

People and Resources Committee Workshop

Meeting Date	11 June 2026
Title	Partners EDI annual report
Author(s)	Uta Pollmann, Partner Project Lead
Executive Sponsor	Claire Amor, Executive Director of Corporate Affairs
Executive Summary	
<p>This report sets out the equality, diversity and inclusion (EDI) of partners and makes a comparison of HCPC partners against our cohort of registrants. The report also reviews EDI data at each stage of the recruitment process and looking at potentially 'visible' components to help to identify unconscious bias during the interview process.</p> <p>The Committee is asked to review the paper, seek clarification and make any recommendations.</p>	
Action required	The Committee is asked to review the information provided and seek clarification on any areas.
Previous consideration	N/A
Next steps	N/A
Financial and resource implications	N/A
Associated strategic priority/priorities	Continuously improve and innovate Develop insight and exert influence
Associated strategic risk(s)	4. We are unable to effectively build trust, engage with and influence our stakeholders, reducing our ability to understand their perspectives and regulate effectively

Item 11

Risk appetite	Data - open People - open
Communication and engagement	The Insight and Analytic team has provided the registrant data for this report and I discussed the data approach with the Head of the department.
Equality, diversity and inclusion (EDI) impact and Welsh language standards	N/A
Other impact assessments	N/A
Reason for consideration in the private session of the meeting (if applicable)	Not applicable

Partner equality and diversity report

1. Introduction

This report presents equality, diversity and inclusion (EDI) data for the HCPC covering the period from 1 April 2025 until 30 March 2026 for current partners and partner role applicants. It has been prepared for the Executive Leadership Team (ELT) to support strategic decision-making and demonstrate accountability.

All partners and applicants for partner roles at the HCPC are asked to complete an equal opportunities and diversity monitoring form. For all who complete the form, whether they are successful or not in their application to become partners, the data they provide is stored securely and confidentially on the HCPC's recruitment system and in accordance with the UK GDPRs. The form requests equality data covering a number of categories, including gender¹, age, ethnic background, disability, religion, and sexual orientation.

The information in this report covers the period from 1 April 2025 until 30 March 2026 for current partners and applicants.

The following report is set out in the following sections:

1. HCPC partners
2. Applicants for partner roles

2. Partner distribution

Partners are HCPC registrants, members of the public (lay) and legal professionals, who provide the expertise the HCPC needs for its regulatory decision-making processes. Partners will be making decisions in relation to fitness to practise, registration, education and continuing professional development, or providing legal expertise and advice to the decision-makers. There were 821 partners at the end of this period in 658 partner roles.

2.1 The overall numbers of partner roles and their distributions can be found in the table below.

Total number of partners	2024-25	2025-26
Panel members	253	261
Panel chairs	46	35
Legal assessors	46	58
ICP chairs	17	13
Visitors/lead visitors/SUEA	170	147

¹ The protected characteristic is 'sex' rather than 'gender'. However, limitations in the HCPC's recruitment system mean that the question we currently ask references 'gender'. In all other circumstances outside of recruitment, the HCPC collects and reports sex data.

Item 11

Registration assessors	188	223
Registration appeals panel members	20	24
CPD assessors	66	58
Recruitment partners	2	2
Total roles	808	821

2.2 Registrant partners make up the majority of our partners. The table below shows a detailed breakdown where registrants are providing services.

Total number of partners	2024-25	2025-26
Panel members	198	189
Panel chairs	1	4
Visitors/lead visitors/SUEA	160	139
Registration assessors	188	223
Registration appeals panel members	20	24
CPD assessors	66	58
Total roles	633	637

2.3 Included in the above numbers are a total of 173 lay partner roles some of whom carry out multiple roles.

Total number of lay partners	2024-25	2025-26
Lay panel members	55	72
Panel chairs	45	31
Legal assessors	46	58
ICP chairs	17	13
Service user expert advisors (SUEA)	10	8
Recruitment partners	2	2
Total	175	184

3. EDI data comparison

Below is a breakdown of a number of protected characteristics we collate on registrants (REG) and partners (PAR). Due to the potential of the small number of partners for some professions to create misleading comparisons, comparative numbers are only shown for professions with more than 30 partners. The professions considered were:

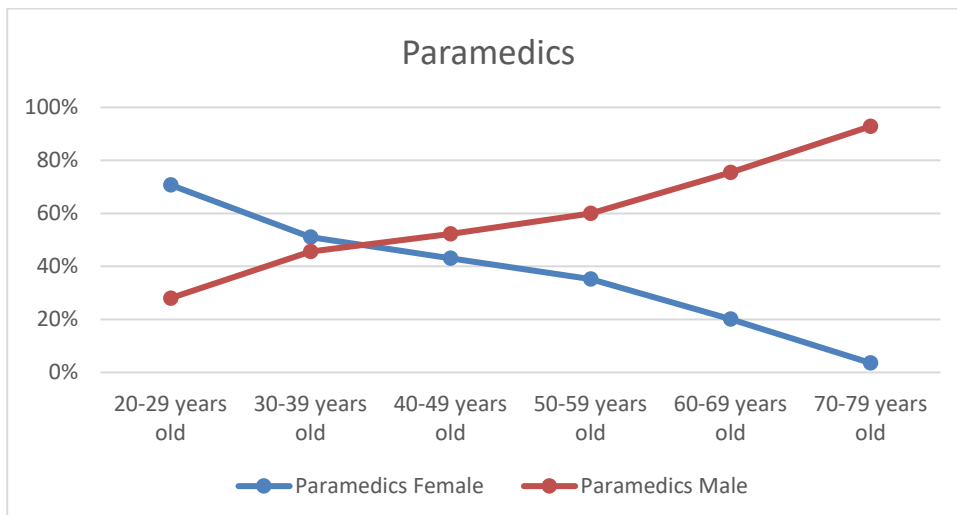
- Biomedical scientists (BS)
- Clinical scientist (CS)
- Dietitians (DT)
- Occupational therapists (OT)
- Operating department practitioners
- Paramedics (PA)
- Physiotherapists (PH)
- Practitioner psychologists (PYL)
- Radiographers (RA)

3.1 Gender

Partners/ Registrants	PAR	REG	PAR	REG	PAR	REG	PAR	REG	PAR	REG
Profession	BS	BS	CS	CS	DT	DT	OT	OT	ODP	ODP
Female	41%	67%	64%	62%	94%	90%	97%	89%	66%	64%
Male	59%	30%	36%	34%	6%	8%	3%	9%	34%	33%
Prefer not to say	0%	3%	0%	4%	0%	2%	0%	2%	0%	3%

	PA	PA	PH	PH	PYL	PYL	RA	RA	Total	Total
Female	18%	48%	78%	68%	78%	80%	85%	67%	69%	70%
Male	82%	48%	22%	31%	22%	16%	15%	30%	31%	27%
Prefer not to say	0%	3%	0%	2%	0%	3%	0%	3%	0%	3%

Overall, the registrants pool and the partner pool is compatible, but profession specific paramedics and biomedical scientist show the biggest discrepancy. For paramedics we know that their demographics has changed over time and that more women are becoming paramedics in recent years.



3.2 Age brackets

Partners/ Registrants	PAR	REG	PAR	REG	PAR	REG	PAR	REG	PAR	REG
Profession	BS	BS	CS	CS	DT	DT	OT	OT	ODP	ODP
20-29	0%	14%	5%	7%	0%	18%	0%	14%	0%	14%
30-39	23%	34%	32%	34%	21%	34%	3%	28%	21%	27%
40-49	34%	28%	27%	32%	21%	26%	9%	28%	37%	25%
50-59	14%	17%	23%	18%	38%	16%	36%	22%	32%	23%
60-69	18%	7%	11%	7%	18%	5%	45%	8%	11%	11%
70-79	11%	1%	2%	1%	3%	0%	6%	0%	0%	1%

	PA	PA	PH	PH	PYL	PYL	RA	RA	Total	Total
20-29	5%	22%	3%	22%	2%	2%	8%	21%	3%	17%
30-39	16%	30%	15%	33%	10%	29%	22%	35%	17%	32%
40-49	28%	21%	24%	26%	30%	33%	20%	23%	26%	26%
50-59	39%	20%	31%	13%	30%	22%	23%	14%	29%	18%
60-69	9%	6%	27%	5%	20%	10%	15%	6%	19%	7%
70-79	4%	0%	0%	0%	7%	3%	12%	1%	5%	1%

The age brackets of the partner pool have a higher percentage for the age brackets above 50. This is due to the skills and experiences required from partners and due to partners who have been with us for a long time.

3.3 Ethnic background

Partners/ Registrants	PAR	REG	PAR	REG	PAR	REG	PAR	REG	PAR	REG
Profession	BS	BS	CS	CS	DT	DT	OT	OT	ODP	ODP
Asian	7%	20%	9%	10%	3%	11%	0%	7%	5%	13%
Black	25%	18%	0%	3%	0%	6%	0%	5%	3%	7%
Mixed	0%	2%	0%	2%	0%	2%	3%	2%	5%	2%
Other Ethnic Group	2%	3%	0%	2%	0%	2%	3%	1%	0%	2%
Prefer not to say	11%	4%	11%	5%	6%	3%	3%	3%	19%	4%
White	55%	53%	77%	79%	91%	75%	91%	82%	68%	72%

