hcpc | health & care professions council

HR Equality and Diversity Data 2019

Introduction

All applicants for employee and partner roles at the HCPC are asked to complete a voluntary 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.

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 four sections:

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

1. Employees June 2019

Employee data is collected at 1 June for the previous 12 months. At 1 June 2019, there were 269 employees at the HCPC and 67 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 59% female and 41% male. This is a slight decrease on the previous two years, with the percentage of males slight increasing in the last two years.

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.
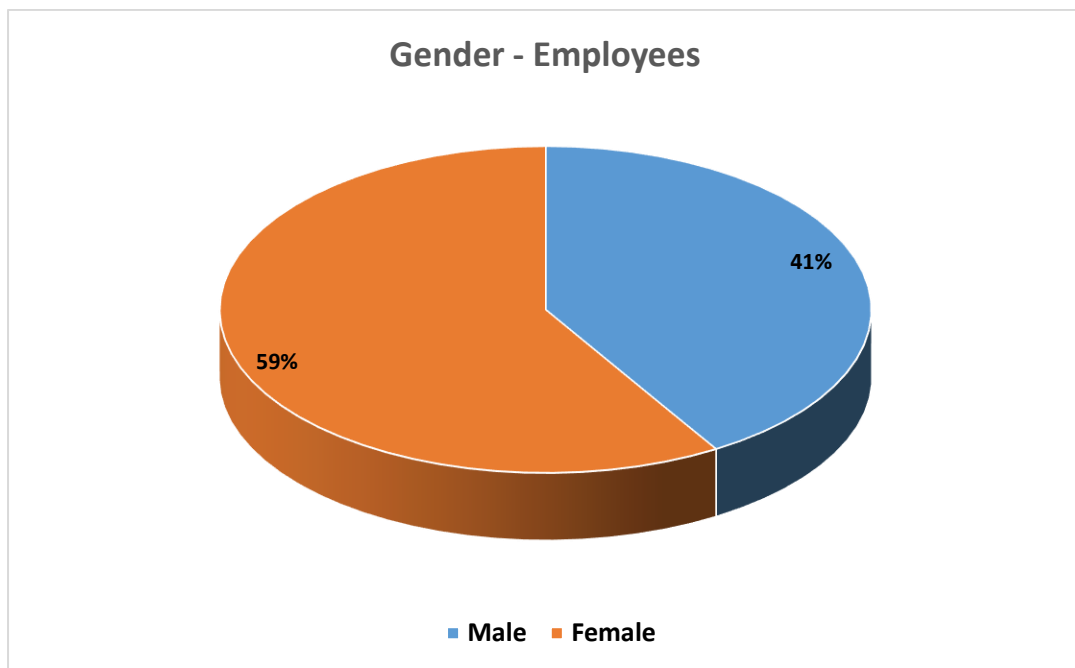
Fig. 1

	2019	2018	2017	2016	2015
Female	59%	62%	64%	63%	64%
Male	41%	38%	36%	37%	36%

1.2 Age Range of Employees

In 2017 we adjusted the age categories to be in line with categories used by the ONS.

The average age of employees has increased to 38. There has been a slight increase each year – 37 in 2018, 36 in 2016, having been 35 for the previous 5 years. The largest group is age range 31-40 at 42%.
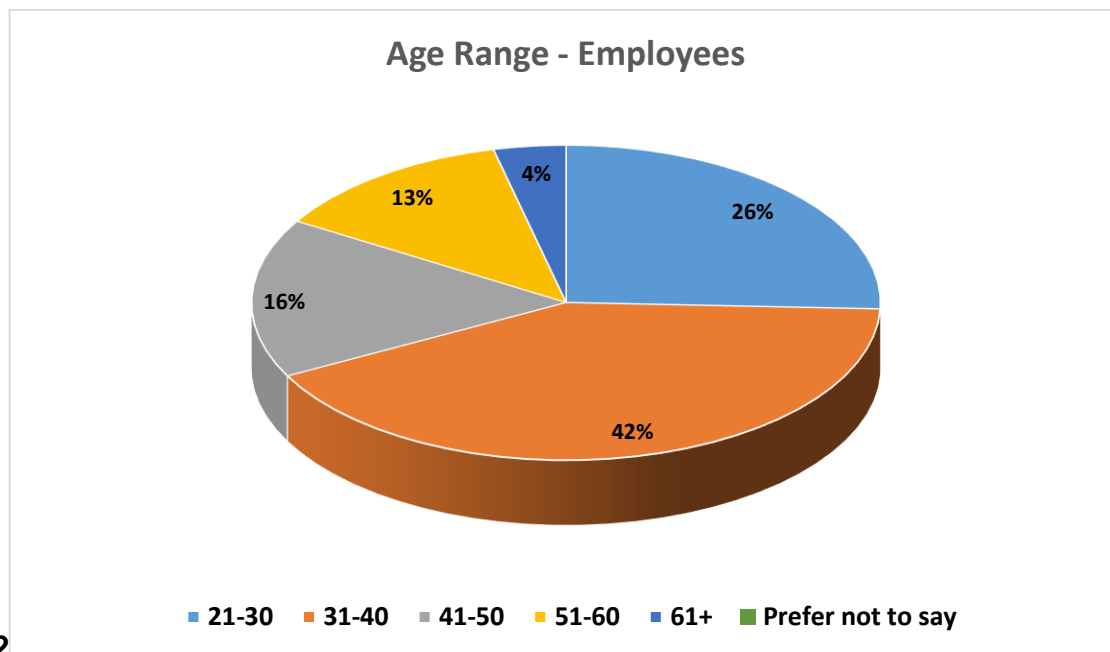

Fig. 2

	2019		2018	2017		2016	2015
	-	**18-24**	4%	4%	**18-24**	5%	7%
21 – 30	26%	**25-29**	21%	25%	**25-30**	27%	32%
31 – 40	42%	**31-34**	23%	23%	**31-35**	25%	23%
		35-39	21%	19%	**36-40**	16%	14%
41 – 50	16%	**40-44**	10%	8%	**41-50**	5%	7%
		45-49	6%	8%			
51 – 60	13%	**50-54**	7%	5%	**51-60**	9%	8%
		55-60	5%	1%		-	-

61+	4%	61+	2%	5%	61+	3%	2%

1.3 Ethnic Background of Employees

The number of employees choosing not to provide information about their ethnic background remains the same as last year. This is likely to be because HCPC introduced a new HR system in 2016/17 that allows employees to access and update their equal opportunities monitoring information. All employees were asked to review and update their details when the system went live.

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. It is hoped that these measures may encourage employees to feel comfortable to share their ethnic background with HCPC.
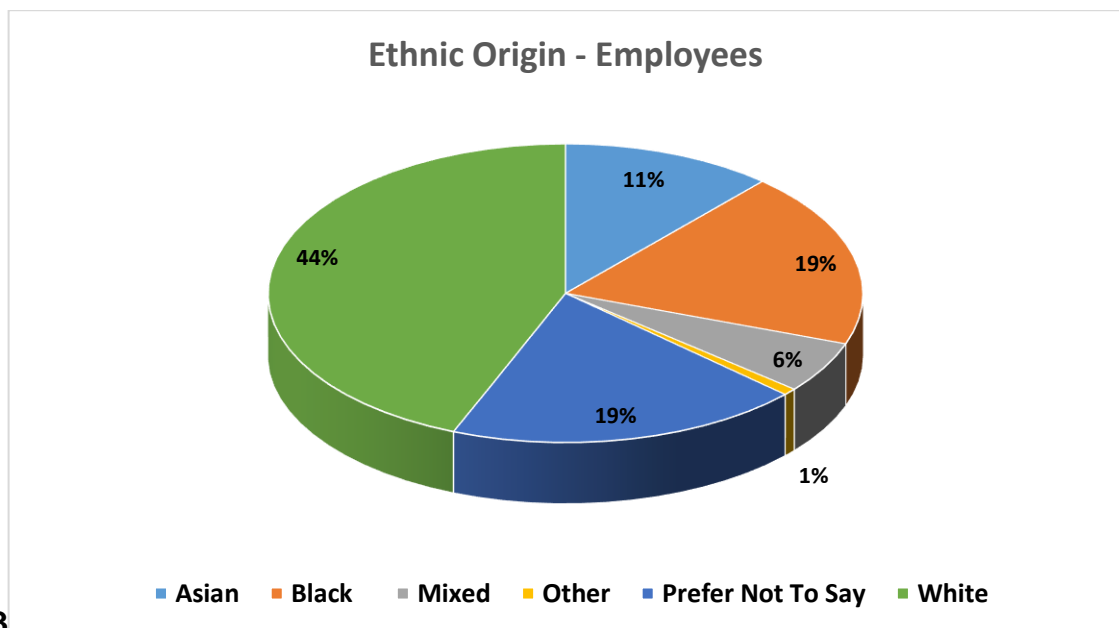

Fig. 3

	2019	2018	2017	2016	2015
Asian	12%	11%	10%	11%	10%
Black	19%	17%	17%	20%	19%
Mixed	6%	6%	6%	7%	6%
White	44%	46%	49%	56%	51%
Other	1%	0%	0%	0%	-

Prefer not to say	19%	19%	16%	6%	14%

The organisation continues to broadly represent the ethnic make-up of the surrounding boroughs in all categories with the exception of 'Black' which though is slightly higher than last year, this group still appears under represented. 'Asian' would appear to be slightly 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 %

	Lambeth	Southwark	Lewisham	HCPC
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 remained the same at 3%. 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.

