportion of Practitioner psychologists identified as ‘Lesbian, Gay or Queer’ (LGQ)<sup>1</sup> (5%) when compared to Scientists (4%) and AHPs (4%).
- There were fairly high rates of registrants with caring responsibilities across all three groups: with 33% of Scientists holding caring responsibilities, 42% of Practitioner psychologists and 36% of AHPs.
- 76% of Scientists work full-time compared with 62% of AHPs and 51% of Practitioner psychologists.
- There was significant variation in the workplace settings across our professions. However, the most common primary work setting amongst registrants as a whole was ‘NHS/Acute/Hospital/secondary care’ which accounted for 35% of responses.

### *HCPC Employee and Partner data*

7. HCPC employs around 250 staff and works with around 600 Partners.<sup>2</sup> Analysis of employee and Partner data supports our work to ensure equality, diversity and inclusion in relation to our internal functions and work with Partners.<sup>3</sup> Analysis allowed us to compare different groups and found that:
  - 69% of managerial level employees were aged 35 or older, compared to 46% of non-managerial employees. Partners had the highest proportion of those aged 35 or older (97%) compared to employees (54%), registrants (69%) and the benchmark (64%).
  - Registrants were most likely to identify as having a disability (8%), compared with 6% of partners and 4% of employees.
  - 48% of HCPC staff and 34% of staff in managerial roles identified as Black, Asian or minority ethnic (BAME). These figures are both significantly higher than the registrant population where 17% identified as BAME. Partners were the least ethnically diverse group (89% ‘White’) compared to registrants (83%), employees (49%) and the benchmark (84%).
  - Employees identifying as women made up 60% of the HCPC staff and 58% of the managerial level. The proportion of those identifying as women found within registrant (76%) and benchmark (74%) groups was higher than in partner (63%) and employee groups (60%).
  - The proportion of registrants who identified as ‘LGQ’ was (4%) and broadly similar to the proportions seen in the employee (6%) and partner (3%) and benchmark groups (2%).
8. Detailed analysis contained in this report will inform our ongoing actions to promote equality, diversity and inclusion (EDI) in HCPC’s staff and Partner base as well as across our work as a regulator. More information about HCPC’s diversity data and initiatives to support and promote EDI is available in documents at [this link](#).
9. We would like to thank all the registrants who completed our survey, our stakeholders, including professional bodies, who promoted the survey to their members, and to NHS Digital for

1. 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.)

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.

3. HCPC Council members were included in Partner analysis; they were not separately analysed due to low numbers.

# Introduction

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providing benchmark data.

10. This report evaluates and provides comparative and statistical analysis of the EDI (equality, diversity and inclusion) characteristics of the Health and Care Professions Councils (HCPC) registrants, employees and partners.
11. The report builds on the work commissioned by the HCPC and carried out by a research team from the Cardiff Metropolitan University, 'The Health & Care Professions Council equality, diversity and inclusion data 2020 report'.<sup>4</sup> This produced the first EDI profile for the HCPC and aimed to provide an analytical process that could be replicated in future years. The 2021 report uses the same analytical processes used to produce the 2020 report, which will help to enable us to analyse trends in the data sets each year.
12. HCPC EDI data for registrants, employees and partners was compared to benchmark data available from the NHS Digital, current as of September 2020. This benchmark data contained information relating to 147,320 employees working for the NHS in England only. Upon request in early 2021, NHS Digital were able to provide benchmarking data broadly limited to employees working in professions regulated by HCPC, with support staff and staff in professions not regulated by the HCPC removed from the data set where possible.
13. Attempts were made to access similar data sets for Scotland, Wales and Northern Ireland to provide a more comprehensive benchmark across the four countries of the UK, however comparable data sets were either not available, were missing data relating to certain protected characteristics, or did not provide specific profession level data for the professions regulated by HCPC.

## *Aims:*

14. The research evaluation aimed to:
  - i. Systematically analyse the HCPC's EDI data.
  - ii. Compare the protected characteristics of HCPC registrants, HCPC employees and HCPC partners (including Council members).
  - iii. Statistically analyse data collected from the registrant survey related to registrant work settings and patterns and socio-economic variables.

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4. [hcpc-equality-diversity-and-inclusion-data-2020-report.pdf](https://www.hcpc-uk.org/hcpc-equality-diversity-and-inclusion-data-2020-report.pdf) (hcpc-uk.org)

# Methods

15. Data for HCPC registrants was captured via a survey sent to all HCPC registrants. The survey remained open between December 2020 and March 2021.
16. Questions and response categories used in the survey were based on the Diversity and Inclusion Survey (DAISY) guidance produced by the Wellcome Trust.<sup>5</sup> This guidance was chosen following feedback from registrants in relation to the prior year's survey. This means that the categories have changed slightly, however, changes were made to address feedback and to provide for as inclusive an approach as possible.
17. The survey resulted in 52,046 responses, which represented 18% of the total registrant database at the time.<sup>6</sup> Some duplicate responses were removed during processing. Where duplicates were identified the most recent response was taken.
18. Anonymised data for HCPC employees, partners and council members was provided by HCPC's Human Resources team. The partner data was collected in February 2021 and the employee data was collected in March 2021. Due to the small size of the Council member data set it was combined with the partner data set.<sup>7</sup>

## *Pre-processing steps:*

19. To enable meaningful statistical analysis and comparison across registrant, employee, partner and benchmark data sets and to prevent small numbers leading to identifiable data some categories were grouped together as follows:

Age:	under 25, 25-34, 35-44, 45-54, 55-64, 65+
Disability:	Disabled and Not Disabled.
Gender:	Man (Men), Woman (Women) and Other <sup>8</sup>
Ethnicity:	Asian (including Chinese), Black, Mixed, White, Other.
Sexual Orientation:	Heterosexual, LGQ and Other. (Bisexual, asexual and pansexual are included in the other category).
Religion:	Buddhist, Christian, Hindu, Jewish, Muslim, No Religion (including Atheist), Other, Sikh, Spiritual.

20. **Preferred Not to Say and Blank:** Prefer not to say responses are included in tables and charts within the report and but were removed from the chi-squared analysis. Some datasets contained blank values which were excluded from the calculation of any proportions and other chi-squared calculations.
21. **Professions:** Registrant data is broken down into individual professions within the charts and tables presented. For the purposes of statistical analysis, the professions were grouped into three groups as in the previous year's analysis. These were (1) Scientists - containing

5. Diversity-and-Inclusion-Survey-DAISY-question-guidance-v1.pdf (edisgroup.org)

6. Based on the total count of registrants from the November 2020 registrant snapshot - Registrant snapshot - 3 November 2020 | (hpc-uk.org)

7. HCPC has 2 Council apprentices. Apprentice roles are not Privy Council approved positions so do not appear in this analysis, however these roles are important to promote diversity and inclusion at Board level.

8. Data from the employee and partner datasets referred to 'Male' and 'Female' and relates to the protected characteristic sex. The Daisy guidance suggests questions relating to gender are more useful when collecting data relating to EDI.

Biomedical and Clinical scientists, (2) Practitioner psychologists and (3) Allied Health Professionals (AHPs) – containing Arts therapists, Chiropodists/podiatrists, Dietitians, Hearing aid dispensers, Occupational therapists, Operating department practitioners, Orthoptists, Paramedics, Physiotherapists, Prosthetists/orthotists, Radiographers and Speech and language therapists.

22. **Approach managing risk of identification of individuals:** Any groupings containing less than 5 individuals were rounded to 5 in any tables and visualisations and percentages were for these groups were set to 1% if lower than 1%. While this represents a small loss of accuracy the effects on any analysis or interpretation of the figures is negligible.
23. **Protected Title Breakdown:** Whilst data was collected relating to the protected titles held by registrants within the Arts therapist, Practitioner psychologist and Radiographer professions, it was not possible to conduct statistical analysis on these sub-groups due to the small numbers within each group.
24. **HCPC Employee groups:** Managerial level employees refers to those in pay band C or above including IT band 1 and senior management. Non-managerial level employees refers to those in pay band D and below.

### *Data Analysis*

25. **Proportion (%)** refers to the number of people relative to the total number of people within each group.
26. **Univariate analysis** for each data set was undertaken for the available protected characteristics by calculating proportions.
27. **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 0.01 was used. SPSS was the software used for the chi-square analysis.

# Results

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28. The following are the results of univariate and multivariate analysis.

## *Protected Characteristics*

29. The following results relate to protected characteristics as defined by the equality act 2010: Age; Disability; Gender reassignment; Pregnancy and maternity; Ethnicity; Religion or belief; Sexual orientation and Marriage and civil partnerships. The equality act lists sex as a protected characteristic, however the DAISY guidance suggests that questions relating to gender are more helpful for diversity and inclusion monitoring, so the registrant survey includes a question relating to gender rather than sex.