	PA	PA	PH	PH	PYL	PYL	RA	RA	Total	Total
Asian	0%	2%	4%	18%	4%	6%	3%	24%	4%	13%
Black	0%	1%	2%	5%	4%	3%	5%	12%	4%	6%
Mixed	0%	2%	4%	2%	5%	3%	2%	2%	3%	2%
Other Ethnic Group	0%	0%	0%	1%	2%	2%	2%	2%	1%	1%
Prefer not to say	4%	4%	1%	3%	4%	4%	2%	5%	5%	4%
White	96%	91%	88%	71%	80%	82%	87%	55%	82%	73%

The partner pool has a larger percentage of partners who identify as 'white' in comparison to the registrant pool. This could correlate with the age brackets and the general older partner group as the register has become increasingly more ethnically diverse over time, but many of our partners joined a long time ago and are older in comparison. We will continue to monitor if we are successful in attracting applications from a more ethnically and age diverse range of people in coming years. Biomedical scientists have the highest

percentage of registrant identifying as black. The partner percentage is considerably higher for this profession.

3.4 Religious belief

Partners/ Registrants	PAR	REG	PAR	REG	PAR	REG	PAR	REG	PAR	REG
Profession	BS	BS	CS	CS	DT	DT	OT	OT	ODP	ODP
Other Religion	5%	0%	2%	0%	0%	0%	3%	1%	5%	1%
Buddhist	0%	1%	0%	0%	0%	1%	0%	1%	0%	1%
Christian	61%	40%	18%	29%	56%	42%	58%	40%	47%	39%
Hindu	2%	5%	0%	3%	0%	2%	3%	1%	0%	3%
Jewish	0%	0%	2%	0%	0%	1%	0%	1%	0%	0%
Muslim	0%	12%	14%	4%	0%	5%	0%	2%	8%	7%
No Religion	18%	33%	41%	51%	18%	39%	30%	43%	29%	40%
Prefer not to say	11%	8%	23%	10%	24%	7%	6%	8%	11%	8%
Sikh	2%	1%	0%	1%	3%	1%	0%	0%	0%	0%
Spiritual	0%	1%	0%	1%	0%	2%	0%	3%	0%	1%

	PA	PA	PH	PH	PYL	PYL	RA	RA	Total	Total
Other Religion	0%	1%	0%	0%	2%	1%	3%	1%	2%	1%
Buddhist	0%	0%	1%	1%	0%	1%	0%	1%	0%	1%
Christian	44%	30%	51%	39%	28%	26%	48%	44%	44%	37%
Hindu	0%	0%	3%	6%	1%	1%	0%	4%	1%	3%
Jewish	0%	0%	1%	0%	1%	2%	0%	0%	1%	0%
Muslim	0%	1%	0%	6%	1%	2%	7%	12%	3%	6%
No Religion	51%	58%	31%	39%	49%	53%	28%	29%	35%	42%
Prefer not to say	5%	8%	13%	7%	15%	10%	13%	8%	13%	8%
Sikh	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%
Spiritual	0%	1%	0%	1%	2%	4%	0%	1%	0%	2%

Overall, religious belief is similar when comparing the partner and registrant pool.

3.5 Disability

Partners/ Registrants	PAR	REG	PAR	REG	PAR	REG	PAR	REG	PAR	REG
Profession	BS	BS	CS	CS	DT	DT	OT	OT	ODP	ODP
No	89%	92%	77%	91%	79%	92%	91%	87%	89%	92%
Prefer not to say	9%	4%	16%	5%	3%	3%	3%	4%	5%	4%
Yes	2%	4%	7%	4%	18%	5%	6%	9%	5%	5%

	PA	PA	PH	PH	PYL	PYL	RA	RA	Total	Total
No	86%	90%	89%	94%	85%	89%	82%	93%	86%	91%
Prefer not to say	4%	4%	2%	2%	5%	5%	7%	3%	6%	4%
Yes	11%	6%	9%	4%	9%	7%	12%	3%	9%	5%

We have more partners declaring a disability in comparison to the registrant pool. We are a certified Disability Confident Employer. Disability Confident is a government scheme designed to encourage employers to recruit and retain disabled people and those with health conditions. It is reassuring to see that we have a large cohort of partners who declared a disability.

