

People and Resources Committee

Meeting Date	12 June 2025
Title	Partner Equality, Diversity and Inclusion (EDI) 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 PRC 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	
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

Risk appetite	Data - open People - open
Communication and engagement	The paper has been reviewed by the HCPC EDI Strategic Lead.
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

It is important to the HCPC to be a fair and inclusive regulator. We were set up to protect the public and we recognise that the United Kingdom (UK) is culturally rich and diverse. This diversity is reflected in our registrants and all those who interact with us.

All partners and applicants for partner roles at the HCPC are asked to complete an equal opportunities and diversity monitoring form, which is appended to their application forms and held in the partner portal. For all who complete the form, whether they are successful or not in their applications to become partners, the data they provide is stored securely and confidentially on the HCPC's recruitment system and in accordance with the UK General Data Protection Regulations (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 30 November 2023 to 30 November 2024 for current partners and applicants.

The report is set out in the following sections:

1. HCPC partners
2. Applicants for partner roles

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.

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 808 partners at the end of this period in 669 partner roles.

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

Total number of partners	
Panel members	253
Panel chairs	46
Legal assessors	46
ICP chairs	17
Visitors	170
Registration assessors	188
Registration appeals panel members	20
CPD assessors	66
Recruitment partners	2
Total roles	808

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	
Panel members	198
Panel chairs	1
Visitors	160
Registration assessors	188
Registration appeals panel members	20
CPD assessors	66
Total roles	633

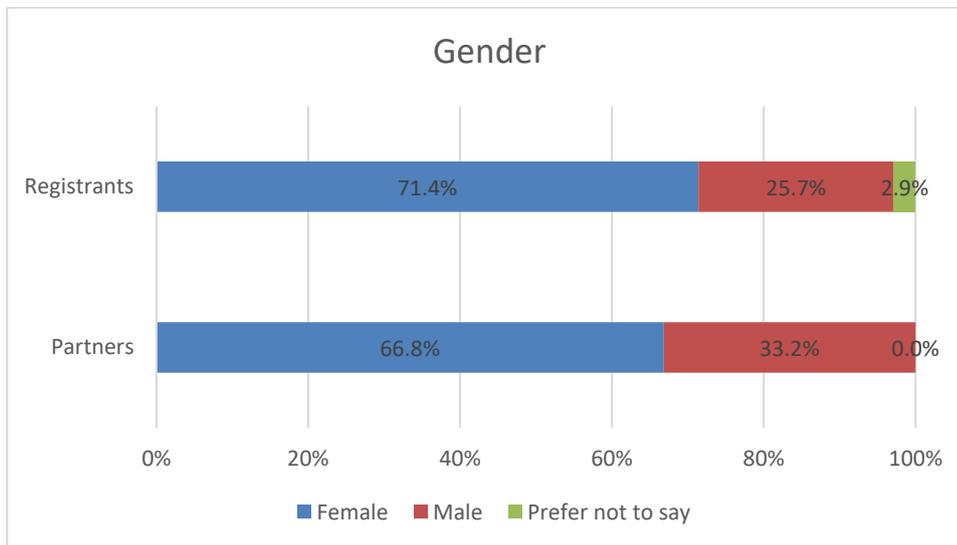
2.3 Included in the above numbers are a total of 173 lay partner roles some of whom carry out multiple roles.

Total number of lay partners	
Lay panel members	55
Panel chairs	45
Legal assessors	46
ICP chairs	17
Service user expert advisors (SUEA)	10
Recruitment partners	2
Total	175

3. EDI data comparison partners – registrants

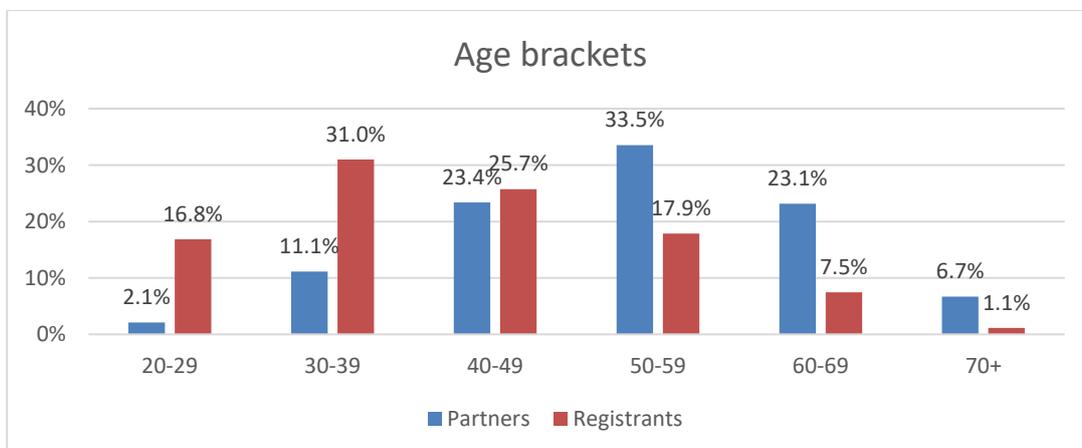
Below is a breakdown of a number of protected characteristics we collate on registrants and partners.

