

Fitness to Practise Committee – 22 February 2012

Equality and Diversity Scheme Demographic Data Report

Executive summary and recommendations

Introduction

The Fitness to Practise Department has been gathering equality and diversity data from registrants and complainants since 1 April 2007. In line with HPC's equality and diversity scheme, approved by Council in December 2007, this paper provides the Fitness to Practise Committee with an update of the data collected from registrants and complainants since the first report in 2008.

Since 2008, some changes have been made. To encourage a higher response rate, the equality and diversity monitoring forms are now sent to registrants who are subject to a complaint at the point at which they are advised of the Investigating Panel date for the case. In addition, legal advice has been received which confirmed that the HPC equality and diversity forms can collect data that links directly to cases. As such there is now an option for all registrants and complainants to provide their name and case number should they wish to do so. The advice received confirmed that this was compliant with data protection principles as any equality and diversity data would be held confidentially and only used to identify trends to assist the HPC in understanding how the fitness to practise process is working. We have not completed any analysis that involves looking into the data collected and individual cases. This will be provided to a future meeting of the Committee.

The information that is requested in the equality and diversity monitoring forms is set out below:

- gender;
- age;
- sexual orientation;
- disability;
- religion; and
- Race/ethnicity.

The forms continue to be sent to the HPC on a voluntary basis. Once the data is received, it is logged on a spread sheet by the administration team. To encourage responses, a stamped address envelope is provided with the form

In the period 1 April 2008 – 31 December 2011, 803 cases were received from members of the public. In this period, we have received 381 responses from members of the public which is a response rate of 47%. Details of the responses are attached to this report.

In the same period, 1808 registrants were notified of allegations against them and provided with an opportunity to respond (this does however include registrants who were subject to more than one complaint). We have received responses from 431 registrants which is a response rate of only 24%. A more detailed breakdown of the responses is attached to this report.

There was a similar low response rate of 42% from members of the public and 17% from registrants as set out in the last equality and diversity data report for the period April 2007 – March 2008.

The low response rate is despite efforts to encourage registrants to complete forms by changing when they are sent and including a stamped addressed envelopes. However, registrants in particular may not wish to complete a form given that they may be under considerable stress or may be angry that a complaint has been made against them.

The aim of the equality and diversity scheme is to help us understand how our processes are working and potentially reveal further steps we could take to mitigate or eliminate any adverse impact. Although we have been gathering data in relation to fitness to practise cases for over 4 years the number of responses is still relatively small making any significant statistical analysis unlikely. Furthermore, without comparing the fitness to practise data against the demographic data of the Register as a whole, it is difficult to draw any firm conclusions from the data at this stage. The collection of data from applicants has been piloted but received a very low response rate. The Policy Department intend to look further at the collection of registrant demographic data and plan to provide a paper to Council in 2012-13. Following that paper we will look further at how we can compare the data collected in fitness to practise cases to that of the register as a whole.

From the data set out in this report, we may establish the following:

Complainants – member of the public

- That 9% more recorded females than males raised concerns about registrants
- The over 60s and 36-45 year olds made up the largest recorded age groups (25%), followed by the 46-55 age group (24%). This is compared to only 3% of 19-25 year olds and 12% of 26-35 year olds.
- That heterosexuals made up the largest recorded sexual orientation group at 86%, compared to 0.8% of the Gay Woman/Lesbian and Gay Man category
- 27% of the recorded members of the public who raised a concern considered themselves to have a disability
- That the largest recorded religion group (55%) were Christian followed by no religion at 26%
- There was a wide range of recorded ethnic backgrounds (51 differing groups), the largest recorded group was White English at 44%, followed by White British at 20%.

Registrants

- That 5% more recorded females than males had concerns raised about them
- That the 46-55 recorded age group was the highest at 31%, followed by the 36-45 age group at 27%.
- That heterosexuals made up the largest recorded sexual orientation group at 89%, compared to 1% of the Gay Man group and 0.7% of the Gay Woman/Lesbian
- That 8% of the recorded registrant group considered themselves to have a disability
- That the largest recorded religion group (67%) were Christian, followed by no religion at 18%
- There was a wide range of recorded ethnic backgrounds (55 differing groups), the largest recorded group was White English at 41%, followed by White British at 15%.

Decision

This paper is for information, no decision is required.

Background information

The Council approved HPC's equality and diversity scheme in December 2007.

