

Fitness to Practise Forum 23 April 2008

Equality and Diversity Scheme Demographic Data Reports

Executive summary and recommendations

Introduction

The Fitness to Practise Department has been gathering equality and diversity data from registrants and complainants since 1 April 2007. In line with HPC's equality and diversity scheme, approved by Council in December 2007, this paper provides the fitness to practise committees with an update of the data collected in the first year from registrants and complainants.

Equality and diversity monitoring forms have been sent to all complainants where they are a member of the public and to all registrants who have been the subject of a complaint. The information that is requested is:

- gender;
- age;
- sexual orientation;
- disability;
- religion; and
- Race/ethnicity.

The information is sent to HPC voluntarily and the forms are returned anonymously. Once the data is received, it is logged on a spreadsheet which is not linked to our fitness to practise database. To encourage responses, a stamped address envelope is provided with the form. We may receive further responses in due course from forms that have been sent more recently.

108 complaints were received from members of the public between April 2007 and March 2008. We have received responses from 45 complainants to date which is a response rate of 41.6%. Details of the responses are attached to this report.

All registrants who have been subject to a fitness to practise allegation were sent a monitoring form at the time they were notified of an allegation and provided with an opportunity to respond. 336 registrants were notified of allegations between April 2007 and March 2008. To date we have received 56 responses which is a response rate of 16.6%. Details of the responses are attached.

As we have received a low response, particularly from registrants, we would recommend to the committees that a further one year period of data collection is undertaken before we analyse the data fully. The scheme provides that the data will be analysed to help us understand how our processes are working and potentially reveal further steps we could take to mitigate or eliminate any adverse impact. However, with the limited data we currently have, this is not yet possible.

To increase the response rate from registrants, from April 2008, monitoring forms will be sent at a later stage in the process. When registrants are notified of an allegation, there is often a lot of documentation provided to them. It is also a very stressful time for registrants and they may not wish complete the monitoring form or consider this their priority when providing a full response to the allegation. We will therefore request the information when the registrant is notified of the date of the panel which will consider whether there is a case to answer in relation to the allegation that has been made.

In addition, it should be noted that although information collected through the fitness to practise process can be analysed separately, it could have greater value in the future if it could be compared against a wider snapshot of the demographic data of the Register as a whole. This analysis would enable HPC to identify any areas where particular groups appeared to be disproportionately affected by fitness to practise processes, and enable HPC to plan any action needed as a result. Collecting this additional data would entail significant resources, and would need careful consideration, justification and planning.

Decision

The forum is asked to recommend that the committees approve the following resolution:

1. Data is collected from registrants and complainants for a further one year and;
2. a report provided to the committees in April 2009.

Background information

The Council approved HPC's equality and diversity scheme in December 2007.

Resource implications

None

Financial implications

Stamped addressed return envelopes are sent with each form

Appendices

Equality and diversity monitoring form

Complainant data collected 1 April 2007 – 31 March 2008
Registrant data collected 1 April 2007 – 31 March 2008

Date of paper 7 April 2008

Complainant data collected 1 April 2007 – 31 March 2008

Number	Gender	Age	Sexual Orientation	Disability	Religion	Race/Ethnicity	Comments
1	m	36-45	heterosexual	no	Christian	White British	
2	m	46-55	prefer not to say	no	no religion	White English	
3	m	36-45	married male	yes	Christian	White British	
4	f	36-45	heterosexual	yes	Christian	White N. Irish	
5	m	36-45	heterosexual	no	Christian	Black British English Caribbean	parents from the Caribbean, complainant born in UK
6	m	36-45	heterosexual	yes	no religion	White British	
7	m	19-25	heterosexual	no	prefer not to say	White British	
8	f	36-45	heterosexual	no	no religion	White British	
9	f	26-35	heterosexual	no	Christian	White English	
10	f	46-55	prefer not to say	no	no religion	White English	
11	f	26-35	gay woman/lesbian	no	Christian	White English	
12	f	26-35	heterosexual	no	Christian	White English	
13	m	36-45	heterosexual	yes	Christian	White English	
14	f	36-45	heterosexual	no	Christian	White English	
15	f	over 60	heterosexual	yes	Christian	White English	
16	m	46-55	prefer not to say	yes	no religion	White English	
17	m	36-45	heterosexual	no	no religion	White English	
18	f	36-45	heterosexual	no	Christian	White English	
19	f	56-60	heterosexual	no	Christian	White English	
20	f	26-35	heterosexual	no	Christian	White English	
21	f	26-35	heterosexual	no	Christian	White French (other white background)	
22	m	over 60	heterosexual	yes	Christian	White English	
23	m	56-60	heterosexual	no	Christian	Indian (C)	
24	m	46-55	prefer not to say	yes	no religion	White British	
25	m	over 60	heterosexual	no	Christian	White English	
26	f	36-45	heterosexual	yes	prefer not to say	Indian (C)	
27	f	over 60	not answered	yes	not answered	not answered	
28	f	46-55	heterosexual	no	Christian	White British	
29	m	46-55	heterosexual	no	Christian	White English	
30	m	56-60	heterosexual	yes	Christian	White French (other white background)	
31	f	56-60	heterosexual	no	Christian	White English	