3.1 Gender



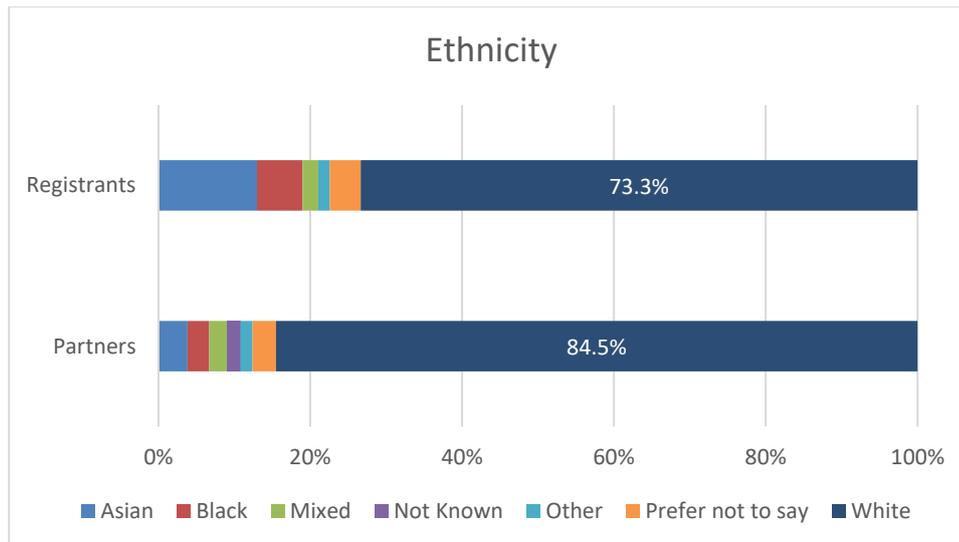
We have a slightly larger cohort of male partners in comparison to the registrant pool.

3.2 Age bracket



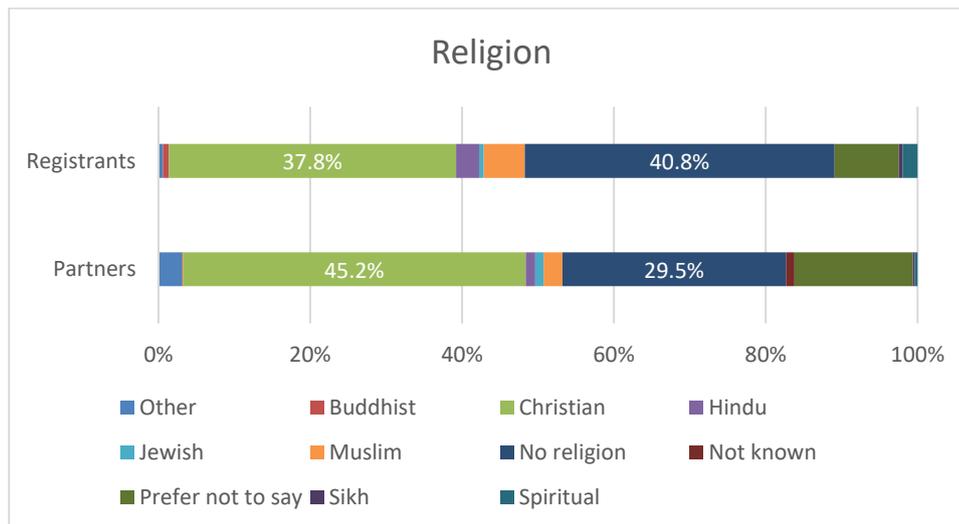
The closest correlation between partners and registrants is in the 40-49 age group. Generally, we see a higher percentage of partners in the age brackets 50-59, 60-69 and 70+ in comparison to registrants. Our competency frameworks for partner roles requires a certain level of experience and skills needed to be successful during the recruitment process. This also explains why the number of partners in the 20-29 age bracket is low in comparison to the registrant pool. It also might indicate that partners are more likely to take up portfolio work at a later stage in their career and/or near retirement age.