## *Survey Responses*

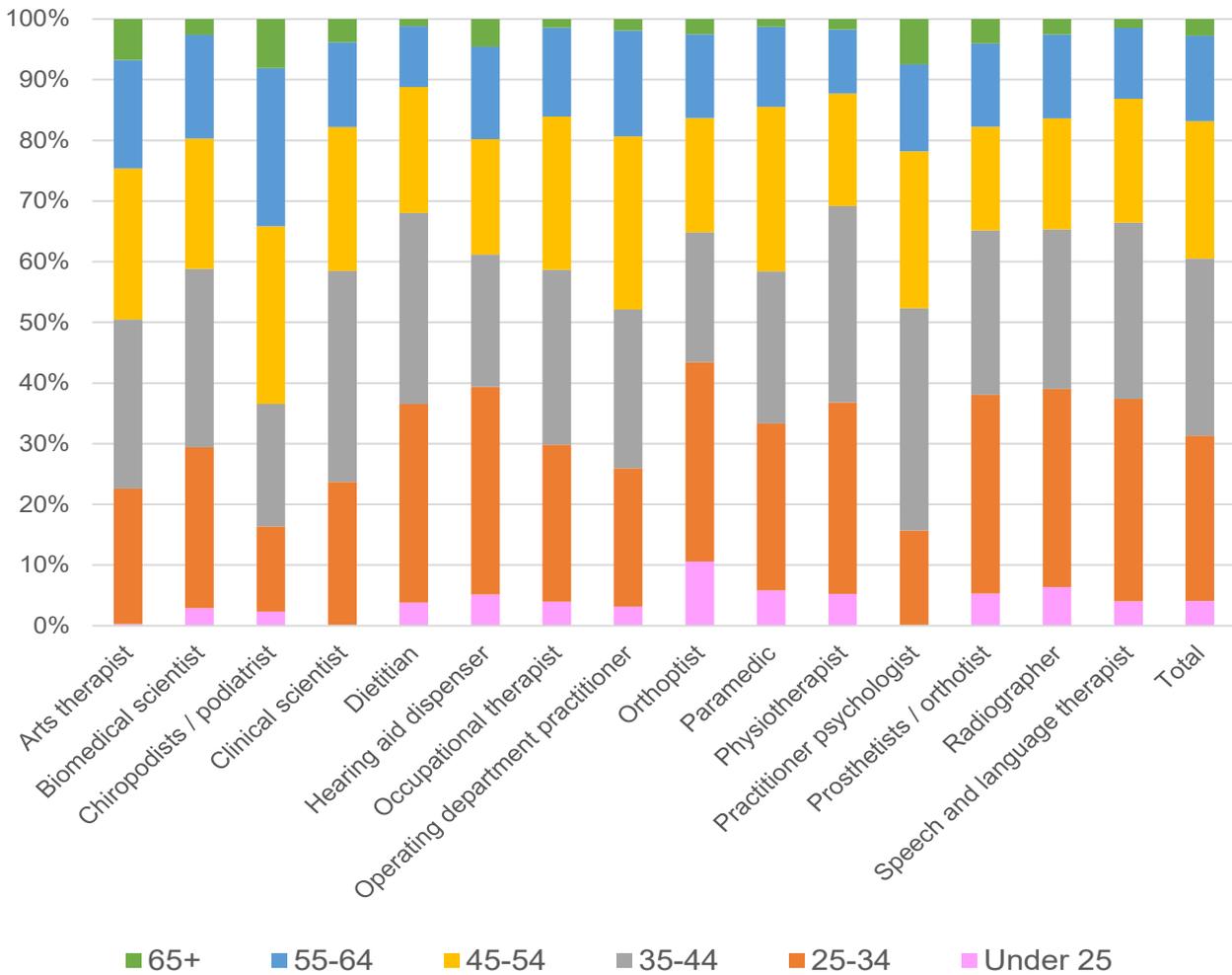
### *Registrants' age*

30. Whilst data was collected via the survey relating to registrant age, for this analysis, the data for age was taken from the full HCPC registrant database (date of birth is captured in the registration application form) as this offered a more complete dataset.

Table 1: Count and proportion of current HCPC registrants by age group

Primary Profession	Age Group												Average Age
	Under 25		25-34		35-44		45-54		55-64		65+		
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Arts therapists	14	0	1,072	22	1,339	28	1,195	25	860	18	324	7	45
Biomedical scientist	697	3	6,322	27	7,009	29	5,110	21	4,078	17	625	3	43
Chiropodists / podiatrists	292	2	1,735	14	2,503	20	3,630	29	3,233	26	999	8	48
Clinical scientists	7	0	1,577	24	2,326	35	1,588	24	934	14	256	4	43
Dietitians	390	4	3,334	33	3,206	31	2,114	21	1,022	10	121	1	40
Hearing aid dispensers	174	5	1,158	34	739	22	643	19	516	15	154	5	41
Occupational therapists	1,643	4	10,683	26	11,918	29	10,437	25	6,043	15	594	1	42
Operating department practitioners	458	3	3,293	23	3,791	26	4,124	29	2,524	17	274	2	44
Orthoptists	160	11	498	33	324	21	285	19	209	14	38	3	40
Paramedics	1,812	6	8,544	27	7,799	25	8,416	27	4,115	13	391	1	41
Physiotherapists	3,082	5	18,367	31	18,894	32	10,801	19	6,165	11	999	2	40
Practitioner psychologists	6	0	4,068	16	9,493	37	6,703	26	3,715	14	1,941	7	46
Prosthetists / orthotists	59	5	365	33	302	27	190	17	153	14	45	4	41
Radiographers	2,363	6	12,037	33	9,732	26	6,740	18	5,110	14	942	3	40
Speech and language therapists	696	4	5,743	33	5,015	29	3,516	20	2,017	12	253	1	40
<b>Total</b>	<b>11,853</b>	<b>4</b>	<b>78,796</b>	<b>27</b>	<b>84,390</b>	<b>29</b>	<b>65,492</b>	<b>23</b>	<b>40,694</b>	<b>14</b>	<b>7,956</b>	<b>3</b>	<b>42</b>
<b>Benchmark</b>	<b>8,970</b>	<b>6</b>	<b>44,400</b>	<b>30</b>	<b>42,670</b>	<b>29</b>	<b>33,450</b>	<b>23</b>	<b>17,450</b>	<b>12</b>	<b>1,515</b>	<b>1</b>	<b>-</b>

Chart 1: Proportion of current HCPC registrants by age group



31. The Chiropodist/podiatrist profession had the highest average age, 48, when compared to the other professions with Practitioner psychologists having the second highest average of 46. Dietitians, Orthoptists, Physiotherapists, Radiographers and Speech and language therapists all had the lowest average age (40) among professions.
32. Statistical comparisons between the Scientist, Practitioner psychologist and AHP groups showed that there were significantly fewer registrants aged 34 or under within the Practitioner psychologist group compared to Scientists and AHPs. The Scientist group also contained significantly fewer under 34s when compared to AHPs.

### Surveyed registrants' disability

33. When asked 'Do you consider yourself to have a disability or to be disabled person?' 8% of survey respondents replied 'yes', 91% replied 'no' and 1% preferred not to say.
34. Arts therapists (12%), Occupational therapists (11%) and Paramedics (10%) reported the highest rates of disability.
35. Statistical comparisons between the Scientist, Practitioner psychologist and AHP groups showed that Scientists reported lower rates of disability than both Practitioner psychologists and AHPs, but no significant difference was seen between the Practitioner psychologist and AHP groups.

Table 2: Count and proportion of registrant survey respondents by disability.

Primary Profession	Disability					
	Yes (Disabled)		No (Not Disabled)		Prefer not to say	
	Count	%	Count	%	Count	%
Arts therapists	170	12	1,298	88	7	0
Biomedical scientist	255	7	3,539	92	52	1
Chiropodists / podiatrists	205	8	2,234	90	42	2
Clinical scientists	104	6	1,684	93	16	1
Dietitians	125	6	1,804	93	18	1
Hearing aid dispensers	42	6	605	92	9	1
Occupational therapists	828	11	6,364	88	70	1
Operating department practitioners	231	8	2,565	90	49	2
Orthoptists	33	7	450	92	5	1
Paramedics	489	10	4,183	88	85	2
Physiotherapists	562	6	8,569	93	47	1
Practitioner psychologists	450	9	4,487	90	43	1
Prosthetists / orthotists	17	5	324	94	5	1
Radiographers	407	7	5,443	92	46	1
Speech and language therapists	270	7	3,456	92	29	1
<b>Total</b>	<b>4,188</b>	<b>8</b>	<b>47,005</b>	<b>91</b>	<b>523</b>	<b>1</b>
<b>Benchmark</b>	<b>6,625</b>	<b>5</b>	<b>113,140</b>	<b>84</b>	<b>15,455</b>	<b>11</b>

36. UK government statistics report that 16% of working age adults in the UK are disabled.<sup>9</sup>

Table 3. Count and proportion of registrant survey respondents with each disability, long-term condition or impairment.

Disabilities, long-term conditions or impairments	Count	%
Long-term/chronic physical health condition	4,345	8
Dyslexia, dyscalculia, dyspraxia	3,596	7
Mental health condition	3,087	6
Mobility or musculoskeletal issue	2,472	5
Hearing, speech or visual impairment	1,543	3
I have a disability, condition or impairment not listed above	1,246	2
Prefer not to say	847	2
Neurodiverse (e.g. autism, ADHD, etc.)	543	1

37. Registrants were also asked to identify the type of disability, long term condition or impairment they had. Respondents could choose multiple options and could respond to this question even when they had not responded 'yes' to the question above.

38. The most prevalent responses were 'long term/chronic physical health condition' (8% of respondents), 'dyslexia, dyscalculia, dyspraxia' (7%) and 'mental health condition' (6%).