Resource implications

None

Financial implications

Stamped addressed return envelopes are sent with each form

Appendices

Appendix 1 - Summary of data

Appendix 2 - Equality and diversity monitoring form – complainant

Appendix 3 - Equality and diversity monitoring form - registrant

Date of paper: 24 January 2012

Appendix 1

Summary of complainant data – 1st April 2008 – 31st December 2011

Gender	Number of responses	%
Female	195	51
Male	161	42
Transgender	1	0.2
Not answered	24	6
Total	381	

Age	Number of responses	%
19-25	13	3
26-35	44	12
36-45	96	25
46-55	90	24
56-60	33	9
over 60	97	25
up to 18	3	0.8
Not answered	5	1
Total	381	

Sexual orientation	Number of responses	%
Bisexual	5	1
Gay Man	3	0.8
Gay Woman/Lesbian	3	0.8
Heterosexual	328	86
Other	2	0.5
Prefer not to say	19	5
Not answered	21	6
Total	381	

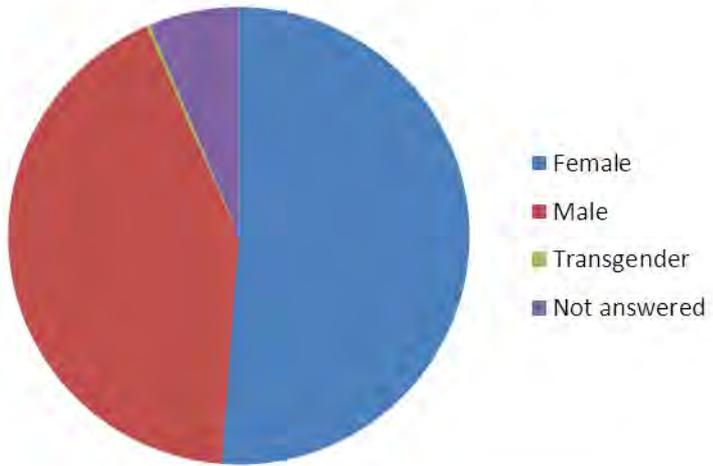
Disability	Number of responses	%
No	266	70
Yes	104	27
Not answered	11	3
Total	381	

Religion	Number of responses	%
Agnostic	1	0.3
Athiest	1	0.3
Bahai	1	0.3
Buddhist	7	2
Catholic	4	1
Christian	210	55
Christian/Hindu	1	0.3
Church of England	1	0.3
Hindu	4	1
Jewish	4	1
Muslim	4	1
No religion	100	26
Roman Catholic	2	0.5
Sikh	3	0.8
Spiritualist	2	0.5
Taoist	1	0.3
Wiccan, Shamanic	1	0.3
Other	9	2
Prefer not to say	15	4
Not answered	10	3
Total	381	

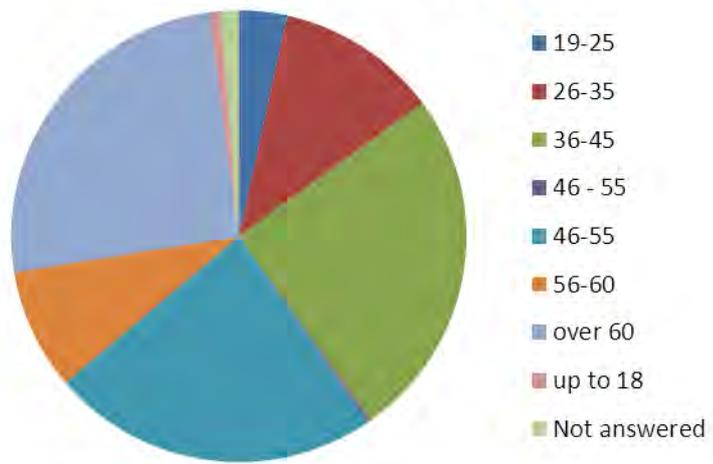
Ethnic background	Number of responses	%
Arab	2	0.5
Armenian	1	0.3
Asian Bangladeshi	1	0.3
Asian Filipino	1	0.3
Asian Indian	4	1
Black African	3	0.8
Black British	1	0.3
Black Caribbean	5	1
Black English	1	0.3
British Romany	1	0.3
British	1	0.3
British English	3	0.8
British Welsh	1	0.3
English	1	0.3
Indian	2	0.5
Indo-European	1	0.3
Irish	5	1
Mixed Asian	1	0.3

Mixed White and Black African	3	0.8
Mixed White and Black Caribbean	2	0.5
Northern Irish	3	0.8
Pakistani	1	0.3
Scottish	1	0.3
Spanish	1	0.3
Welsh	3	0.8
White	4	1
White and Black Caribbean	1	0.3
White Australian	3	0.8
White British	75	20
White British English	15	4
White British Persian	1	0.3
White British Scottish	1	0.3
White British Welsh	3	0.8
White British/Swiss	1	0.3
White Dutch and White Asian	1	0.3
White English	166	44
White English/Scottish	1	0.3
White German	1	0.3
White Hungarian	1	0.3
White Irish	7	2
White Scottish	21	6
White Scottish, Irish, English	1	0.3
White Swedish	1	0.3
White Welsh	13	3
White Welsh/Irish	1	0.3
White English	3	0.8
White Scottish	1	0.3
Not answered	9	2
White Greek/Pontic Greek	1	0.3
Total	381	