3.3 Ethnic background



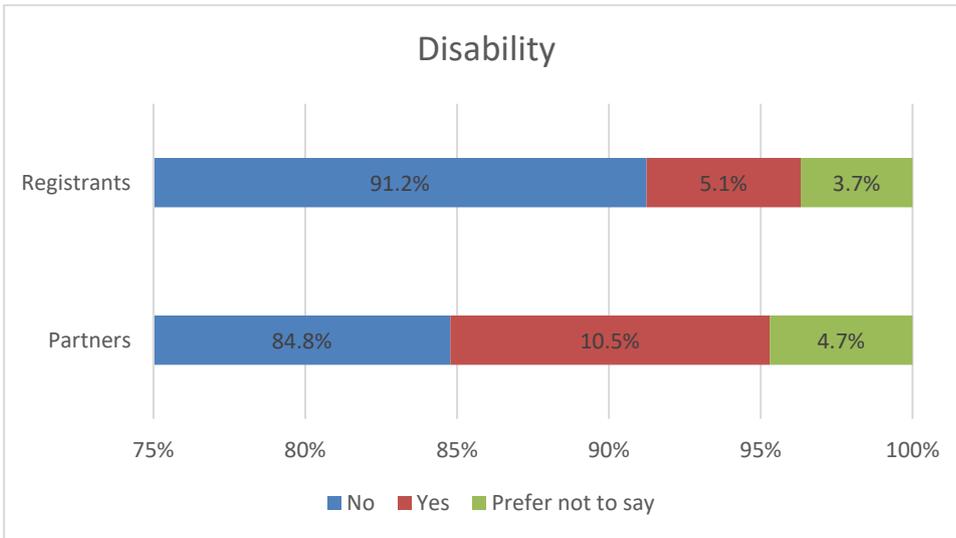
The partner pool has a larger percentage of partners who identify as 'white' in comparison to the registrant pool. This could correlate with the age brackets and the general older partner group as the register has become increasingly ethnically diverse over time, but many of our partners joined several years ago. 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. Further analysis to compare ethnicity within age brackets might provide a greater insight and this is something we are keen to explore with our Insight and Analytics team in 2025/26. The Partner and Communication teams did a lot of work in 2024 to enhance the partner website and ensure that we show our inclusivity. It will be interesting to see if this will influence recruitment statistic in 2025.

3.4 Religious belief



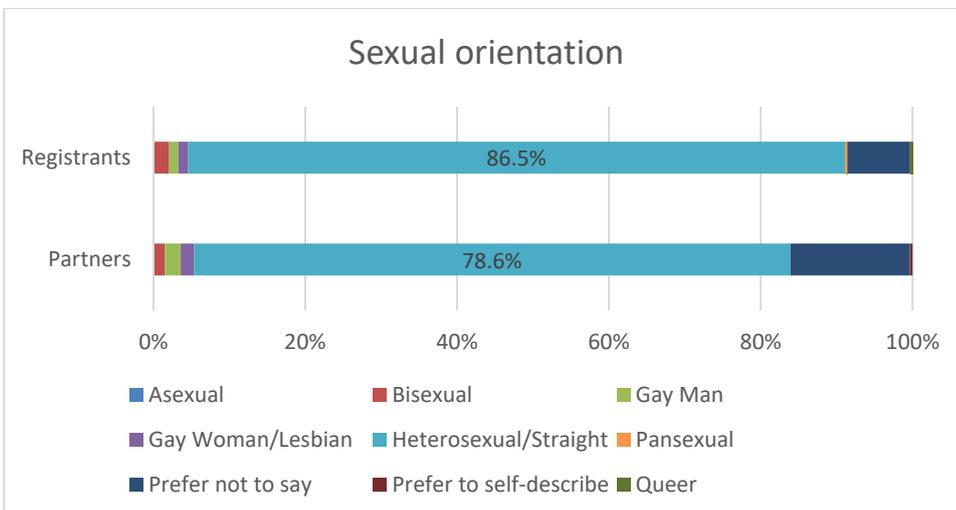
The main difference is that more partners identify as 'Christians' and more registrants describe themselves as having 'no religion'. This difference could be impacted again by the older partner cohort in comparison to those on the register.

3.5 Partners with a Disability



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. Part of our commitment is that we advertise on diversity job boards, provide a fully inclusive recruitment process and offer an interview to applicants who declared a disability who meet the minimum criteria.

3.6 Sexual orientation



The data comparisons for sexual orientation shows similar data between registrants and partners, but a larger percentage of partners have decided not to declare their sexual orientation.