9. Disability facts and figures - GOV.UK (www.gov.uk)

## Surveyed registrants' ethnic origin<sup>10</sup>

39. Overall proportions showed that 8% of respondents identified 'Asian' as their ethnic origin, 5% identified as 'Black', 2% as 'Mixed' and 83% as 'White', with 2% identifying with another ethnic origin and 1% preferring not to respond to the question.
40. The proportion of 'White' registrants was lowest among the Biomedical scientist (68% white), Radiographer (70%) and Hearing aid dispenser professions (79%).
41. Statistical comparison of the proportion of Scientists, Practitioner psychologist and AHPs identifying as 'Black' or 'Asian' found higher proportions of 'Black' and 'Asian' Scientists compared to Practitioner psychologists and AHPs; and significantly more 'Black' and 'Asian' AHPs when compared to Practitioner psychologists.

Table 4. Count and proportion of registrant survey respondents by ethnic origin

Primary Profession	Ethnic origin											
	Asian		Black		Mixed		White		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Arts therapists	73	5	41	3	61	4	1,237	84	50	3	13	1
Biomedical scientist	542	14	451	12	87	2	2,625	68	97	3	44	1
Chiropodists / podiatrists	147	6	57	2	47	2	2,164	87	42	2	24	1
Clinical scientists	136	8	34	2	40	2	1,535	85	42	2	17	1
Dietitians	180	9	69	2	54	3	1,582	81	50	3	12	1
Hearing aid dispensers	93	14	24	4	5	1	519	79	9	1	7	1
Occupational therapists	319	4	295	4	169	2	6,341	87	89	1	49	1
Operating department practitioners	168	6	158	6	63	2	2,372	83	37	1	47	2
Orthoptists	74	15	6	1	10	2	386	80	5	1	5	1
Paramedics	87	2	46	1	87	2	4,433	93	42	1	62	1
Physiotherapists	843	9	307	3	226	2	7,590	83	130	1	81	1
Practitioner psychologists	314	6	139	3	168	3	4,192	84	136	3	31	1
Prosthetists / orthotists	14	4	11	3	10	3	304	88	5	1	5	1
Radiographers	826	14	659	11	117	2	4,133	70	109	2	52	1
Speech and language therapists	177	%	71	2	102	3	3,342	89	51	1	12	0
<b>Total</b>	<b>3,993</b>	<b>8</b>	<b>2,368</b>	<b>5</b>	<b>1,246</b>	<b>2</b>	<b>42,755</b>	<b>83</b>	<b>894</b>	<b>2</b>	<b>461</b>	<b>1</b>
<b>Benchmark</b>	<b>11,125</b>	<b>8</b>	<b>4,915</b>	<b>3</b>	<b>2,690</b>	<b>2</b>	<b>123,500</b>	<b>84</b>	<b>1,560</b>	<b>1</b>	<b>3,925</b>	<b>3</b>

10. The wording used in the DAISY guidance, based in turn on questions from the 2011 UK Census references Ethnic Origin. We acknowledge that the protected characteristic referenced in the equality act is Race, which is a broader social construct.

## Surveyed registrants' gender

43. Registrants were asked 'Which of the following best describes your gender?'

44. Overall, 76% of respondents identified as women, 24% as men and under 1% as another gender. Women were the majority group for all professions surveyed apart from Paramedics where men made up 59% of respondents and women 40%. Women made up 90% or more of respondents for several professions including Dietitians (93%), Occupational Therapists (92%) and Speech and language therapists (96%).

45. Statistical comparison of the proportion of men and women among the Scientist, Practitioner psychologist and AHP groups found significantly more women within the Practitioner psychologist group when compared to Scientists and AHPs. The AHP group was found to have significantly more women than the Scientist group.

## Surveyed registrants' gender reassignment

46. Registrants were asked 'Do you identify as trans?'. Less than 1% (0.3%; n=142) of respondents said 'yes', with 99% saying 'no' and a further 0.6% preferring not to answer. The benchmark data set did not include data on gender reassignment. The UK Government tentatively suggested that there were between 200,000 – 500,000 trans people in the UK, around 0.3%- 0.7% of population.<sup>11</sup>

Table 5. Count and proportion of registrant survey respondents by gender. The Other option includes the responses 'non-binary' and 'prefer to self-describe'.

Primary Profession	Gender							
	Woman		Man		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Arts therapists	1,274	86	177	12	19	1	5	0
Biomedical scientist	2,706	70	1,100	29	18	0	22	1
Chiropodists / podiatrists	1,826	74	633	26	5	0	18	1
Clinical scientists	1,170	65	613	34	6	0	15	1
Dietitians	1,814	93	123	6	6	0	5	0
Hearing aid dispensers	335	51	317	48	5	1	5	1
Occupational therapists	6,665	92	550	8	23	0	24	0
Operating department practitioners	1,698	60	1,122	39	9	0	16	1
Orthoptists	437	89	44	9	5	1	5	1
Paramedics	1,896	40	2,803	59	21	0	37	1
Physiotherapists	7,175	78	1,962	21	10	0	31	0
Practitioner psychologists	3,993	80	944	19	19	0	24	0
Prosthetists / orthotists	204	58	136	39	5	1	5	1
Radiographers	4,351	74	1,514	26	14	0	17	0
Speech and language therapists	3,602	96	137	4	9	0	7	0
<b>Total</b>	<b>39,146</b>	<b>76</b>	<b>12,175</b>	<b>24</b>	<b>174</b>	<b>0</b>	<b>236</b>	<b>0</b>
<b>Benchmark</b>	<b>110,015</b>	<b>74</b>	<b>38,505</b>	<b>26</b>	-	-	-	-

11 Trans people in the UK (publishing.service.gov.uk)

## Surveyed registrants' pregnancy and maternity

47. Registrants were asked 'Do you consider yourself to fall under the protected characteristic of 'pregnancy & maternity', as per the Equality Act 2010? 'Pregnancy' refers to the condition of being pregnant or expecting a baby, and 'maternity' refers to the period of 26 weeks after birth. The Equality Act 2010 protections also cover someone who has had a miscarriage.
48. 3,098 (6%) of respondents agreed that they fell under the pregnancy and maternity protected characteristic.
49. Statistical comparison of the Scientist, Practitioner psychologist and AHP groups found no significant differences in the proportions of those answering yes or no to this question.

Table 6. Count and proportion of registrant survey responses to pregnancy and maternity question.

Primary Profession	Pregnancy/Maternity					
	Yes		No		Prefer not to say	
	Count	%	Count	%	Count	%
Arts therapists	71	5	1,390	94	14	1
Biomedical scientist	220	6	3,562	93	64	2
Chiropodists / podiatrists	88	4	2,362	95	31	1
Clinical scientists	88	5	1,698	94	18	1
Dietitians	165	8	1,761	90	21	1
Hearing aid dispensers	36	5	613	93	7	1
Occupational therapists	451	6	6,762	93	49	1
Operating department practitioners	142	5	2,664	94	39	1
Orthoptists	20	4	463	95	5	1
Paramedics	135	3	4,558	96	64	1
Physiotherapists	612	7	8,488	92	78	1
Practitioner psychologists	303	6	4,641	93	35	1
Prosthetists / orthotists	23	7	318	92	5	1
Radiographers	453	8	5,360	91	83	1
Speech and language therapists	291	8	3,448	92	16	0
<b>Total</b>	<b>3,098</b>	<b>6</b>	<b>48,088</b>	<b>93</b>	<b>529</b>	<b>1</b>

## Surveyed registrants' religion or belief

50. Of the registrants surveyed 44% identified as Christian, 39% stated that they held no religion or belief, 4% identified as Spiritual, 3% as Muslim and 2% as Hindu. The benchmark data contained similar proportions of Christians (44%), Hindus (2%) and Jews (1%), the main difference lying in the proportion those with no religion and those who preferred not to say.

51. 3% of the Register identified as Muslim, with higher proportions of Muslims within the Orthoptist (9%), Biomedical scientist (7%) and Hearing aid dispenser (7%) professions. 18% of Arts therapists identified as Spiritual; a much higher proportion than in other professions.

Table 7. Count and proportion of registrant survey responses by religion or belief

Primary Profession	Religion or belief									
	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Other	Sikh	Spiritual	Prefer not to say
Arts therapists	4%	27%	0%	2%	0%	38%	5%	0%	18%	5%
Biomedical scientist	1%	44%	4%	0%	7%	36%	2%	1%	2%	2%
Chiropractors / podiatrists	1%	52%	2%	1%	3%	30%	3%	1%	3%	4%
Clinical scientists	1%	36%	3%	0%	3%	51%	2%	1%	2%	3%
Dietitians	1%	47%	3%	1%	3%	37%	2%	1%	4%	3%
Hearing aid dispensers	1%	36%	5%	0%	7%	39%	3%	1%	3%	4%
Occupational therapists	1%	48%	1%	1%	1%	36%	3%	0%	6%	3%
Operating department practitioners	1%	44%	1%	0%	3%	42%	3%	0%	3%	3%
Orthoptists	1%	52%	4%	1%	9%	28%	2%	1%	1%	2%
Paramedics	1%	41%	0%	0%	1%	48%	3%	0%	2%	3%
Physiotherapists	1%	50%	4%	1%	2%	35%	2%	0%	3%	2%
Practitioner psychologists	2%	29%	1%	2%	2%	50%	4%	1%	7%	3%
Prosthetists / orthotists	1%	45%	1%	1%	2%	44%	1%	0%	3%	2%
Radiographers	1%	53%	4%	0%	5%	31%	2%	1%	2%	2%
Speech and language therapists	1%	41%	1%	2%	2%	44%	2%	0%	5%	3%
<b>Total</b>	<b>1%</b>	<b>44%</b>	<b>2%</b>	<b>1%</b>	<b>3%</b>	<b>39%</b>	<b>3%</b>	<b>1%</b>	<b>4%</b>	<b>3%</b>
<b>Benchmark</b>	<b>1%</b>	<b>43%</b>	<b>2%</b>	<b>1%</b>	<b>3%</b>	<b>20%</b>	<b>7%</b>	<b>1%</b>	<b>-</b>	<b>24%</b>

## Surveyed registrants' sexual orientation

52. 4% of registrants surveyed identified as 'LGQ'<sup>12</sup>, 90% as 'Heterosexual' and 3% identified as having another sexuality, with the remaining as prefer not to say.
53. Statistical comparison of the proportion of 'LGQ' registrants found no significant difference between the Scientist and AHP groups, however there was a higher proportion of Practitioner psychologists identifying as 'LGQ' when compared to the Scientist and AHP groups.

