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## HR Equality and Diversity Data 2020

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### Executive Summary

All applicants for employee and partner roles at the HCPC are asked to provide equal opportunities and diversity monitoring information. The form requests equality data covering a number of categories, including gender, age, ethnic background, disability, marital status, religion and sexual orientation.

The data is then collated and analysed for management assurance and a report is presented to Council each year.

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|                                     |  |
|-------------------------------------|--|
| Previous consideration              | This report is produced and presented to Council on an annual basis.   |
| Decision                            | Council is asked to note the report.   |
| Next steps                          | The data is part of that being analysed as part of the HCPC's commissioned EDI research.   |
| Strategic priority                  | The strategic priorities set in 2018 are no longer current. We are developing a new strategy that we aim to confirm at the end of 2020.  |
| Risk                                | Strategic risk 5 - Failure of leadership, governance or culture. It is important we understand the equality and diversity of our employee and partners to identify any areas of under representation and the risk of barriers to participation or progression. |
| Financial and resource implications | None as a result of this paper.  |
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## HR Equality and Diversity Data 2020

### Introduction

All applicants for employee and partner roles at the HCPC are asked to complete an equal opportunities and diversity monitoring form, which is appended to their application forms.

For all who complete the form, whether they are successful or not in their applications to become employees or partners, the data they provide is stored securely and confidentially on the HCPC's recruitment system and in accordance with GDPRs.

The form requests equality data covering a number of categories, including gender, age, ethnic background, disability, marital status, religion and sexual orientation. The data is then collated and analysed for a report which is presented to Council each year.

The following report is set out in five sections:

1. HCPC Employees
2. Employee Relations
3. Applicants for HCPC jobs
4. HCPC Partners
5. Applicants for partner roles

## **1. Employees June 2020**

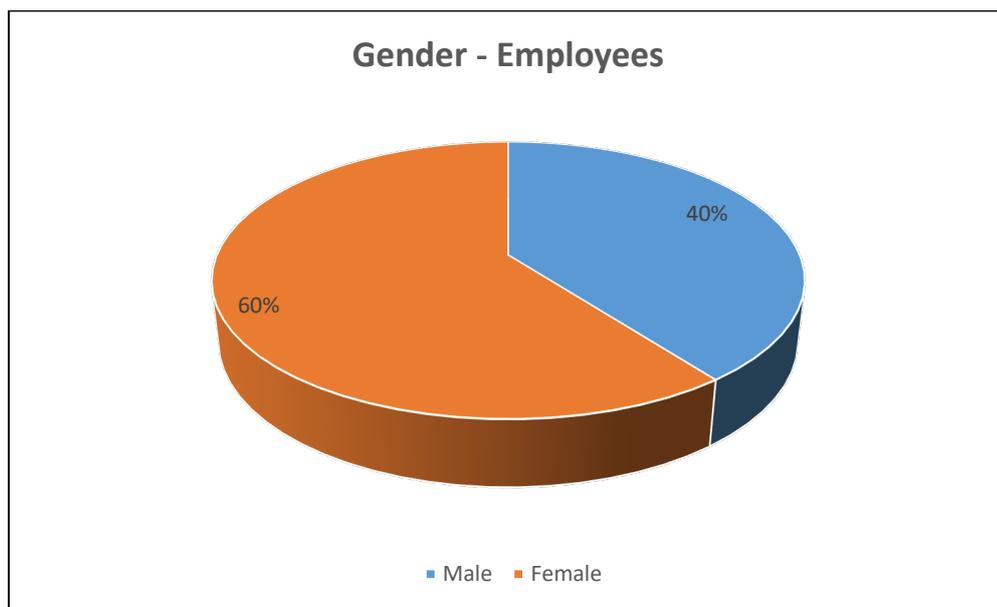
Employee data is collected at 1 June for the previous 12 months. At 1 June 2020, there were 212 employees at the HCPC and 111 leavers that were employed during the period.

Each section provides a chart setting out the percentage scores for each of the equality and diversity categories, along with a table with a five year comparison of the category.

### **1.1 Gender**

The organisation's gender make up continues to be female in the majority, at 60% female and 40% male. This is a slight increase on the previous two years, with the percentage of males slightly decreasing in the last year.

The 2011 census data provided by the ONS for London Boroughs (Lambeth, Southwark and Lewisham) cites a 50% to 50% split of women to men in these boroughs.



**Fig. 1**

|               | <b>2020</b> | <b>2019</b> | <b>2018</b> | <b>2017</b> | <b>2016</b> |
|---------------|-------------|-------------|-------------|-------------|-------------|
| <b>Female</b> | 60%         | 59%         | 62%         | 64%         | 63%         |
| <b>Male</b>   | 40%         | 41%         | 38%         | 36%         | 37%         |

## 1.2 Age Range of Employees

The average age of employees remains the same at around 38. There has been a slight increase in comparison to previous years – 37 in 2018, 36 in 2016, having been 35 for the previous 5 years. The largest group is age range 31-40 at 41%.

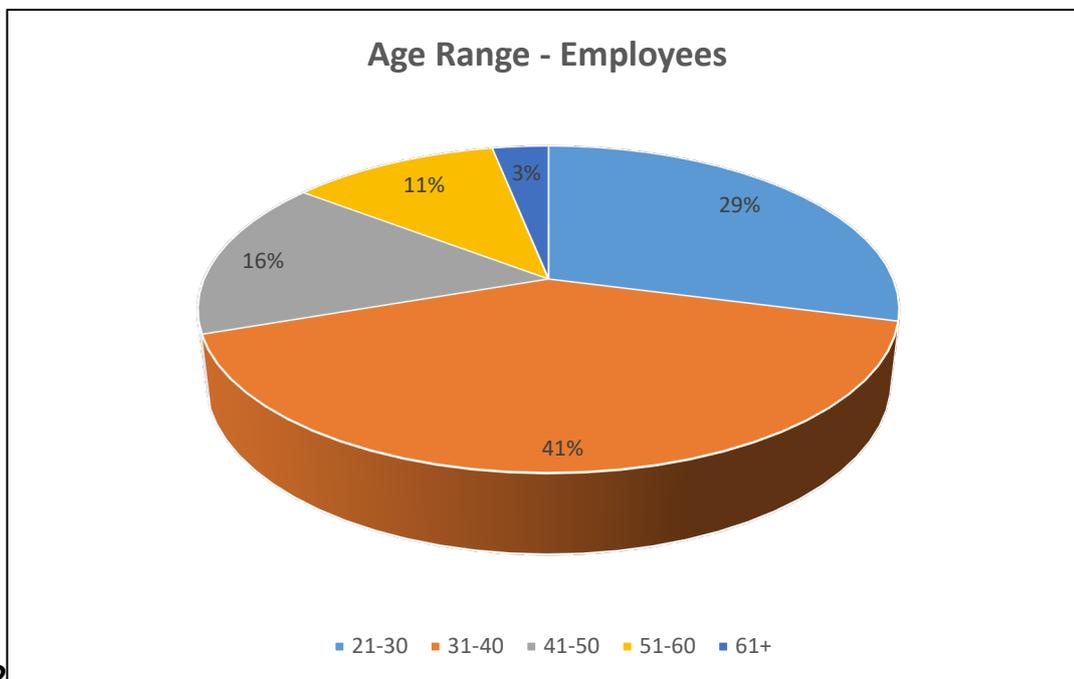


Fig. 2

|                | 2020 | 2019 |              | 2018 | 2017 |              | 2016 |  |
|----------------|------|------|--------------|------|------|--------------|------|--|
|                | -    | -    | <b>18-24</b> | 4%   | 4%   | <b>18-24</b> | 5%   |  |
| <b>21 – 30</b> | 29%  | 26%  | <b>25-29</b> | 21%  | 25%  | <b>25-30</b> | 27%  |  |
| <b>31 – 40</b> | 41%  | 42%  | <b>31-34</b> | 23%  | 23%  | <b>31-35</b> | 25%  |  |
|                |      |      | <b>35-39</b> | 21%  | 19%  | <b>36-40</b> | 16%  |  |
| <b>41 – 50</b> | 16%  | 16%  | <b>40-44</b> | 10%  | 8%   | <b>41-50</b> | 5%   |  |
|                |      |      | <b>45-49</b> | 6%   | 8%   |              |      |  |
| <b>51 – 60</b> | 11%  | 13%  | <b>50-54</b> | 7%   | 5%   | <b>51-60</b> | 9%   |  |
|                |      |      | <b>55-60</b> | 5%   | 1%   |              | -    |  |
| <b>61+</b>     | 3%   | 4%   | <b>61+</b>   | 2%   | 5%   | <b>61+</b>   | 3%   |  |

### 1.3 Ethnic Background of Employees

The number of employees choosing to provide information about their ethnic background has decreased, therefore more employees have chosen not to disclose this information.

In recent years, HCPC have delivered a range of initiatives to promote equality and inclusion. This includes new, interactive, diversity and inclusion sessions and revisions to the recruitment and selection process focussing on unconscious bias and panel member composition. Further upcoming measures include a roll out of mandatory unconscious bias training for all employees and EDI training. It is hoped that these measures may encourage employees to feel comfortable to share their ethnic background with HCPC.

Given recent global events surrounding Equality, Diversity and Inclusion, particularly the Black Lives Matter movement, HCPC has also created a forum for all employees to share recommendations on books, documentaries, workshops and other such resources to help raise awareness and support employees to actively make changes to address inequalities within their personal and professional lives.

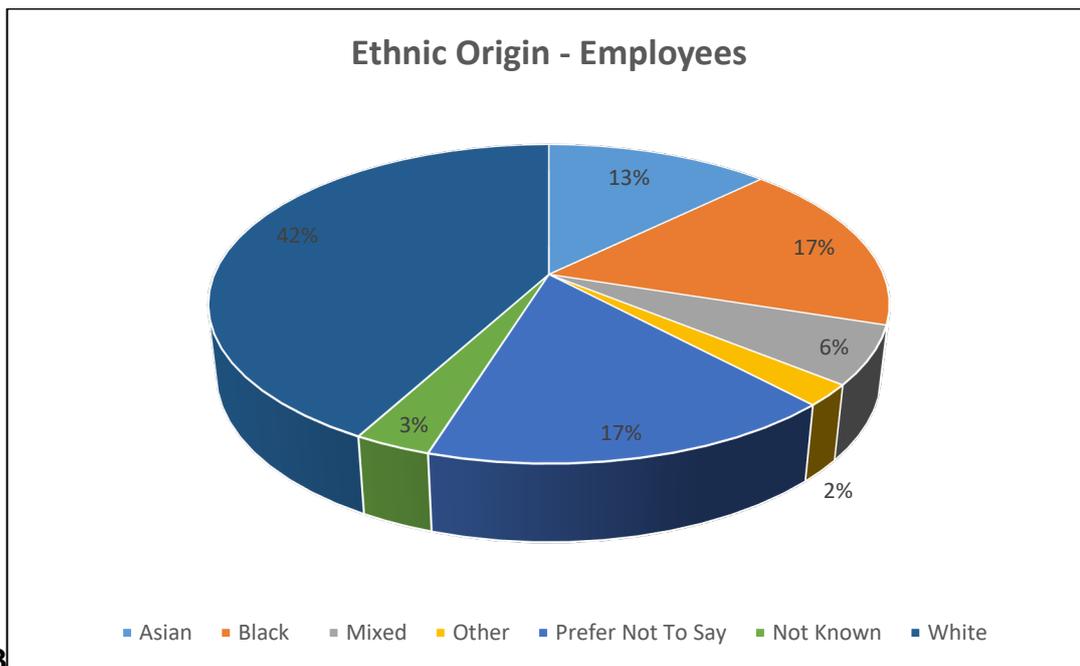


Fig. 3

|              | 2020 | 2019 | 2018 | 2017 | 2016 |
|--------------|------|------|------|------|------|
| <b>Asian</b> | 13%  | 12%  | 11%  | 10%  | 11%  |
| <b>Black</b> | 17%  | 19%  | 17%  | 17%  | 20%  |
| <b>Mixed</b> | 6%   | 6%   | 6%   | 6%   | 7%   |

|                          |     |     |     |     |     |
|--------------------------|-----|-----|-----|-----|-----|
| <b>White</b>             | 42% | 44% | 46% | 49% | 56% |
| <b>Other</b>             | 2%  | 1%  | 0%  | 0%  | 0%  |
| <b>Prefer not to say</b> | 17% | 19% | 19% | 16% | 6%  |

The organisation continues to broadly represent the ethnic make-up of the surrounding boroughs in all categories with the exception of 'Black' which has slightly decreased compared to last year resulting in this this group continuing to be under-represented. 'Asian' would appear to be over represented whereas 'White' would appear to be slightly under represented. See fig. 4 below.

However given the significant proportion of employees listing "prefer not to say" and the age of the census data it is difficult to draw too many conclusions from this comparison.

Fig. 4

**ONS Census Data 2011 – Ethnic Group %**

|                    | <b>Lambeth</b> | <b>Southwark</b> | <b>Lewisham</b> | <b>HCPC</b> |
|--------------------|----------------|------------------|-----------------|-------------|
| Asian              | 5              | 7                | 7               | 11          |
| Black              | 26             | 27               | 27              | 17          |
| Mixed              | 8              | 6                | 7               | 6           |
| White              | 57             | 54               | 54              | 46          |
| Other Ethnic Group | 2              | 3                | 3               | 0           |

**1.4 Employees with a Disability**

The percentage of employees with a declared disability has slightly declined from last year at 2%. The introduction of the new HR system and a "prefer not to say" category in 2016/17 has led to some changes in the no/not stated categories. However, there is a significant percentage of employees who have declined to provide this information compared to last year.

The HCPC continues to be a membership of the Disability Confident scheme showing our commitment to supporting disabled applicants and employees throughout our recruitment and employment processes.

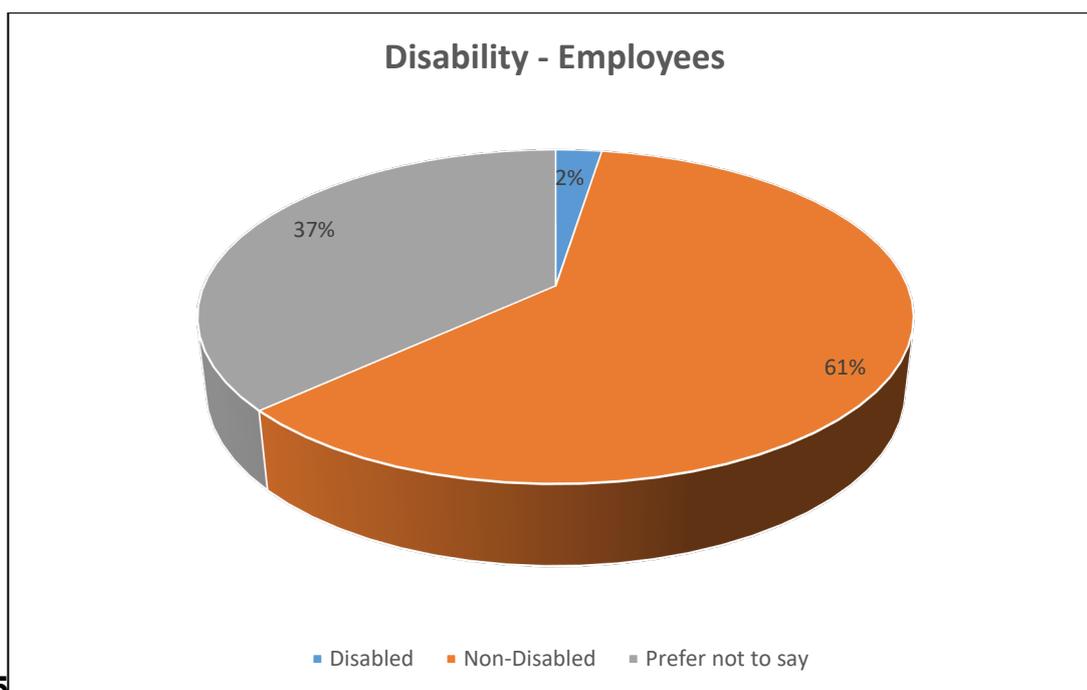


Fig. 5

| Disability        | 2020 | 2019 | 2018 | 2017 | Disability | 2016 |
|-------------------|------|------|------|------|------------|------|
| Yes               | 2%   | 3%   | 3%   | 2%   | Yes        | 2%   |
| No/Not stated     | 61%  | 67%  | 67%  | 88%  | No         | 81%  |
| Prefer not to say | 37%  | 30%  | 30%  | 9%   | Not stated | 17%  |

Data about disabilities of the population in the surrounding boroughs suggests the HCPC's number of employees declaring a disability may be low.