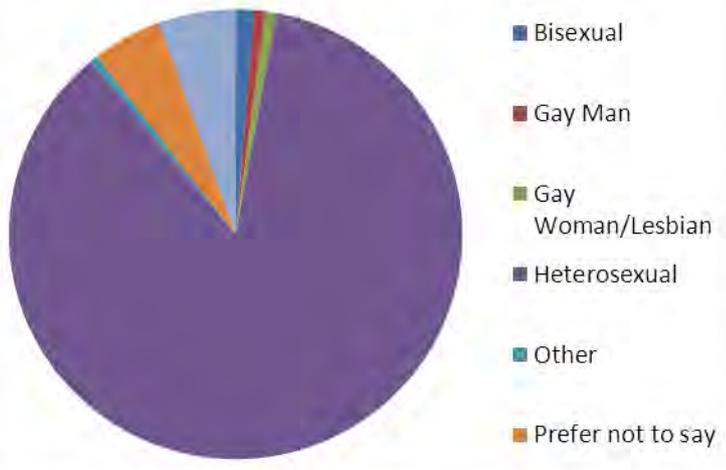
Complainant Gender



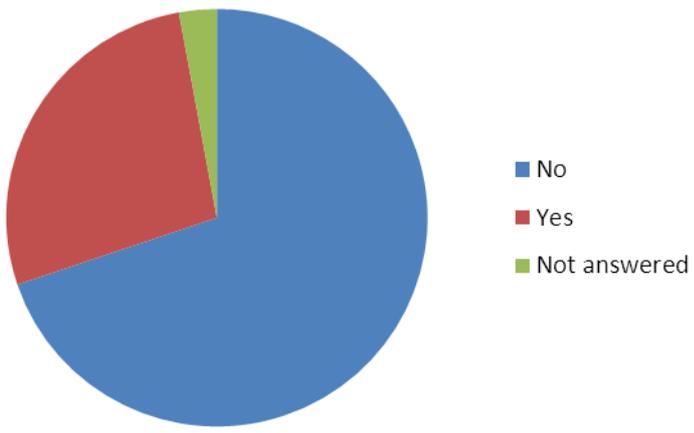
Complainant Age



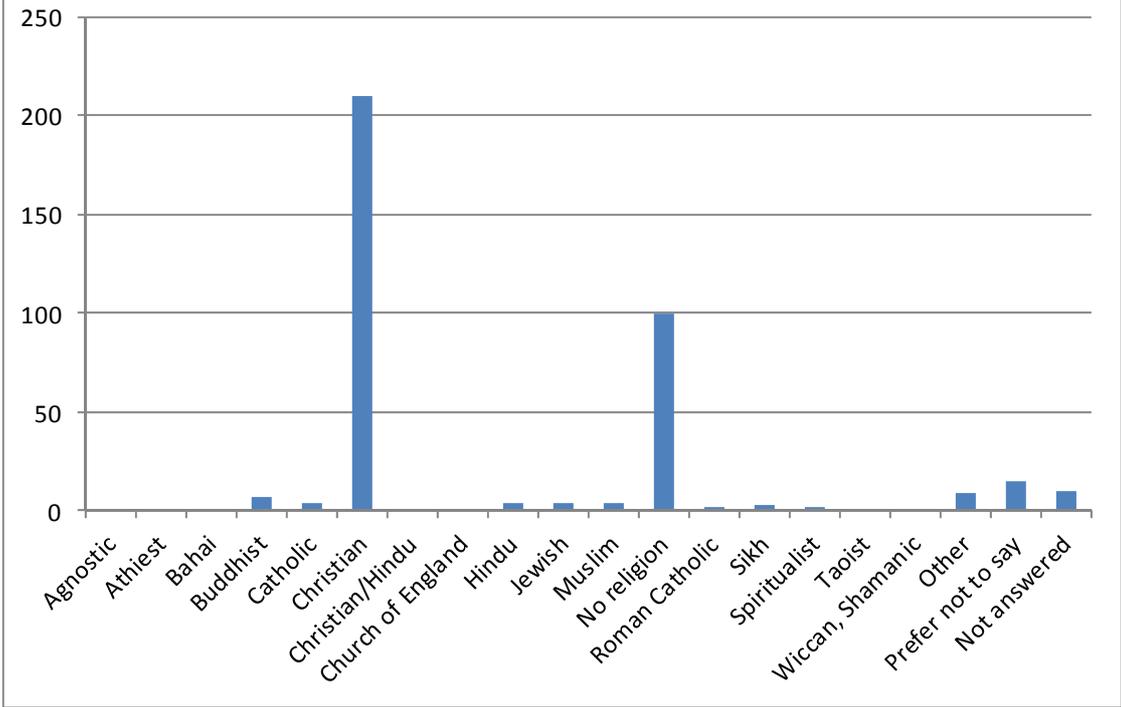
Complainant Sexual Orientation



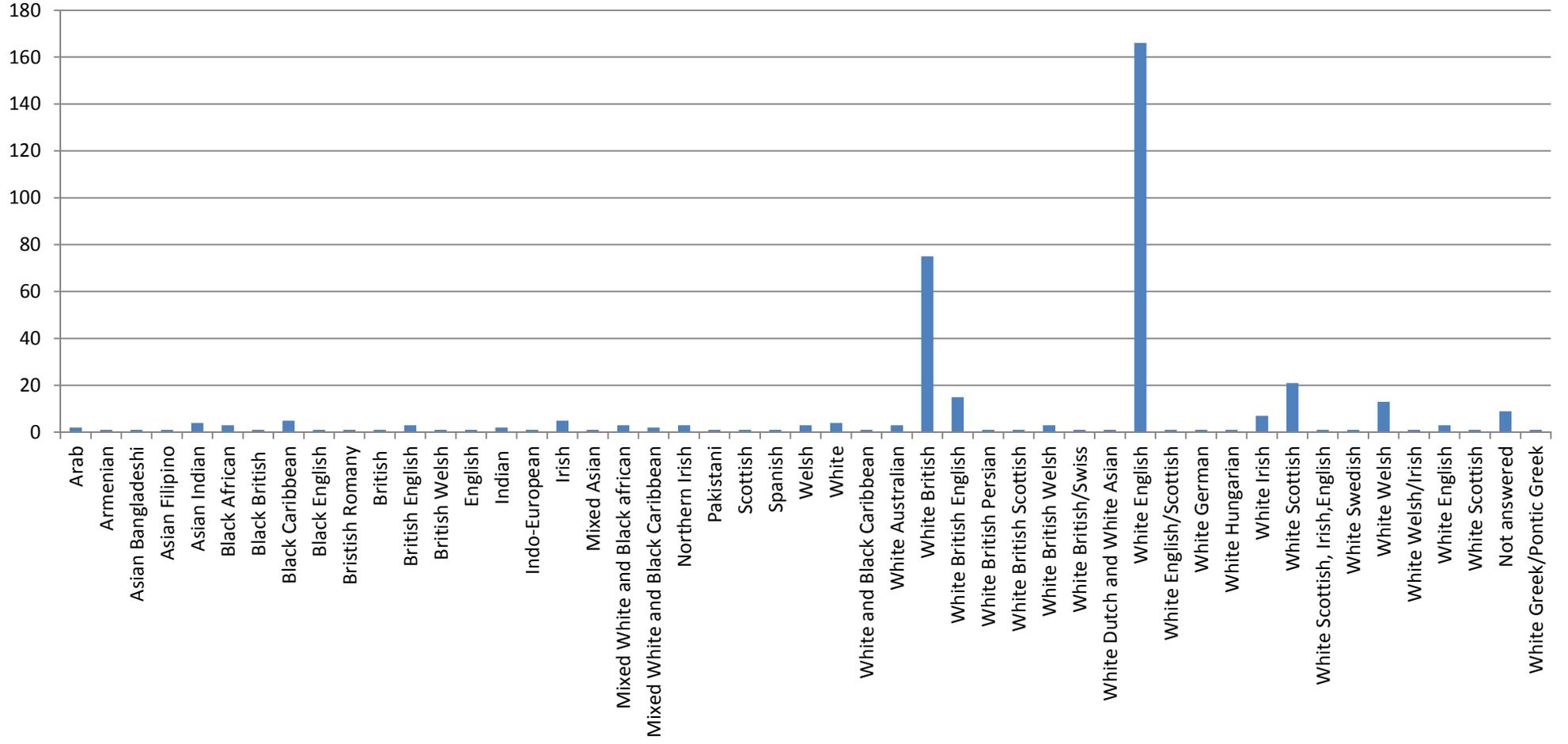
Complainant Disability



Complainant Religion



Complainant Ethnicity



Summary of registrant data – 1st April 2008 – 31st December 2011

Gender	Number of responses	%
Female	222	52
Male	203	47
Not answered	6	1
Total	431	