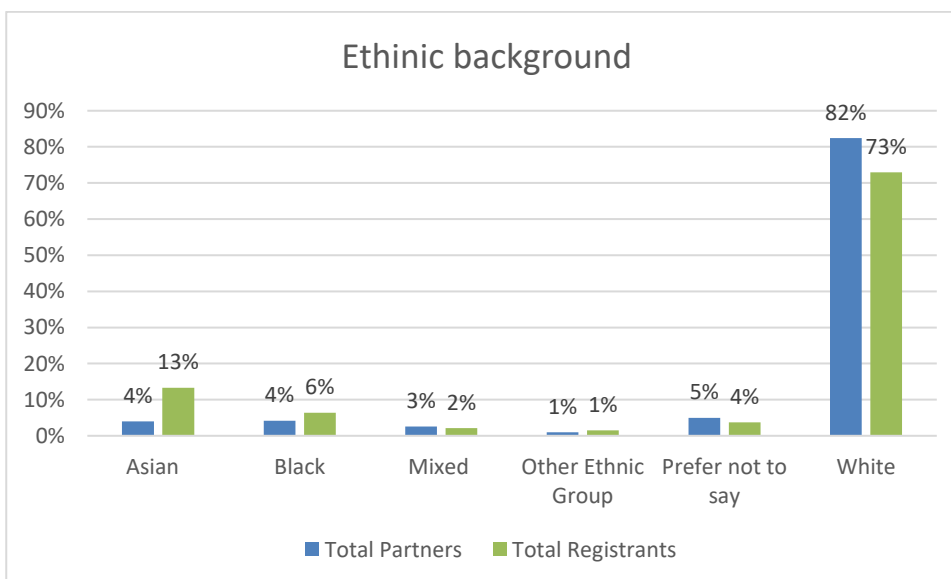
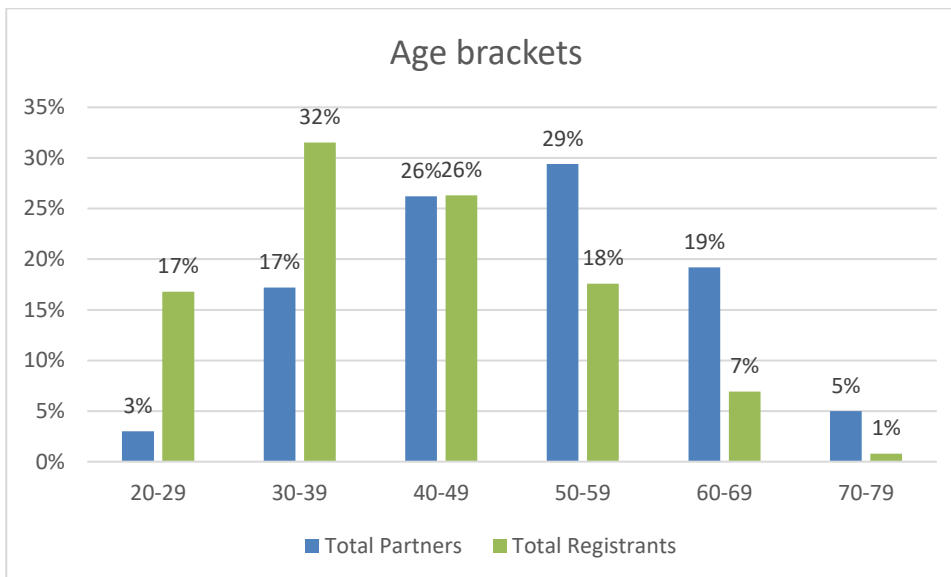
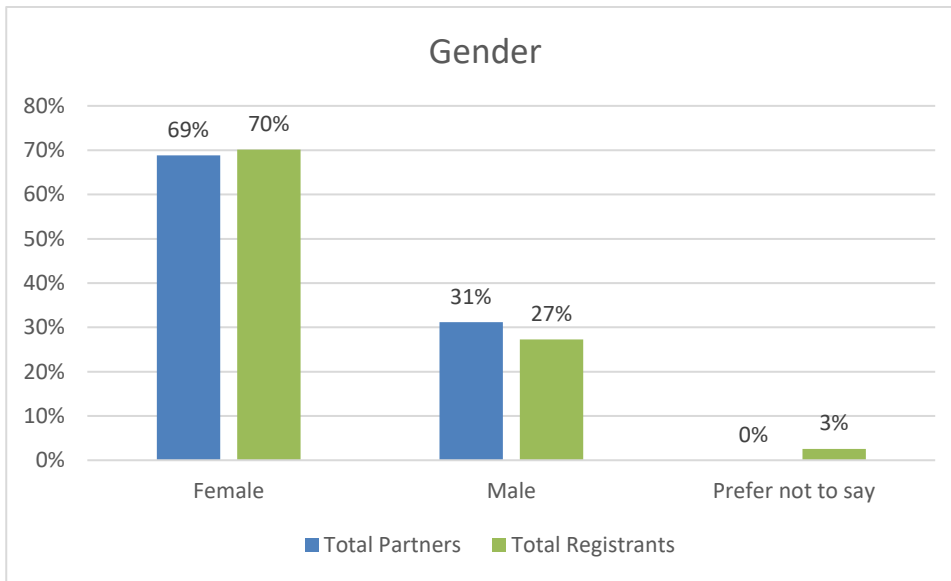
3.6 Sexual orientation

