

HCPC Diversity Data Report 2021: practitioner psychologists

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 the practitioner psychologists and how the demographics of this group compare to the demographics of HCPC registrants overall.



Profession:
practitioner
psychologists



Total registered practitioner
psychologists:
25,296¹



Number of practitioner
psychologists who
responded to the survey:
5,020

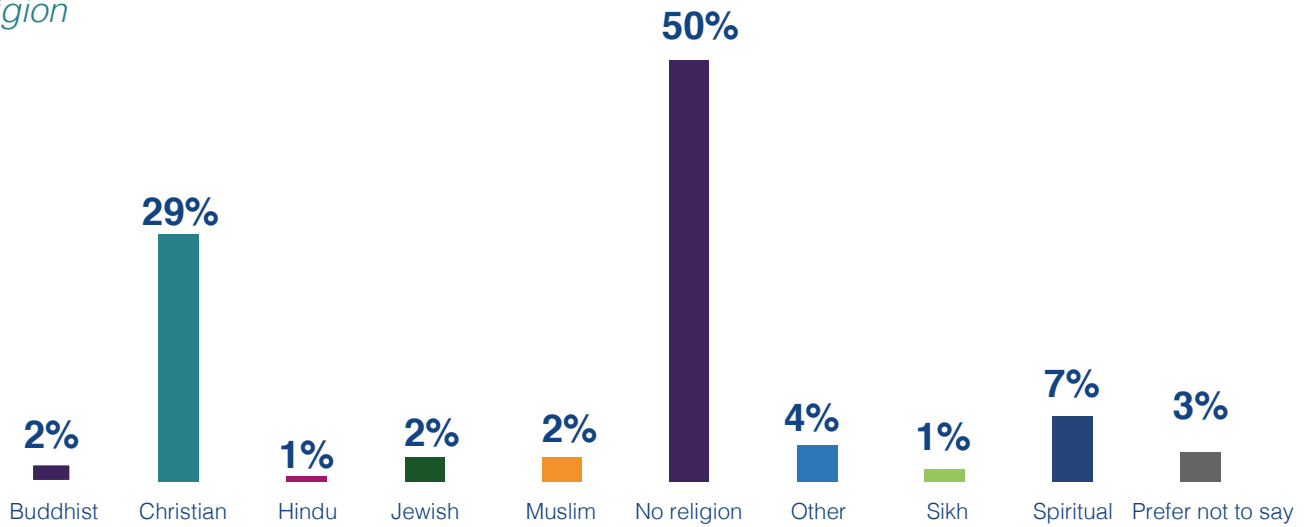
Key findings

- Practitioner psychologists had the lowest proportion of Christian registrants (29%), and the highest number of registrants with no faith (50%).
- Practitioner psychologists had a relatively small proportion of registrants working full-time (51%), and the third highest proportion of registrants working part-time (41%).
- Practitioner psychologists had amongst the lowest proportion of registrants who were state-educated (78%).
- Nearly a third (32%) of practitioner psychologists worked primarily in a setting not given by the survey.

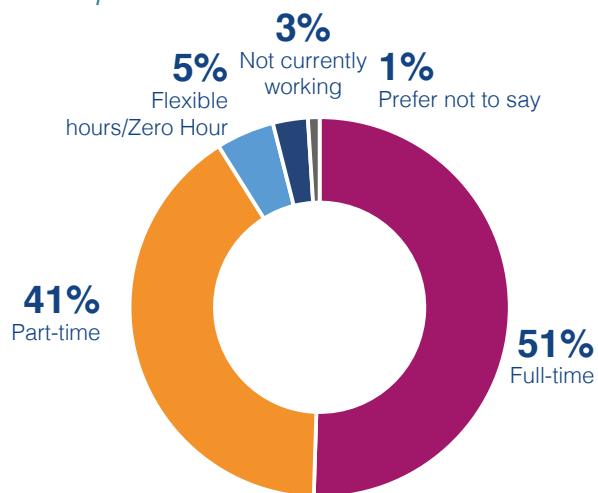
1. Total taken from age group data.