Number	Gender	Age	Sexual Orientation	Disability	Religion	Race/Ethnicity	Comments
32	f	46-55	heterosexual	no	Christian	White English	
33	m	46-55	heterosexual	yes	Christian	White English	
34	f	over 60	heterosexual	no	Christian	White English	
35	m	over 60	heterosexual	no	Christian	White English	
36	m	26-35	heterosexual	yes	no religion	White English	
37	f	over 60	heterosexual	no	Christian	White English	
38	f	19-25	heterosexual	no	no religion	White British	
39	m	46-55	heterosexual	yes	prefer not to say	White English	
40	f	46-55	heterosexual	no	Christian	White English	
41	f	46-55	heterosexual	no	Christian	White English	
42	f	36-45	heterosexual	no	Christian	Northern irish	
43	f	56-60	heterosexual	no	no religion	White English	
44	f	36-45	heterosexual	no	Christian	White English	
45	f	36-45	heterosexual	yes	prefer not to say	White English	

Summary of complainant data

Gender

Male	19
Female	26
Total	45

Age

19-25	2
26-35	6
36-45	14
46-55	11
56-60	5
over 60	7
Total	45

Sexual orientation

Gay woman/lesbian	1
Heterosexual	38
Married male	1
Not answered	1
Prefer not to say	4
Total	45

Disability

Yes	15
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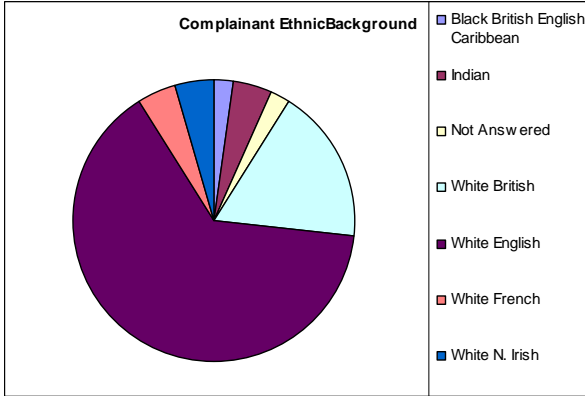
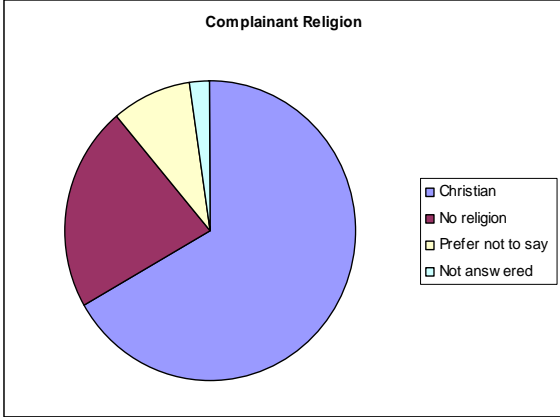
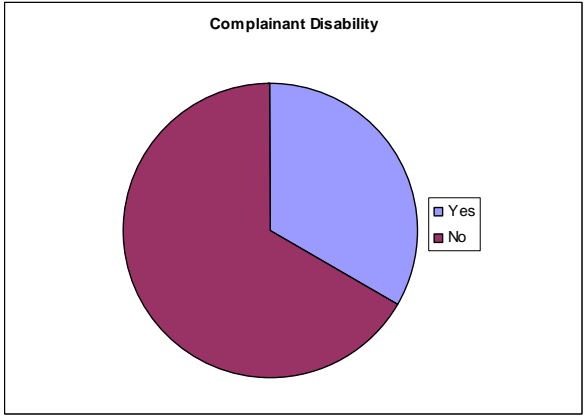
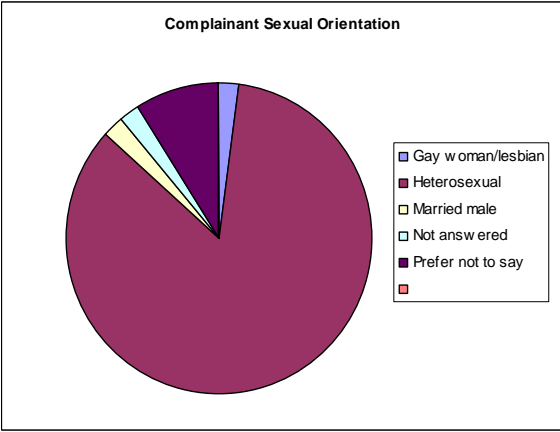
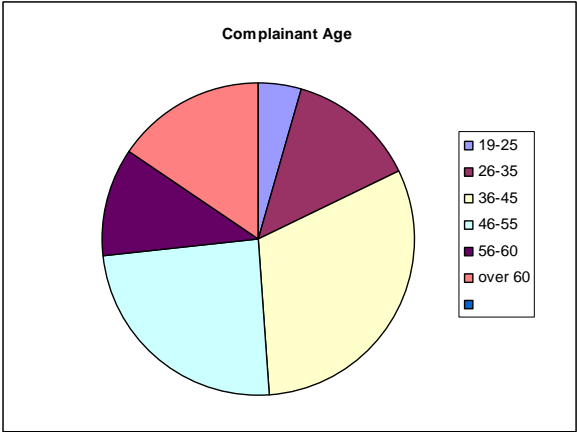
No	30
Total	45