Table 8. Count and proportion of registrant survey responses by sexual orientation.

Primary Profession	Sexual Orientation							
	LGQ		Heterosexual		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Arts therapists	93	6	1,183	80	132	9	67	5
Biomedical scientist	151	4	3,482	91	138	4	75	2
Chiropractists / podiatrists	78	3	2,285	92	44	2	74	3
Clinical scientists	73	4	1,626	90	60	3	45	2
Dietitians	54	3	1,799	92	52	3	42	2
Hearing aid dispensers	24	4	604	92	15	2	13	2
Occupational therapists	299	4	6,537	90	285	4	141	2
Operating department practitioners	129	5	2,591	91	69	2	56	2
Orthoptists	11	2	449	93	18	4	6	1
Paramedics	404	8	4,060	85	207	4	86	2
Physiotherapists	315	3	8,506	93	197	2	160	2
Practitioner psychologists	269	5	4,361	88	236	5	114	2
Prosthetists / orthotists	9	3	316	92	13	4	6	2
Radiographers	217	4	5,396	92	159	3	124	2
Speech and language therapists	128	3	3,363	90	179	5	85	2
<b>Total</b>	<b>2,254</b>	<b>4</b>	<b>46,558</b>	<b>90</b>	<b>1,804</b>	<b>3</b>	<b>1,094</b>	<b>2</b>
<b>Benchmark</b>	<b>2,935</b>	<b>2</b>	<b>107,990</b>	<b>79</b>	<b>1,470</b>	<b>1</b>	<b>24,180</b>	<b>18</b>

12. The terminology "LGQ" is used 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.

## Surveyed registrant's work settings, work patterns and socio-economic indicators

54. This section covers responses to new questions added to the 2020/21 iteration of the registrant survey relating to the following areas: caring responsibilities, country of work, preferred language, primary work setting, working pattern, schooling and parental or guardian educational attainment. This data was only available for the registrant group and was not included in the NHS digital benchmark data set.

## Surveyed registrant's caring responsibilities

55. Registrants were asked whether they had any caring responsibilities. Overall, 35% of registrants identified as having caring responsibilities, with 63% having no such responsibilities and 1% preferring not to answer.

56. Across the professions Occupational therapists (43%), Practitioner psychologists (41%), Physiotherapists (37%), and Speech and language therapists (37%), had the highest proportion of those with caring responsibilities.

57. Statistical comparison of the Scientist, AHP and Practitioner psychologist groupings showed that Practitioner psychologists had significantly more respondents with caring responsibilities than the other two groups and that AHPs had more respondents with caring responsibilities than the Scientist group.

Table 9. Registrant survey responses by caring responsibility.

Primary Profession	Caring responsibility					
	Yes		No		Prefer not to say	
	Count	%	Count	%	Count	%
Arts therapists	475	32	976	66	24	2
Biomedical scientist	1,213	32	2,557	66	76	2
Chiropodists / podiatrists	758	31	1,678	68	45	2
Clinical scientists	616	34	1,166	65	22	1
Dietitians	683	35	1,246	64	18	1
Hearing aid dispensers	146	22	499	76	11	2
Occupational therapists	3,093	43	4,115	57	54	1
Operating department practitioners	917	32	1,883	66	45	2
Orthoptists	158	33	325	67	5	1
Paramedics	1,464	31	3,231	68	62	1
Physiotherapists	3,363	37	5,724	62	91	1
Practitioner psychologists	2,053	41	2,889	58	37	1
Prosthetists / orthotists	101	29	239	69	5	1
Radiographers	1,910	32	3,881	66	105	2
Speech and language therapists	1,401	37	2,337	62	17	0
<b>Total</b>	<b>18,351</b>	<b>35</b>	<b>32,746</b>	<b>63</b>	<b>617</b>	<b>1</b>

58. Registrants with caring responsibilities were also asked what type of responsibilities they had. 28.6% of those responding identified as the primary or joint primary carer of a child under 18. 5.9% identified as being either the primary or joint primary carer or assistant for an older person or people aged 65 or older.

Table 10. Registrants survey responses by type of caring responsibility. Respondents could choose multiple options.

Type of Caring Responsibilities	Count
Joint primary carer of a child or children (under 18)	10,661
Primary carer of a child or children (under 18)	4,116
Secondary carer (another person carries out the main caring role)	1,634
Primary carer or assistant for an older person or people (65 and over)	1,538
Joint primary carer or assistant for an older person or people (65 and over)	1,482
Primary carer or assistant for a disabled adult (18 years or over)	587
Joint primary carer of a disabled child or children	485
Joint primary carer or assistant for a disabled adult (18 years or over)	353
Prefer Not to Specify	308
Primary carer of a disabled child or children	244

### Surveyed registrant's country of work

59. Registrants surveyed were asked which country they worked in. 82% worked in England, 7% in Scotland, 4% in Wales, 3% in Northern Ireland and 4% in another country.

Table 11. Registrants survey responses by country of work.

Primary Profession	Country of Work									
	England		Northern Ireland		Scotland		Wales		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%
Arts therapists	1,207	82	36	2	108	7	50	3	74	5
Biomedical scientist	3,034	79	118	3	329	9	200	5	165	4
Chiropodists / podiatrists	1,999	81	76	3	226	9	110	4	70	3
Clinical scientists	1,471	82	27	1	138	8	85	5	83	5
Dietitians	1,528	78	60	3	161	8	97	5	101	5
Hearing aid dispensers	533	81	21	3	55	8	27	4	20	3
Occupational therapists	5,971	82	184	3	583	8	350	5	174	2
Operating department practitioners	2,550	90	10	0	122	4	120	4	43	2
Orthoptists	396	82	22	5	33	7	23	5	10	2
Paramedics	4,030	85	96	2	274	6	257	5	100	2
Physiotherapists	7,420	81	253	3	669	7	359	4	477	5
Practitioner psychologists	4,077	82	112	2	375	8	197	4	219	4
Prosthetists / orthotists	252	73	5	1	48	14	17	5	22	6
Radiographers	4,557	77	187	3	431	7	261	4	460	8
Speech and language therapists	3,144	84	141	4	246	7	149	4	75	2
<b>Total</b>	<b>42,169</b>	<b>82</b>	<b>1,348</b>	<b>3</b>	<b>3,798</b>	<b>7</b>	<b>2,302</b>	<b>4</b>	<b>2,093</b>	<b>4</b>
<b>Benchmark</b>		<b>83</b>		<b>3</b>		<b>8</b>		<b>5</b>	-	-

60. Data from the HCPC registrant database broadly aligns with this, showing that of registrants working in the UK, 83% work in England, 8% in Scotland, 5% in Wales and 3% in Northern Ireland.

61. Prosthetists/orthotists (73%) and Radiographers (77%) had the lowest proportion of survey respondents working in England.

### *Surveyed registrant's preferred language*

62. Registrants were asked to indicate their preferred language from a choice of English or Welsh. This information was included to help inform delivery of HCPC's Welsh language scheme. Of the registrants surveyed, 51,511 (99.6%) chose English as their preferred language, with 199 (0.4%) choosing Welsh. The proportion of those choosing Welsh was highest among those working in Wales (6.5%), compared to under 1% of those surveyed who worked in either England, Scotland or Northern Ireland.