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.
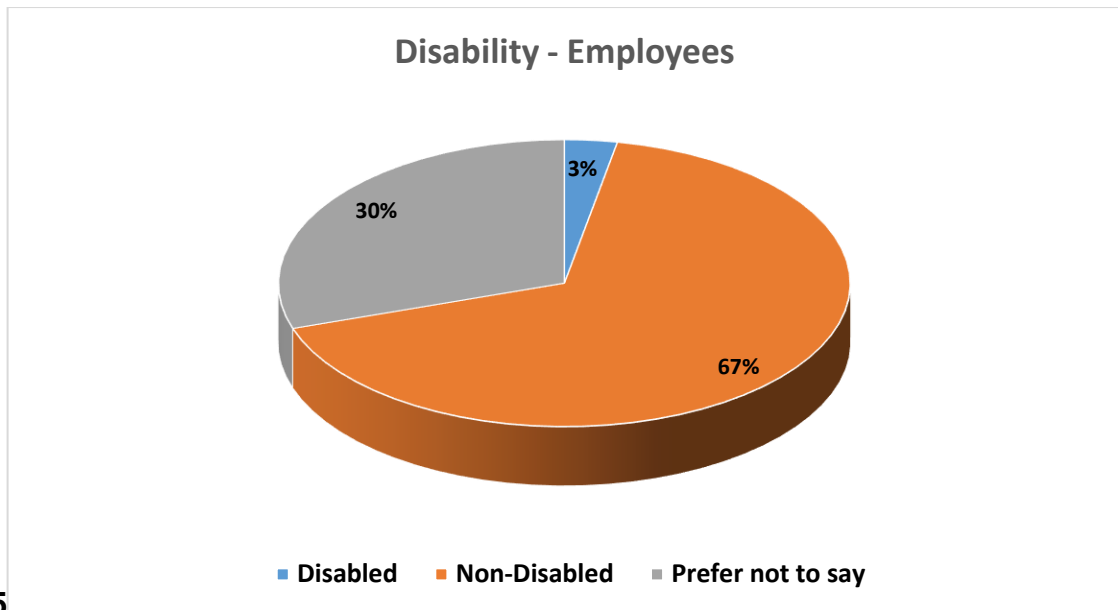
Fig. 5

Disability	2019	2018	2017	Disability	2016	2015
Yes	3%	3%	2%	**Yes**	2%	2%
No/Not stated	67%	67%	88%	**No**	81%	79%
Prefer not to say	30%	30%	9%	**Not stated**	17%	19%

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 40%. The marriage category has remained the same at 20%, whilst the partner category has

slightly increased by 1%. However, the number of people choosing not to provide this information has significantly decreased.
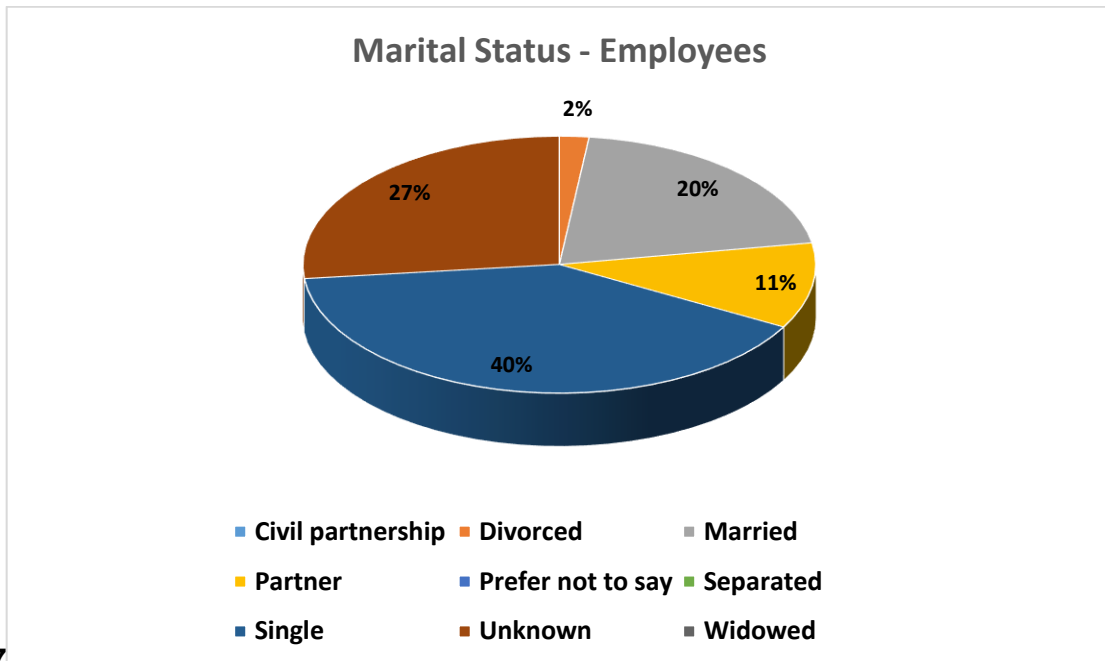

Marital Status - Employees

Legend: Civil partnership, Divorced, Married, Partner, Prefer not to say, Separated, Single, Unknown, Widowed

Fig. 7

	2019	**2018**	**2017**	**2016**	**2015**
Single	40%	44%	51%	47%	50%
Married	20%	20%	23%	25%	23%
Partner	11%	10%	13%	15%	14%
Divorced	2%	2%	2%	2%	1%
Civil Partner	0%	0%	0%	1%	1%
Separated	0%	0%	0%	-	-
Not stated/Prefer not to say	0%	23%	11%	10%	11%

1.7 Part time and Flexible working

The HCPC has introduced a range of new flexible 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 at 1 June 2019, 74 employees (27%) had a formal flexible working arrangement in place. 7% of employees were working part time, with the remaining 20% 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.

1.8 Sexual Orientation

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

The Gay man category has slightly increased this year, whilst the bisexual, gay woman and heterosexual categories remain the same as previous years.
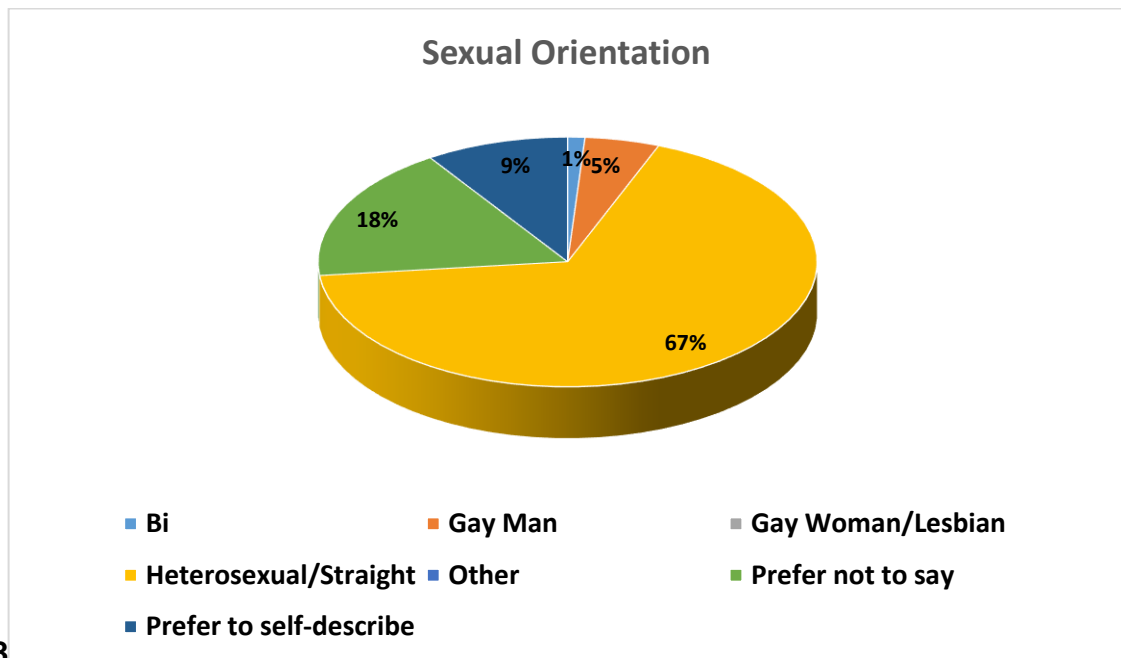

Fig. 8

	2019	2018	2017	2016	2015
Bi-sexual	1%	1%	1%	0.4%	0.4%
Gay Man	5%	4%	4%	4%	3%
Gay woman	0%	0%	0%	0%	0%
Heterosexual	67%	67%	70%	69%	68%
Prefer to self-describe	9%	10%	12%	-	-

Prefer not to say/Not stated	17%	17%	13%	27%	29%

1.9 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.
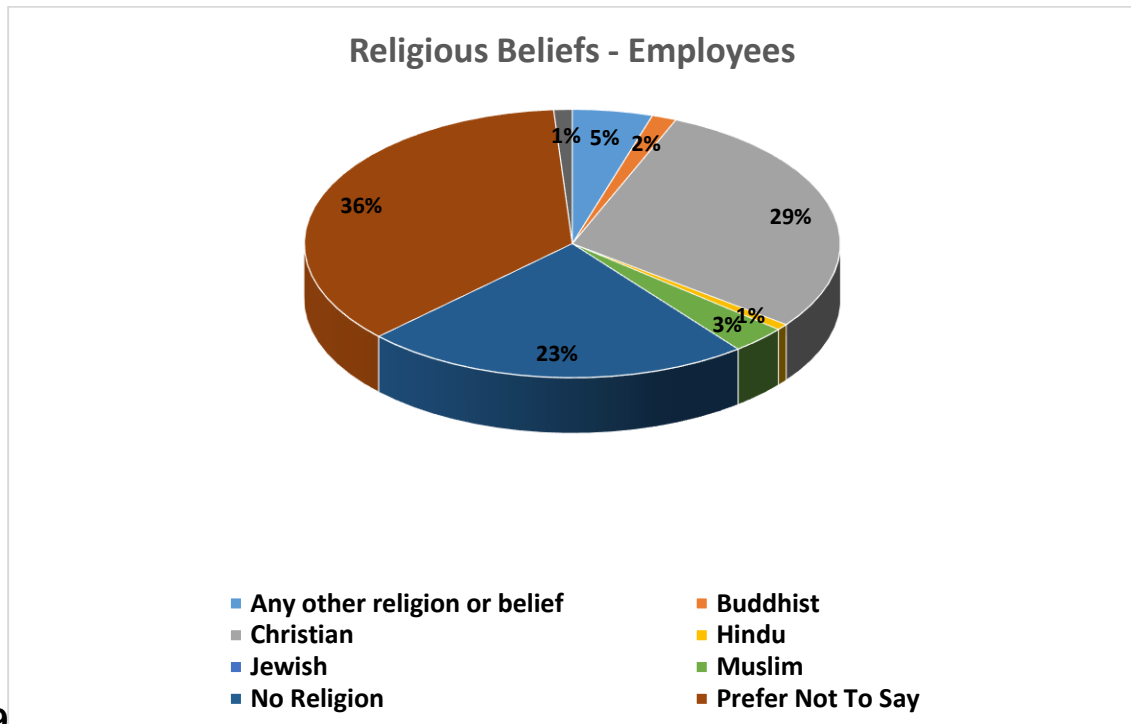
Religious Beliefs - Employees