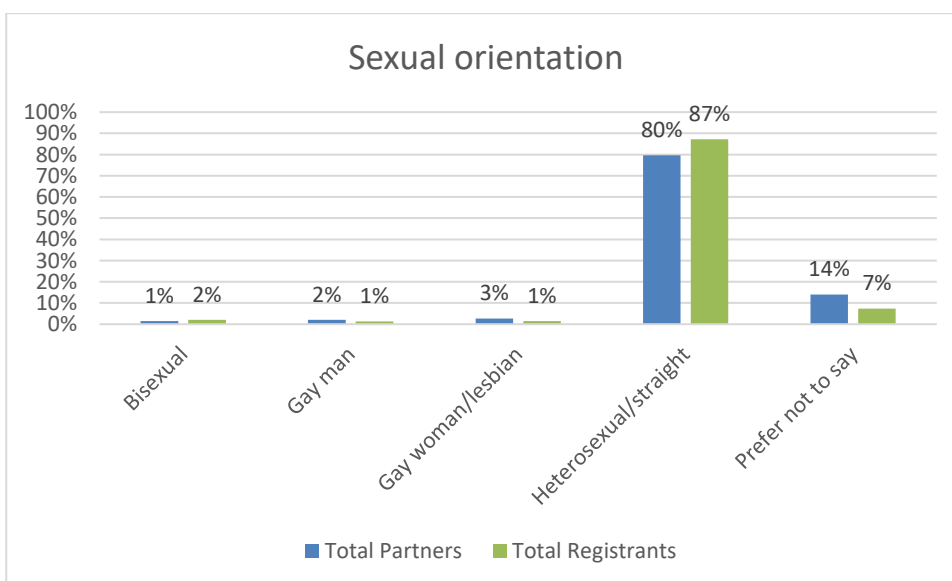
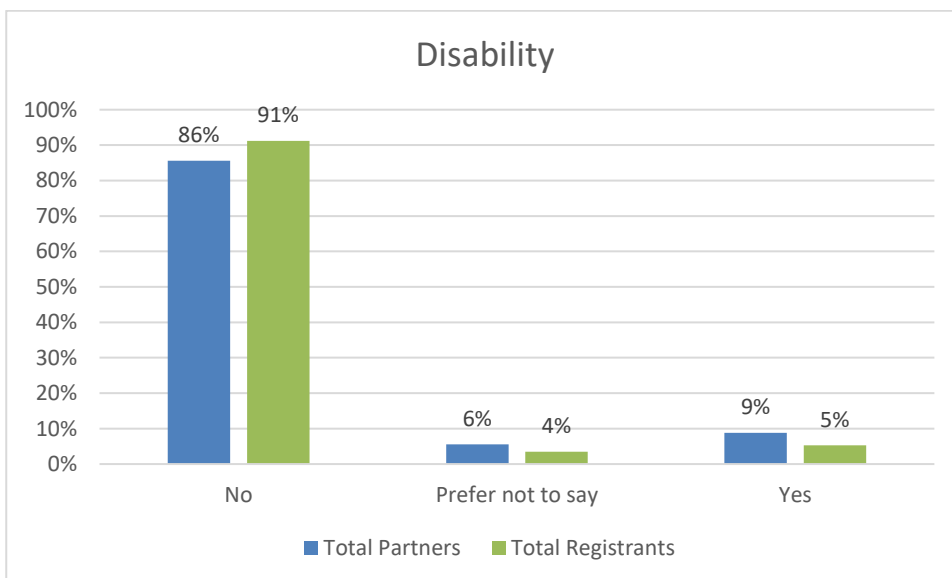
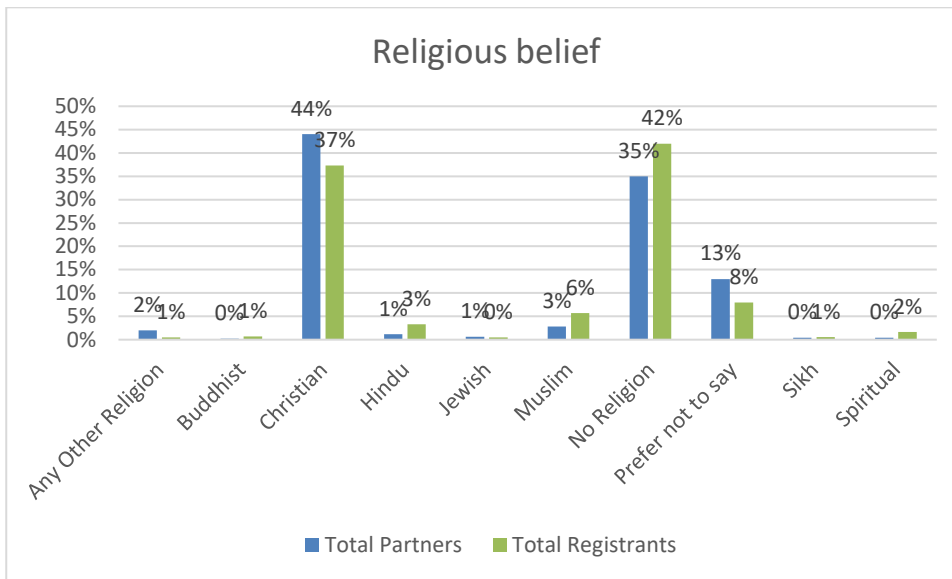
Partners/ Registrants	PAR	REG	PAR	REG	PAR	REG	PAR	REG	PAR	REG
Profession	BS	BS	CS	CS	DT	DT	OT	OT	ODP	ODP
Asexual	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Bisexual	2%	2%	2%	2%	3%	2%	0%	2%	0%	2%
Gay man	0%	2%	2%	2%	0%	1%	0%	1%	5%	1%
Gay woman/ lesbian	0%	1%	5%	1%	0%	1%	3%	2%	0%	1%
Heterosexual/ straight	86%	88%	75%	84%	62%	90%	82%	87%	76%	88%
Pansexual	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	11%	8%	16%	10%	36%	7%	15%	7%	18%	7%
Prefer to self- describe	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Queer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