### *Surveyed registrants' primary work setting*

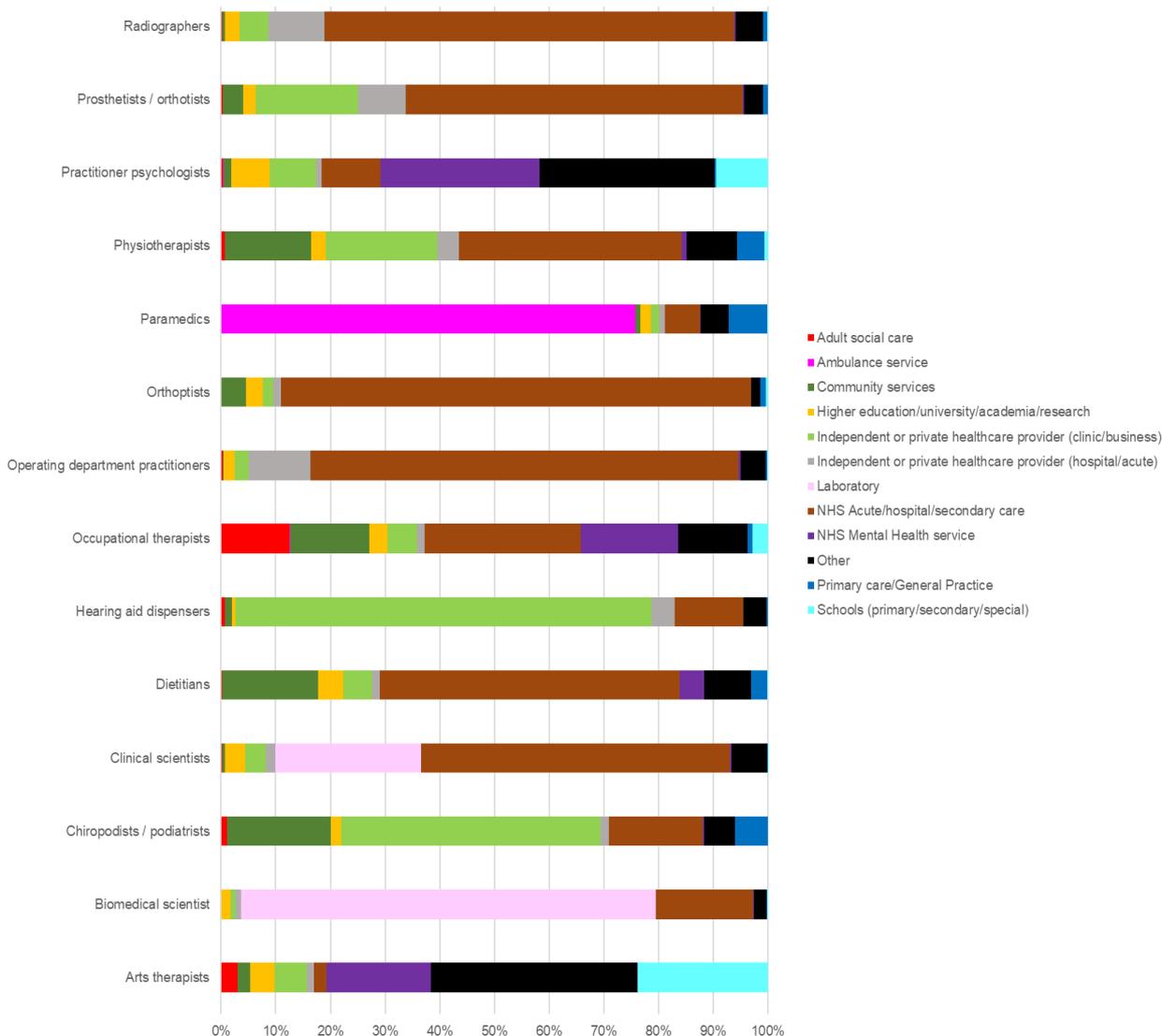
63. Registrants were asked to select their primary work setting based on where they spent the most time or identified most closely with. The most frequently selected setting was 'NHS/Acute/hospital/secondary care' which was chosen by over 35% of respondents.

*Table 12. The primary setting selected by surveyed registrants*

<b>Primary work setting</b>	<b>Count</b>	<b>%</b>
NHS Acute/hospital/secondary care	18,126	35.1
Independent or private healthcare provider (clinic/business)	5,455	10.5
Community services	4,606	8.9
Ambulance service	3,605	7.0
Laboratory	3,398	6.6
NHS Mental Health service	3,345	6.5
Schools (primary/secondary/special)	2,054	4.0
Other	1,896	3.7
Independent or private healthcare provider (hospital/acute)	1,757	3.4
Higher education/university/academia/research	1,621	3.1
Primary care/General Practice	1,186	2.3
Adult social care	1,138	2.2
Charity/third sector/not for profit organisation	915	1.8
Local authority	728	1.4
Private mental health services	601	1.2
National body, civil service or other leadership	345	0.7
Prison/justice service	273	0.5
Children social care	238	0.5
Care home (adult)	199	0.4
Professional, trade union or representative body	123	0.2
Aesthetic/cosmetic practice	34	0.1
Pharmaceutical company	34	0.1
Care home (child)	33	0.1

64. Chart 2 shows a breakdown of primary setting by registrant profession. This shows that the majority of Clinical scientists, Dietitians, Operating department practitioners, Orthoptists, Prosthetists/orthotists and Radiographers all work with the 'NHS/Acute/hospital/secondary care' setting.

Chart 2. Registrant primary profession by primary work setting.



65. However, there is generally a great degree of variation in primary setting between HCPC regulated professions, with Biomedical scientists, Paramedics and Practitioner psychologists working primarily in different settings.

### *Surveyed registrants' secondary work setting*

*Table 13. HCPC registrants grouped by profession and frequency of at least one secondary work setting.*

Primary Profession	Registrants with at least one secondary work setting	
	Count	%
Arts therapists	953	65
Speech and language therapists	2,060	55
Practitioner psychologists	2,595	52
Chiropodists / podiatrists	1,122	45
Prosthetists / orthotists	145	42
Orthoptists	193	40
Occupational therapists	2,592	36
Physiotherapists	3,223	35
Clinical scientists	612	34
Dietitians	640	33
Biomedical scientist	1,134	29
Paramedics	1,340	28
Hearing aid dispensers	151	23
Operating department practitioners	573	20
Radiographers	1,085	18
<b>Total</b>	<b>18,418</b>	<b>36</b>

66. Registrants working within the Arts therapy (65%), Speech and language therapy (55%) and Practitioner psychology (52%) professions reported the highest levels of at least one secondary work setting.

67. Radiographers (18%), Operating department practitioners (20%) and Hearing aid dispensers (23%) reported the lowest levels of multiple work settings.

Table 14. Registrants survey responses by work pattern.

Primary Profession	Working Pattern									
	Full-time		Part-time		Flexible Hours/ Zero Hour		Not currently working		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%	Count	%
Arts therapists	462	31	789	53	143	10	63	4	18	1
Biomedical scientist	2,939	76	684	18	116	3	85	2	22	1
Chiropodists / podiatrists	1,267	51	1,050	42	73	3	58	2	33	1
Clinical scientists	1,330	74	408	23	38	2	19	1	9	0
Dietitians	1,154	59	668	34	62	3	51	3	12	1
Hearing aid dispensers	477	73	141	21	18	3	15	2	5	1
Occupational therapists	4,346	60	2,429	33	245	3	208	3	34	0
Operating department practitioners	2,059	72	564	20	170	6	33	1	19	1
Orthoptists	280	58	187	39	12	2	3	1	2	0
Paramedics	3,869	81	570	12	231	5	51	1	36	1
Physiotherapists	5,224	57	3,208	35	404	4	289	3	53	1
Practitioner psychologists	2,542	51	2,018	41	247	5	136	3	37	1
Prosthetists / orthotists	252	73	73	21	13	4	5	1	1	0
Radiographers	4,061	69	1,476	25	243	4	90	2	26	0
Speech and language therapists	1,974	53	1,560	42	111	3	92	2	18	0
<b>Total</b>	<b>32,236</b>	<b>62</b>	<b>15,825</b>	<b>31</b>	<b>2,126</b>	<b>4%</b>	<b>1,198</b>	<b>2</b>	<b>325</b>	<b>1</b>

### Surveyed registrants' work pattern

68. Registrants were asked what their current work pattern is. Overall, 62% of registrants were working full-time, 31% part time, 4% on flexible or zero hours contracts and 2% were currently out of work.
69. Working patterns were variable across professions. Professions with the highest proportion of full-time workers were Paramedics (81%), Biomedical scientists (76%) and Clinical scientists (74%). Professions with the lowest proportion of full-time workers were Arts therapists (31%), Chiropodists/podiatrists (51%), Practitioner psychologists (51%) and Speech and language therapists (53%).
70. Statistical comparison of the Scientist, AHP and Practitioner psychologist groups found that a significantly higher proportion of scientists were working full time then either the AHP or Practitioner psychologist groups. A significantly higher proportion of the AHP group were working full time when compared to the Practitioner psychologist group.

Table 15. Registrant survey responses by type of schooling.

Primary Profession	Type of Schooling							
	State run or funded (all types)		Independent (all types)		Prefer not to say		I don't know	
	Count	%	Count	%	Count	%	Count	%
Arts therapists	1,129	77	321	22	19	1	6	0
Biomedical scientist	3,212	84	493	13	85	2	56	1
Chiropodists / podiatrists	2,138	86	278	11	39	2	26	1
Clinical scientists	1,488	82	275	15	30	2	11	1
Dietitians	1,551	80	352	18	27	1	17	1
Hearing aid dispensers	549	84	99	15	7	1	5	1
Occupational therapists	6,225	86	931	13	62	1	44	1
Operating department practitioners	2,550	90	208	7	52	2	35	1
Orthoptists	424	88	53	11	5	1	5	1
Paramedics	4,298	90	347	7	69	1	43	1
Physiotherapists	6,922	75	2,030	22	143	2	83	1
Practitioner psychologists	3,899	78	995	20	65	1	21	0
Prosthetists / orthotists	295	86	40	12	6	2	5	1
Radiographers	4,740	80	894	15	128	2	134	2
Speech and language therapists	3,103	83	615	16	24	1	13	0
<b>Total</b>	<b>42,523</b>	<b>82</b>	<b>7,931</b>	<b>15</b>	<b>761</b>	<b>1</b>	<b>504</b>	<b>1</b>

### Surveyed registrant's schooling

71. Registrants were asked what type of school they attended for the majority of the time between ages 11 and 16. 82% of respondents attended state run or funded schools and 15% attended independent schools.
72. Of those surveyed, the professions with the highest proportion of the independently educated registrants were Arts therapists (22%), Physiotherapists (22%) and Practitioner psychologists (20%). The professions with the lowest proportion of independently educated registrants were Operating department practitioners (7%), Paramedics (7%), Chiropodists/podiatrists (11%) and Orthoptists (11%).
73. Statistical comparison of the Scientist, AHP and Practitioner psychologist groups found that significantly more Practitioner psychologists attended independent schools (20%) compared to state schools then either the Scientist (14%) or AHP group (15%).
74. The Independent Schools Council estimates that 6.5% of children in the UK are educated at independent schools.<sup>13</sup>

13. Research - ISC

Table 16. Registrants survey responses by parent/guardian educational attainment.