Age	Number of responses	%
19-25	16	4
26-35	76	18
36-45	116	27
46-55	135	31
56-60	42	10
over 60	44	10
Not answered	3	0.7
Total	431	

Sexual Orientation	Number of responses	%
Bisexual	7	2
Bisexual/Lesbian	1	0.2
Gay Man	7	2
Gay Woman/Lesbian	3	0.7
Heterosexual	385	89
Other	4	0.9
Prefer not to say	18	4
Not answered	6	1
Total	431	

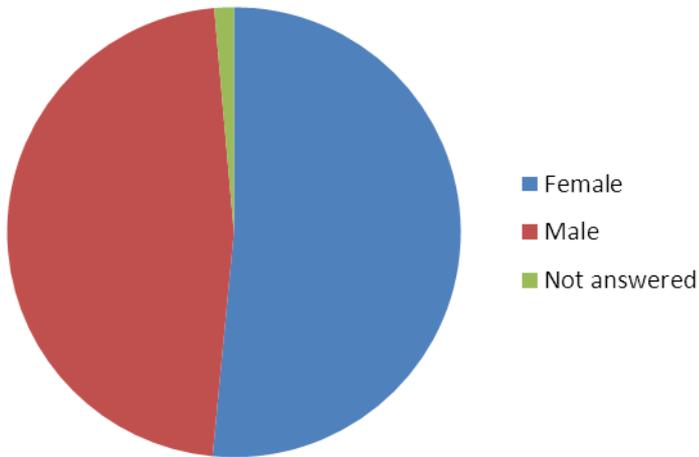
Disability	Number of responses	%
No	390	90
Yes	36	8
Not answered	5	1
Total	431	

Religion	Number of responses	%
Agnostic	1	0.2
Atheist	1	0.2
Buddhist	3	0.7
Church of England	1	0.2
Catholic	3	0.7
Christian	289	67
Christian Baptist	1	0.2
Hindu	13	3
Jewish	6	1
Lutheran	1	0.2
Muslim	8	2
No religion	76	18
Other	3	0.7
Pagan	1	0.2
Pagan Unitarian	1	0.2
Prefer not to say	8	2
Roman Catholic	2	0.5
Sikh	2	0.5
Not answered	11	3
Total	431	

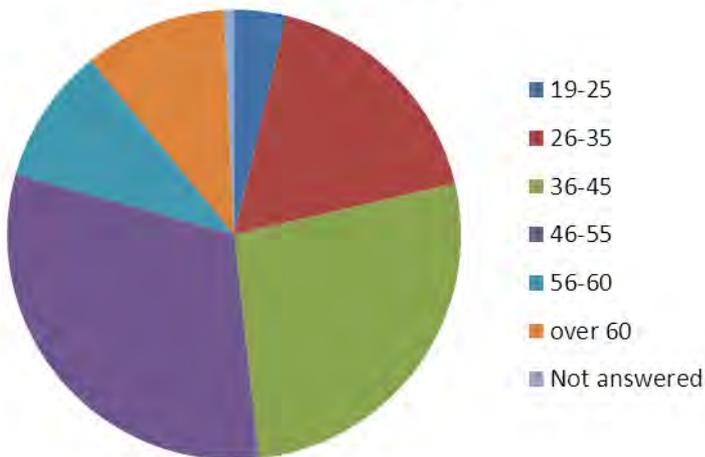
Ethnic background	Number of responses	%
African	4	0.9
Any other white	1	0.2
Asian Indian	7	2
Asian Pakistani	1	0.2
Asian Sri Lankan	1	0.2
Black African	17	4
Black Caribbean	3	0.7
British English	7	2
British Hungarian	1	0.2
British Scottish	2	0.5
British Welsh	2	0.5
British/German	1	0.2
British Indian	1	0.2
Caribbean	2	0.5
Chinese	1	0.2
Filippino	3	0.7
Filippino British	1	0.2
Indian	11	3
Irish	5	1
Japanese Brazilian	1	0.2
Malay	1	0.2
Malaysian	1	0.2

Mauritian	1	0.2
Mixed Other	1	0.2
Mixed White and Asian	1	0.2
Multi	1	0.2
Northern Irish	1	0.2
Norwegian	1	0.2
Pakistani	2	0.5
Persian	2	0.5
Russian	1	0.2
South African	3	0.7
Spanish	1	0.2
Sri Lankan	2	0.5
White	1	0.2
White American	1	0.2
White Asian	1	0.2
White Brazilian	1	0.2
White British	66	15
White British English	21	5
White British English and Northern Irish	1	0.2
White British Welsh	1	0.2
White Bulgarian	1	0.2
White English	177	41
White European	1	0.2
White Irish	3	0.7
White Middle East	1	0.2
White New Zealand	1	0.2
White Northern Irish	5	1
White South American	1	0.2
White Scottish	23	5
White South African	1	0.2
White Swedish	1	0.2
White Welsh	19	4
Not answered	13	3
Total	431	