Legend:
- Any other religion or belief
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- No Religion
- Prefer Not To Say

Fig 9

	2019	2018	2017	2016	2015
Buddhist	1%	1%	1%	1%	1%
Christian	29%	30%	33%	31%	30%
Hindu	1%	1%	1%	1%	1%
Jewish	0%	0%	-	-	-
Muslim	3%	3%	3%	4%	3%
Sikh	1%	2%	1%	1%	0.4%
Other	-	4%	6%	1%	1%

No religion	23%	23%	25%	26%	26%
Not stated/Prefer not to say	36%	36%	31%	36%	35%

ONS Census Data 2011 – Religious Belief %

Religion	**Lambeth**	**Southwark**	**Lewisham**	**HCPC**
Buddhist	1%	1%	1%	1%
Christian	53%	53%	53%	32%
Hindu	1%	1%	2%	1%
Jewish	0%	0%	0%	0%
Muslim	7%	9%	6%	3%
Sikh	0%	0%	0%	2%
Other	1%	0%	1%	4%
No religion	28%	27%	27%	23%
Not Stated	9%	9%	9%	9%

1.10 Diversity statistics by pay band

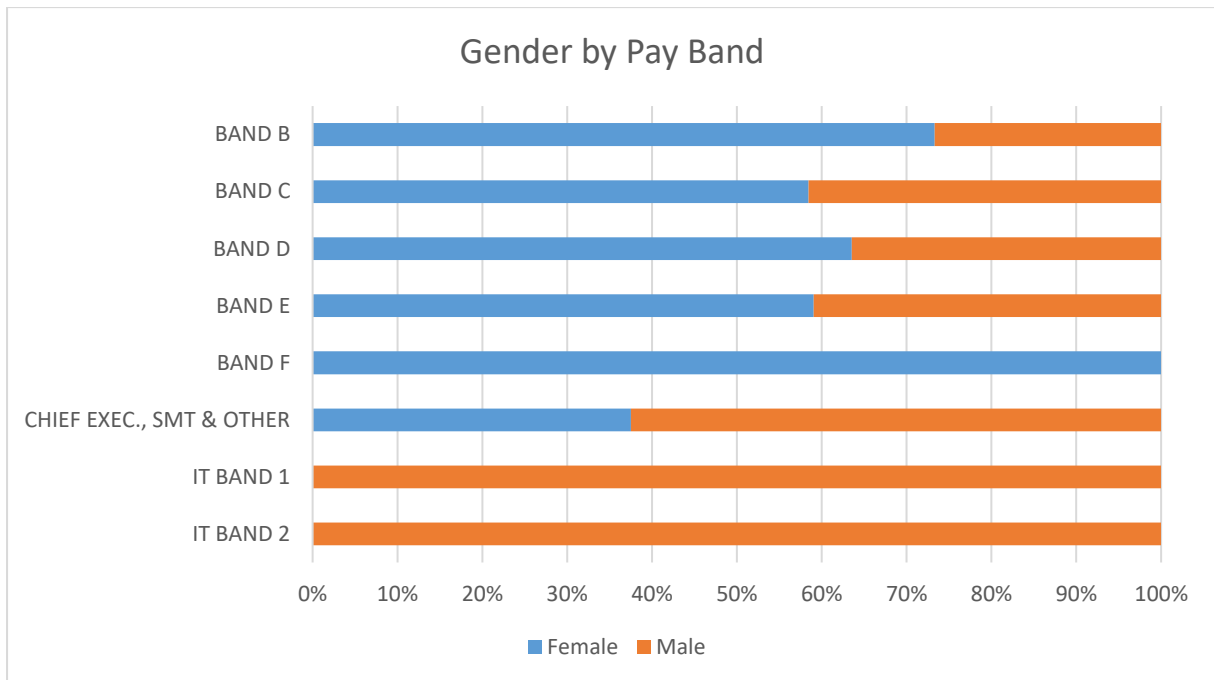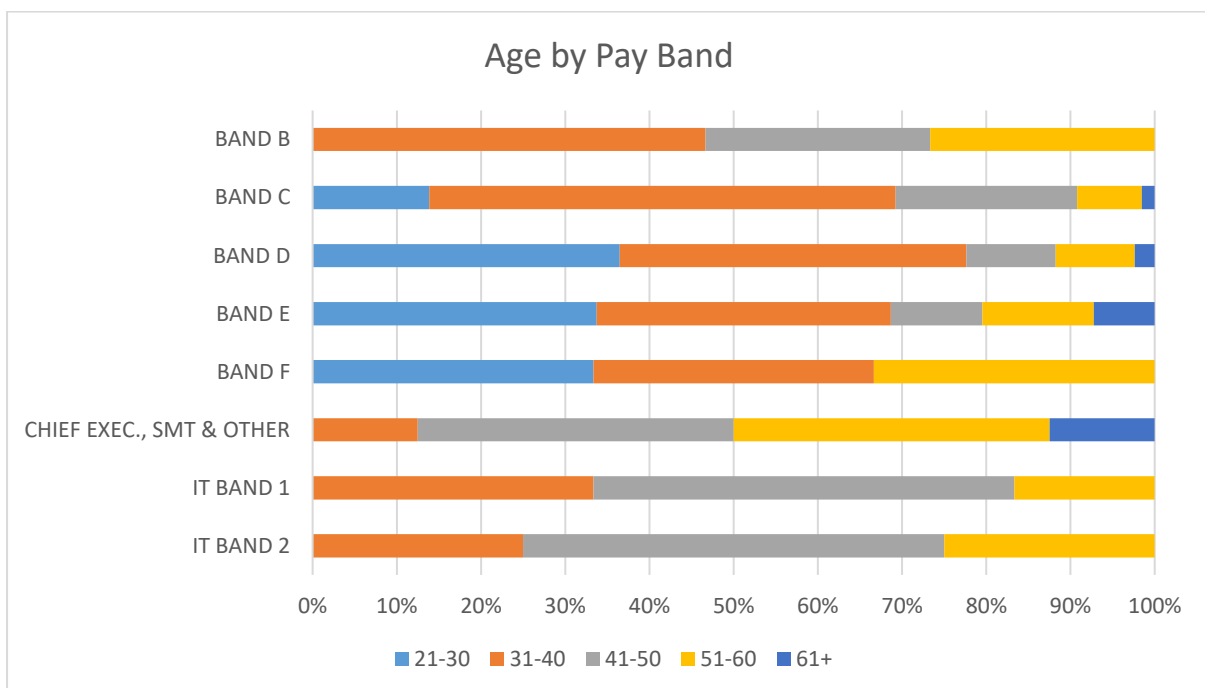This sections shows data collected on pay bands by gender, ethnicity and age range.
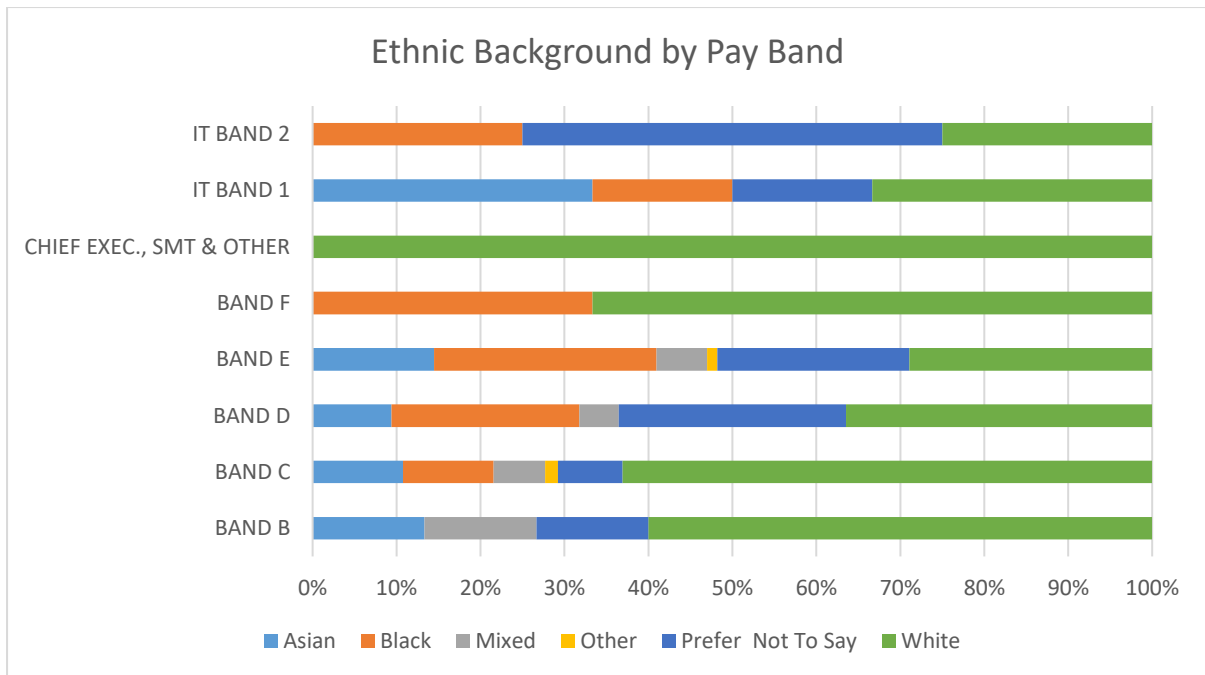

Fig 11

Fig 12

Fig 13

Fig. 14
Employee Numbers by Pay Band

Pay Band	Number of Employees
SMT	8*
Band B	15
Band C	65
Band D	85
Band E	83
Band F	3
IT Band 1	6
IT Band 2	4
Total	**269**

* This includes 3 PA's which report directly to SMT. Please note that their salaries are not reflected as SMT pay bands.

2. Job Applicants 2018/2019

Job applicant data was collected between 1 June 2018 and 31 May 2019.

There were 430 applications for 93 roles within the period, which shows an increase in the number of applications and roles from the previous year (2017/2018 370 applications for 68 roles). However, in comparison to 2016/2017 and 2015/2016 at 994 and 1176 applications respectively, for 71 roles in both years, there are significantly fewer applications this year despite the increase of roles available.