4. Partners recruitment

During the considered period the partner team received 1211 applications for partner roles. Applicants were asked to complete an EDI monitoring form as part of their online application.

Applications	Interviews	Appointment
1211	377	145 ²

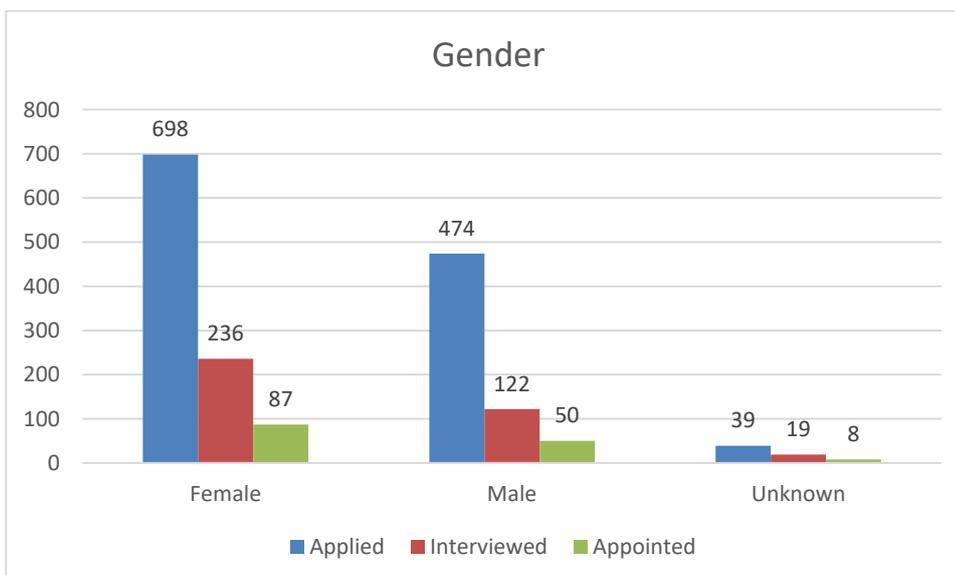
4.1 Recruitment advertising

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. This approach has been particularly useful with smaller professions where we had difficulties to recruit in the past. We use the HCPC website for all recruitment campaigns, and ensure that our campaigns appear on HCPC social media sites. The 'Partner Newsletter' provides additional exposure if produced when publications dates aligned with our advertising dates. Additionally we 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 from that profession.

4.2 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.

4.3 Gender

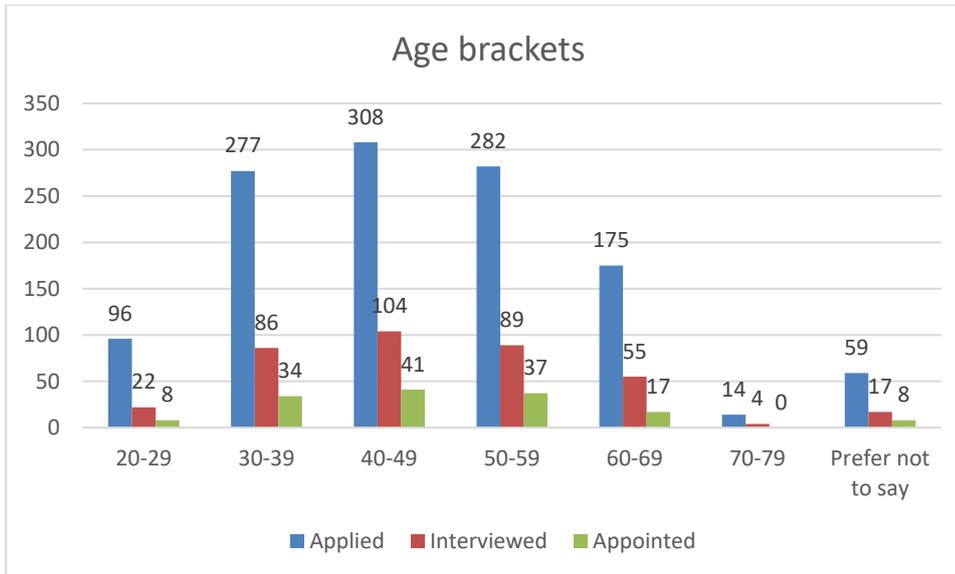


² Some campaigns were overlapping from one year to the next by the time induction training was completed and are not fully represented in the appointment data.

	Applications	Interviews	Appointments
Female	57.6%	62.6%	60.0%
Male	39.1%	32.4%	34.5%
Unknown	3.2%	5.0%	5.5%

The data shows that we received a higher number of applications from female applicants and that 60% of all offers were made to women.