Due to the nature of this category it is difficult to know the true percentage of people who would be able to carry out full or part time work at the HCPC. The focus here is on row 2 - members of the population whose day to day activities are limited a little.

Fig. 6

**ONS Census Data 2011 – Disability %**

|   | Disability Type                        | Lambeth | Southwark | Lewisham |
|---|--|---------|-----------|----------|
| 1 | Day-to-day activities limited a lot    | 6       | 7         | 7        |
| 2 | Day-to-day activities limited a little | 7       | 7         | 7        |
| 3 | Day-to-day activities not limited      | 87      | 86        | 86       |

## 1.5 Marital Status of Employees

Employees stating their marital status as single remains the highest at 31% although this is a significant decrease from previous years. There has been a steady decrease across most of the categories over the last five years, including the marriage, partner and the divorced category. However, the number of people choosing not to provide this information or have stated Unknown is significantly higher at 46%, compared to 27% in 2019.

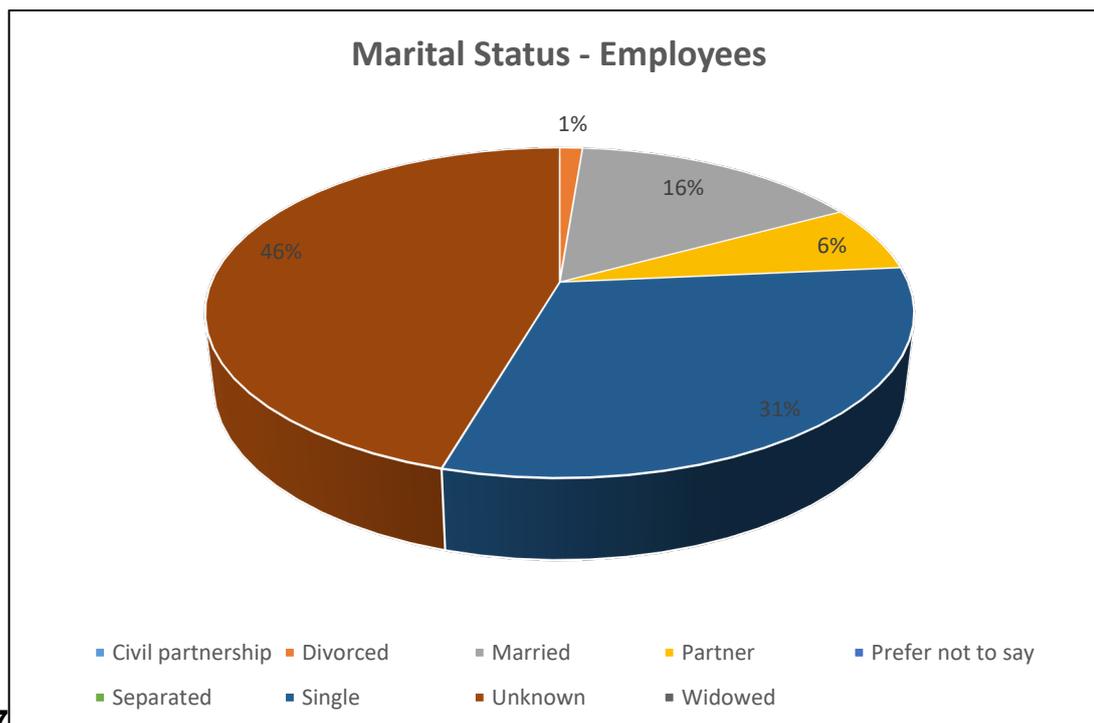


Fig. 7

|                                     | 2020 | 2019 | 2018 | 2017 | 2016 |
|-------------------------------------|------|------|------|------|------|
| <b>Single</b>                       | 31%  | 40%  | 44%  | 51%  | 47%  |
| <b>Married</b>                      | 16%  | 20%  | 20%  | 23%  | 25%  |
| <b>Partner</b>                      | 6%   | 11%  | 10%  | 13%  | 15%  |
| <b>Divorced</b>                     | 1%   | 2%   | 2%   | 2%   | 2%   |
| <b>Civil Partner</b>                | 0%   | 0%   | 0%   | 0%   | 1%   |
| <b>Separated</b>                    | 0%   | 0%   | 0%   | 0%   | -    |
| <b>Not stated/Prefer not to say</b> | 0%   | 0%   | 23%  | 11%  | 10%  |

## 1.6 Part time and Flexible working

The HCPC has introduced a range of flexible and home-working policies over the last few years which led to a significant increase in the number of employees working flexibly. In August 2017, a new Flexible Working policy was introduced which gave more scope for employees to agree informal flexible working arrangements with their line manager as well as the introduction of a variable start and finish times policy which departments could utilise on an informal basis. In addition to these informal arrangements, HCPC employees may request formal flexible working arrangements. As of 1 June 2019, 57 employees (27%) had a formal flexible working arrangement in place. 6% of all employees were working part time, with the remaining 21% utilising various other forms of flexible working including compressed hours (an average of 35 hours per week but over 4 days per week or 9 days per fortnight), adjusted hours (working 35 hours per week but with adjusted start and finish times) and/or working from home.

However, given the current global situation, (Covid 19 pandemic) HCPC has committed to reviewing flexible and homeworking arrangements and policies. A working group has been established to define the 'new normal' and the findings will be consulted on in Quarter 3 and 4, with implementation likely in 2021.

## 1.7 Sexual Orientation

From 2017, on best practice advice from Stonewall, HCPC introduced a new category "prefer to self-describe".

The Bi-sexual category has slightly increased this year, whilst the gay man and self-describe categories have decreased. The heterosexual category and employees preferring not to disclose their sexual orientation has increased compared to previous years.

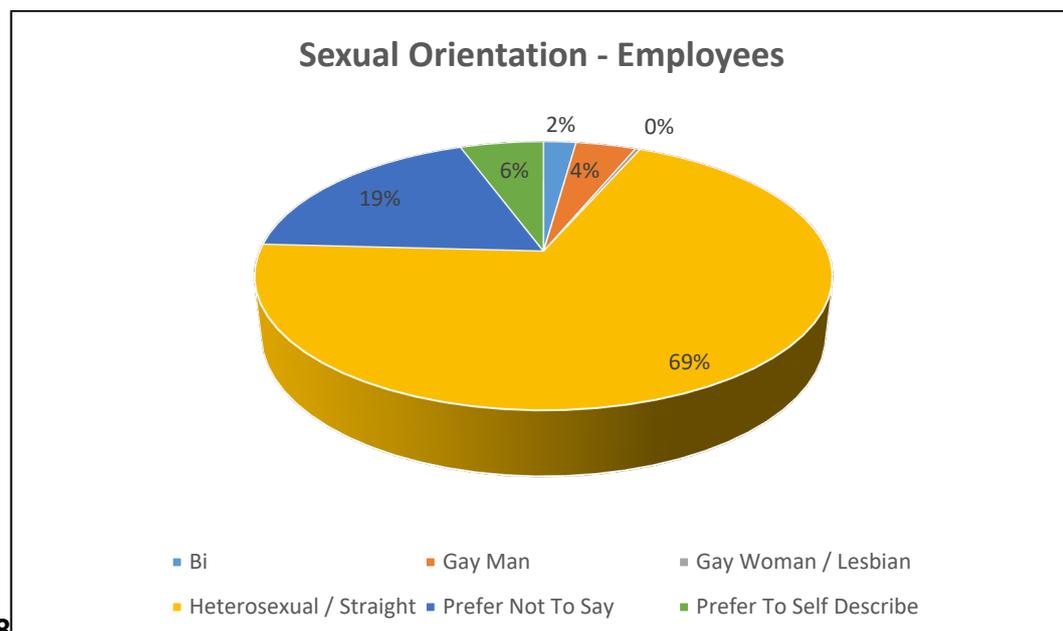


Fig. 8

|                                     | 2020 | 2019 | 2018 | 2017 | 2016 |
|-------------------------------------|------|------|------|------|------|
| <b>Bi-sexual</b>                    | 2%   | 1%   | 1%   | 1%   | 0.4% |
| <b>Gay Man</b>                      | 4%   | 5%   | 4%   | 4%   | 4%   |
| <b>Gay woman</b>                    | 0%   | 0%   | 0%   | 0%   | 0%   |
| <b>Heterosexual</b>                 | 69%  | 67%  | 67%  | 70%  | 69%  |
| <b>Prefer to self-describe</b>      | 6%   | 9%   | 10%  | 12%  | -    |
| <b>Prefer not to say/Not stated</b> | 19%  | 17%  | 17%  | 13%  | 27%  |

### 1.8 Religious Belief

Christianity remains the largest stated religion at 29%, a decrease on the previous year. All other categories remain broadly the same compared to the previous year.

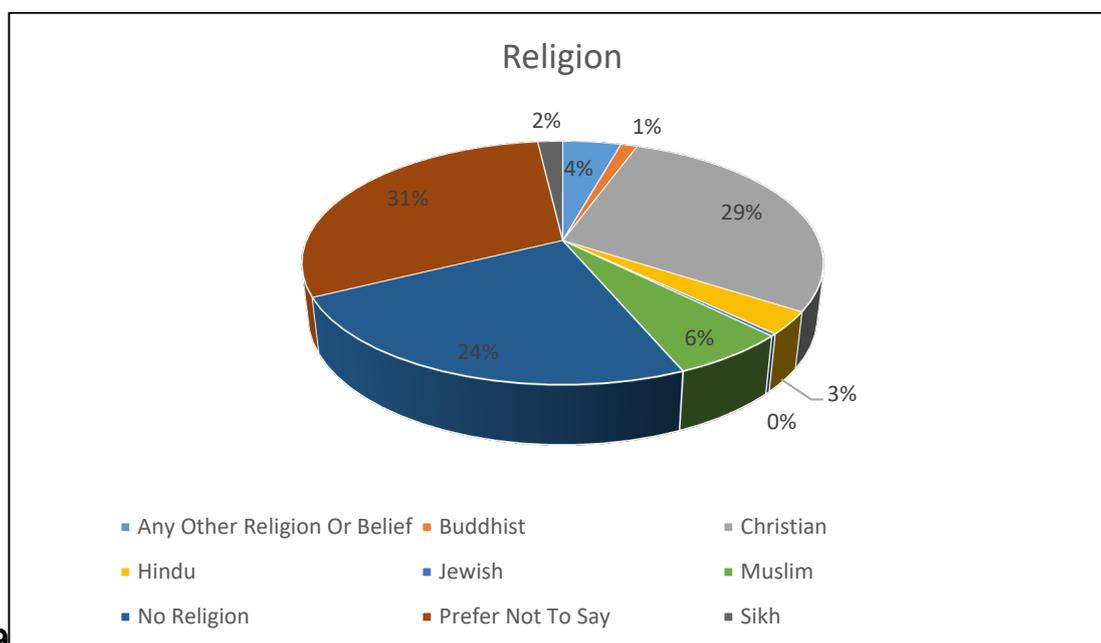


Fig. 9

|                  | 2020 | 2019 | 2018 | 2017 | 2016 |
|------------------|------|------|------|------|------|
| <b>Buddhist</b>  | 1%   | 1%   | 1%   | 1%   | 1%   |
| <b>Christian</b> | 29%  | 29%  | 30%  | 33%  | 31%  |

|                                     |     |     |     |     |     |
|-------------------------------------|-----|-----|-----|-----|-----|
| <b>Hindu</b>                        | 3%  | 1%  | 1%  | 1%  | 1%  |
| <b>Jewish</b>                       | 0%  | 0%  | 0%  | -   | -   |
| <b>Muslim</b>                       | 6%  | 3%  | 3%  | 3%  | 4%  |
| <b>Sikh</b>                         | 2%  | 1%  | 2%  | 1%  | 1%  |
| <b>Other</b>                        | 4%  | -   | 4%  | 6%  | 1%  |
| <b>No religion</b>                  | 24% | 23% | 23% | 25% | 26% |
| <b>Not stated/Prefer not to say</b> | 31% | 36% | 36% | 31% | 36% |

Fig. 10

**ONS Census Data 2011 – Religious Belief %**

| Religion    | Lambeth | Southwark | Lewisham | HCPC |
|-------------|---------|-----------|----------|------|
| Buddhist    | 1%      | 1%        | 1%       | 1%   |
| Christian   | 53%     | 53%       | 53%      | 29%  |
| Hindu       | 1%      | 1%        | 2%       | 3%   |
| Jewish      | 0%      | 0%        | 0%       | 0%   |
| Muslim      | 7%      | 9%        | 6%       | 6%   |
| Sikh        | 0%      | 0%        | 0%       | 2%   |
| Other       | 1%      | 0%        | 1%       | 4%   |
| No religion | 28%     | 27%       | 27%      | 24%  |
| Not Stated  | 9%      | 9%        | 9%       | 31%  |

## 1.9 Diversity statistics by pay band

This sections shows data collected on pay bands by gender, ethnicity and age range.