2.1 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%.
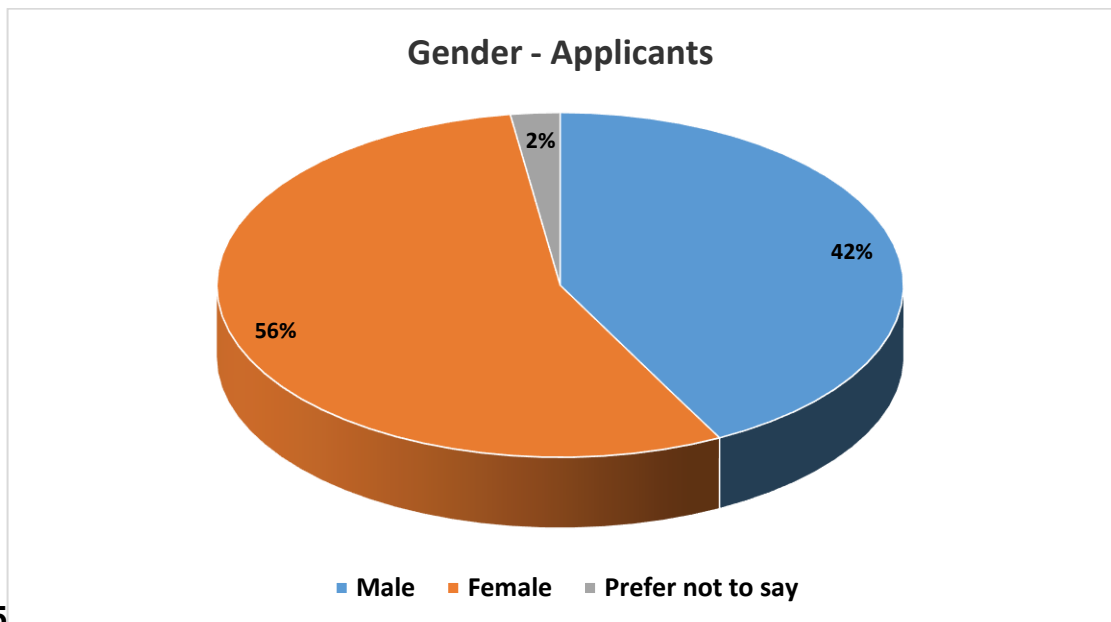

Fig 15

	2019	2018	2017	2016	2015
Male	42%	39%	32%	35%	33%
Female	55%	56%	60%	54%	63%
Not stated	2%	5%	8%	11%	4%

2.2 Age Range of Applicants

Of the applicants who answered this question, the average age of job applicants was 35, which is a decrease from the previous year where it was 37. The largest group of

applicants by age is 21 – 30, followed by 31-40 and 41-50, however a significant number of applicants choose to not provide this information.
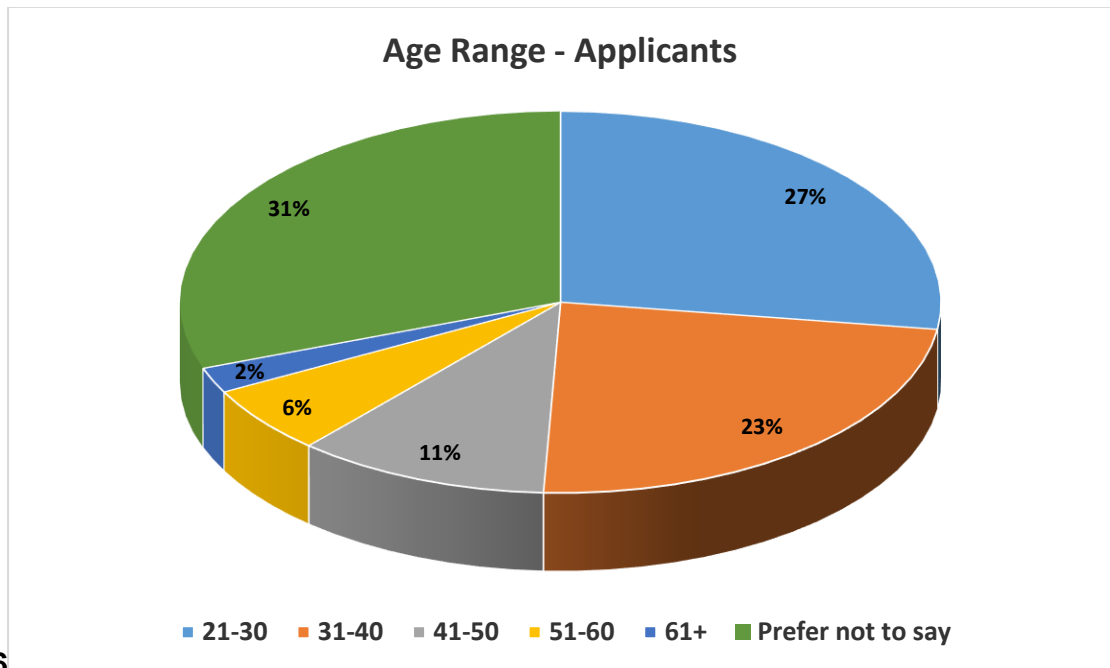

Fig 16

	2019		2018		2017	2016	2015
	-	**18-24**	6%	**18-24**	6%	9%	5%
21 – 30	27%	**25-29**	19%	**25-29**	27%	37%	33%
31 – 40	23%	**30-34**	11%	**30-34**	15%	24%	30%
		35-39	14%	**35-39**	8%	12%	14%
41 – 50	10%	**40-44**	8%	**41-49**	8%	11%	11%
		45-49	9%				
51 - 60	6%	**50-54**	6%	**50-60**	6%	6%	6%
		55-60	4%				
61 +	2%	**61+**	1%	**61+**	1%	1%	1%
Prefer not to say	30%	**Prefer not to say**	21%	**Prefer not to say**	29%	-	-

2.3 Ethnic background

'White' remains the largest category, however this has slightly decreased from last year with the greatest increase between the last two years. 5% of applicants chose not to state their ethnic background, a decrease of 2% on the previous year, following a significant decrease from 2016 to 2017.

	2019	2018	2017	2016	2015
Asian	17%	15%	17%	10%	9%
Black	22%	21%	19%	13%	12%
Mixed	3%	4%	4%	3%	1%
White	47%	49%	36%	31%	41%
Other	6%	2%	2%	-	-
Prefer not to say	5%	7%	23%	43%	36%

2.4 Disability

4% of applicants declared a disability, which is a decrease from last year. There has been a slight reduction in the number of applicants choosing not to disclose their disability status.
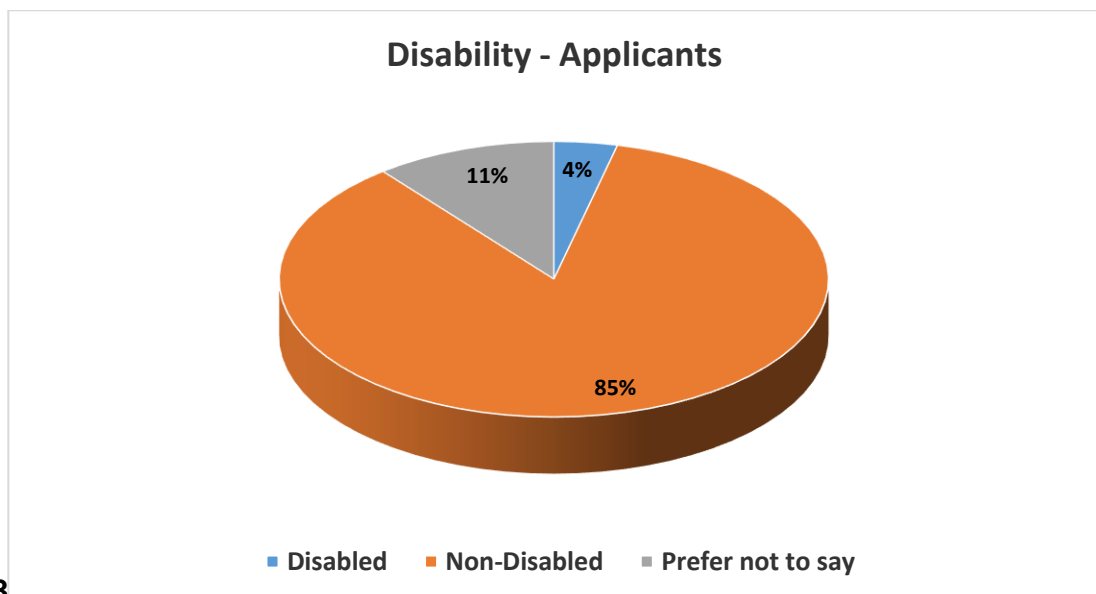

Fig. 18

Disability	2019	2018	2017	2016	2015
Yes	4%	5%	5%	5%	4%
No	86%	81%	70%	57%	66%
Not stated	11%	14%	25%	38%	30%

2.5 Religious Belief

Despite a decrease, Christianity remains the largest religious belief group stated by job applicants at 37%. Most categories either stayed the same or slightly decreased, with more applicants choosing not to disclose this information.
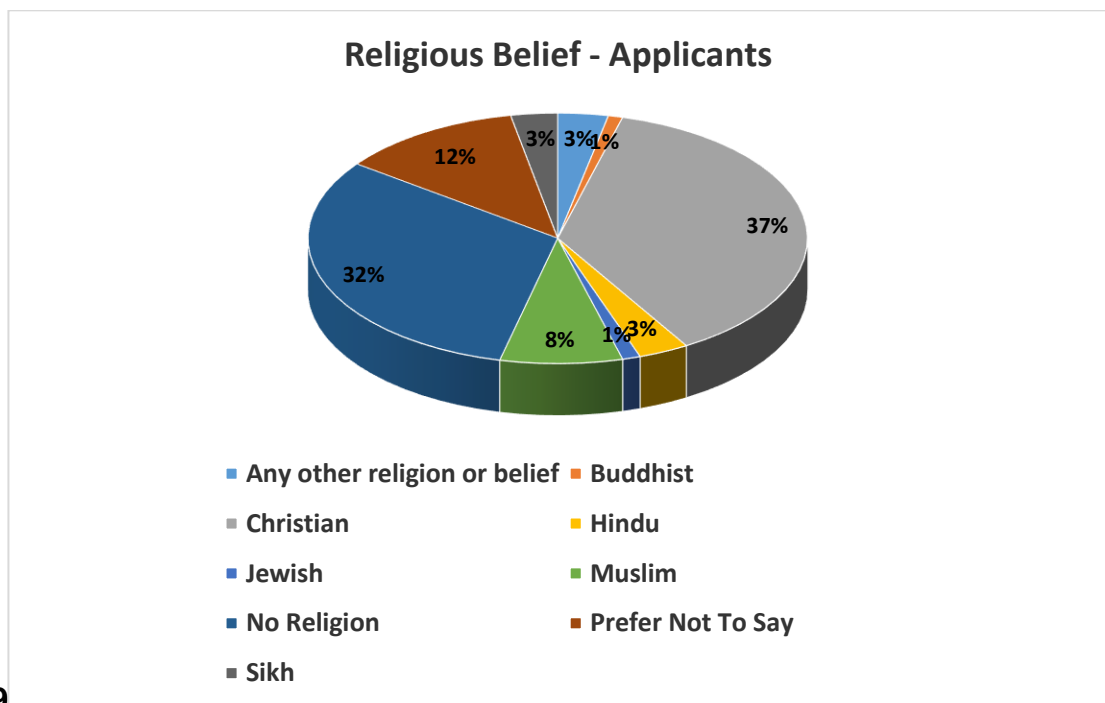

