

HCPC Diversity Data Report 2021: all professions

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 all HCPC professions.



Total number of
HCPC registrants:
289,181¹



Total respondents
to the survey:
57,710

Key findings

- 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 Black, Asian or minority ethnic (BAME) 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%).

cont.

1. Total taken from age group data.

- A slightly larger proportion of practitioner psychologists identified as ‘Lesbian, Gay or Queer’ (LGQ)1 (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.

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	%	
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	%
All professions	4,188	8	47,005	91	523	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	%
All professions	3,993	8	2,368	5	1,246	2	42,755	83	894	2	461	1

Gender

Count and proportion of respondents by gender:

	Woman		Man		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
All professions	39,146	76	12,175	24	174	0	7	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	%
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
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 ²		Heterosexual		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
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	%
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	%
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	All professions
Adult social care	2%
Community service	9%
Higher education/university/academia/research	3%
Independent or private healthcare provider (clinic/business)	11%
Independent or private healthcare provider (hospital/acute)	3%
NHS Acute/ hospital/ secondary care	35%
NHS Mental Health service	6%
Other	10%
Schools (primary/secondary/special)	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	%
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	%
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	%
All professions	17,949	35	32,719	63	637	1	405	1