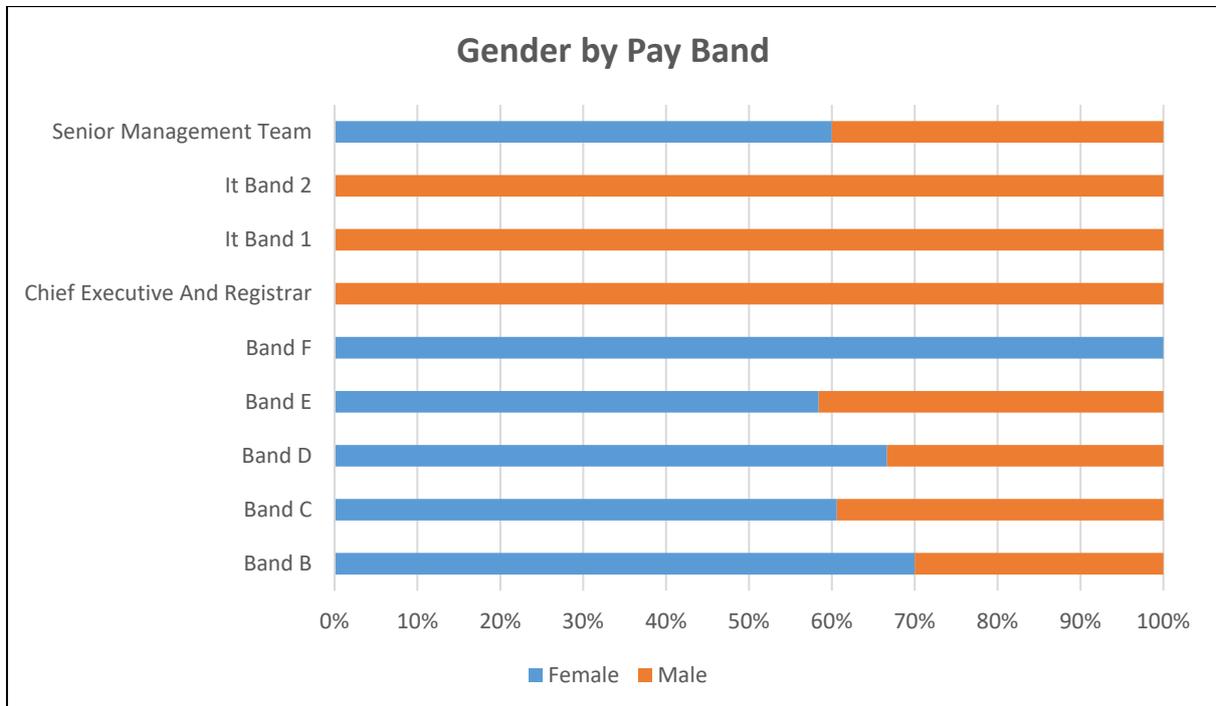


Fig 11

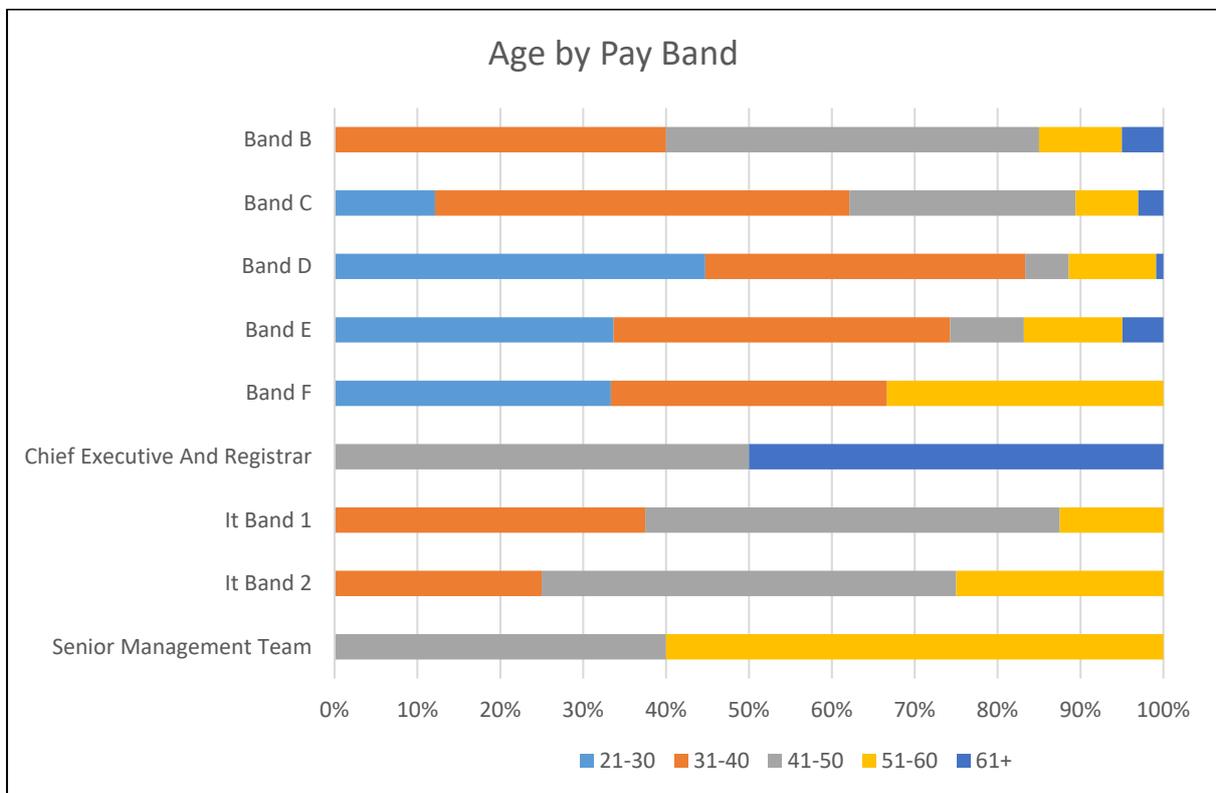


Fig 12

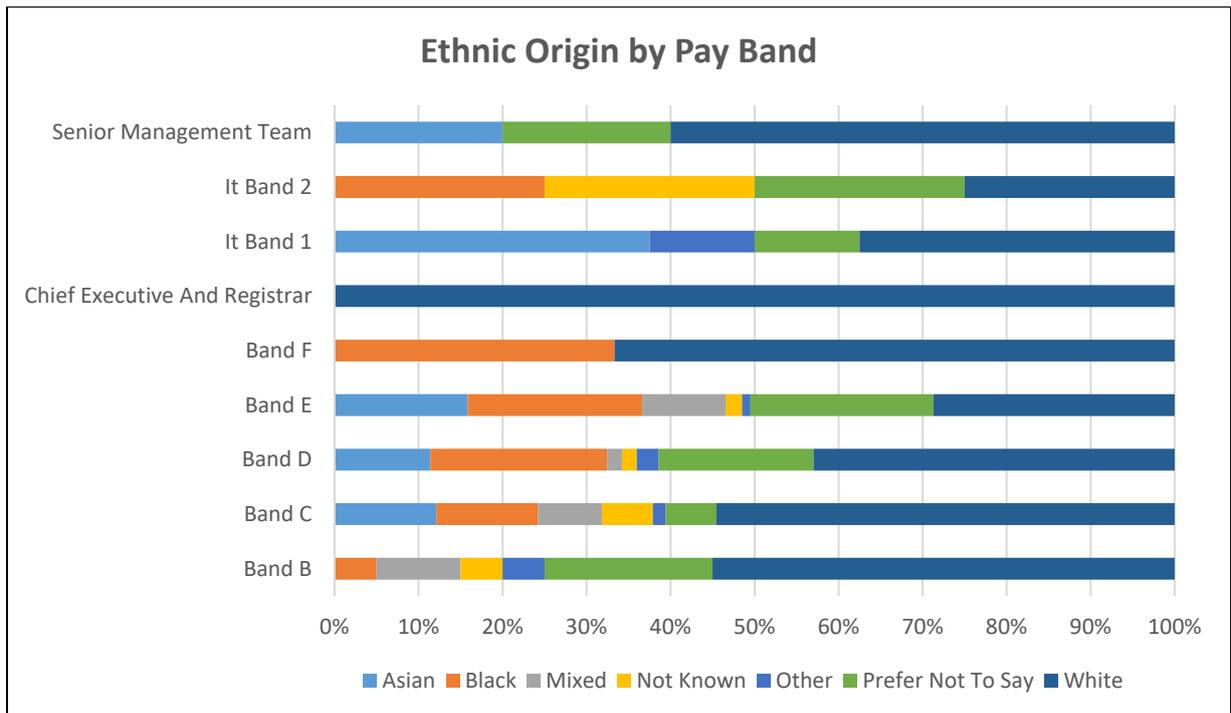


Fig 13

Fig. 14  
Employee Numbers by Pay Band

| Pay Band     | Number of Employees |
|--------------|---------------------|
| SMT/CEO      | 7                   |
| Band B       | 20                  |
| Band C       | 66                  |
| Band D       | 114                 |
| Band E       | 101                 |
| Band F       | 3                   |
| IT Band 1    | 8                   |
| IT Band 2    | 4                   |
| <b>Total</b> | <b>323</b>          |

## **2. Employee Relations 2019/2020**

Employee data in relation to Employee Relations cases in HCPC has been collected at 1 June 2020 for the previous 12 months. This would be the first year that this information has been cross-referenced with equality and diversity categories.

Each section provides a chart setting out the percentage scores for certain equality and diversity categories.

## 2.1 Employee Relations Cases

The organisation has had 20 Employee Relations cases in 2019/2020. This includes both formal and informal proceedings, however the graph below excludes the inclusion of sanctions as an outcome of a case.

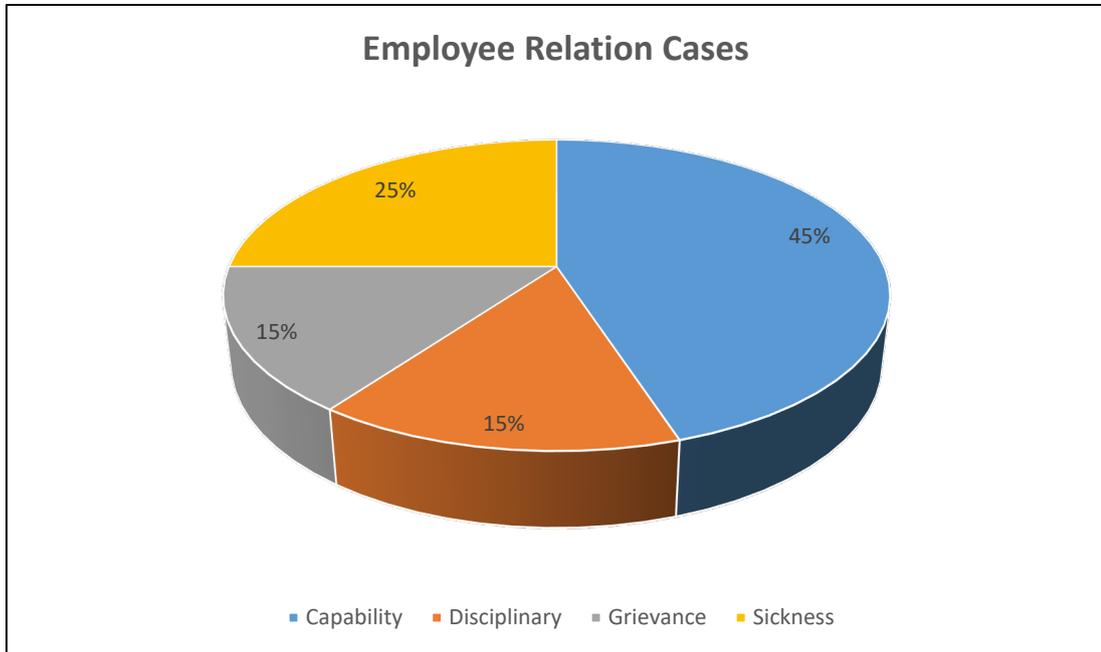
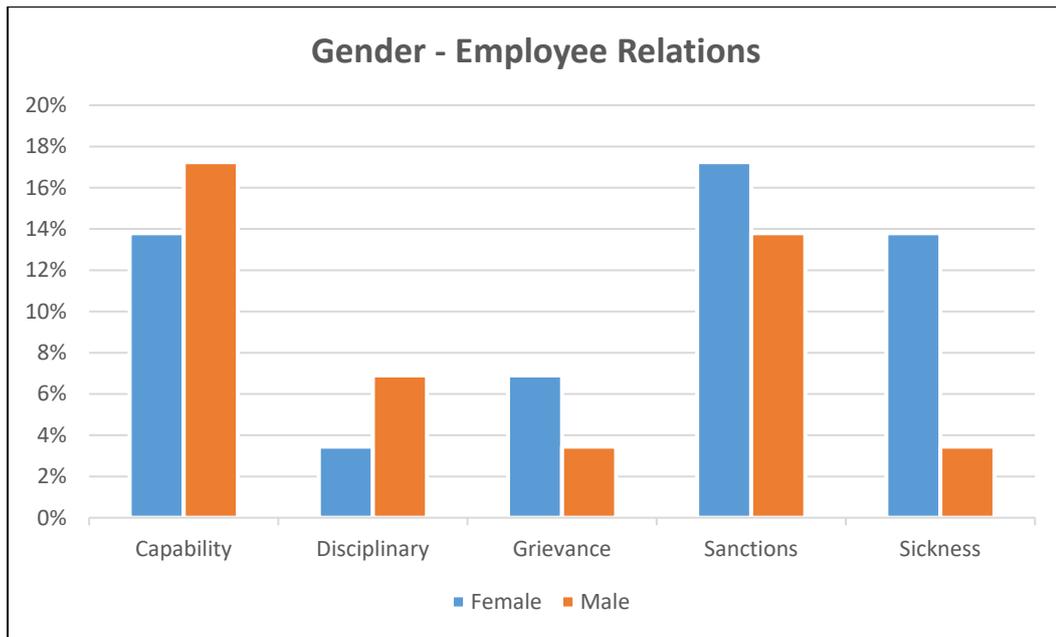


Fig. 1

|                  | Capability | Disciplinary | Grievance | Sickness | Sanctions |
|------------------|------------|--------------|-----------|----------|-----------|
| <b>2019/2020</b> | 9          | 3            | 3         | 5        | 9         |

## 2.2 Gender of Employees

There have been an equal number of male and female employees who have undergone an employee relation case. However, females are more likely to be involved in a sickness review case than males, with an overall higher sanction outcome.



**Fig. 2**

|               | <b>Capability</b> | <b>Disciplinary</b> | <b>Grievance</b> | <b>Sickness</b> | <b>Sanctions</b> |
|---------------|-------------------|---------------------|------------------|-----------------|------------------|
| <b>Female</b> | 14%               | 3%                  | 7%               | 14%             | 17%              |
| <b>Male</b>   | 17%               | 7%                  | 3%               | 3%              | 14%              |

### 2.3 Age Range of Employees

The age categories used are in line with the categories used by ONS. The average age of employees is 36.

Employees within the 31 – 40 categories are more likely to have undergone an Employee Relations case, across all the categories below, although this may be considered normal as they represent our largest employee group within this age category. However, both the 31 – 40 and 21 – 30 categories are equally likely to receive a sanction.