Fig. 19

	2019	2018	2017	2016	2015
Buddhist	1%	1%	0%	1%	1%
Christian	37%	41%	34%	34%	42%
Hindu	3%	4%	3%	4%	3%
Muslim	8%	8%	7%	4%	3%
Jewish	1%	2%	0%	0.3	0%

Sikh	3%	1%	1%	1%	1%
Other	-	1%	2%	0%	3%
No religion	31%	32%	14%	16%	18%
Prefer not to say	12%	10%	38%	39%	29%

2.6 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, or 'bisexual' stayed roughly the same. 9% of applicants preferred not to answer this question, which is a small increase on the previous year's figure.
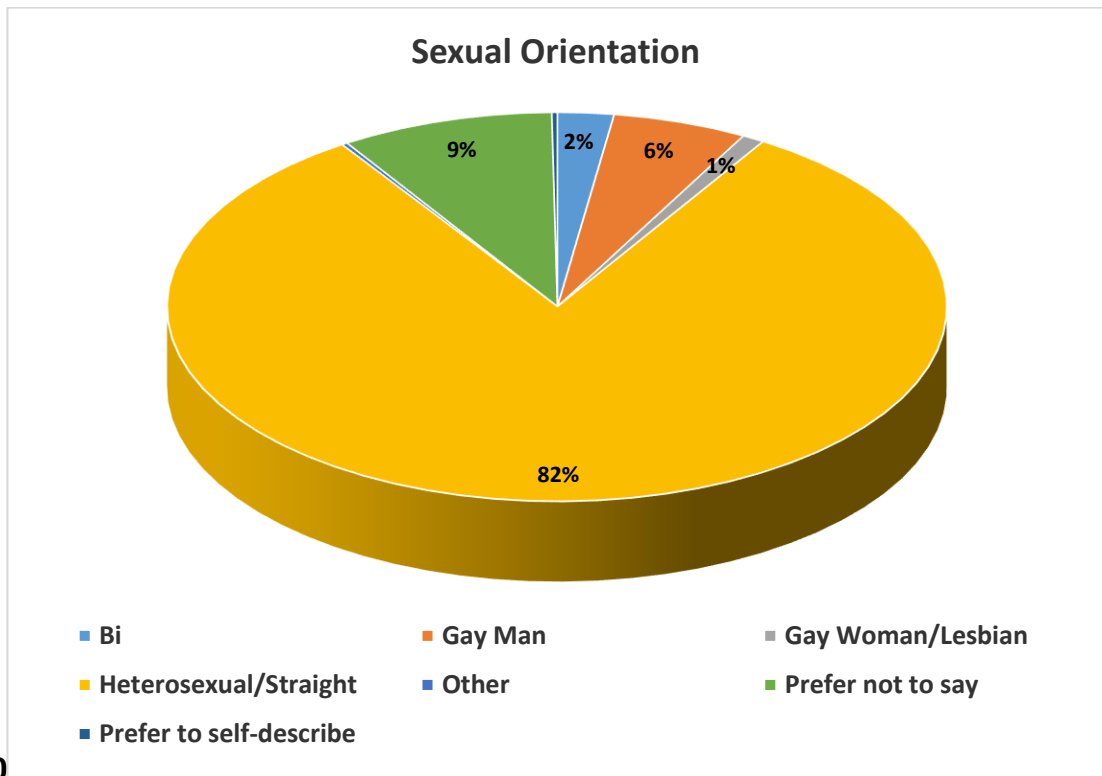

Fig. 20

	2019	**2018**		**2017**	**2016**	**2015**
Bi-sexual	2%	1%	**Bi-sexual**	2%	1%	0.4%
Gay Man	6%	6%	**Gay**	3%	4%	3%

Gay Woman	1%	1%				
Heterosexual	82%	83%	Heterosexual	68%	65%	74%
Other	0%	1%		-	-	-
Prefer to self-describe	0%	1%		-	-	-
Not stated	9%	8%	Not stated	26%	30%	23%

3. Further Analysis Recruitment Decisions 2018/19

For this year's report, we have taken a closer look at diversity data at various stages throughout the recruitment process, we have focused on the most visible protected characteristics and compared data between internal and external candidates and across pay bands.

3.1 Gender

55% of applicants are female and 42% male and when it comes to appointment, 56% appointments are female compared to 43% male. Compared to last year whereby more males were appointed despite a lower number of male applicants, this year has seen a higher proportion of female applicants and appointments.

When applications and appointments by gender are broken down into pay band it appears that females were more likely to apply and be offered a senior role than men who were more likely to be offered a junior role.
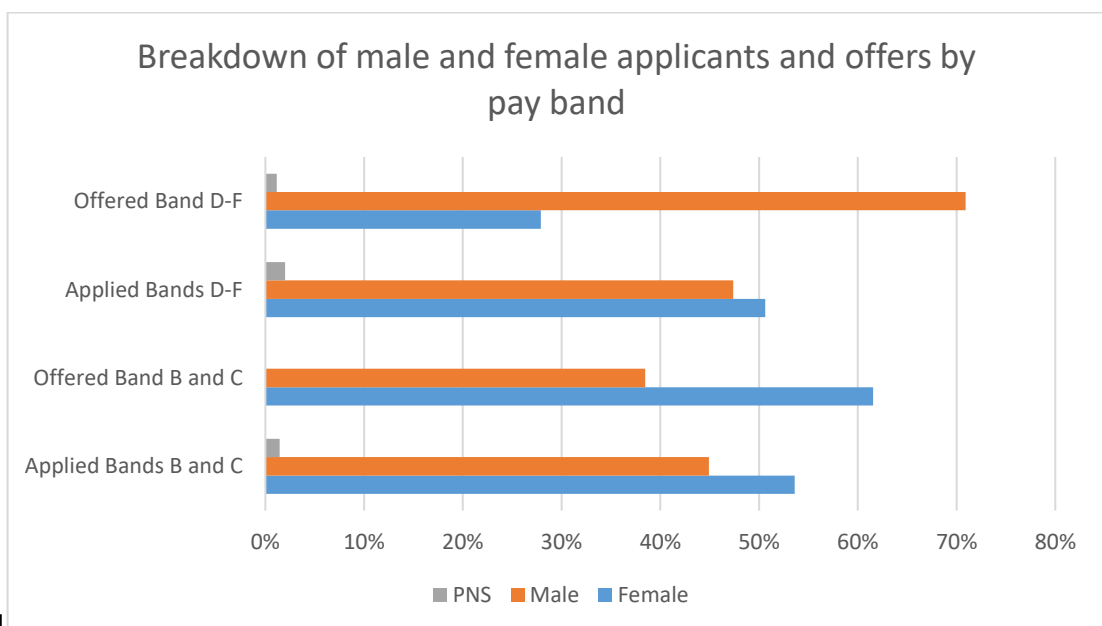

Fig 21

Equality and Diversity Report HCPC Partners

Information for this year's report covers the period from 01 June 2018 until 31 May 2019 for current partners and applicants.

There were 690 partners at the end of this period (694 in 2017/18), some of whom carried out multiple roles.

1.1   Partner Roles

Fig. 01

Total partners	2018/19	2017/18	Change
Panel Member	243	256	-5%
Panel Chair	53	57	-7%
Legal Assessor	55	56	-2%
Visitor	229	212	7%
Registration Assessor	167	159	5%
Registration Appeals Panel	27	26	4%
CPD Assessor	95	97	-2%
Total roles	**869**	**863**	**1%**

A small decrease in FTP role and an increase in registration and education roles, but overall the number of role stayed similar to the previous year.

1.2   Lay Partner Roles

Included in the above numbers are a total of 179 lay partner roles some of whom carry out multiple roles. The number of lay partners has decreased by 5% in comparison to last year's numbers, primarily in FTP roles.
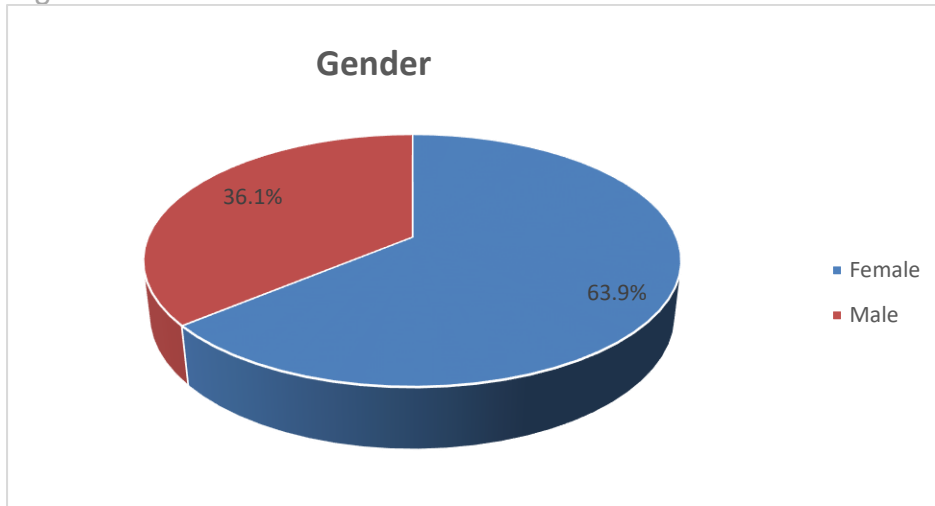
Fig. 02

Lay Partners	2018/19	2017/18	Change
Panel Chair	52	57	-9%
Legal Assessor	55	56	-2%
Lay Panel Members	55	61	-10%
Lay Visitors	17	16	6%
Total	**179**	**189**	**-5%**