Religion

Christian	30
No religion	10
Prefer not to say	4
Not answered	1
Total	45

Ethnic background

Black British English Caribbean	1
Indian	2
Not Answered	1
White British	8
White English	29
White French	2
White N. Irish	2
Total	45



Registrant data collected 1 April 2007 – 31 March 2008

Number	Gender	Age	Sexual Orientation	Disability	Religion	Race/Ethnicity
1	f	19-25	heterosexual	no	Christian	White British
2	f	36-45	heterosexual	no	Christian	White British
3	m	46-55	heterosexual	no	Christian	White English
4	f	46-55	heterosexual	no	Christian	White English
5	f	26-35	heterosexual	no	prefer not to say	White English
6	m	46-55	heterosexual	no	no religion	White English
7	f	46-55	bisexual	no	Christian	White English
8	m	36-45	heterosexual	no	Christian	White English
9	f	26-35	heterosexual	no	Christian	White British
10	m	46-55	heterosexual	no	Christian	White English
11	m	36-45	heterosexual	no	other-Pentecostal	D - black English Caribbean
12	f	over 60	heterosexual	no	no religion	White English
13	m	26-35	heterosexual	no	no religion	White English
14	m	56-60		no	Muslim	C - any other - Sri Lankan
15	m	36-45	heterosexual	yes	Christian	B any other - Maori
16	m	56-60	heterosexual	no	other - Roman Catholic	White English
17	f	36-45	heterosexual	no	Christian	White English
18	m	26-35	heterosexual	no	Muslim	Indian (C)
19	f	46-55	other	yes	not answered	White English
20	f	36-45	heterosexual	no	Christian	White English
21	f	36-45	heterosexual	no	no religion	White British
22	m	36-45	heterosexual	no	Christian	White British
23	f	26-35	heterosexual	no	Christian	white welsh
24	f	36-45	heterosexual	no	Christian	White British
25	m	over 60	heterosexual	no	Christian	White British
26	f	36-45	heterosexual	no	Christian	White British
27	m	46-55	heterosexual	no	Christian	White English
28	m	26-35	heterosexual	no	no religion	white Scottish
29	m	26-35	heterosexual	no	no religion	White English
30	M	46-55	heterosexual	no	Christian	White English
31	f	36-45	heterosexual	no	Muslim	Pakistani C
32	f	36-45	heterosexual	no	Buddhist	White English
33	f	46-55	heterosexual	no	Christian	White English
34	m	46-55	heterosexual	yes	Christian	White English
35	m	36-45	heterosexual	no	Christian	White English
36	m	36-45	heterosexual	no	Christian	White English
37	m	36-45	heterosexual	no	Christian	White English