Practitioner psychologist - Key findings

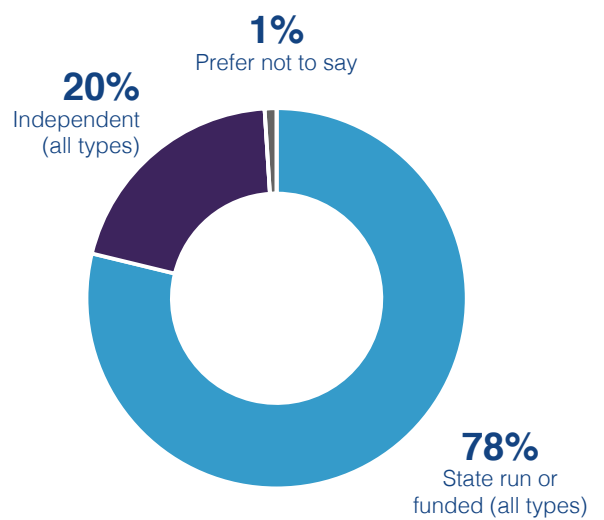
Religion



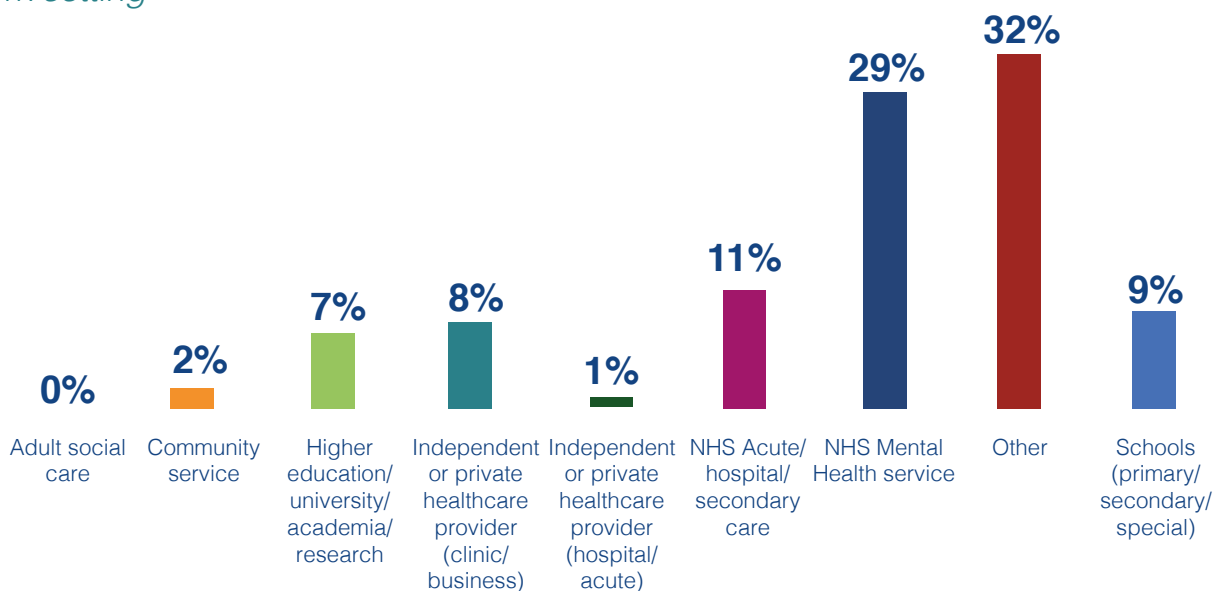
Work pattern



Education



Work setting



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	%	
Practitioner psychologist	6	0	4,068	16	9,493	37	6,703	26	3,715	14	1,941	7	46
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	%
Practitioner psychologist	450	9	4,487	90	43	1
All professions	4,188	8	47,005	91	517	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	%
Practitioner psychologist	314	6	139	3	168	3	4,192	84	136	3	31	1
All professions	3,993	8	2,368	5	1,245	2	42,755	83	890	2	458	1

Gender

Count and proportion of respondents by gender:

	Woman		Man		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Practitioner psychologist	3,993	80	944	19	19	0	24	0
All professions	39,146	76	12,175	24	174	0	226	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	%
Practitioner psychologist	303	6	4,641	93	35	1
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
Practitioner psychologist	2%	29%	1%	2%	2%	50%	4%	1%	7%	3%
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 (LGQ) ²		Heterosexual		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Practitioner psychologist	269	5	4,361	88	236	5	114	2
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	%
Practitioner psychologist	2,053	41	2,889	58	37	1
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	%
Practitioner psychologist	4,077	82	112	2	375	8	197	4	219	4
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	Practitioner psychologist	All professions
Adult social care	0%	2%
Community service	2%	9%
Higher education/university/academia/research	7%	3%
Independent or private healthcare provider (clinic/business)	8%	11%
Independent or private healthcare provider (hospital/acute)	1%	3%
NHS Acute/ hospital/ secondary care	11%	35%
NHS Mental Health service	29%	6%
Other	32%	10%
Schools (primary/secondary/special)	9%	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	%
Practitioner psychologist	2,542	51	2,018	41	247	5	136	3	37	1
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	%
Practitioner psychologist	3,899	78	995	20	65	1	21	0
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	%
Practitioner psychologist	2,137	43	2,797	56	23	0	23	0
All professions	17,949	35	32,719	63	639	1	409	1