Primary Profession	Parent/Guardian educational attainment							
	Yes		No		I don't know		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Arts therapists	686	47	773	52	8	1	8	1
Biomedical scientist	1,007	26	2,728	71	59	2	52	1
Chiropodists / podiatrists	639	26	1,789	72	30	1	23	1
Clinical scientists	751	42	1,022	57	12	1	19	1
Dietitians	762	39	1,153	59	21	1	11	1
Hearing aid dispensers	192	29	444	68	14	2	6	1
Occupational therapists	2,484	34	4,674	64	73	1	31	0
Operating department practitioners	526	18	2,216	78	69	2	34	1
Orthoptists	164	34	314	65	5	1	5	1
Paramedics	1,025	22	3,600	76	87	2	45	1
Physiotherapists	3,885	42	5,117	56	107	1	69	1
Practitioner psychologists	2,137	43	2,797	56	23	0	23	0
Prosthetists / orthotists	160	47	176	51	5	1	5	1
Radiographers	1,786	30	3,944	67	98	2	68	1
Speech and language therapists	1,745	46	1,972	53	28	1	10	0
<b>Total</b>	<b>17,949</b>	<b>35</b>	<b>32,719</b>	<b>63</b>	<b>637</b>	<b>1</b>	<b>405</b>	<b>1</b>

*Surveyed registrants' parental or guardian educational attainment*

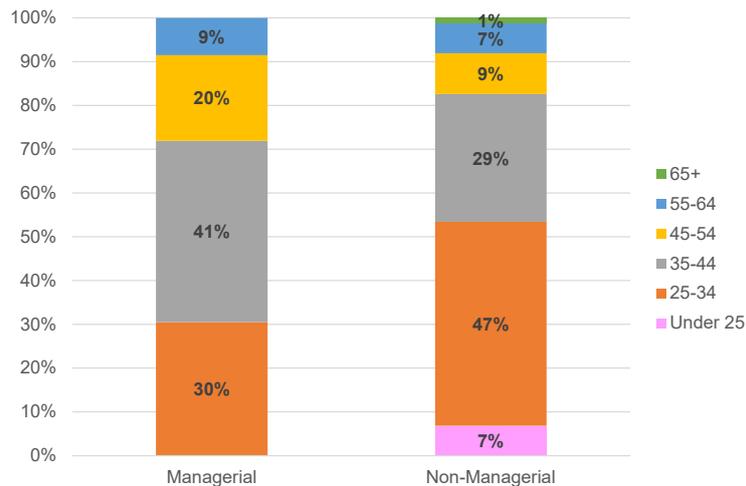
75. Registrants were asked ‘when you were 18, had any of your parents or guardians completed a university degree course of equivalent (e.g., BA, BSc, or higher)?’.
76. Overall, 35% of respondents had parents or guardians who had completed higher education and 63% did not.
77. Statistical comparison of the proportions of Scientists, Practitioner psychologists and AHPs who answered yes or no to the question found that significantly more Practitioner psychologists (43%) had parents who had completed higher education compared to the Scientist (32%) and AHP (34%) groups. Significantly more AHPs reported parents who achieved higher education when compared to the Scientists.
78. The following section reports on data relating to the protected characteristics of HCPC employees.

# HCPC Employees

## HCPC Employee Age

79. 69.5% of managerial employees were aged 35 or older, compared to 46.6% of non-managerial employees, analysis found that this was a statistically significant difference. 35 – 44-year-olds are the most well represented age band within managerial roles (41.5%). 25 – 34-year-olds are the most well represented age band within non-managerial roles (46.6%).

Chart 3. HCPC managerial and non-managerial employees by age band.



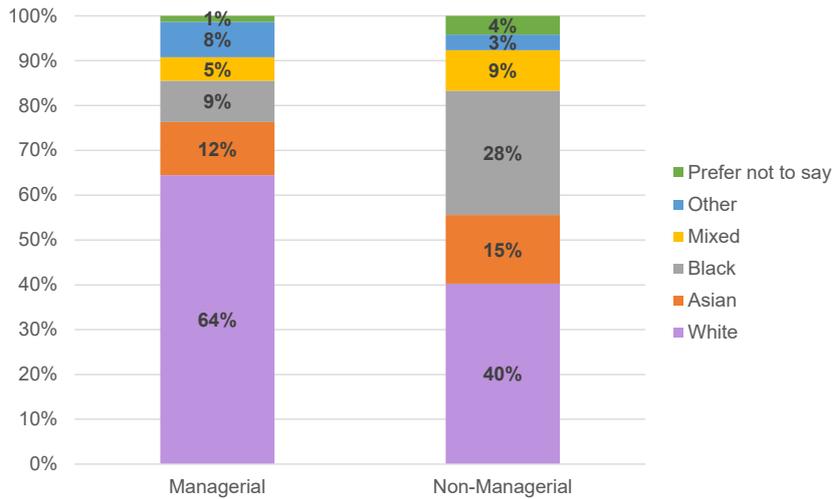
Note: Managerial n=82; Non-Managerial n=161

## HCPC Employee Disability

80. It was not possible to analyse the employee disability split by managerial and non-managerial without risk of individual identification due to small numbers.

81. Overall, 4% of employees considered themselves to be disabled, 87% did not consider themselves disabled and 9% preferred not to answer the question.

Chart 4. HCPC managerial and non-managerial employees by ethnicity



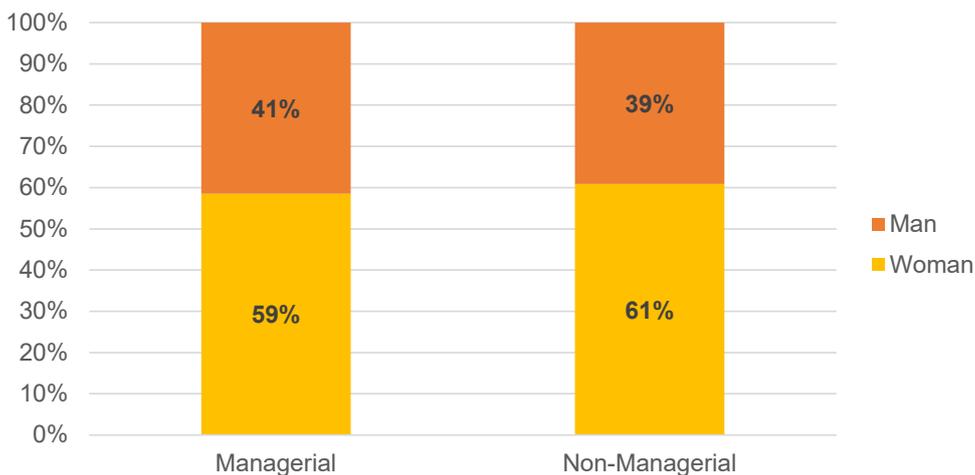
Note: Managerial n=76; Non-Managerial n=144

### HCPC Employee Ethnicity

82. For the HCPC employee cohort as a whole, 14% identified as ‘Asian’, 21% as ‘Black’, 8% as ‘Mixed’, 5% as another ethnicity, 49% as ‘White’ and 3% preferred not to respond.

83. Statistical analysis showed a significant difference between the managerial group then the non-managerial group, with significantly more ‘White’ representation in the managerial group compared with the non-managerial group. The proportion of ‘Asian’ employees members was statistically similar between the managerial and non-managerial groups. There were significantly fewer Black employees within the managerial group (9%) when compared to the non-managerial group (28%).

Chart 5. The gender of managerial and non-managerial HCPC employees.



Note: Managerial n=82; Non-Managerial n=243

### HCPC Employee Gender

84. Overall, women make up 60% of HCPC employees. The proportion of women in managerial roles (59%) was similar to women in non-managerial roles (61%).

### HCPC Employee Religion or Belief

85. Employees identifying as Buddhist, Hindu, Muslim or Sikh comprised around 13% of the group. 38% of employees identified as Christian, 32% held no religious beliefs and 12% preferred not to supply this information.

### HCPC Employee Sexual Orientation

86. Overall, 6% of employees identified as 'LGQ', 81% as heterosexual, 9% identified as another sexuality and 4% preferred not to answer.