Number	Gender	Age	Sexual Orientation	Disability	Religion	Race/Ethnicity
38	m	36-45	heterosexual	no	Hindu	ticked: A - any other white background: Indian, C: Indian, E Any other: Indian
39	f	26-35	heterosexual	no	Christian	White English
40	m	46-55	heterosexual	no	Christian	White and Black Caribbean British
41	m	36-45	heterosexual	no	no religion	White English
42	m		heterosexual	no	Christian	White English
43	f	26-35	heterosexual	no	Christian	White British
44	m	26-35	heterosexual	no	no religion	White British
45	f	46-55	heterosexual	no	Christian	Chinese
46	f	36-45	heterosexual	no	Christian	White English
47	f	46-55	heterosexual	no	Christian	White English
48	m	46-55	heterosexual	no	Christian	White English
49	f	56-60	heterosexual	no	Christian	White English
50	m	46-55	heterosexual	Not answered	Christian	White English
51	f	46-55	other	no	Muslim	Bangladeshi
52	f	26-35	heterosexual	no	prefer not to say	Indian (C)
53	m	36-45	heterosexual	no	no religion	Middle eastern
54	f	26-35	heterosexual	no	Christian	White English
55	f	36-45	heterosexual	yes	Christian	White English
56	f	36-45	heterosexual	no	no religion	White English

Summary of registrant data

Gender

Male	28
Female	28
Total	56

Age

19-25	1
26-35	12
36-45	21
46-55	16

56-60	3
over 60	2
Unanswered	1
Total	56

Disability

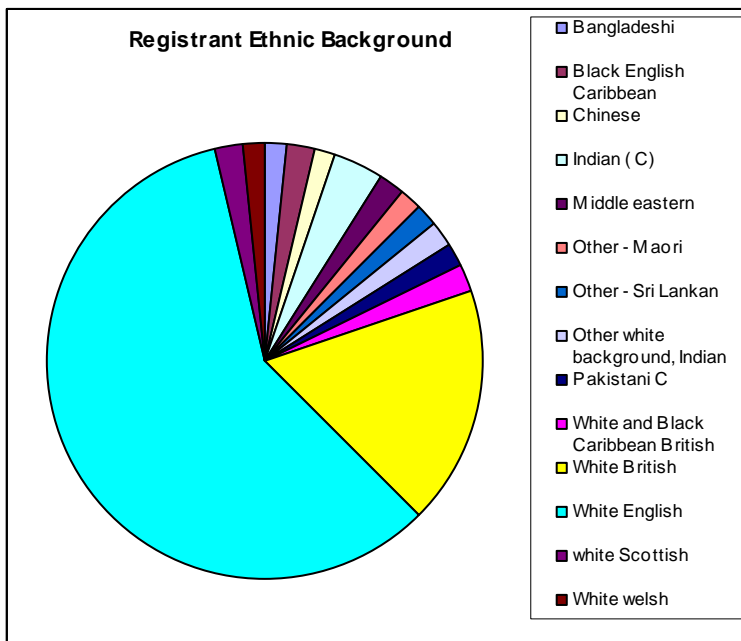
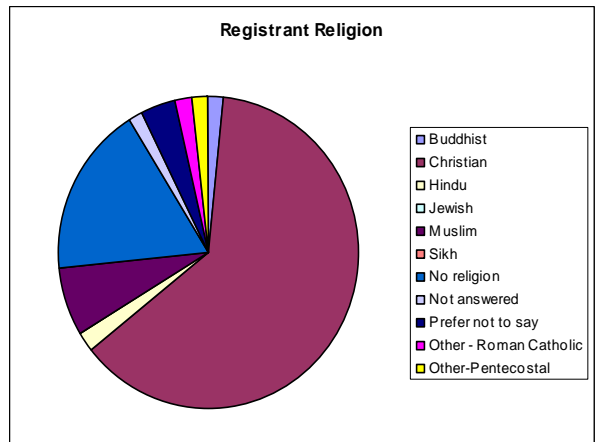
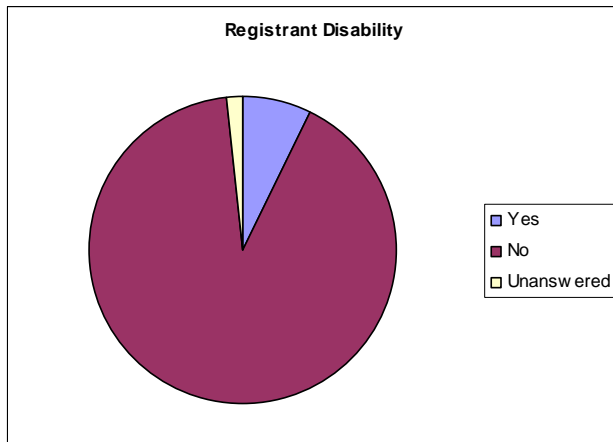
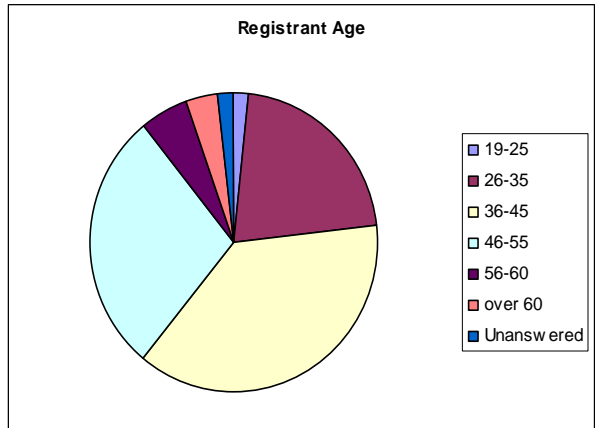
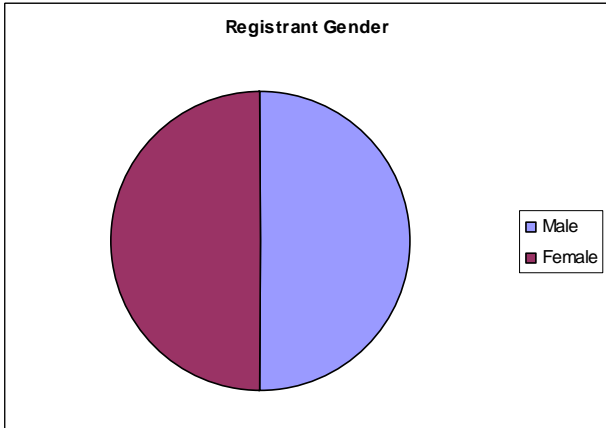
Yes	4
No	51
Unanswered	1
Total	56