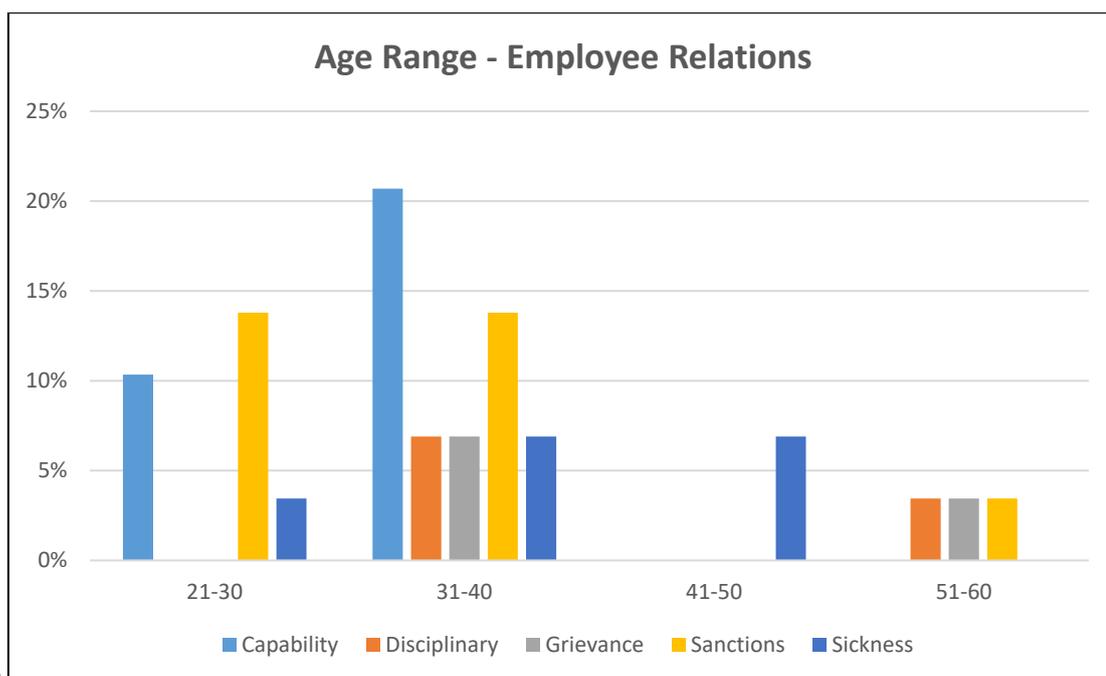
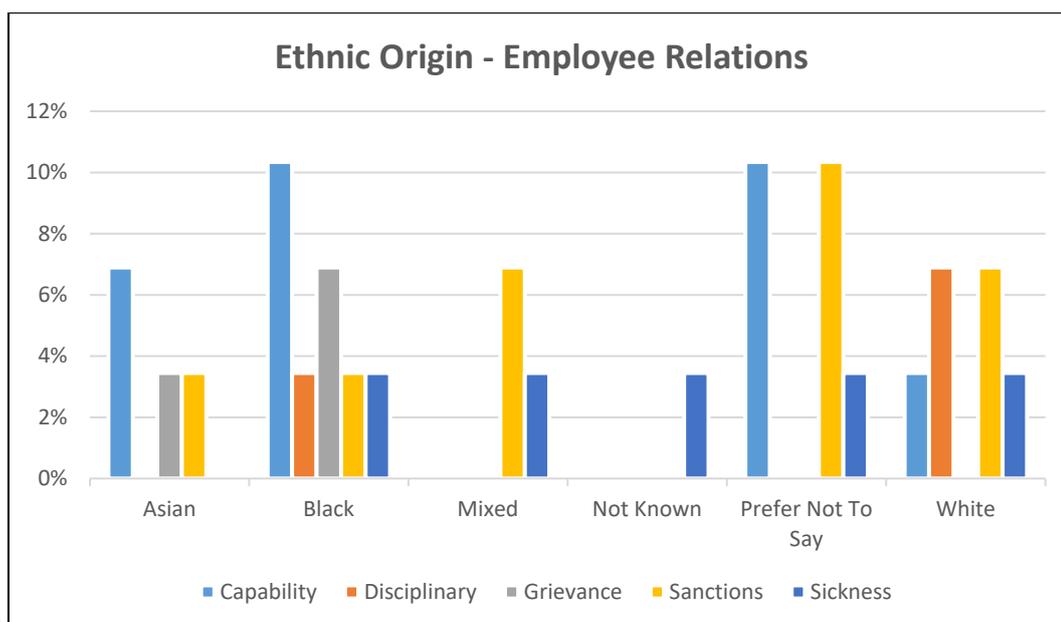


Fig. 3

|                | Capability | Disciplinary | Grievance | Sickness | Sanctions |
|----------------|------------|--------------|-----------|----------|-----------|
| <b>21 - 30</b> | 10%        | 0%           | 0%        | 14%      | 3%        |
| <b>31 - 40</b> | 21%        | 7%           | 7%        | 14%      | 7%        |
| <b>41 - 50</b> | 0%         | 0%           | 0%        | 0%       | 7%        |
| <b>51 - 60</b> | 0%         | 3%           | 3%        | 3%       | 0%        |

## 2.4 Ethnic Background of Employees

Across all types of Employee Relations cases, there is a general mix of ethnic backgrounds, however a larger percentage of employees across all types are from the 'Black' category, closely followed by the 'White' and 'Asian' category with sanctions as an outcome on cases in the 'White' and 'Mixed' category. Given that a significant proportion of employees have not disclosed their ethnic background, it is difficult to draw too many conclusions from this comparison.



**Fig. 4**

|                          | <b>Capability</b> | <b>Disciplinary</b> | <b>Grievance</b> | <b>Sickness</b> | <b>Sanctions</b> |
|--------------------------|-------------------|---------------------|------------------|-----------------|------------------|
| <b>Asian</b>             | 7%                | 0%                  | 3%               | 0%              | 3%               |
| <b>Black</b>             | 10%               | 3%                  | 7%               | 3%              | 3%               |
| <b>Mixed</b>             | 0%                | 0%                  | 0%               | 3%              | 7%               |
| <b>White</b>             | 3%                | 7%                  | 0%               | 3%              | 7%               |
| <b>Not Known</b>         | 0%                | 0%                  | 0%               | 3%              | 0%               |
| <b>Prefer not to say</b> | 10%               | 0%                  | 0%               | 3%              | 10%              |

### **3. Job Applicants 2019/2020**

Job applicant data was collected between 1 June 2019 and 31 May 2020.

There were 117 applications for 13 permanent/fixed-term roles within the period, which is a substantial decrease from the number of applications and roles in previous years (2018/2019 430 application for 93 roles). However, this is largely attributed to a recruitment freeze between the periods of July 2019 – February 2020 due to a significant organisational change between HCPC and Social Work England as the profession of Social Workers transitioned to a new regulatory body. This further led to organisation-wide restructures, ring-fenced roles and reduced recruitment within the last 12 months.

### 3.1 Gender

The gender of applicants remain female in the majority with a slight decrease compared to last year and a slight increase of male applicants in the last two years. The number of applicants preferring not to state their gender has decreased from 5% to 2%.

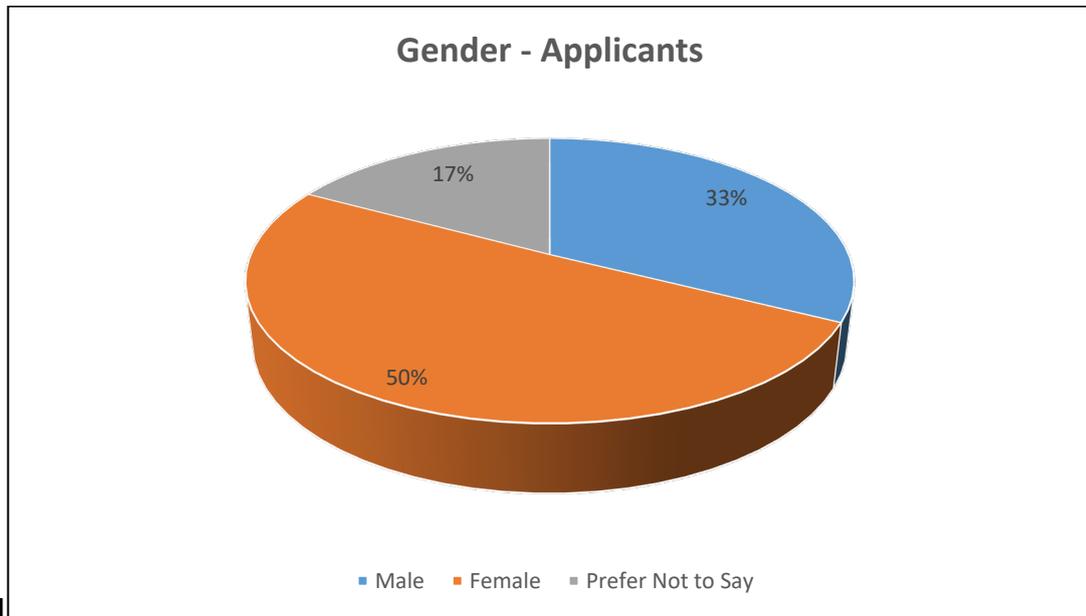
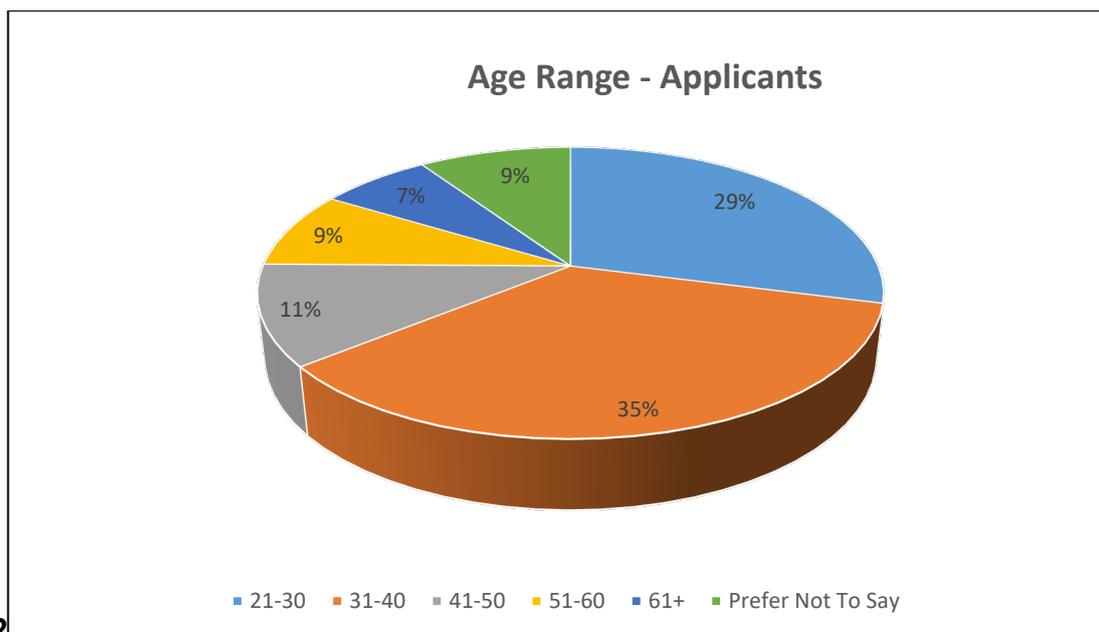


Fig. 1

|                   | 2020 | 2019 | 2018 | 2017 | 2016 |
|-------------------|------|------|------|------|------|
| <b>Male</b>       | 32%  | 42%  | 39%  | 32%  | 35%  |
| <b>Female</b>     | 50%  | 55%  | 56%  | 60%  | 54%  |
| <b>Not stated</b> | 17%  | 2%   | 5%   | 8%   | 11%  |

### 3.2 Age Range of Applicants

Of the applicants who answered this question, the average age of job applicants was 37, which is an increase from the previous year where it was 35. The largest group of applicants by age is 31 – 40, followed by 21- 30 and 41 – 50, compared to last year whereby the largest group of applicants fell within the 21 – 30 category.

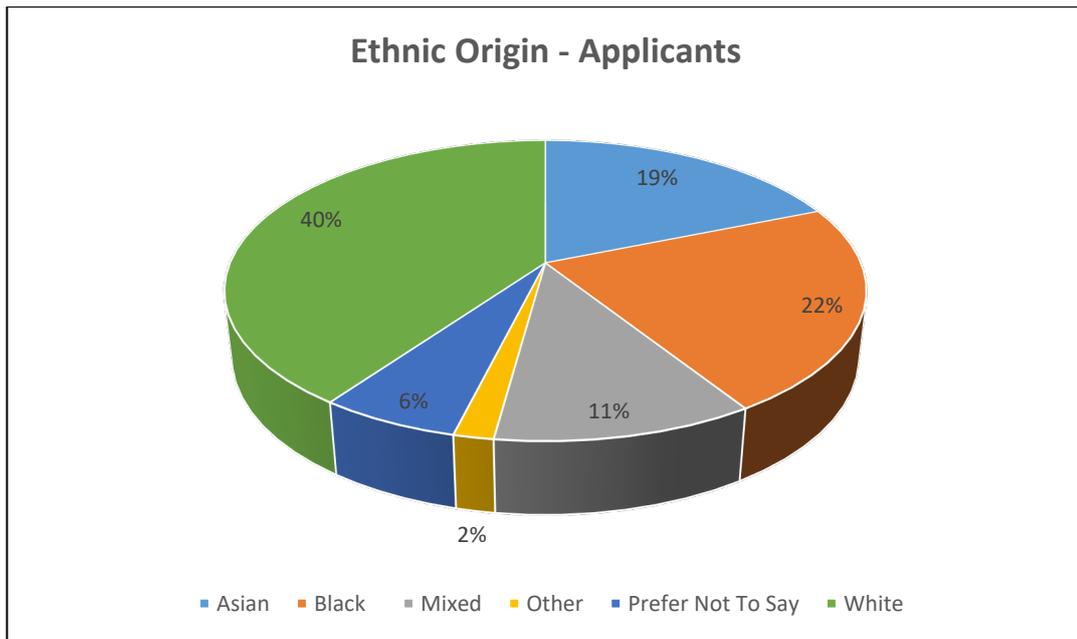


**Fig. 2**

|                          | 2020 | 2019 |                          | 2018 |                          | 2017 | 2016 |
|--------------------------|------|------|--------------------------|------|--------------------------|------|------|
|                          | -    | -    | <b>18-24</b>             | 6%   | <b>18-24</b>             | 6%   | 9%   |
| <b>21 – 30</b>           | 29%  | 27%  | <b>25-29</b>             | 19%  | <b>25-29</b>             | 27%  | 37%  |
| <b>31 – 40</b>           | 35%  | 23%  | <b>30-34</b>             | 11%  | <b>30-34</b>             | 15%  | 24%  |
|                          |      |      | <b>35-39</b>             | 14%  | <b>35-39</b>             | 8%   | 12%  |
| <b>41 – 50</b>           | 11%  | 10%  | <b>40-44</b>             | 8%   | <b>41-49</b>             | 8%   | 11%  |
|                          |      |      | <b>45-49</b>             | 9%   |                          |      |      |
| <b>51 - 60</b>           | 9%   | 6%   | <b>50-54</b>             | 6%   | <b>50-60</b>             | 6%   | 6%   |
|                          |      |      | <b>55-60</b>             | 4%   |                          |      |      |
| <b>61 +</b>              | 7%   | 2%   | <b>61+</b>               | 1%   | <b>61+</b>               | 1%   | 1%   |
| <b>Prefer not to say</b> | 9%   | 30%  | <b>Prefer not to say</b> | 21%  | <b>Prefer not to say</b> | 29%  | -    |

### 3.3 Ethnic background

'White' continues to remain the largest category, however overall there has been steady decrease. 6% of applicants chose not to state their ethnic background, a slight increase of 1% on the previous year.



**Fig. 3**

|                          | <b>2020</b> | <b>2019</b> | <b>2018</b> | <b>2017</b> | <b>2016</b> |
|--------------------------|-------------|-------------|-------------|-------------|-------------|
| <b>Asian</b>             | 19%         | 17%         | 15%         | 17%         | 10%         |
| <b>Black</b>             | 22%         | 22%         | 21%         | 19%         | 13%         |
| <b>Mixed</b>             | 11%         | 3%          | 4%          | 4%          | 3%          |
| <b>White</b>             | 40%         | 47%         | 49%         | 36%         | 31%         |
| <b>Other</b>             | 2%          | 6%          | 2%          | 2%          | -           |
| <b>Prefer not to say</b> | 6%          | 5%          | 7%          | 23%         | 43%         |

### 3.4 Disability

9% of applicants declared a disability, which is a high increase compared to last year.