	PA	PA	PH	PH	PYL	PYL	RA	RA	Total	Total
Asexual	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%
Bisexual	0%	3%	2%	1%	0%	3%	3%	2%	1%	2%
Gay man	7%	3%	1%	1%	1%	2%	2%	1%	2%	1%
Gay woman/lesbian	9%	3%	0%	1%	4%	1%	2%	1%	3%	1%
Heterosexual/strai ght	77%	82%	81%	90%	85%	82%	80%	88%	80%	87%
Pansexual	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%
Prefer not to say	7%	8%	15%	6%	9%	10%	12%	8%	14%	7%
Prefer to self- describe	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Queer	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%

The data comparisons for sexual orientation shows similar data between registrants and partners.

4. Partner – registrant comparison overall





5. Partners recruitment

During the considered period the Partner team received 710 applications for partner roles. Applicants were asked to complete an EDI monitoring form as part of their online application. Numbers of applications were lower in comparison to the previous year, but two large recruitment campaigns recruiting into 28 roles and into 60+ vacancies opened in March 2026 and were excluded from this report as they won't conclude until end of Q1 2026-27.

Applications	Interviews	Appointment
710	239	77

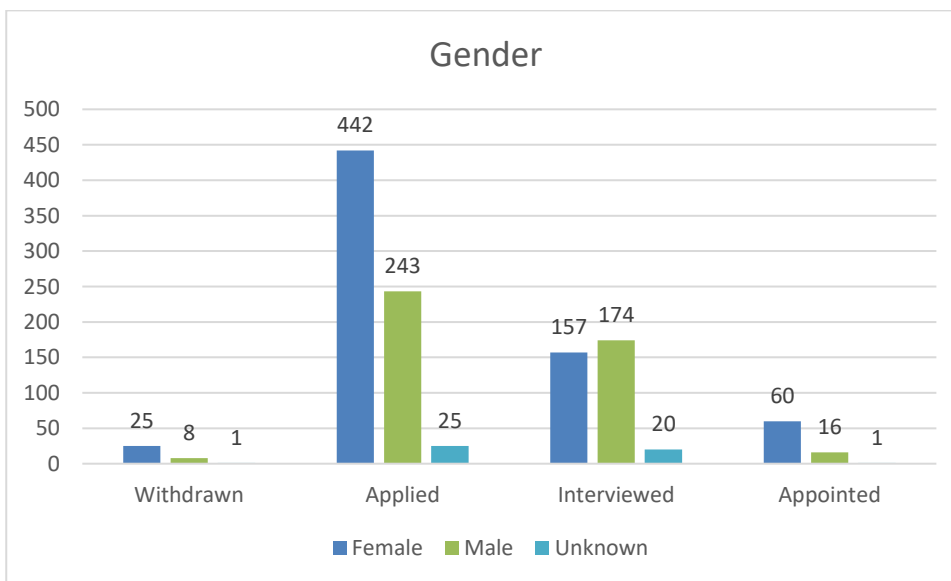
5.1 Recruitment advertising

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. For smaller professions or specific modalities we contact all registrants from the profession to make them aware of the vacancies. We use the HCPC social media sites including LinkedIn and notify suitable candidates from our 'Expression of Interest' list as well as current partners. It is important to note that for all registrant recruitment campaigns, our eligible cohort is pre-defined by the number of registered individuals in that profession/modality. All lay and legal campaigns are being advertised on diversity boards as per our commitment to be a Disability Confident Employer.