Religion

Buddhist	1
Christian	35
Hindu	1
Jewish	0
Muslim	4
Sikh	0
No religion	10
Not answered	1
Prefer not to say	2
Other - Roman Catholic	1
Other-Pentecostal	1
Total	56

Ethnic background

Bangladeshi	1
Black English Caribbean	1
Chinese	1
Indian (C)	2
Middle eastern	1
Other - Maori	1
Other - Sri Lankan	1
Other white background, Indian	1
Pakistani C	1
White and Black Caribbean	
British	1
White British	10
White English	33
white Scottish	1
White welsh	1
Total	56



Equality and Diversity Monitoring Form

We hope you will help us by completing this form. The information you provide will help us to monitor the effectiveness of our equality and diversity policies and ensure that our fitness to practise procedures are fair, accessible and transparent.

As you will see, the form does not ask you to give your name and any information you provide will be strictly confidential. It will only be used for monitoring purposes, to enable analyses and statistical reports to be prepared and to help us in developing policy.

You do not have to complete this form but any information you do provide will not be taken into account in dealing with the complaint you have made.

Please complete the form by ticking the appropriate boxes below and return it in the enclosed pre-paid envelope.

Gender	Male <input type="checkbox"/>	Female <input type="checkbox"/>	Transgender <input type="checkbox"/>
Age	Up to 18 years <input type="checkbox"/>	46-55 years <input type="checkbox"/>	
	19-25 years <input type="checkbox"/>	56-60 years <input type="checkbox"/>	
	26-35 years <input type="checkbox"/>	over 60 <input type="checkbox"/>	
	36-45 years <input type="checkbox"/>		
Sexual Orientation	Bisexual <input type="checkbox"/>		
	Gay Man <input type="checkbox"/>		Other <input type="checkbox"/>
	Gay Woman/lesbian <input type="checkbox"/>		Prefer not to say <input type="checkbox"/>
	Heterosexual <input type="checkbox"/>		
Do you consider yourself to have a disability?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

- Religion
- Buddhist
 - Christian
 - Hindu
 - Jewish
 - Muslim
 - Sikh
 - Other Please state which
 - No religion
 - Prefer not to say

NATIONALITY & ETHNIC ORIGIN

What race or ethnicity do you consider yourself?

Choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background.

A White

- British
 - English
 - Scottish
 - Welsh
- Irish
- Any other White background, please write in
- Northern Irish

B Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed background, please write in

C Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh

- Indian
- Pakistani
- Bangladeshi
- Any other Asian background, please write in

D Black, Black British, Black English, Black Scottish, or Black Welsh

- Caribbean
- African
- Any other Black background, please write in

E Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh, or other ethnic group

- Chinese
- Any other background, please write in

THANK YOU FOR COMPLETING THIS FORM