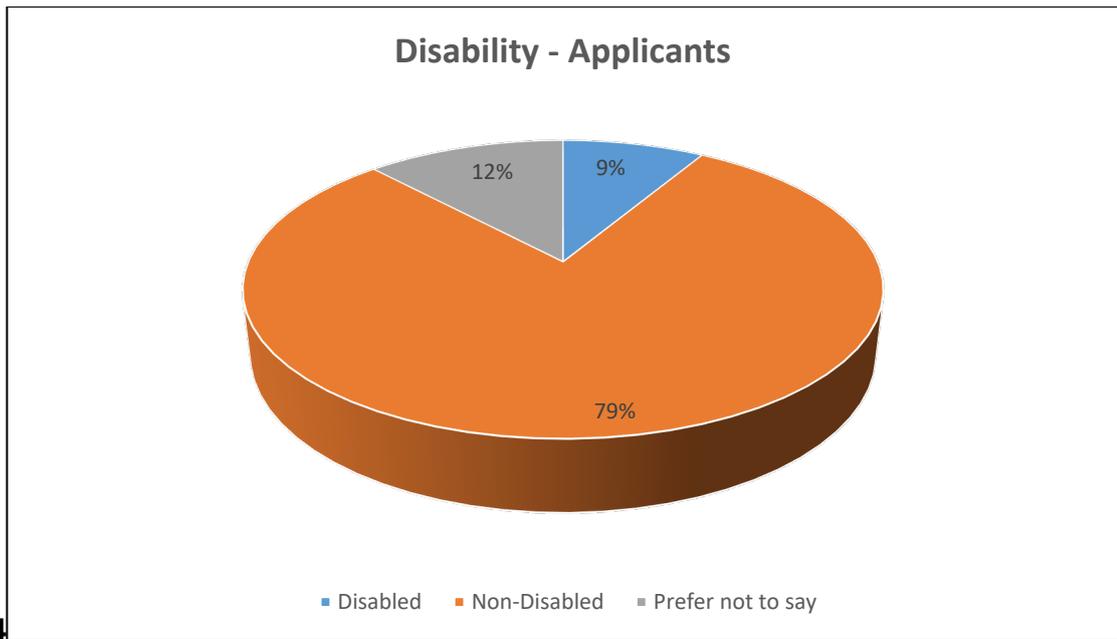
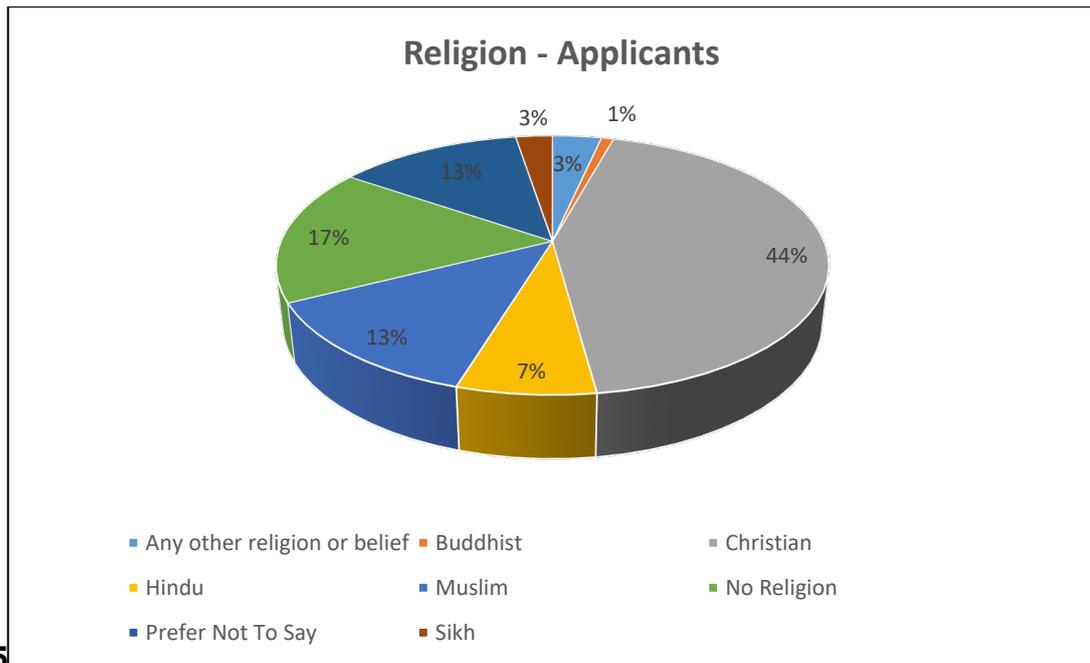


Fig. 4

| Disability | 2020 | 2019 | 2018 | 2017 | 2016 |
|------------|------|------|------|------|------|
| Yes        | 9%   | 4%   | 5%   | 5%   | 5%   |
| No         | 79%  | 86%  | 81%  | 70%  | 57%  |
| Not stated | 12%  | 11%  | 14%  | 25%  | 38%  |

### 3.5 Religious Belief

Christianity remains the largest religious belief group stated by job applicants at 44% compared to 37% in 2019. Most categories either stayed the same or slightly increased, with more applicants choosing not to disclose this information.



**Fig. 5**

|                          | 2020 | 2019 | 2018 | 2017 | 2016 |
|--------------------------|------|------|------|------|------|
| <b>Buddhist</b>          | 1%   | 1%   | 1%   | 0%   | 1%   |
| <b>Christian</b>         | 44%  | 37%  | 41%  | 34%  | 34%  |
| <b>Hindu</b>             | 7%   | 3%   | 4%   | 3%   | 4%   |
| <b>Muslim</b>            | 13%  | 8%   | 8%   | 7%   | 4%   |
| <b>Jewish</b>            | -    | 1%   | 2%   | 0%   | 0.3  |
| <b>Sikh</b>              | 3%   | 3%   | 1%   | 1%   | 1%   |
| <b>Other</b>             | 3%   | -    | 1%   | 2%   | 0%   |
| <b>No religion</b>       | 17%  | 31%  | 32%  | 14%  | 16%  |
| <b>Prefer not to say</b> | 13%  | 12%  | 10%  | 38%  | 39%  |

### 3.6 Sexual Orientation

Heterosexual remains the largest sexual orientation group and remains consistent with last year.

The number of applicants declaring their sexual orientation as 'Gay', 'Bisexual' or 'Preferred not to say', either increased slightly or stayed the same, respectively.

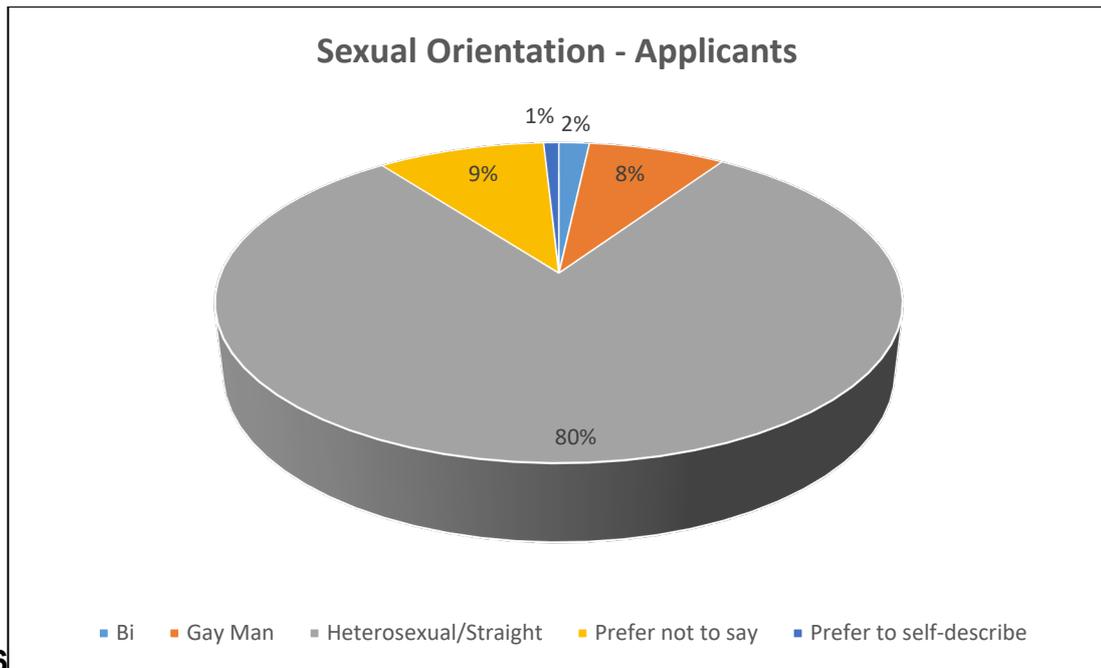


Fig. 6

|                                | 2020 | 2019 | 2018 |                     | 2017 | 2016 |
|--------------------------------|------|------|------|---------------------|------|------|
| <b>Bi-sexual</b>               | 2%   | 2%   | 1%   | <b>Bi-sexual</b>    | 2%   | 1%   |
| <b>Gay Man</b>                 | 8%   | 6%   | 6%   | <b>Gay</b>          | 3%   | 4%   |
| <b>Gay Woman</b>               | -    | 1%   | 1%   |                     |      |      |
| <b>Heterosexual</b>            | 80%  | 82%  | 83%  | <b>Heterosexual</b> | 68%  | 65%  |
| <b>Other</b>                   | -    | 0%   | 1%   |                     | -    | -    |
| <b>Prefer to self-describe</b> | 1%   | 0%   | 1%   |                     | -    | -    |
| <b>Not stated</b>              | 9%   | 9%   | 8%   | <b>Not stated</b>   | 26%  | 30%  |

#### 4. Further Analysis Recruitment Decisions 2019/20

We have continued to take a closer look at diversity data at various stages throughout the recruitment process, by focusing on the most visible protected characteristics and compared data between internal and external candidates and across pay bands.

##### 4.1 Gender

50% of applicants are female and 32% male and when it comes to appointment, 59% appointments are female compared to 12% male, with the remaining

percentage preferring not to disclose their gender. Like last year, there is a higher proportion of female applicants and appointments compared to males.

When applications and appointments by gender are broken down into pay band it appears that females are more likely to apply for junior roles in comparison to males who opt for the senior roles. They were also more likely to be offered an interview. However, females were more likely to be made an offer of appointment than males in such senior roles. Although, consideration must be taken in that a large proportion also declined to state this information.

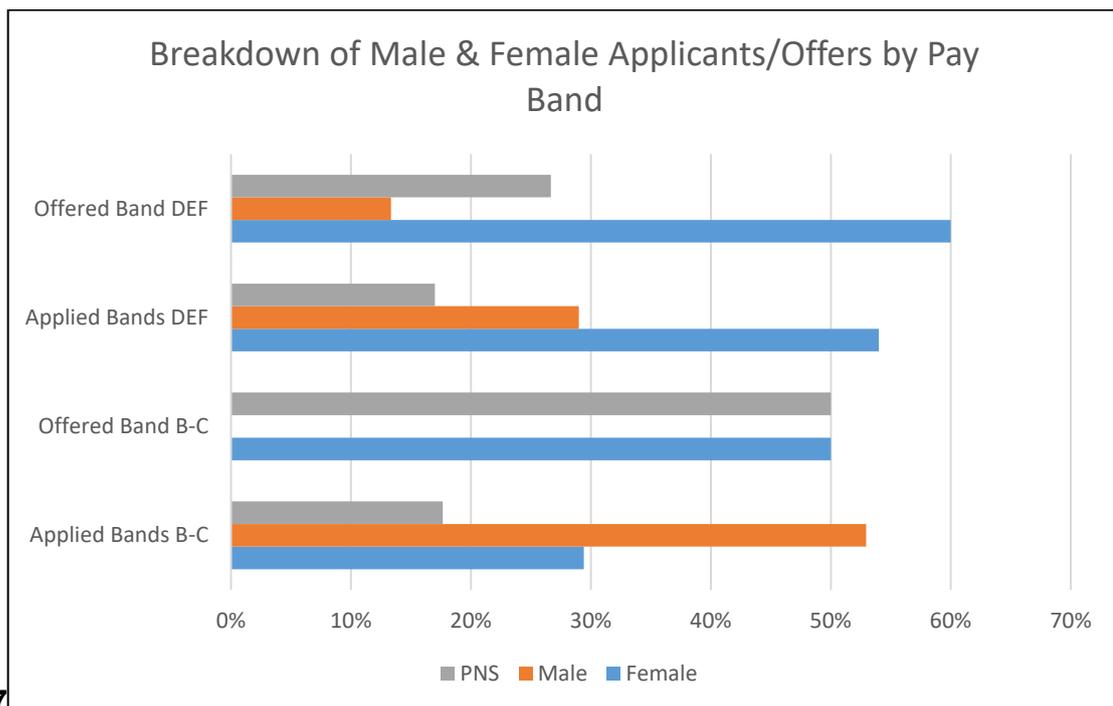


Fig. 7

## 5. Positive Actions

There are a number of positive initiatives that HCPC have and are implementing this year:-

- EDI Employee Microsoft Teams Group
- EDI Employee Network
- Appointment of a permanent EDI Policy Manager
- BAME Council Apprentice (12 months position)
- Engagement with Vercida regarding employer brand and attracting candidates from a diverse background

## Equality and Diversity Report HCPC Partners

Information for this year's report covers the period from 01 June 2019 until 31 May 2020 for current partners and applicants.

There were 753 partners at the end of this period (690 in 2019/20), some of whom carried out multiple roles.

### 1.1 Partner Roles

Fig. 01

| <b>Total partners</b>      | <b>2019/2020</b> | <b>2018/19</b> | <b>2017/18</b> | <b>Change</b> |
|----------------------------|------------------|----------------|----------------|---------------|
| Panel Member               | 263              | 243            | 256            | 7%            |
| Panel Chair                | 41               | 53             | 57             | -29%          |
| Legal Assessor             | 55               | 55             | 56             | 0%            |
| Visitor                    | 263              | 229            | 212            | 13%           |
| Registration Assessor      | 172              | 167            | 159            | 3%            |
| Registration Appeals Panel | 27               | 27             | 26             | 0%            |
| CPD Assessor               | 95               | 95             | 97             | 0%            |
| <b>Total roles</b>         | <b>916</b>       | <b>869</b>     | <b>863</b>     | <b>6%</b>     |

Overall, the number of roles have stayed similar or the same to the previous year, however there have been slight increases in certain roles – Panel Member, Visitor and Registration Assessor.

### 1.2 Lay Partner Roles

Included in the above numbers are a total of 164 lay partner roles some of whom carry out multiple roles. The number of lay partners has decreased by 9% in comparison to last year's numbers (5%), primarily in FTP roles.