5.2 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.

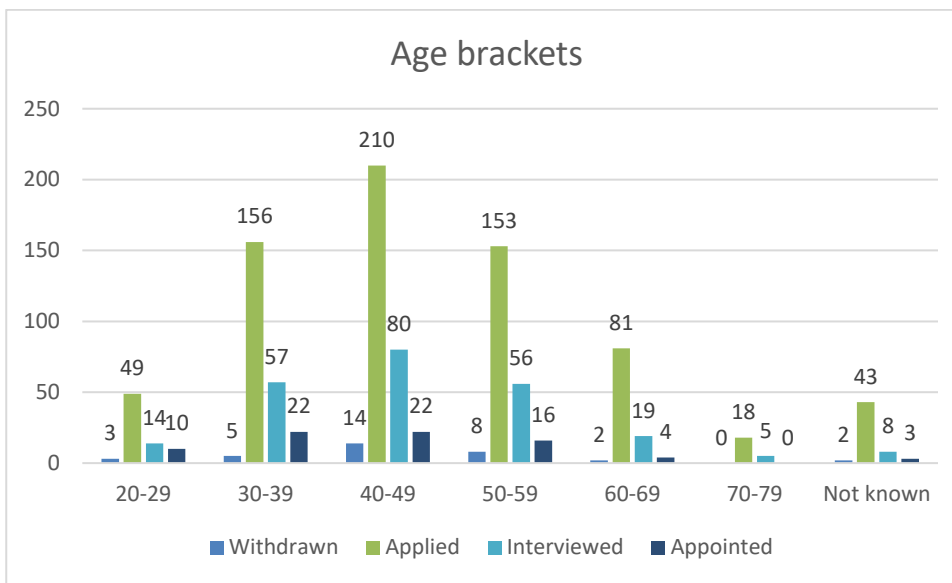
5.3 Gender



Gender	Withdrawn	Applied	Interviewed	Appointed
Female	73.5%	62.3%	44.7%	77.9%
Male	23.5%	34.2%	49.6%	20.8%
Unknown	2.9%	3.5%	5.7%	1.3%

The data shows that we received a higher number of applications from female applicants and that nearly 78% of all offers were made to women.

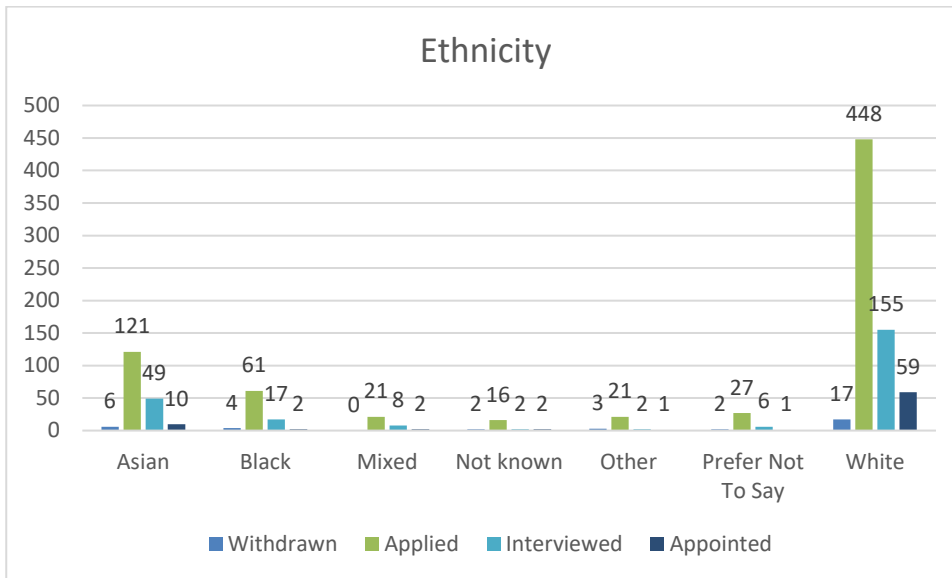
5.4 Age brackets



Age bracket	Withdrawn	Applied	Interviewed	Appointed
20-29	8.8%	6.9%	5.9%	13.0%
30-39	14.7%	22.0%	23.8%	28.6%
40-49	41.2%	29.6%	33.5%	28.6%
50-59	23.5%	21.5%	23.4%	20.8%
60-69	5.9%	11.4%	7.9%	5.2%
70-79	0.0%	2.5%	2.1%	0.0%
Unknown	5.9%	6.1%	3.3%	3.9%

Looking at the different age brackets, the '20-29' and '30-39' age brackets performed the best at interview stage which is a significant improvement to last year.