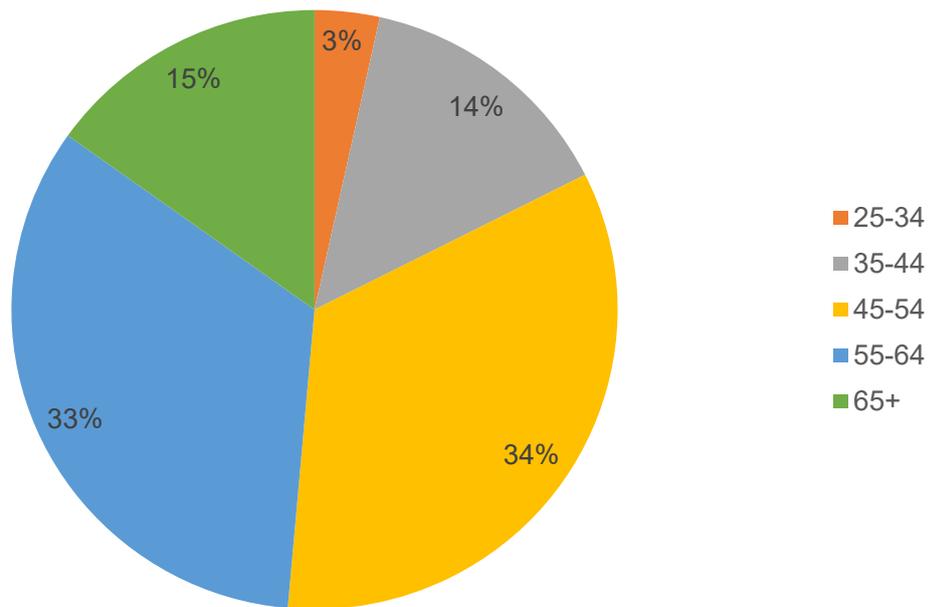
### HCPC Partners and Council Members

87. The following section reports on data relating to the protected characteristics of HCPC partners and council members.

### HCPC Partner and Council member age

88. 97% of partners and council members are 35 or older, with the majority (82%) being 45 or older.

Chart 6. HCPC Partners and Council Members by Age



Note: n=780

### HCPC Partner and Council Member Disability

89. 6% (49) of partners and council members considered themselves to be disabled, 89% (697) did not consider themselves disabled and 4% (49) preferred not to answer the question.

### HCPC Partner and Council Member Ethnicity

90. 'Asian', 'Black', 'Mixed' and 'Other' partner and council members comprised 9% of the group. 89% of HCPC partners and council members identified as 'White' and 2% preferring not to supply this information.

There were 60 nulls in this data set which were removed from this table

Table 17. HCPC Partner and Council Members group by ethnicity

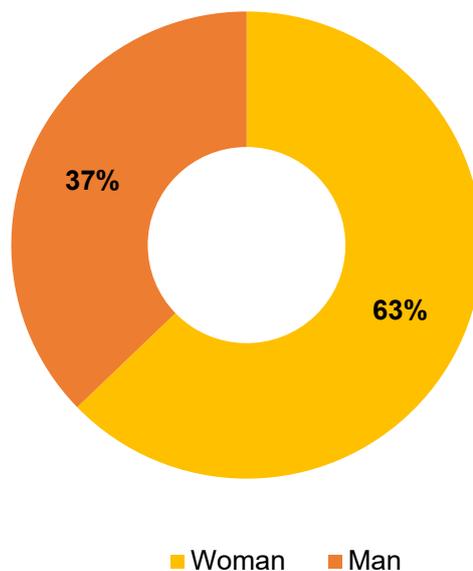
Ethnic Origin	Count	%
Asian	31	4
Black	15	2
Mixed	14	2
Other	5	1
Prefer not to say	16	2
White	642	89
<b>Total</b>	<b>723</b>	<b>100</b>

### HCPC partner and council member gender

91. 491 (63%) of partners and council members identified as women and 291 (37%) as men (76% of Registrants identify as female, and 24% as male).

92. Considering HCPC partners by role, women are in the majority for all roles bar legal assessors where 58% are men.

Chart 7. HCPC Partner and Council Members by gender.



Note:n=782

Table 18. HCPC Partners by gender and role

Partner Role	Woman		Man	
	Count	%	Count	%
CPD Assessor	50	67	25	33
Legal Assessor	21	42	29	58
Panel Chair	28	70	12	30
Panel Member	134	61	85	39
Reg Appeals Panel Member	16	67	8	33
Reg Assessor	100	69	44	31
Visitors	132	61	85	39
<b>Total</b>	<b>491</b>	<b>63</b>	<b>288</b>	<b>37</b>

### HCPC partner and council member religious belief

93. 52% of partners and council members identified as Christian, 28% held no religious beliefs and 11% preferred not to answer the question. Partners and council members identifying as either Buddhist, Hindu, Jewish or Sikh comprised around 5% of the group.

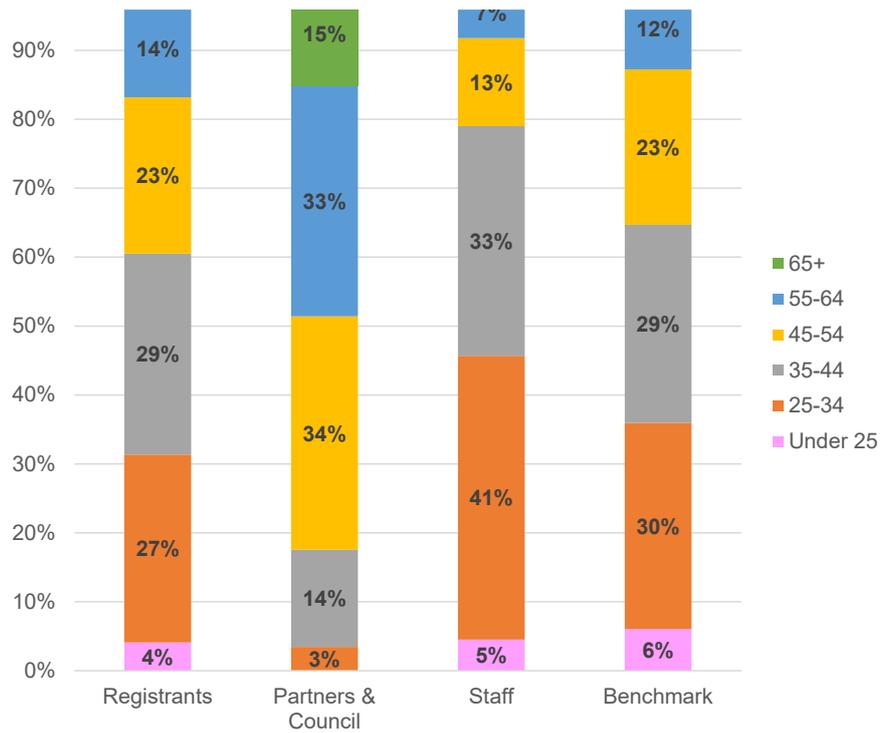
### HCPC partner and council member sexual orientation

94. 3% of partner and council members identified as 'LGQ', 87% as 'Heterosexual', 1% as another sexuality and 8% preferred not to answer the question.

### Cross group comparisons

95. The following section compares data from the registrant, HCPC employee, HCPC partner and benchmark groups.
96. The age profiles of the registrant and benchmark groups were broadly similar. The age profile of partners and council members is statistically significantly older than the other groups (97% of partners and council members over 35 versus 69% of registrants, 54% of employees and 64% of the benchmark group). The HCPC employees' group were statistically significantly younger than the other groups with an average age of 37 compared to an average of 53 for partners and 42 for registrants.

Chart 8. Age banding comparison across registrant, employees, partners and benchmark groups.



Note: Registrants n=289,181; Partners & Council n=780; Staff n=243; Benchmark n=148,455

### Cross Group disability comparison

97. The proportion of registrants, partners, employees who considered themselves disabled were similar and no statistically significant difference was seen between these groups. A greater proportion of registrants consider themselves disabled compared to the benchmark. All other groups are similar to the benchmark.

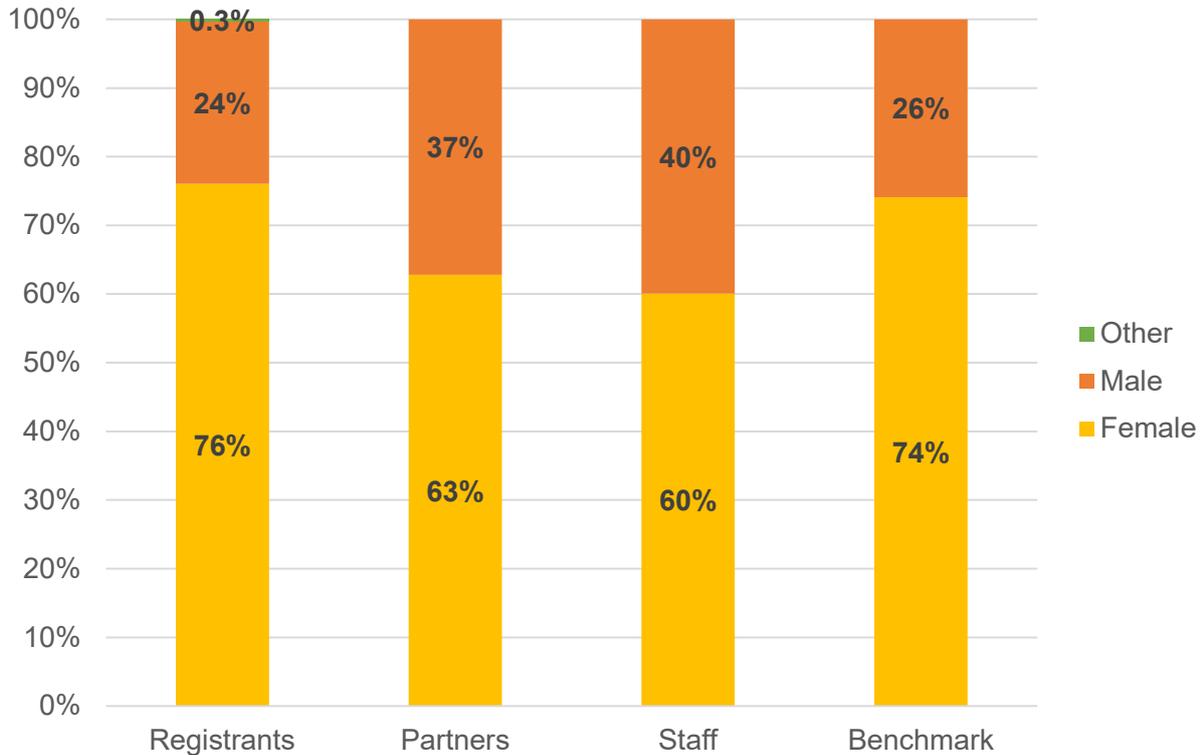
Table 19. Disability by registrant, partner, employees and benchmark groups