1.3 Gender

The gender split of partners remains overall, but we have seen a slight increase in female partners (previous year 63%).
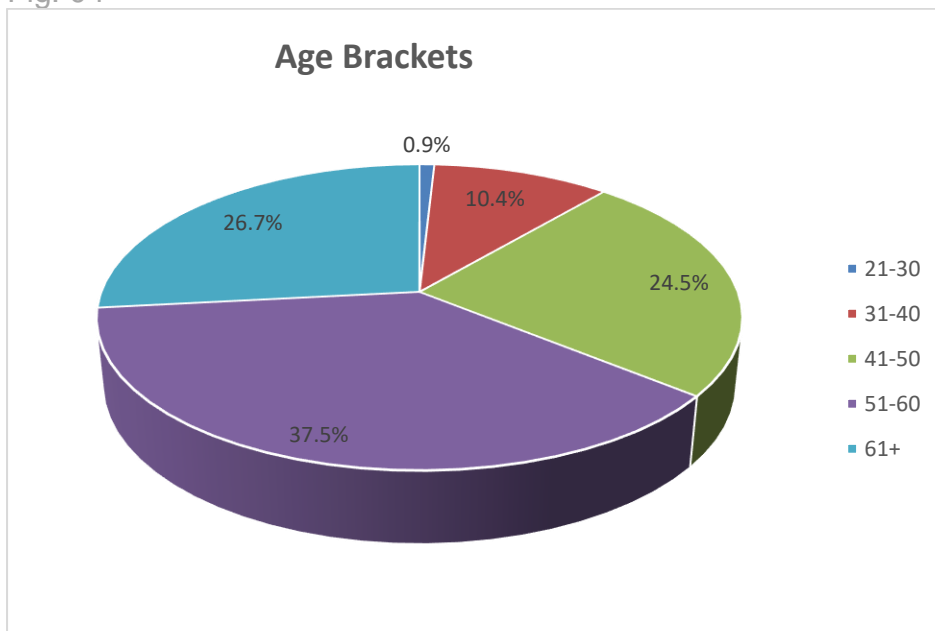
1.4 Age Range of Partners

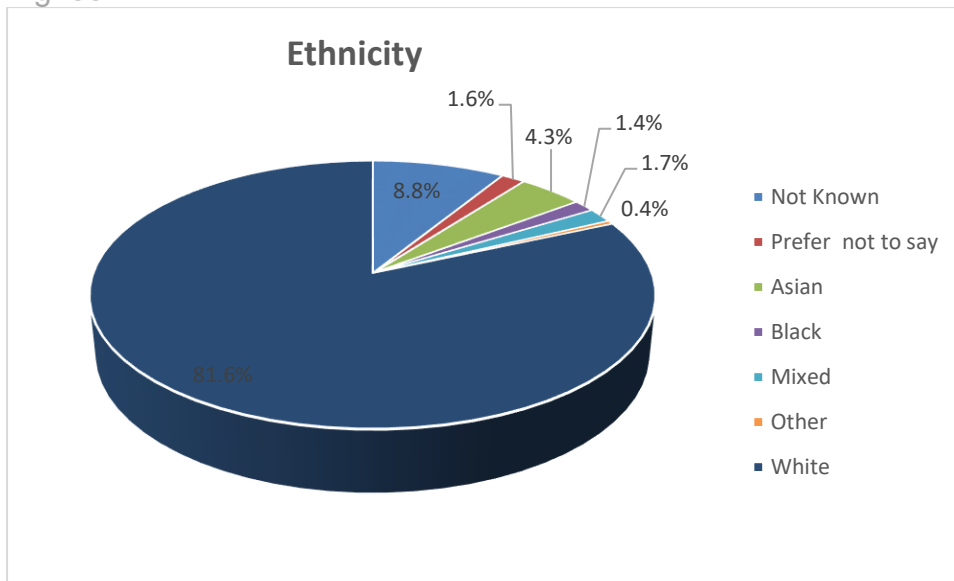Distribution of partner's age is similar to previous years.

1.5   Ethnic background of Partners

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

Fig. 05

Ethnicity

- Not Known
- Prefer not to say
- Asian
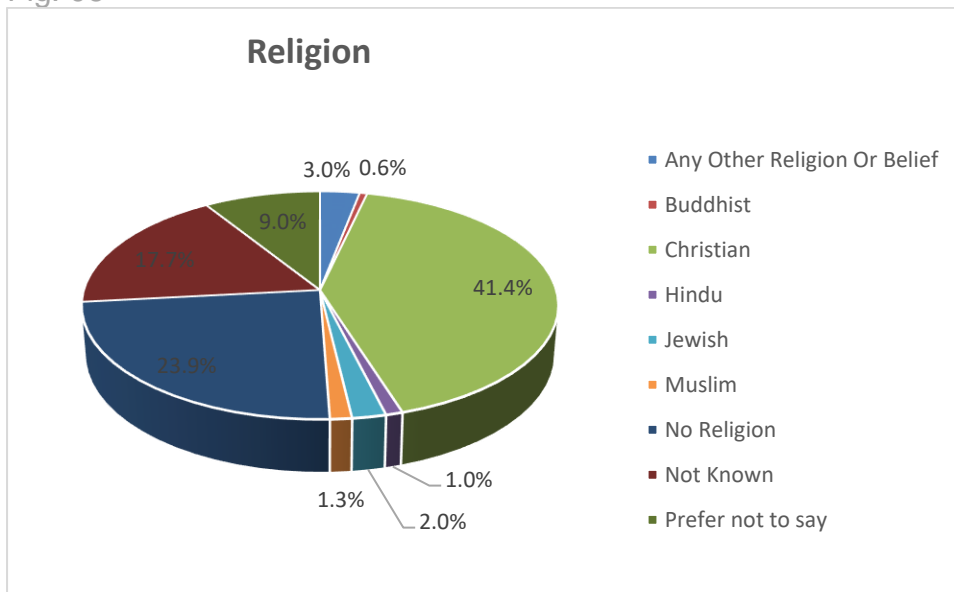- Black
- Mixed
- Other
- White

1.6% 4.3% 1.4% 1.7% 0.4% 8.8% 81.6%

1.6   Religious Belief – Partners

The religious beliefs of partners has overall remained similar to last year.

Fig. 06

Religion

- Any Other Religion Or Belief
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- No Religion
- Not Known
- Prefer not to say
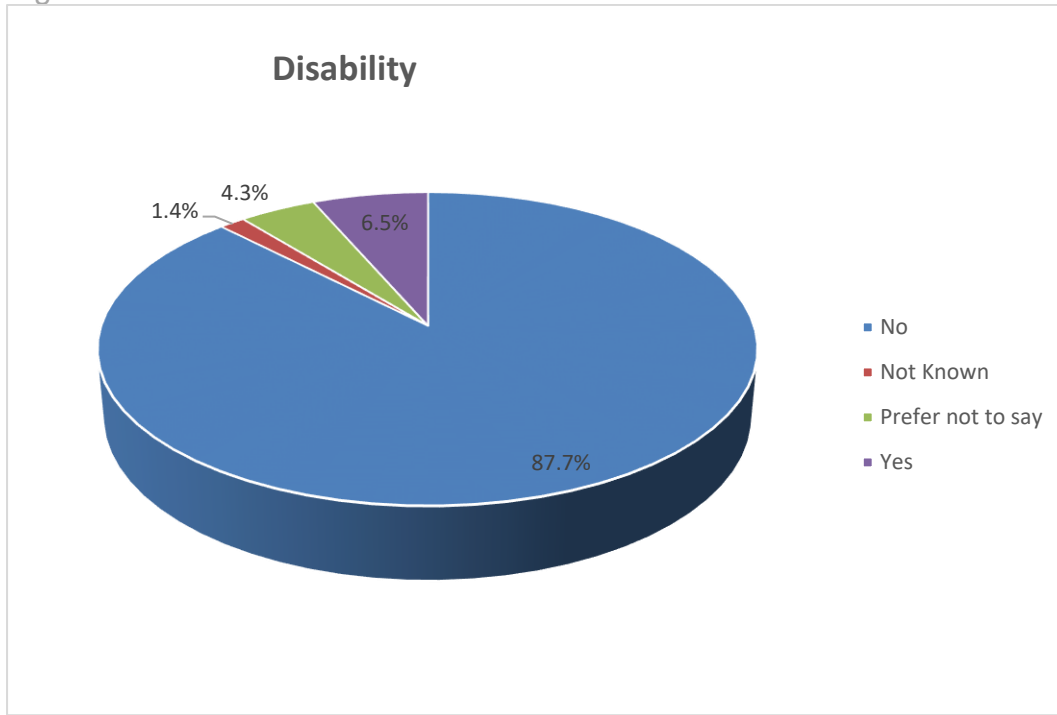
3.0% 0.6% 9.0% 17.3% 23.9% 41.4% 1.3% 2.0% 1.0%

1.7   Partners with a Disability

The number of Partners who have declared a disability overall remains the same. We saw a minimal increase of 2% who answered 'Prefer not to say'.

