
Council May 2025

Equality, diversity and inclusion – update for Council

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Equality, diversity and inclusion at the HCPC - Overview

Achievements since 2021 Strategy

- Embedded function
- Data
- Equality Impact Analyses
- Advice and Support
- Influencing and working with others
- PSA

Forward look

- Resilience
- Research
- Strategic aims

Equality, diversity and inclusion at the HCPC - Achievements

Embedding support

- Greater flexibility and responsiveness
- Earlier and more detailed involvement
- Enhanced collaboration around the organisation

Equality, diversity and inclusion at the HCPC - Achievements

Data

- Over 99% of the Register have provided their EDI data
- Fitness to Practise annual report and supplementary report published
- New capability to collect EDI data from people raising FTP concerns
- Data hub

Equality, diversity and inclusion at the HCPC - Achievements

Data

Filter

Paramedics

First-time registrants

UK registrations

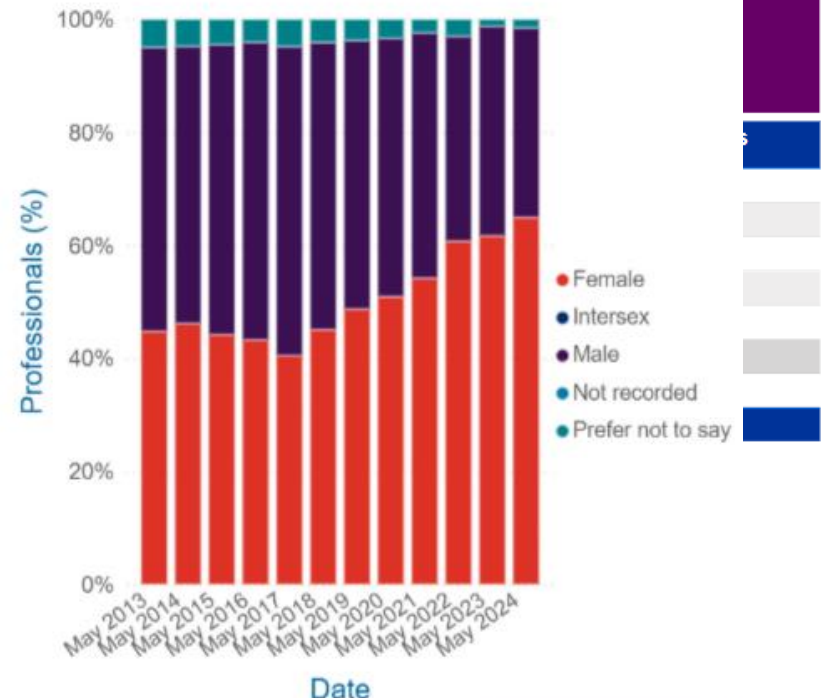
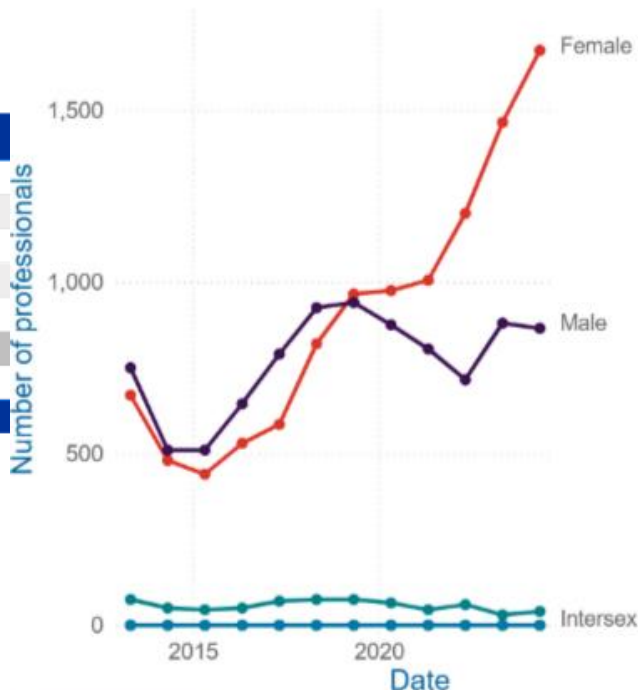
Sex

England: all regions

Ethnicity

Subcategory

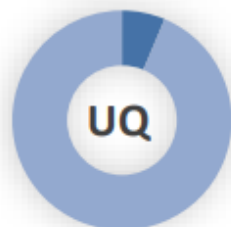
- White
- Asian
- Black
- Mixed
- Other
- Prefer not to say
- Not recorded
- Total



Return

Show as Tables

The composition of our workforce is 10 percent disabled and 90 percent non-disabled employees.



Disabled 6%
Non-disabled 94%



Disabled 9%
Non-disabled 91%



Disabled 11%
Non-disabled 89%



Disabled 12%
Non-disabled 88%

These graphs show the difference in the actual proportion of disabled and non-disabled employees within the separate pay quartiles.

Looking at representation can give insights into where important imbalance lies. It is also important as comparing this with the pay gap data shows how many people are affected by the largest gaps.



1 in 6 disabled employees are high earners (upper quartile).



1 in 3 disabled employees are low earners (lower quartile).

Equality, diversity and inclusion at the HCPC - Achievements

Equality Impact Analyses

- High quality EIAs produced and considered for significant work
 - English language evidence
 - Standards for conduct, performance and ethics
 - But doesn't stop there...

Equality, diversity and inclusion at the HCPC - Achievements

Advice and support

- Development of Education quality assurance framework for EDI
- Advice for stakeholders – eg education providers and reasonable adjustments

Influencing and working with others

- Co-chair of Joint Healthcare Regulators' EDI forum
- Member of Tackling Inequalities Alliance, hosted by NHS Confederation
- Institute of Regulation's Special Interest Group for EDI
- Growth of EDI Forum

Retention of Standard 3

PSA EDI Standard

“The regulator understands the diversity of its registrants and their patients and service users and of others who interact with the regulator and ensures that its processes do not impose inappropriate barriers or otherwise disadvantage people with protected characteristics.”

Equality, diversity and inclusion at the HCPC - Achievements

PSA

“The HCPC seeks and acts on feedback from a diverse range of stakeholders, and we commend its work in including a diverse range of voices in its consultation(s)”

“goes further than other regulators who publish similar information...(we) consider the development and publication of this dashboard, and the broader characteristics included as an example of good practice”

“The HCPC engaged extensively with internal and external EDI forums”

“HCPC has a clear governance structure in place to embed EDI and we have seen examples of detailed equality impact assessments”

Equality, diversity and inclusion at the HCPC - Achievements

PSA

- Contributor to **Best Practice Guide**
- Ongoing engagement as they update their standards

Equality, diversity and inclusion at the HCPC - Forward look

Resilience

- Plan to develop a network of internal champions who can provide subject matter expertise on EIAs and internal challenge

Making use of our data and research

- Moving from EDI data to insight – vital foundations built
- Exploring research priorities – including service users

Setting out our strategic intent

- What's the best way to provide this?