Group	Disabled		Not Disabled		Prefer Not to Say	
	Count	%	Count	%	Count	%
Registrants	4,188	8	47,005	91	517	1
Partners	49	6	697	89	33	4
Staff	8	4	163	87	17	9

### Cross group gender comparison

98. Statistically all groups had a lower proportion of women than the benchmark, except registrants, although this was similar to the benchmark (76% women within the registrant group, 74% within the benchmark group). Statistical analysis shows that there were significantly more women within the registrant group than the employee and partner groups however there was no significant difference between the partner and employee groups.

Chart 9. Gender comparison across registrant, employee, partners and benchmark groups.



Note: Registrants n=51,484; Partners n=782; Staff n=243; Benchmark n=148,580

### Cross group ethnicity comparison

99. Statistical comparison of the proportion of White and BAME registrants, partners and employees found that the proportion of White partners was significantly higher than the proportion seen within the registrant and employee groups. The proportion of BAME employees was found to be significantly higher than the same group with the registrant population.

Table 20. Ethnicity count and % across the registrant, partners, employee and benchmark groups

Group	Ethnic Origin											
	White		Asian		Black		Mixed		Other		Prefer no to say	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Registrants	42,755	83	3,993	8	2,368	5	1,245	2	890	2	458	1
Partners	642	89	31	4	15	2	14	2	5	1	16	2
Staff	107	49	31	14	47	21	17	8	11	5	7	3
Benchmark	123,500	84	11,125	8	4,915	3	2,690	2	1,560	1	3,925	3

### Cross Group sexual orientation comparison

100. The proportion of registrants (4%), partners (3%) and employees (6%) who identified as 'LGQ' was similar across all groups with no statistically significant differences seen when comparing these groups.

Table 21. Sexual orientation comparison across registrant, employee, partners and benchmark groups.

Group	Sexual Orientation							
	Heterosexual		LGQ		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Registrants	46,555	90	2,254	4	1,804	3	1,094	2
Partners	577	87	22	3	7	1	56	8
Staff	174	81	13	6	19	9	8	4
Benchmark	107,990	79	2,935	2	1,470	1	24,180	18

### Cross group religious belief comparison

101. Christianity was the most prevalent religious belief within all of the groups, with those holding no religious belief representing the second largest segment among all groups.

Table 22. Religious belief across registrant, partner, employee and benchmark groups.

Religion	Registrants	Partners	Staff	Benchmark
Buddhist	1%	1%	2%	1%
Christian	44%	52%	38%	43%
Hindu	2%	1%	3%	2%
Jewish	1%	1%	-	0%
Muslim	3%	2%	7%	3%
No religion or belief	39%	28%	32%	20%
Other	3%	4%	6%	7%
Sikh	1%	0%	2%	1%
Spiritual	4%	-	-	-
Prefer not to say	3%	11%	12%	24%

# Summary of statistical findings

## HCPC Registrant EDI data

### Survey Response Rate

- 18% of HCPC registrants completed the survey (51,710 out of 287,917)
- 13% improvement in the response rate from the previous survey
- Whilst the proportions and differences seen in 2021 data set were broadly similar to those seen in the 2020 report, we have greater confidence in the 2021 data. This is because the larger sample size in 2021 provides a more representative sample for each of the professions.

### Age

- A higher proportion of practitioner Psychologists (84%) were 35 or older when compared to Allied Health Professionals (66%) and Scientists (72%), although Chiropody/podiatry was the profession with oldest average age (48).

### Disability

- Rates of disability were higher among Practitioner psychologists (9%) when compared to the AHP and Scientist groupings (6-8%).

### Ethnicity

- The majority of all professions identified as 'White', however more scientists were BAME (26%) than the Practitioner psychologist and AHP groupings (15-16%).

### Gender

- 76% of surveyed registrants identified as women and women were in the majority in all professions with the exception of Paramedics where 59% of respondents identified as men.

## Sexual Orientation

- A slightly larger proportion of Practitioner psychologists identified as 'LGQ' (5%) when compared to Scientists (4%) and AHPs (4%).

## Caring Responsibilities

- The proportion of registrants with caring responsibilities varied across professions with 33% of Scientists identifying as having responsibilities compared to Practitioner psychologists (42%) and AHPs (36%).

## Schooling

- The proportion of registrants who attended state run schools as opposed to independent schools also varied across professions with 83% of Scientists attending state schools (14% independent) compared to 78% of Practitioner psychologists (20% independent) and 85% of AHPs (15% independent).

## Working Pattern

- 76% of Scientists were working full-time compared to 62% of AHPs and 51% of Practitioner psychologists.

## Work Setting

- The most common primary work setting among registrants was 'NHS Acute/hospital/secondary care' which accounted for 35% of responses, with 'Independent or private healthcare provider (clinic/business)' the second most common workplace (10%) and 'Community services' the third most common (8%) although the picture varied greatly between professions.

## *HCPC Employee and Partner EDI data*

### *Age*

- 69% of managerial level employees were aged 35 or older, compared to 46% of non-managerial employees.
- Partners had the highest proportion of those aged 35 or older (97%) compared to employees (54%), registrants (69%) and the benchmark (64%).

### *Disability*

- Comparisons between those that identified as disabled and those that did not found the highest levels of disability within the registrant group (8%) when compared to partners (6%), employees (4%) and the benchmark (5%).

### *Ethnicity*

- A greater proportion of managerial level employees were 'White' (64%) compared to non-managerial level employees (40%) and a lower proportion of managerial level employees were 'Black' (9%) compared to non-managerial employees (28%).
- Partners were the least ethnically diverse group (89% 'White') compared to registrants (83%), employees (49%) and the benchmark (84%).

### *Gender*

- Employees identifying as women made up 60% of the total HCPC workforce and 58% of the managerial level.
- The proportion of those identifying as women found within the registrant (76%) and benchmark (74%) groups was higher than that seen within the partner (63%) and employee groups (60%).

### *Sexual Orientation*

- The proportion of registrants who identified as 'LGG' was (4%) similar to the proportions seen in the employee (6%) and partner (3%) and benchmark groups (2%).

# Next Steps

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102. The findings set out in this report will inform the decisions taken and policies and processes developed by the HCPC. Understanding our registrants', colleagues' and partners' diversity will enable us to ensure that our decisions and processes promote equality, diversity and inclusion.
103. We want to develop further our understanding of our registrants' diversity, and aim to continually improve on the quantity and quality of diversity data we collect and carry out more sophisticated analysis of the impact of key processes. Analysis and findings in this report will inform our understanding and knowledge of the diversity and experiences of our registrants and the actions we take supporting the delivery of our EDI strategy 2021-2025. We recognise that this data and analysis will also be helpful to employers and other stakeholders looking to support the development of a diverse, well-resourced health and care workforce.

# Appendix A

## Appendix A. Registrant survey response rates

The overall response rate to the 20/21 survey was 18%, a large improvement on the 6% response rate seen in the previous survey. Response rates were variable across professions with over 30% of Arts therapists, Orthoptists and Prosthetists/orthotists responding to survey contrasting with only 16% of Biomedical scientists, Paramedics, Physiotherapists and Radiographers.

*Appendix Table 1. Response to registrants EDI survey by profession.*

Primary Profession	Total Registrants 2020	Total Responses 2020	2020 Response %
Arts therapists	4,759	1,475	31
Biomedical scientist	23,723	3,846	16
Chiropodists / podiatrists	12,524	2,481	20
Clinical scientists	6,523	1,804	28
Dietitians	10,128	1,947	19
Hearing aid dispensers	3,259	656	20
Occupational therapists	41,230	7,262	18
Operating department practitioners	14,824	2,845	19
Orthoptists	1,520	484	32
Paramedics	30,422	4,757	16
Physiotherapists	58,097	9,178	16
Practitioner psychologists	25,634	4,980	19
Prosthetists / orthotists	1,112	344	31
Radiographers	36,923	5,896	16
Speech and language therapists	17,239	3,755	22
<b>Total</b>	<b>287,917</b>	<b>51,710</b>	<b>18</b>