Fig. 07

1.9 Historical Data for Partners

Gender

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

Ethnicity

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

Disability

Partners	2018/19	2017/18	2016/17	2015/16
Yes	6.5%	7.1%	5.7%	6%
No	87.7%	86%	89.1%	88%
Not known	1.4%	1.6%	5.1%	6%
Prefer not to say	4.3%	5.8%	No data	No data

Age

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

Religion

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

2.0   Partners – Applications

During the considered period the partner team received 319 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
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.   Additionaly 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).

| Channel	Number	Percentage
Direct Correspondence from HCPC	147	46%
HCPC Website	61	19%
Other	34	11%
Social Media	25	8%
Word of Mouth	52	16%
Total	319	100%

Fig. 10
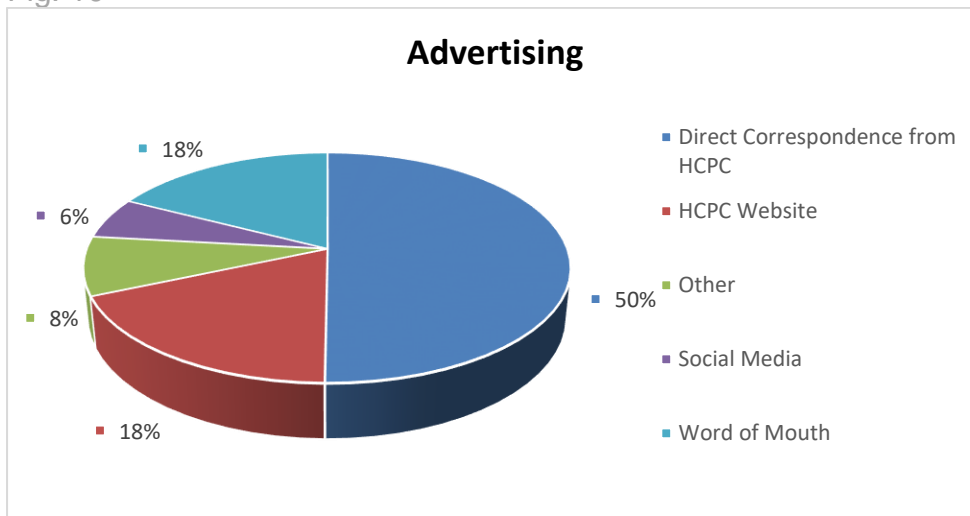
2.2 Ethnic origins

Applicants ethnicity breakdown can be seen below. We have seen an decrese in applicatants with Asian background from the previous year (from 9% to 7%, but still higher than 2016/17). The majority of our applicants remain nearly unchanged as 82% identified as White.
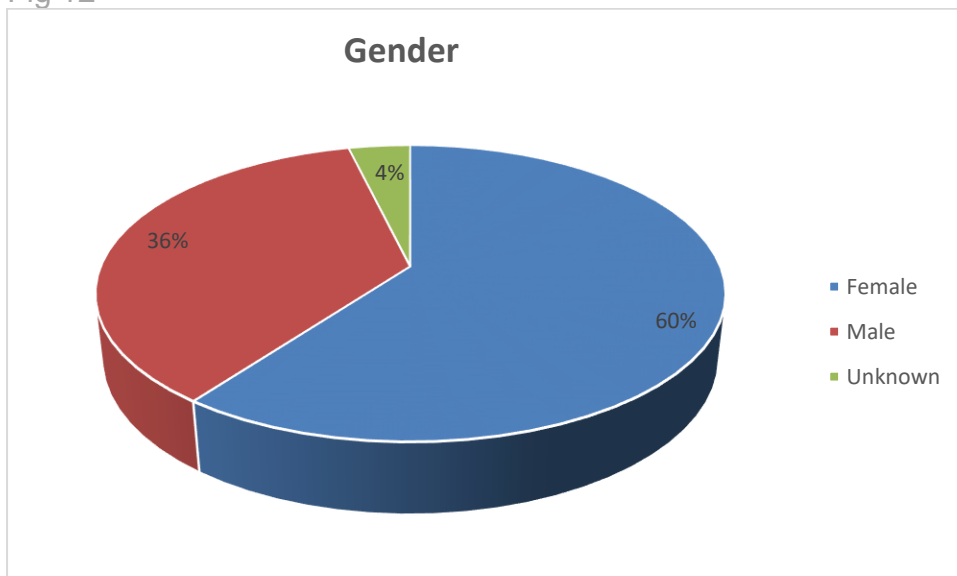
Fig. 11
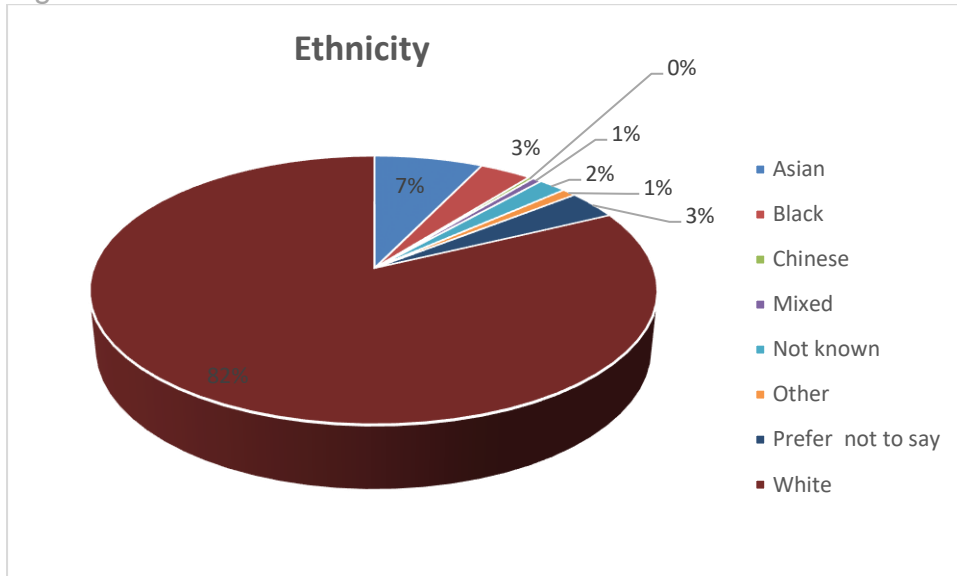
2.3 Gender

The gender split of applicants is similar to last year with a slight increase in female applicants (58% to 60%). This might be a trend as the number of female applicants increased by the same percentage last year (56% to 58%).
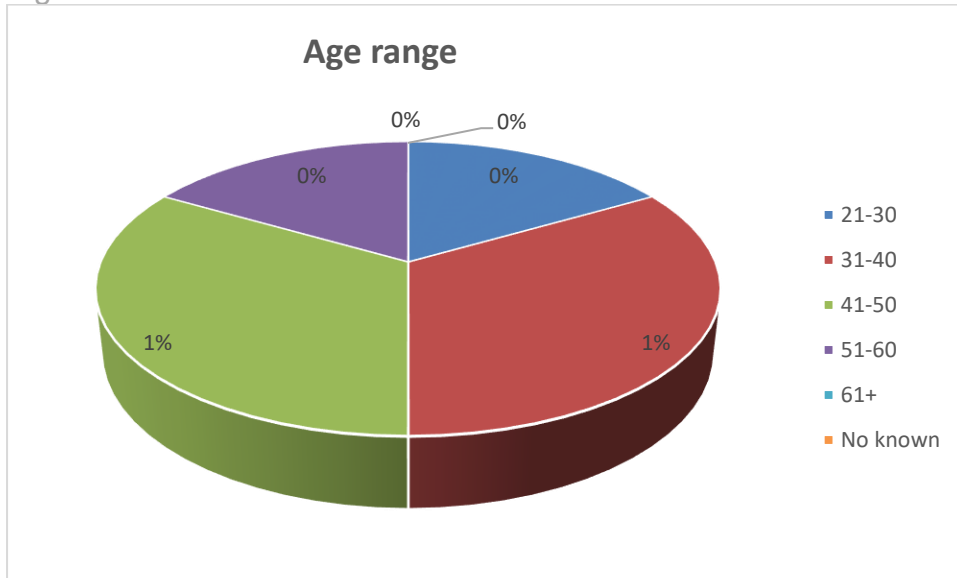
Fig 12

2.4   Age Range

In comparison to last year all age groups have seen and increase except the age group 41-50 which decreased from 27% to 23%.

Fig 13

Age range

Legend:
- 21-30
- 31-40
- 41-50
- 51-60
- 61+
- No known

2.5   Religious beliefs

Overall religious believes have changed slightly. 43% identify as Christian which is slightly down from last year (45%) and 'No religion' has increased significantly to 33% (we provided atheist as an option previously which has now changed to 'No Religion' only). The percentage of other religions has remained fairly constant.

Fig 14

Religion

Legend:
- Any Other Religion Or Belief
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- No Religion
- Not known
- Prefer not to say
- Sikh
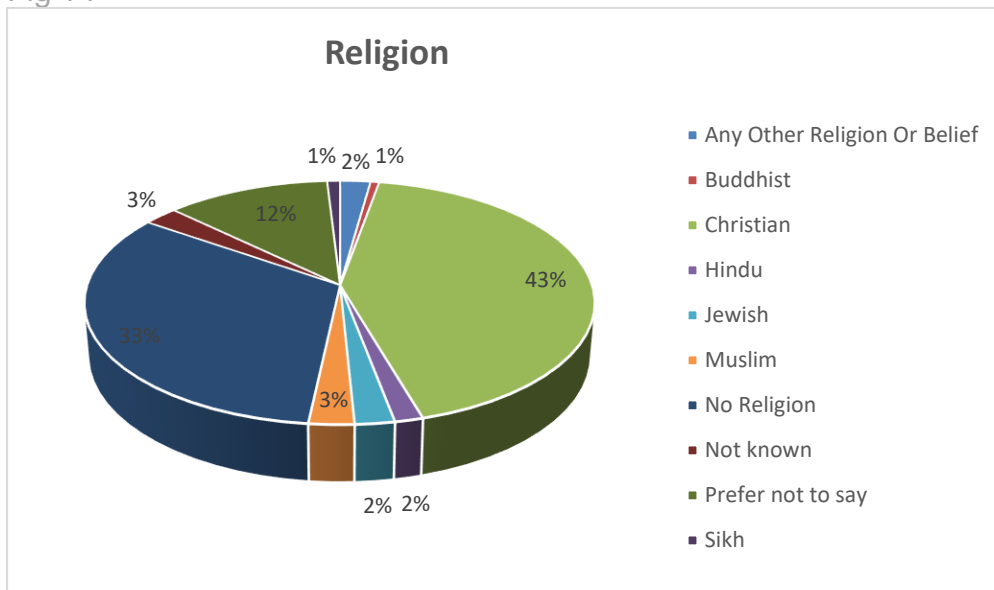
2.6   Disabilities

Our records show that applicants declaring a disability has increased from 6% to 7 %. 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

Disability

2%
6%
7%
86%

- No
- Not known
- Prefer not to say
- Yes
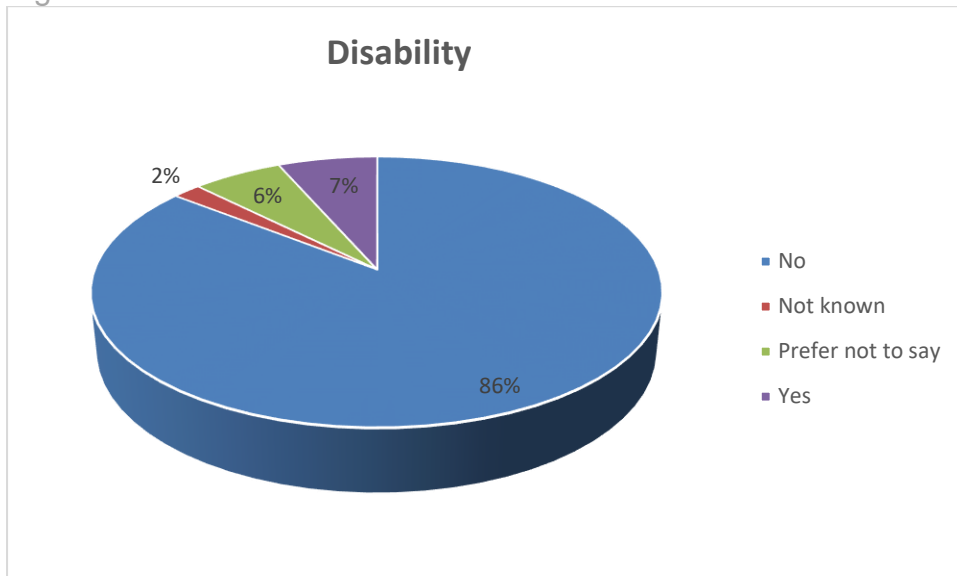
3.0   Recruitment breakdown

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+ are most likely to be unsuccessful after shortlisting (82%), while for those in the age bracket 21-30 are equally likely to be unsuccessful after shortlisting as after interview. Candidates in the age bracket 41-50 are most likely to be appointed.