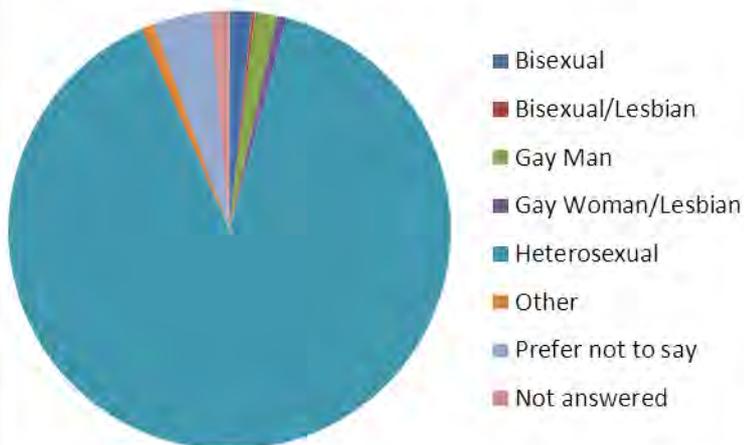
Registrant Gender



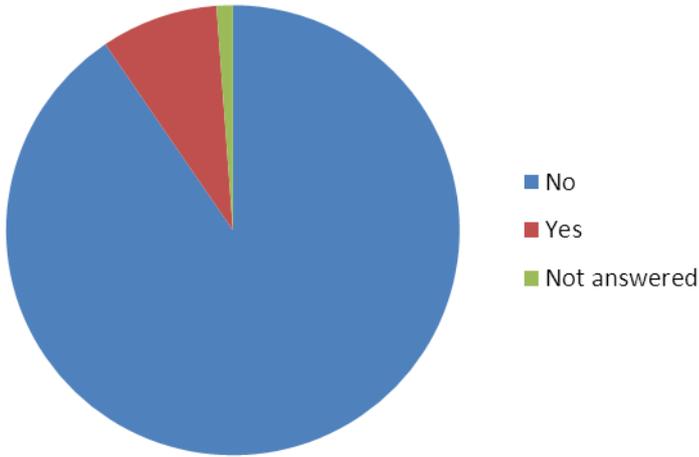
Registrant Age



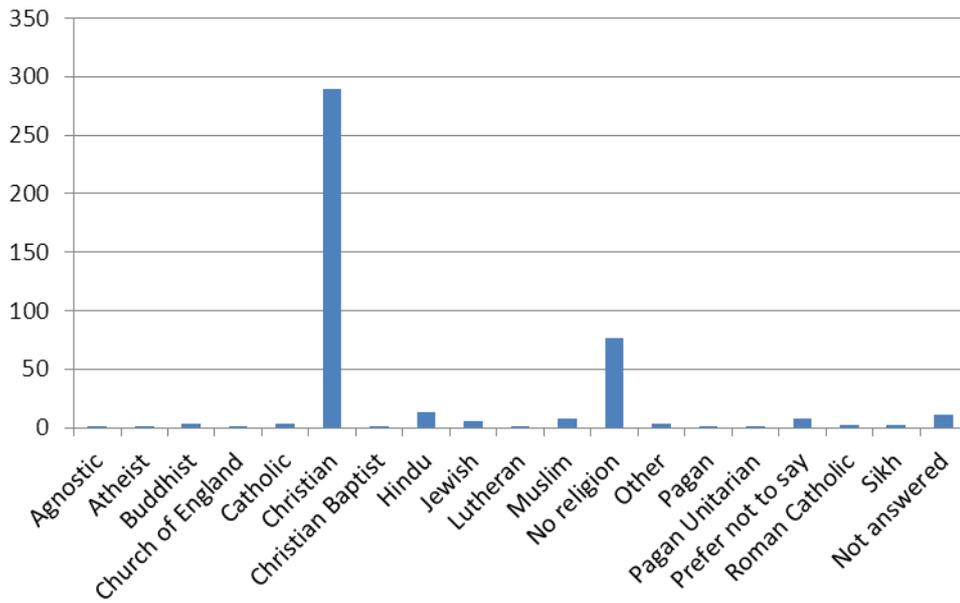
Registrant Sexual Orientation



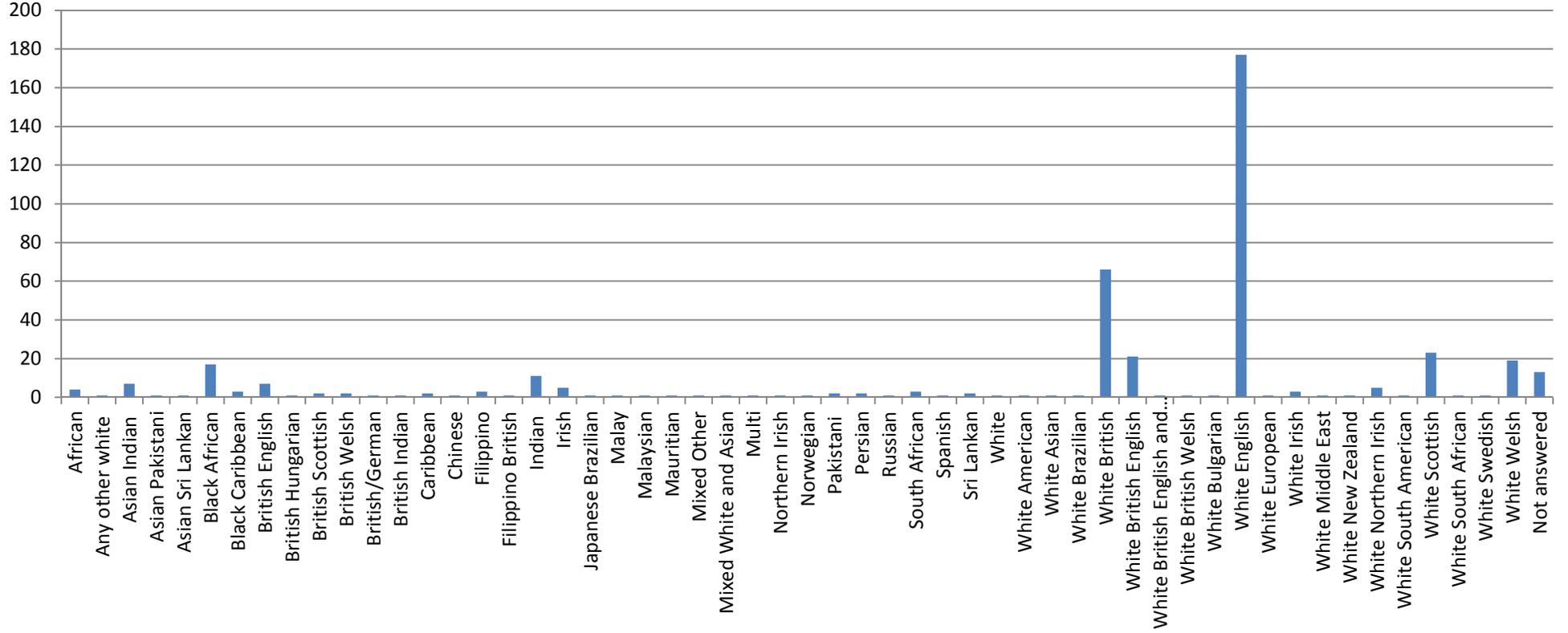
Registrant Disability



Registrant Religion



Registrant Ethnicity



Equality and Diversity Monitoring Form

We hope you will help us by completing this form. The information you provide will help us to monitor the effectiveness of our equality and diversity policies and ensure that our fitness to practise procedures are fair, accessible and transparent.

Any information you provide will be strictly confidential. It will only be used for monitoring purposes, to enable analysis and statistical reports to be prepared and to help us in developing policy. The information will only be available to limited individuals at the HPC.

You do not have to complete this form but any information you do provide will not be taken into account in dealing with the complaint you have made.

Please complete the form by ticking the appropriate boxes below and return it in the enclosed pre-paid envelope.

Name:

FTP case Number:

Gender	Male <input type="checkbox"/>	Female <input type="checkbox"/>	Transgender <input type="checkbox"/>
Age	Up to 18 years <input type="checkbox"/>	19-25 years <input type="checkbox"/>	26-35 years <input type="checkbox"/>
		46-55 years <input type="checkbox"/>	56-60 years <input type="checkbox"/>
			over 60 <input type="checkbox"/>
Sexual Orientation	Bisexual <input type="checkbox"/>	Gay Man <input type="checkbox"/>	Gay Woman/lesbian <input type="checkbox"/>
		Heterosexual <input type="checkbox"/>	Other <input type="checkbox"/>
			Prefer not to say <input type="checkbox"/>
Do you consider yourself to have a disability?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

Religion	Buddhist <input type="checkbox"/>	Sikh <input type="checkbox"/>
	Christian <input type="checkbox"/>	Prefer not to say <input type="checkbox"/>
	Hindu <input type="checkbox"/>	No religion <input type="checkbox"/>
	Jewish <input type="checkbox"/>	Other <input type="checkbox"/>
	Muslim <input type="checkbox"/>	Please state which ____

NATIONALITY & ETHNIC ORIGIN**What race or ethnicity do you consider yourself?**

Choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background.