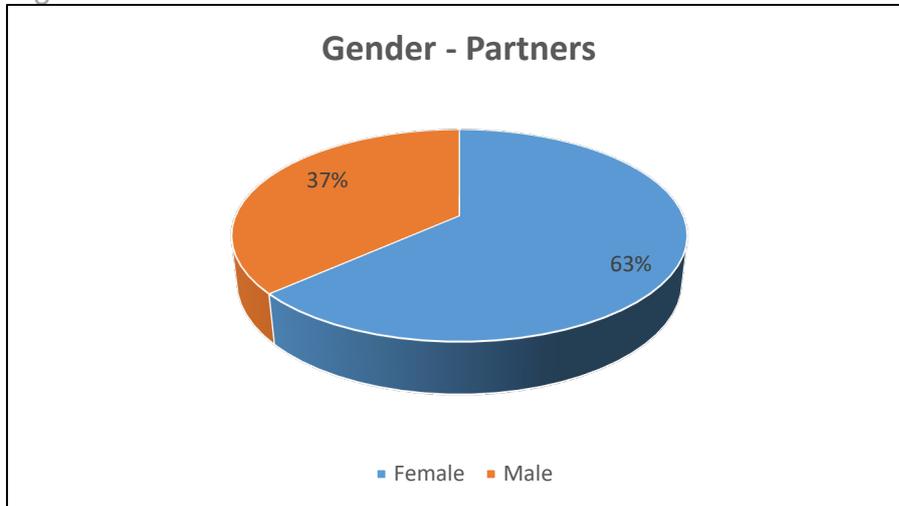
Fig. 02

| <b>Lay Partners</b> | <b>2019/2020</b> | <b>2018/19</b> | <b>2017/18</b> | <b>Change</b> |
|---------------------|------------------|----------------|----------------|---------------|
| Panel Chair         | 40               | 52             | 57             | -30%          |
| Legal Assessor      | 55               | 55             | 56             | 0%            |
| Lay Panel Members   | 53               | 55             | 61             | -3%           |
| Lay Visitors        | 16               | 17             | 16             | -6%           |
| <b>Total</b>        | <b>164</b>       | <b>179</b>     | <b>189</b>     | <b>-9%</b>    |

### 1.3 Gender

The gender split of partners has seen a slight increase in male partners (36% in 2018/2019), but the percentage of females remains the same.

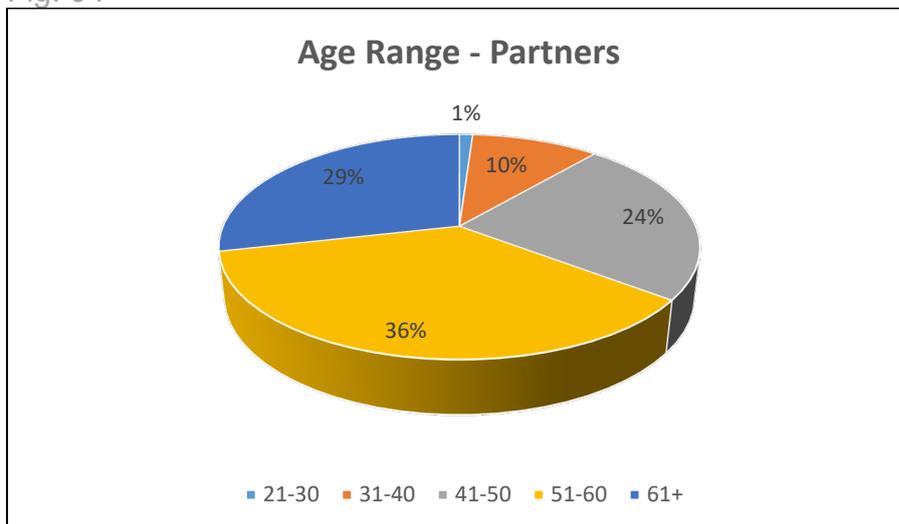
Fig. 03



### 1.4 Age Range of Partners

Distribution of partner's age is similar to previous years, however there has been a slight decrease in the 51-60 category (37.5% in 2018/2019), whilst the 61+ category has seen an increase (26.7% in 2018/2019).

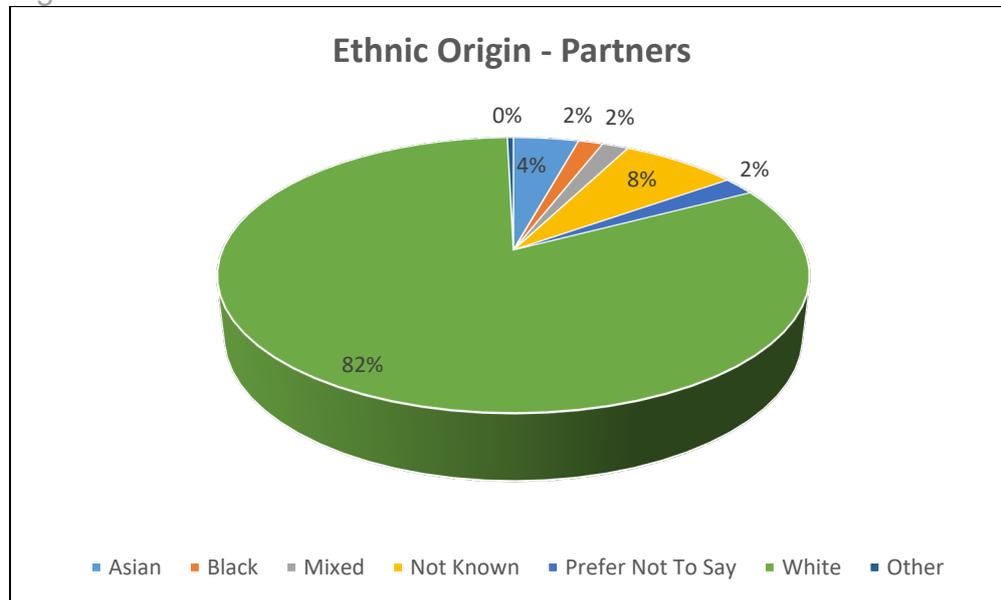
Fig. 04



## 1.5 Ethnic background of Partners

The figures for ethnicity are nearly identical to the previous year.

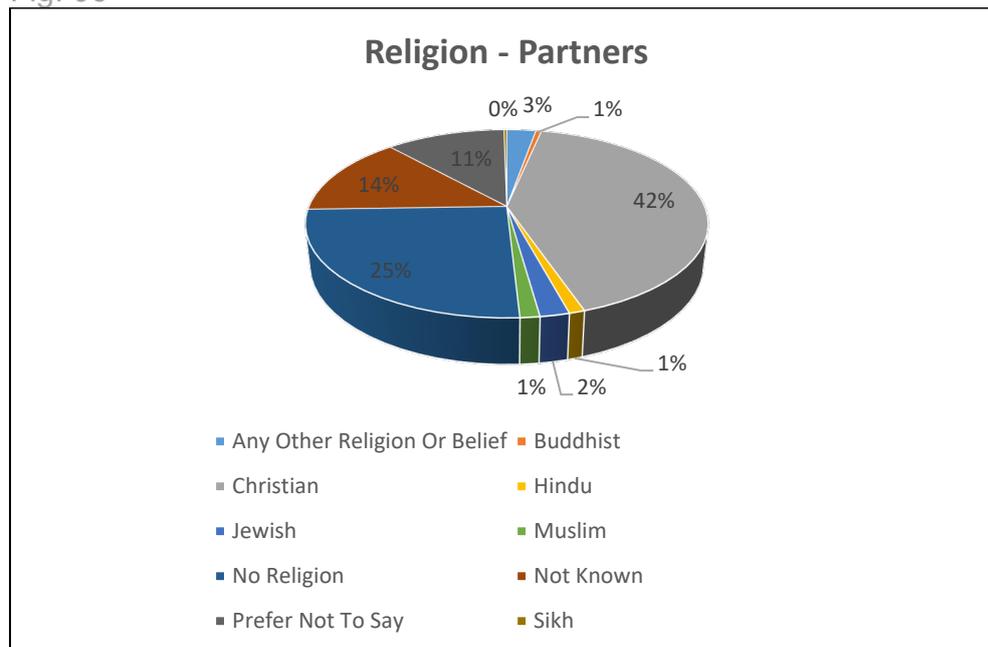
Fig. 05



## 1.6 Religious Belief – Partners

The religious beliefs of partners has overall remained similar to last year, with the largest proportion of Partners declaring their religion as Christianity, with the second highest category of No Religion which has slightly increased this year (23.9% in 2018/2019)

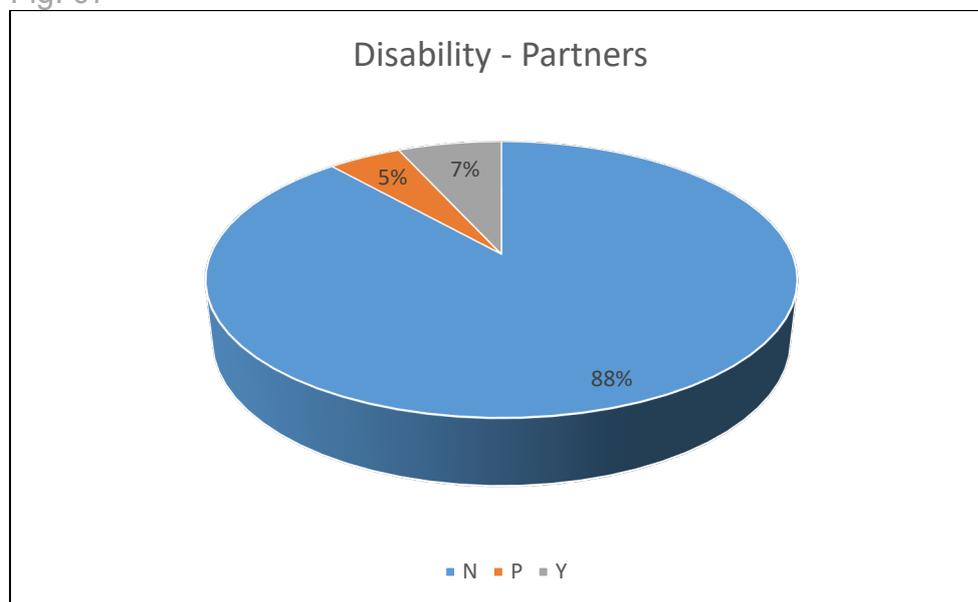
Fig. 06



## 1.7 Partners with a Disability

The number of Partners who have declared a disability overall remains the same.

Fig. 07



## 1.8 Historical Data for Partners

### Gender

| Partners | 2019/20 | 2018/19 | 2017/18 | 2016/17 | 2015/16 |
|----------|---------|---------|---------|---------|---------|
| Females  | 63%     | 63.9%   | 63%     | 61%     | 61%     |
| Males    | 37%     | 36.1%   | 37%     | 39%     | 39%     |

### Ethnicity

| Partners          | 2019/20 | 2018/19 | 2017/18 | 2016/17 | 2015/16 |
|-------------------|---------|---------|---------|---------|---------|
| White             | 82%     | 81.6%   | 81.2%   | 71%     | 66%     |
| Black             | 2%      | 1.4%    | 1.3%    | 0.9%    | 2%      |
| Asian             | 4%      | 4.3%    | 4.0%    | 3.4%    | 4%      |
| Mixed             | 2%      | 1.7%    | 1.6%    | 0.3%    | 3%      |
| Prefer not to say | 2%      | 1.6%    | 1.6%    | 1.5%    | 1%      |
| Not known         | 8%      | 8.8%    | 9.8%    | 17.5%   | 24%     |

### Disability

| Partners  | 2019/20 | 2018/19 | 2017/18 | 2016/17 | 2015/16 |
|-----------|---------|---------|---------|---------|---------|
| Yes       | 7%      | 6.5%    | 7.1%    | 5.7%    | 6%      |
| No        | 88%     | 87.7%   | 86%     | 89.1%   | 88%     |
| Not known | 0%      | 1.4%    | 1.6%    | 5.1%    | 6%      |

|                   |    |      |      |         |         |
|-------------------|----|------|------|---------|---------|
| Prefer not to say | 5% | 4.3% | 5.8% | No data | No data |
|-------------------|----|------|------|---------|---------|

## Age

| Partners  | 2019/20 | 2018/19 | 2017/18 | 2016/17 | 2015/16 |
|-----------|---------|---------|---------|---------|---------|
| 21-30     | 1%      | 0.9%    | 0.4%    | 0.4%    | 0.5%    |
| 31-40     | 10%     | 10.4%   | 8.8%    | 8.1%    | 7.5%    |
| 41-50     | 24%     | 24.5%   | 25.1%   | 24.4%   | 27.4%   |
| 51-60     | 36%     | 37.5%   | 39%     | 32.8%   | 32.8%   |
| 61+       | 29%     | 26.7%   | 26.4%   | 24.6%   | 17.4%   |
| Not known | 0%      | 0%      | 0.1%    | 9.7%    | 14.4%   |

## Religion

| Partners     | 2019/20 | 2018/19 | 2017/18 | 2016/17 | 2015/16 |
|--------------|---------|---------|---------|---------|---------|
| No religion  | 25%     | 23.9%   | 24%     | 22%     | 21%     |
| Not known    | 14%     | 17.7%   | 27%     | 33%     | 34%     |
| Other        | 3%      | 3%      | 3%      | 3%      | 3%      |
| Muslim/Islam | 1%      | 1.3%    | 1%      | 1%      | 1%      |
| Jewish       | 2%      | 2%      | 2%      | 2%      | 2%      |
| Hindu        | 1%      | 1%      | 1%      | 1%      | 1%      |
| Buddhist     | 1%      | 0.6%    | 1%      | 1%      | 1%      |
| Christian    | 42%     | 41.4%   | 41%     | 39%     | 38%     |

## 2.0 Partners – Applications

During the considered period the partner team received 225 applications for roles including visitors, registration assessors, and panel members. Applicants were asked to complete a diversity monitoring form as part of their online application.

| Year    | Number of Applications |
|---------|------------------------|
| 2019/20 | 224                    |
| 2018/19 | 319                    |
| 2017/18 | 652                    |
| 2016/17 | 707                    |
| 2015/16 | 201                    |

Below is a breakdown of the equality and diversity statistics relating to the applications received.