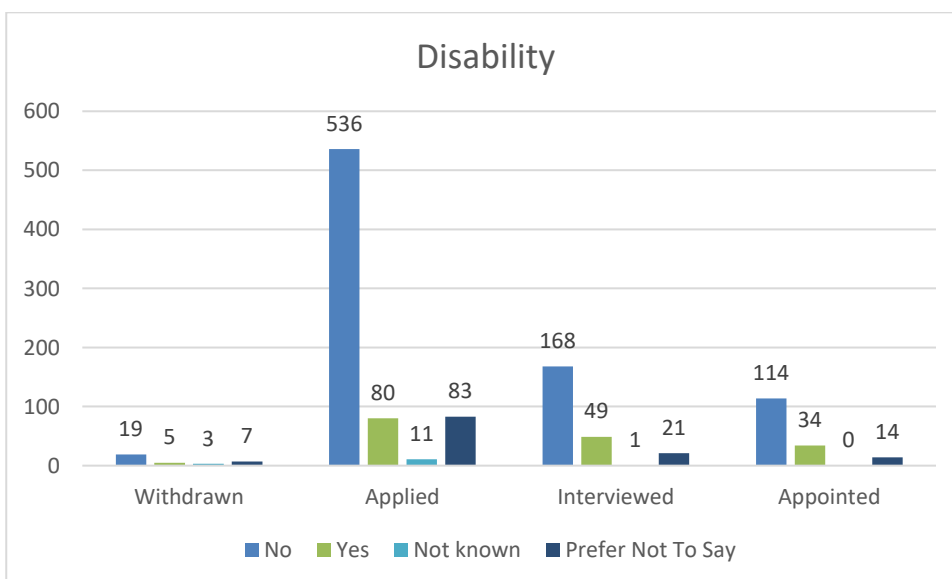
5.5 Ethnicity



	Withdrawn	Applied	Interviewed	Appointed
Asian	17.6%	16.9%	20.5%	13.0%
Black	11.8%	8.5%	7.1%	2.6%
Mixed	0.0%	2.9%	3.3%	2.6%
Not known	5.9%	2.2%	0.8%	2.6%
Other	8.8%	2.9%	0.8%	1.3%
Prefer not to say	5.9%	3.8%	2.5%	1.3%
White	50.0%	62.7%	64.9%	76.6%

While a high percentage of applicants who identified as ‘Asian’ were invited to interview, overall applicants who identified as ‘White’ were the most successful cohort.

5.6 Disability



	Withdrawn	Applied	Interviewed	Appointed
No	55.9%	75.5%	70.3%	70.4%
Unknown	8.8%	1.5%	0.4%	0.0%
Prefer not to say	20.6%	11.7%	8.8%	8.6%
Yes	14.7%	11.3%	20.5%	21.0%

Due to the Disability Confident Employer scheme, a large number of applicants who declared a disability were invited to interview stage. Generally, all applicants performed equally during the interview stage.

6. Key Findings

Positive Progress

- Younger applicants (20-29) performed well during interviews.

Areas of Concern

- Concern 1 – underrepresentation of ethnic minority
We can see that those who identified as 'Asian' and 'Black' are currently significantly under-represented at the successfully appointed stage.
- Concern 2 – overrecruiting women
Women are a lot more successful at interview stage than men.

7. Actions and changes since the last Partner EDI report

The report shows that we have been successful in attracting applicants from a diverse range of backgrounds, and that overall, our pool of applicants matches the profile of the Register. An issue identified last year was the lack of younger (successful) applicants. This year, 13% of all new partners were from the age bracket of 20-29 which is a positive change from the previous year where only 5.5% were successful. However, we can see that those who identified as 'Asian' and 'Black' are currently under-represented at the successfully appointed stage. We reviewed our processes and discussed the impact with our external EDI trainer. There are two elements which we need to address to minimise this issue. The first opportunity is to diversify the interview panel. While we currently have no policy for the demographics of our interview panel, a more diverse interview panel would be desirable but is not always achievable due to internal restrictions. One possibility we currently consider addressing this point is to recruit an additional recruitment partner who could bring more diversity to the panel. The second part to address is though awareness training targeted at unconscious bias. In April 2025, we invited an external trainer to deliver a bespoke unconscious bias training to all managers and other staff shortlisting and interviewing for partner roles. The training focused on our unconscious bias especially during the interview process.

8. Next steps

We will review the impact of the training we delivered and consider targeted recruitment campaigns to address any under representation. We will consider further actions on how we can diversify our interview panels.