A	White
<input type="checkbox"/>	British
<input type="checkbox"/>	<input type="checkbox"/> English
<input type="checkbox"/>	<input type="checkbox"/> Scottish
<input type="checkbox"/>	<input type="checkbox"/> Welsh
<input type="checkbox"/>	Irish
<input type="checkbox"/>	Any other White background, please write in <input type="text"/>
<input type="checkbox"/>	Northern Irish
B	Mixed
<input type="checkbox"/>	White and Black Caribbean
<input type="checkbox"/>	White and Black African
<input type="checkbox"/>	White and Asian
<input type="checkbox"/>	Any other Mixed background, please write in <input type="text"/>
C	Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh
<input type="checkbox"/>	Indian
<input type="checkbox"/>	Pakistani
<input type="checkbox"/>	Bangladeshi
<input type="checkbox"/>	Any other Asian background, please write in <input type="text"/>
D	Black, Black British, Black English, Black Scottish, or Black Welsh
<input type="checkbox"/>	Caribbean
<input type="checkbox"/>	African
<input type="checkbox"/>	Any other Black background, please write in <input type="text"/>
E	Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh, or other ethnic group
<input type="checkbox"/>	Chinese
<input type="checkbox"/>	Any other background, please write in

THANK YOU FOR COMPLETING THIS FORM

Equality and Diversity Monitoring Form

We hope you will help us by completing this form. The information you provide will help us to monitor the effectiveness of our equality and diversity policies and ensure that our fitness to practise procedures are fair, accessible and transparent.

Any information you provide will be strictly confidential. It will only be used for monitoring purposes, to enable analyses and statistical reports to be prepared and to help us in developing policy. The information will only be available to limited individuals at the HPC.

You do not have to complete this form but any information you do provide will not be taken into account in dealing with the complaint which has been made against you.

Please complete the form by ticking the appropriate boxes below and return it in the enclosed pre-paid envelope.

Name:

FTP case Number: FTP

Gender	Male <input type="checkbox"/>	Female <input type="checkbox"/>	Transgender <input type="checkbox"/>
Age	Up to 18 years <input type="checkbox"/>	19-25 years <input type="checkbox"/>	26-35 years <input type="checkbox"/>
		36-45 years <input type="checkbox"/>	46-55 years <input type="checkbox"/>
			56-60 years <input type="checkbox"/>
			over 60 <input type="checkbox"/>
Sexual Orientation	Bisexual <input type="checkbox"/>	Gay Man <input type="checkbox"/>	Heterosexual <input type="checkbox"/>
	Gay Woman/lesbian <input type="checkbox"/>	Prefer not to say <input type="checkbox"/>	Other <input type="checkbox"/>
Do you consider yourself to have a disability?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

Religion	Buddhist <input type="checkbox"/>	Sikh <input type="checkbox"/>
	Christian <input type="checkbox"/>	Prefer not to say <input type="checkbox"/>
	Hindu <input type="checkbox"/>	No religion <input type="checkbox"/>
	Jewish <input type="checkbox"/>	Other <input type="checkbox"/>
	Muslim <input type="checkbox"/>	Please state which ____

NATIONALITY & ETHNIC ORIGIN**What race or ethnicity do you consider yourself?**

Choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background.

A	White
<input type="checkbox"/>	British
<input type="checkbox"/>	<input type="checkbox"/> English
<input type="checkbox"/>	<input type="checkbox"/> Scottish
<input type="checkbox"/>	<input type="checkbox"/> Welsh
<input type="checkbox"/>	Irish
<input type="checkbox"/>	Any other White background, please write in <input type="text"/>
<input type="checkbox"/>	Northern Irish
B	Mixed
<input type="checkbox"/>	White and Black Caribbean
<input type="checkbox"/>	White and Black African
<input type="checkbox"/>	White and Asian
<input type="checkbox"/>	Any other Mixed background, please write in <input type="text"/>
C	Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh
<input type="checkbox"/>	Indian
<input type="checkbox"/>	Pakistani
<input type="checkbox"/>	Bangladeshi
<input type="checkbox"/>	Any other Asian background, please write in <input type="text"/>
D	Black, Black British, Black English, Black Scottish, or Black Welsh
<input type="checkbox"/>	Caribbean
<input type="checkbox"/>	African
<input type="checkbox"/>	Any other Black background, please write in <input type="text"/>
E	Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh, or other ethnic group
<input type="checkbox"/>	Chinese
<input type="checkbox"/>	Any other background, please write in

THANK YOU FOR COMPLETING THIS FORM