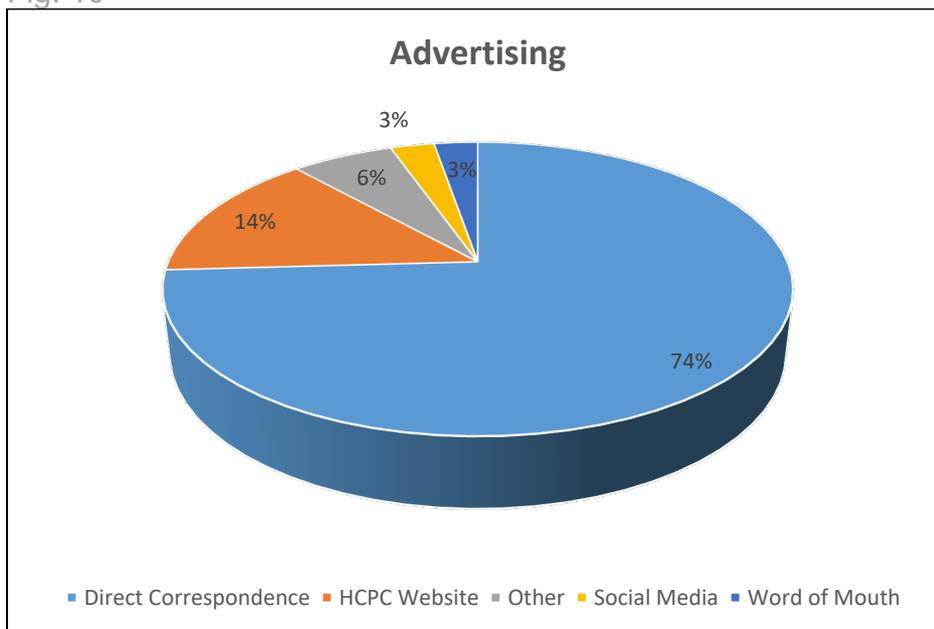
### 2.1 Recruitment advertising

As reported in previous years, a range of mediums have been used to advertise partner roles. For registrant role we engage with their relevant professional body and their websites/publications. We use the HCPC website for all recruitment campaigns, and ensure that our campaigns appear on HCPC social media sites. In Focus and the

Partner Newsletters provide additional exposure if produced when publications dates are alligned with our advertising dates. Additionally we have enhanced our communication strategy by notifying suitable candidates on our 'Expression of Interest' list more effectively as well as current partners. On occasion, where we struggled with recruiting from a cohort of registrants from a small professional group, we contacted all registrants matching our criteria (except those who oped out of our communication). It is important to note that for all registrant recruitment camoaigns our cohort is pre-defined. The HCPC holds only limited E&D data for its registrants and we are not in a position currently to effectively compare registrant data to partner recuritment data.

| Channel                         | Number | Percentage |
|---------------------------------|--------|------------|
| Direct Correspondence from HCPC | 166    | 74%        |
| HCPC Website                    | 32     | 14%        |
| Other                           | 14     | 6%         |
| Social Media                    | 6      | 3%         |
| Word of Mouth                   | 6      | 3%         |
| Total                           | 224    | 100%       |

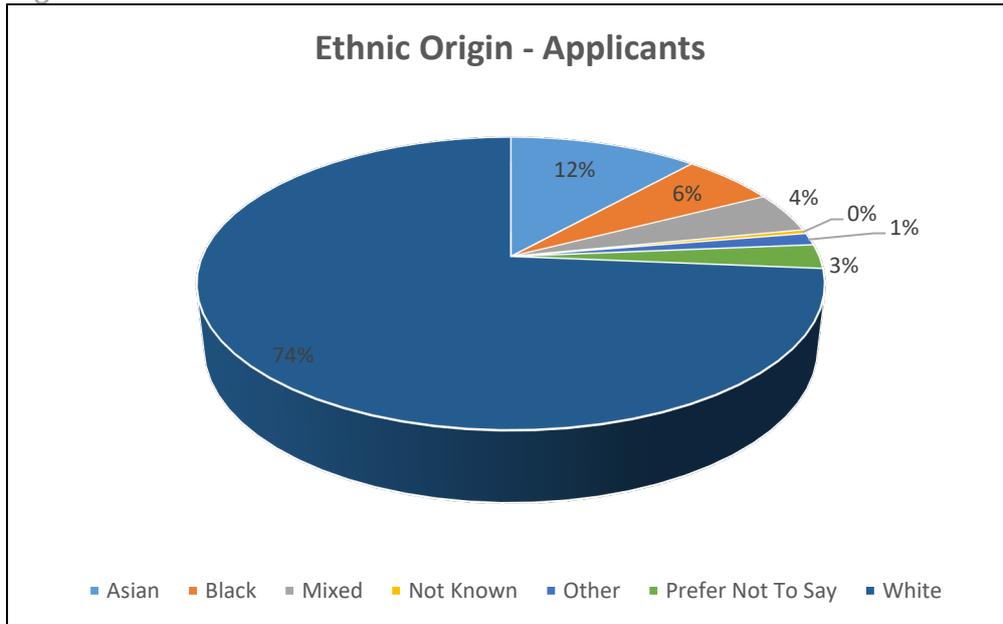
Fig. 10



## 2.2 Ethnic origins

Applicants ethnicity breakdown can be seen below. We have seen an increase in applicants with Asian and Black backgrounds from the previous year (from 7% to 12%, and 3% to 6%, respectively). Though the majority of our applicants identified as White at 74%, this is a significant decrease from the previous year (83%).

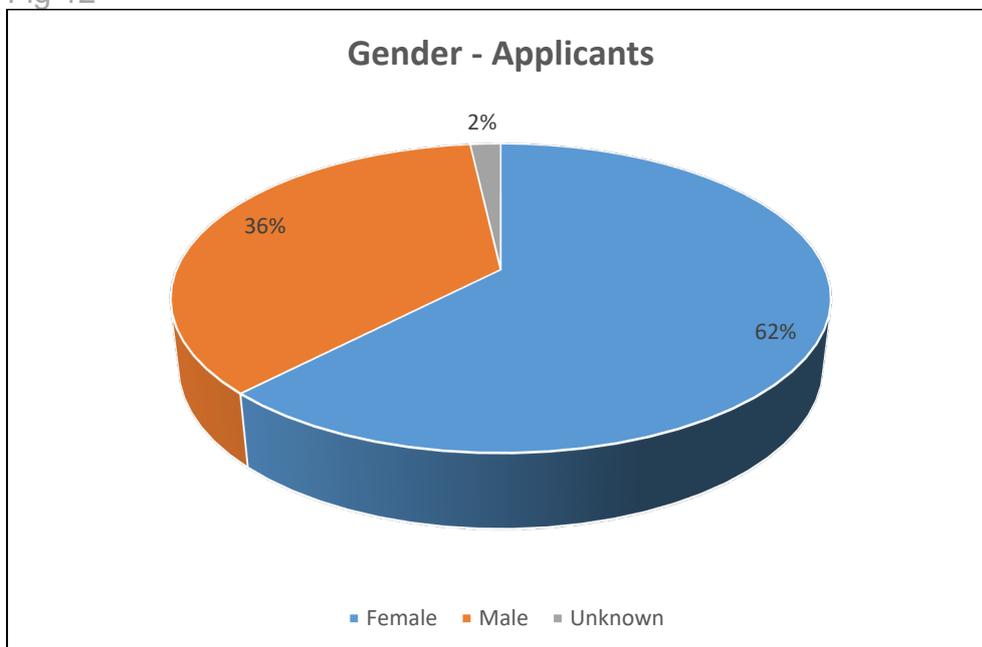
Fig. 11



### 2.3 Gender

The gender split of applicants is similar to last year with a slight increase in female applicants (60% to 62%). This looks to be a trend as the number of female applicants increased by the same percentage last year and the previous year (58% to 60% 2018/2019; 56% to 58% 2017/2018).

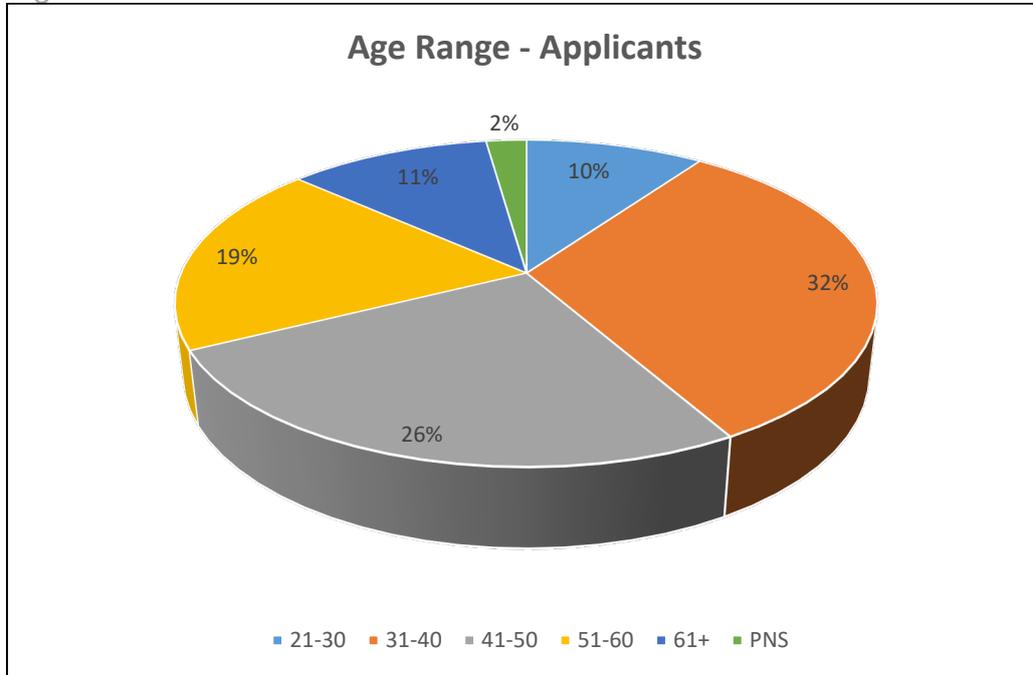
Fig 12



## 2.4 Age Range

In comparison to last year most age groups have seen an increase, significantly in the 21 – 30 and 31 – 40 age group (0.9% and 24.5% respectively) whilst the 51 – 60 age group has significantly decreased (37.5% in 2018/2019).

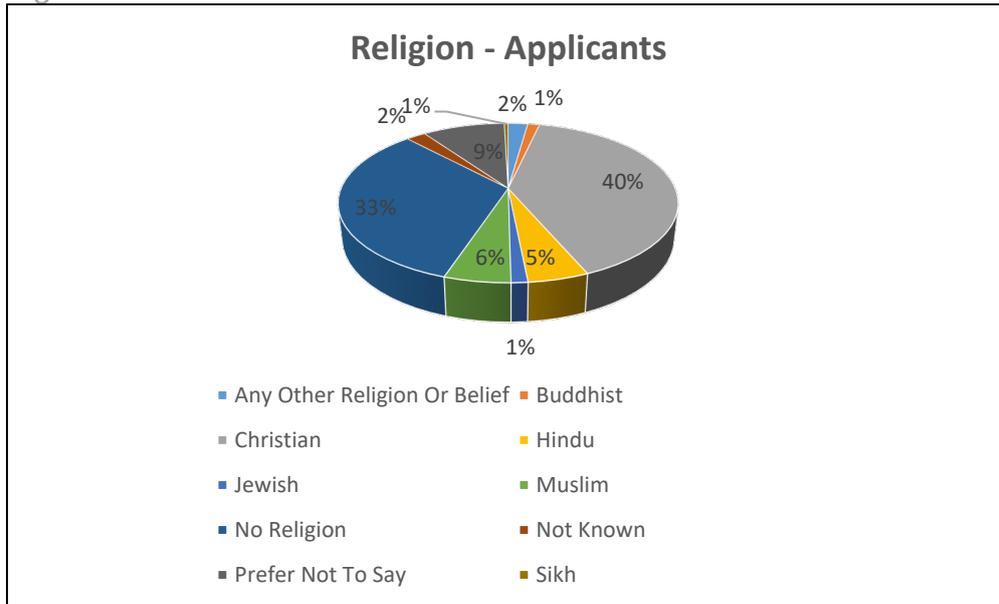
Fig 13



## 2.5 Religious beliefs

Overall religious beliefs have changed slightly. 40% identify as Christian which is slightly down from last year (43%) and 'No religion' has remained the same at 33%. The number of applicant identifying as Muslim has doubled at 6%, with slight increase or decreases in the other categories.

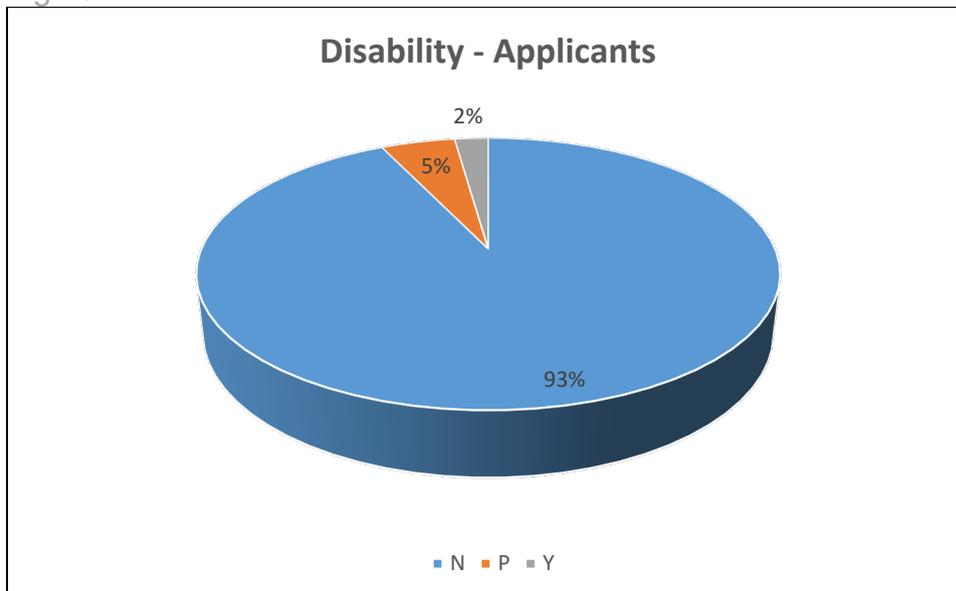
Fig 14



## 2.6 Disabilities

The vast majority have identified as not having a disability. There is a significant decrease in applicants declaring a disability - 7% in 2018/2019 compared to 2% in 2019/2020. We continually support those who do disclose that they have a disability by offering them an interview if they demonstrate the minimum criteria. This is in line with the disability confident scheme that HCPC has signed up to.

Fig 15

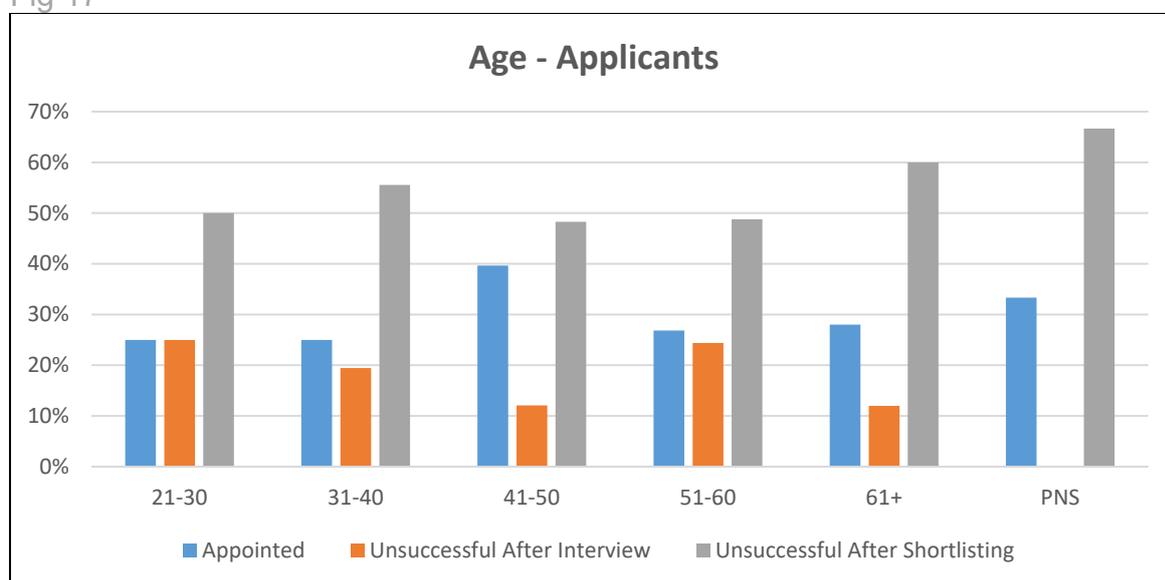


### 3.0 Recruitment breakdown

Below is a breakdown of applicant data versus appointee data to identify trends and potential irregularities. The data presented considers potentially 'visible' components to help to identify unconscious bias during the interview process. The below graphs show the breakdown of all applicants during the considered period and compares the numbers in each section with the total number of that specific category.