Fig 17
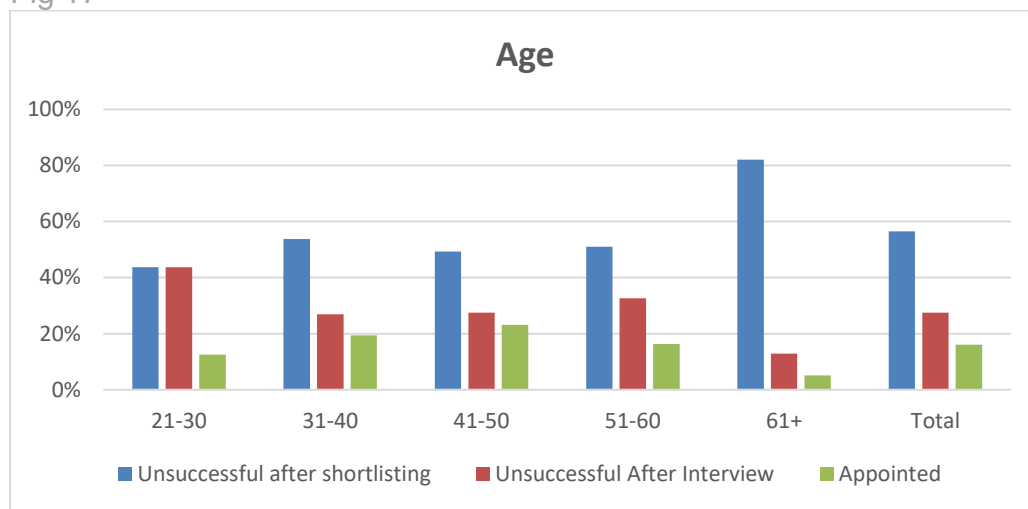
	Unsuccessful after shortlisting	Unsuccessful after interview	Appointed	Total number of applicants
21-30	7	7	2	16
31-40	36	18	13	67
41-50	34	19	16	69
51-60	50	32	16	98
61+	32	5	2	39
No known	14	3		17

Gender (Fig. 18) – the below data shows that men are more likely to be unsuccessful after shortlisting, but overall a slightly higher number of women are being appointed after interview.

Fig 18

	Unsuccessful after shortlisting	Unsuccessful after interview	Appointed	Total number of applicants
Female	96	55	33	184
Male	74	22	15	111
Unknown	3	7	1	11

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 nearly the same percentage of those with either 'White' or 'Black' ethnic background were successful.

Fig 19
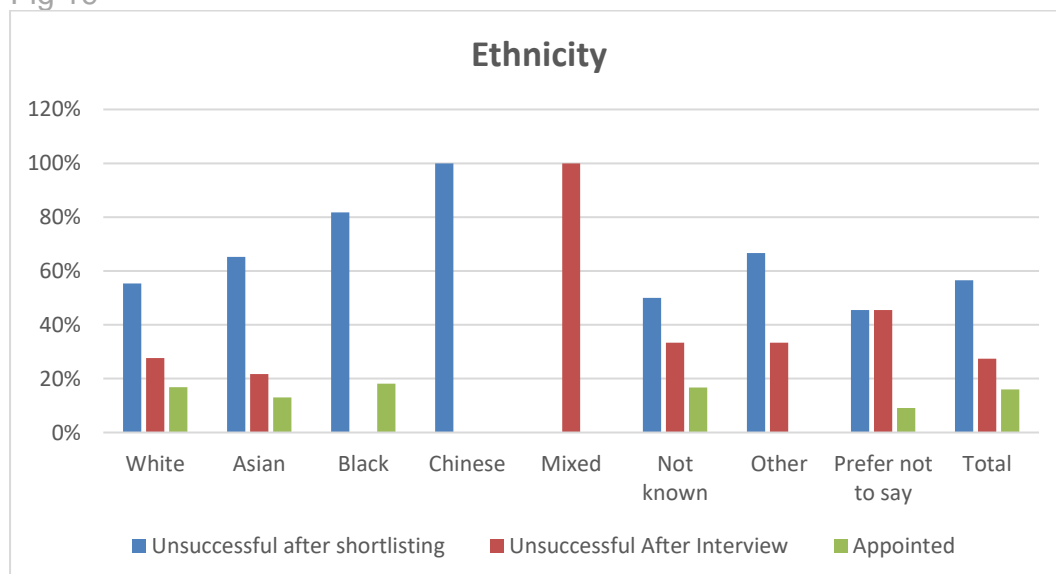
	Unsuccessful after shortlisting	Unsuccessful after interview	Appointed	Total number of applicants
Asian	15	5	3	23
Black	9	0	2	11
Chinese	1	0	0	1
Mixed	0	2	0	2
Not known	3	2	1	6
Other	2	1		3
Prefer not to say	5	5	1	11
White	138	69	42	249

Disability (Fig. 20) – the likelihood of a candidate who declared a disability to be appointed is nearly equal to those who did not declare a disability.

Fig 20
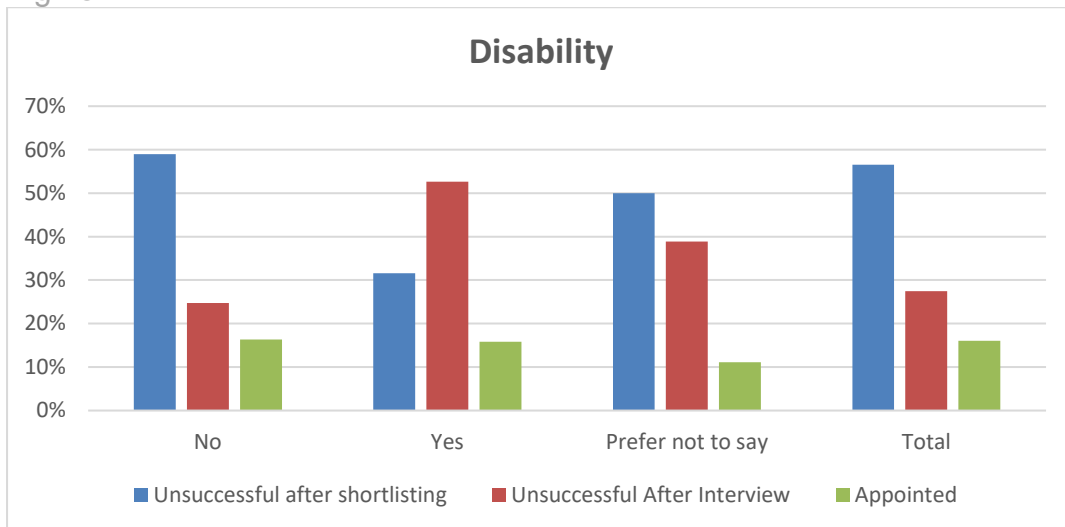
	Unsuccessful after shortlisting	Unsuccessful after interview	Appointed	Total number of applicants
No	155	65	43	263
Not known	3	2	1	6
Prefer not to say	9	7	2	18
Yes	6	10	3	19

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 **slightly younger** 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 an **increase** from 81% to 89% of applicants identifying as **'White'** when compared to the overall number. Interestingly this matches the analysis from the previous year.

Age (Fig.21)

	21-30	31-40	41-50	51-60	61+	Not known
All	5%	22%	23%	32%	13%	6%
Visitors	8%	29%	25%	30%	5%	3%

Gender (Fig.22)

	Female	Male	Not known
All	60%	36%	4%
Visitors	61%	34%	5%

Disability (Fig.23)

	No	Not known	Prefer not to say	Yes
All	86%	2%	6%	6%
Visitors	89%	3%	5%	3%

Ethnicity (Fig.24)

	Asian	Black	Mixed	Not known	Other	Prefer not to say	White
All	8%	4%	1%	2%	1%	4%	81%
Visitors	2%	3%	0%	3%	1%	4%	89%

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 higher rate in applicants from Asian background.

Age (Fig.25)

	21-30	31-40	41-50	51-60	61+	Not known
All	5%	22%	23%	32%	13%	6%
PM Lay	2%	13%	17%	34%	23%	11%

Gender (Fig.26)

	Female	Male	Not known
All	60%	36%	4%
PM Lay	58%	38%	4%

Disability (Fig.27)

	No	Not known	Prefer not to say	Yes
All	90%	2%	2%	6%
PM Lay	82%	1%	7%	10%

Ethnicity (Fig.28)

Row Labels	Asian	Black	Mixed	Not known	Other	Prefer not to say	White
All	8%	4%	1%	2%	1%	4%	81%
PM Lay	11%	4%	1%	1%	2%	5%	77%

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 in the first three bands. 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	5%	22%	23%	32%	13%	6%
PM Reg	6%	27%	29%	32%	5%	6%

Gender (Fig.30)

	Female	Male	Not known
All	60%	36%	4%
PM Reg	65%	35%	0%

Disability (Fig.31)

	No	Not known	Prefer not to say	Yes
All	90%	2%	2%	6%
PM Reg	87%	3%	5%	5%

Ethnicity (Fig.32)

	Asian	Black	Mixed	Not known	Other	Prefer not to say	White
All	8%	4%	1%	2%	1%	4%	81%
PM Reg	13%	5%	2%	3%	0%	0%	77%

Recommendations

Going forward further analysis into the correlation between the diversity of the interview panel members in relation to the diversity of appointed candidates would be useful.