**Age** (Fig.17) – the below graph shows that those in the age bracket 61+ still remain to be in the most likely to be unsuccessful after shortlisting (60%) category. Candidates in the age bracket 41-50 are most likely to be appointed, which remains the same as last year. Please note, other such applicant statuses such as Application Withdrawn and Interview Withdrawal have been omitted from the analyses below.

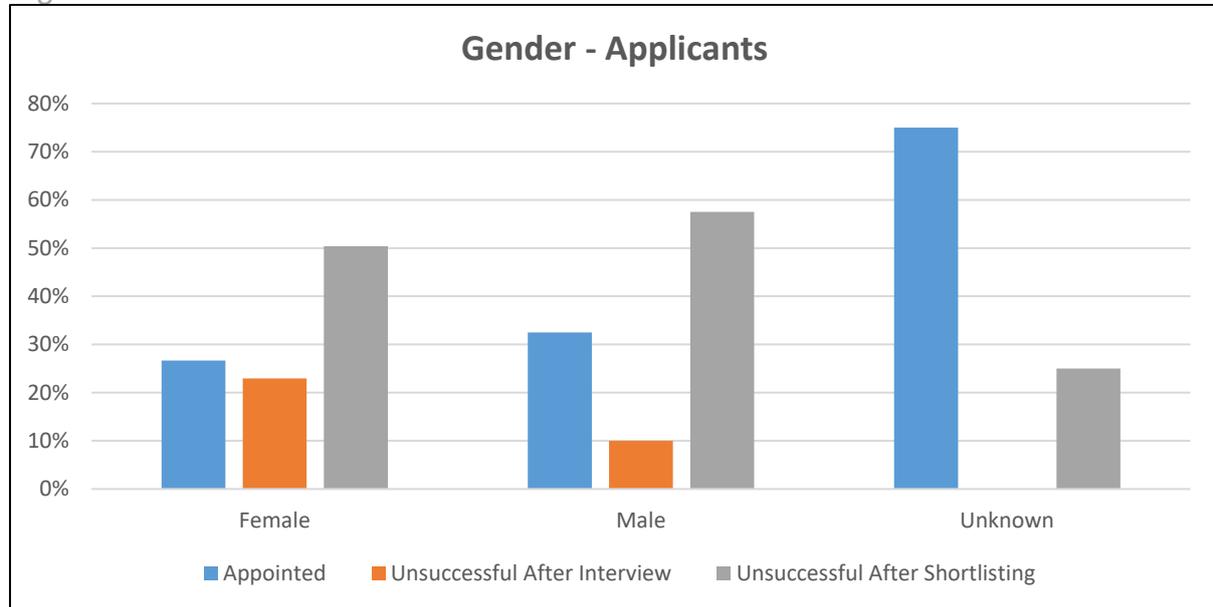
Fig 17



|       | Unsuccessful after shortlisting | Unsuccessful after interview | Appointed | Total number of applicants |
|-------|---------------------------------|------------------------------|-----------|----------------------------|
| 21-30 | 10                              | 5                            | 5         | 20                         |
| 31-40 | 40                              | 14                           | 18        | 72                         |
| 41-50 | 28                              | 7                            | 23        | 58                         |
| 51-60 | 20                              | 10                           | 11        | 41                         |
| 61+   | 15                              | 3                            | 7         | 25                         |
| PNS   | 2                               | 0                            | 1         | 3                          |

**Gender** (Fig. 18) – the below data shows that despite men being more likely to be unsuccessful after shortlisting, they are also more likely to be appointed in comparison to women which differs to the previous year in which we found overall a slightly higher number of women were being appointed after interview.

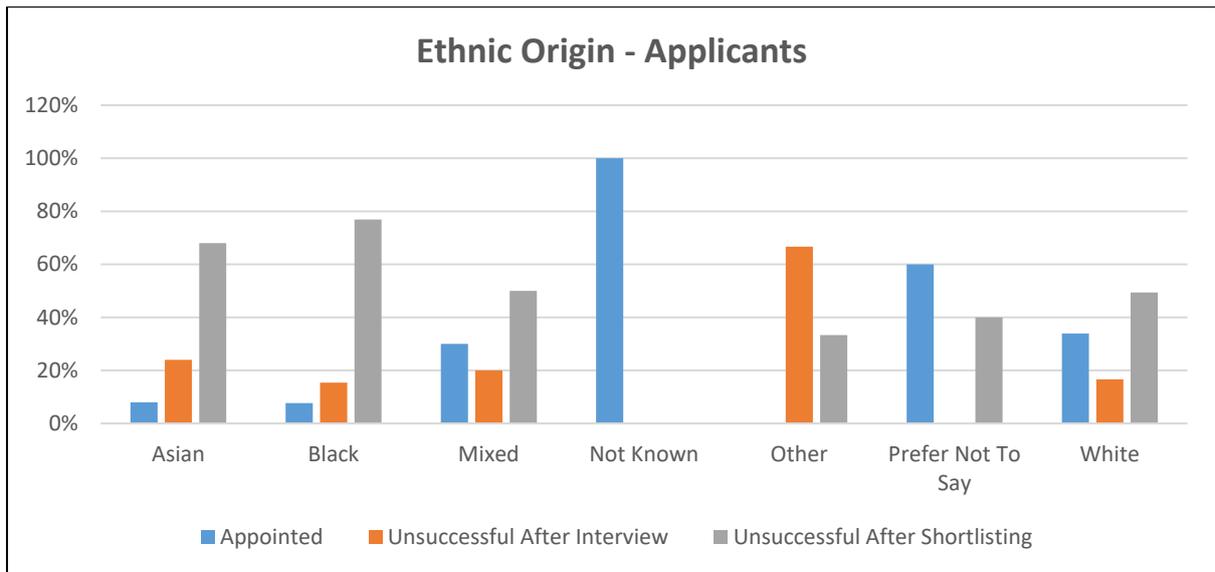
Fig 18



|         | Unsuccessful after shortlisting | Unsuccessful after interview | Appointed | Total number of applicants |
|---------|---------------------------------|------------------------------|-----------|----------------------------|
| Female  | 68                              | 31                           | 36        | 135                        |
| Male    | 46                              | 8                            | 26        | 80                         |
| Unknown | 1                               | 0                            | 3         | 4                          |

**Ethnicity** (Fig. 19) – The below graph shows it is less likely for a candidate who identifies as ‘White’ to be unsuccessful at shortlisting stage while those who identified as ‘Black’ are more likely to be unsuccessful at that stage. At appointment stage those with either ‘White’ or ‘Mixed’ ethnic background were more likely to be successful. However, a large proportion of applicants that were appointed declined to state their Ethnic Origin.

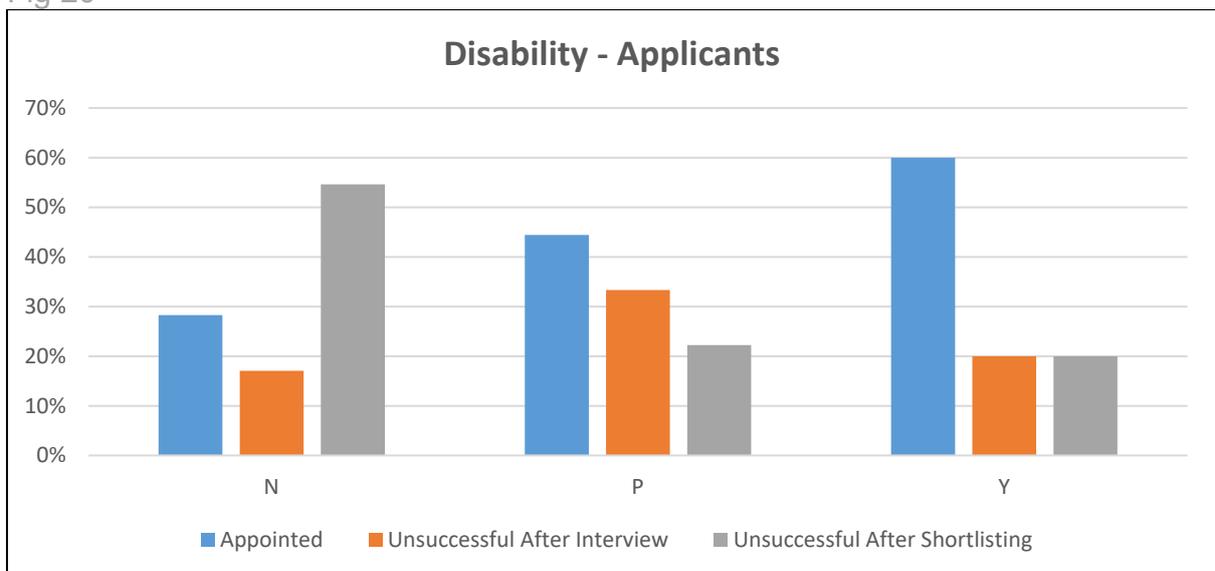
Fig 19



|                   | Unsuccessful after shortlisting | Unsuccessful after interview | Appointed | Total number of applicants |
|-------------------|---------------------------------|------------------------------|-----------|----------------------------|
| Asian             | 17                              | 6                            | 2         | 25                         |
| Black             | 10                              | 2                            | 1         | 13                         |
| Mixed             | 5                               | 2                            | 3         | 10                         |
| Not known         | 0                               | 0                            | 1         | 1                          |
| Other             | 1                               | 2                            | 0         | 3                          |
| Prefer not to say | 2                               | 0                            | 3         | 5                          |
| White             | 80                              | 27                           | 55        | 162                        |

**Disability** (Fig. 20) – the likelihood of a candidate who declared a disability to be appointed was higher in comparison to those who declined to state or stated that they did not have a disability.

Fig 20



|                   | Unsuccessful after shortlisting | Unsuccessful after interview | Appointed | Total number of applicants |
|-------------------|---------------------------------|------------------------------|-----------|----------------------------|
| No                | 112                             | 35                           | 58        | 205                        |
| Prefer not to say | 2                               | 3                            | 4         | 9                          |
| Yes               | 1                               | 1                            | 3         | 5                          |

### 3.1 Breakdown by role

#### Visitor campaign

The recruitment data for the visitor campaigns in the selected period shows that the age range of applicants is similar in comparison to the average age range. The gender split and candidates with a disability is overall the same when compared to the average. There is a **decrease** from 89% to 84% of applicants identifying as 'White'.

#### Age (Fig.21)

|          | 21-30 | 31-40 | 41-50 | 51-60 | 61+ | Not known |
|----------|-------|-------|-------|-------|-----|-----------|
| All      | 1%    | 9%    | 24%   | 38%   | 28% | 0%        |
| Visitors | 2%    | 11%   | 24%   | 33%   | 30% | 0%        |

#### Gender (Fig.22)

|          | Female | Male | Not known |
|----------|--------|------|-----------|
| All      | 66%    | 34%  | 0%        |
| Visitors | 60%    | 40%  | 0%        |

#### Disability (Fig.23)

|          | No  | Prefer not to say | Yes |
|----------|-----|-------------------|-----|
| All      | 89% | 4%                | 7%  |
| Visitors | 89% | 6%                | 5%  |

#### Ethnicity (Fig.24)

|          | Asian | Black | Mixed | Not known | Other | Prefer not to say | White |
|----------|-------|-------|-------|-----------|-------|-------------------|-------|
| All      | 5%    | 1%    | 1%    | 7%        | 1%    | 2%                | 83%   |
| Visitors | 2%    | 1.5%  | 1.5%  | 10%       | 0%    | 1%                | 84%   |

#### FTP Panel member (lay) campaign

The recruitment data for the lay panel member campaigns in the selected period shows that applicants on average are older in comparison to applicants across all recruitment. A higher rate of applicants identified as having a disability and we saw a slightly lower rate in applicants from Asian background compared to last year (11%).

#### Age (Fig.25)

|        | 21-30 | 31-40 | 41-50 | 51-60 | 61+ | Not known |
|--------|-------|-------|-------|-------|-----|-----------|
| All    | 2%    | 11%   | 25%   | 35%   | 27% | 0%        |
| PM Lay | 0%    | 6%    | 13%   | 53%   | 28% | 0%        |

#### Gender (Fig.26)

|        | Female | Male | Not known |
|--------|--------|------|-----------|
| All    | 66%    | 34%  | 0%        |
| PM Lay | 62%    | 38%  | 0%        |

#### Disability (Fig.27)

|        | No  | Prefer not to say | Yes |
|--------|-----|-------------------|-----|
| All    | 91% | 5%                | 4%  |
| PM Lay | 77% | 4%                | 19% |

#### Ethnicity (Fig.28)

| Row Labels | Asian | Black | Mixed | Not known | Other | Prefer not to say | White |
|------------|-------|-------|-------|-----------|-------|-------------------|-------|
| All        | 3%    | 2%    | 1%    | 7%        | 0%    | 2%                | 86%   |
| PM Lay     | 8%    | 1.5%  | 1.5%  | 15%       | 0%    | 2%                | 72%   |

### FTP Panel member (registrant) campaign

The recruitment data for the registrant panel member campaign in the selected period shows that the age range of applicants is younger in comparison to the average age range. There is a small increase in female applicants and more applicants identifying as 'Asian' when compared to the overall number.

#### Age (Fig.29)

|        | 21-30 | 31-40 | 41-50 | 51-60 | 61+ | Not known |
|--------|-------|-------|-------|-------|-----|-----------|
| All    | 1%    | 8%    | 22%   | 38%   | 31% | 0%        |
| PM Reg | 3%    | 16%   | 29%   | 31%   | 22% | 0%        |

#### Gender (Fig.30)

|        | Female | Male | Not known |
|--------|--------|------|-----------|
| All    | 64%    | 36%  | 0%        |
| PM Reg | 65%    | 35%  | 0%        |

#### Disability (Fig.31)

|        | No  | Prefer not to say | Yes |
|--------|-----|-------------------|-----|
| All    | 90% | 4%                | 6%  |
| PM Reg | 88% | 6%                | 6%  |

### Ethnicity (Fig.32)

|               | <b>Asian</b> | <b>Black</b> | <b>Mixed</b> | <b>Not known</b> | <b>Other</b> | <b>Prefer not to say</b> | <b>White</b> |
|---------------|--------------|--------------|--------------|------------------|--------------|--------------------------|--------------|
| <b>All</b>    | <b>3%</b>    | <b>1.5%</b>  | <b>1%</b>    | <b>10%</b>       | <b>0.5%</b>  | <b>2%</b>                | <b>82%</b>   |
| <b>PM Reg</b> | <b>4%</b>    | <b>1%</b>    | <b>2%</b>    | <b>1%</b>        | <b>0%</b>    | <b>3%</b>                | <b>89%</b>   |

### Recommendations

Going forward further analysis on comparing registrant data with our registrant partners across all equality and diversity categories could prove to be insightful.