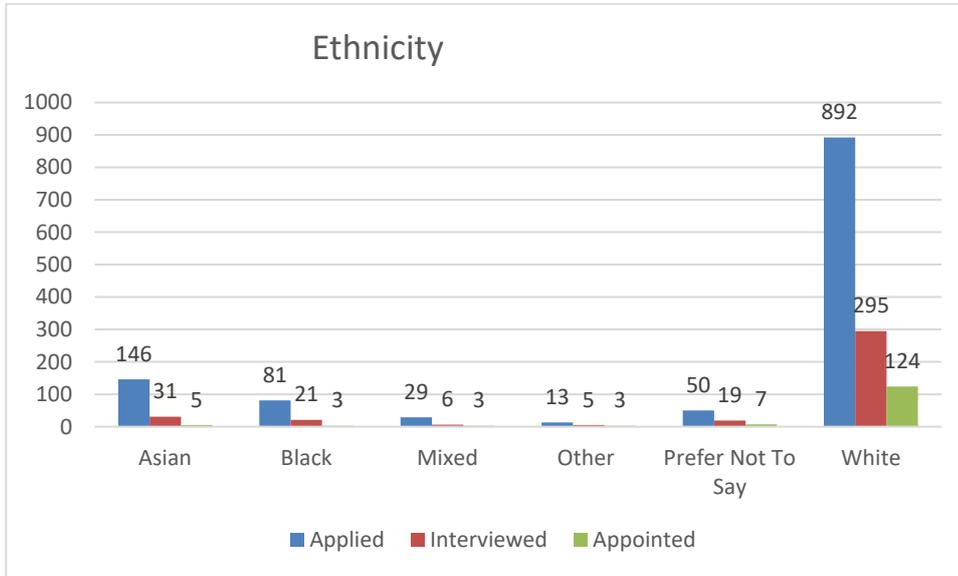
4.4 Age brackets



	Applications	Interviews	Appointments
20-29	7.9%	5.8%	5.5%
30-39	22.9%	22.8%	23.4%
40-49	25.4%	27.6%	28.3%
50-59	23.3%	23.6%	25.5%
60-69	14.5%	14.6%	11.7%
70-79	1.2%	1.1%	0.0%
Unknown	4.9%	4.5%	5.5%

Looking at the different age brackets, the '20-29', '60-69' and '70-79' age brackets show the lowest performance at interview stage while those between 30-39, 40-49 and 50-59 generally performed the best.

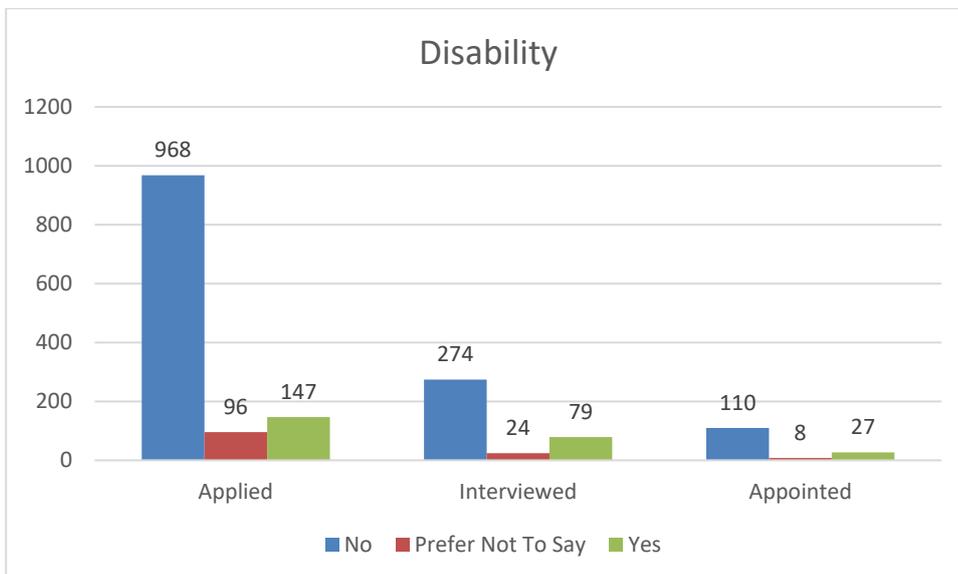
4.5 Ethnicity



	Applications	Interviews	Appointments
Asian	12.1%	8.2%	3.4%
Black	6.7%	5.6%	2.1%
Mixed	2.4%	1.6%	2.1%
Other	1.1%	1.3%	2.1%
White	73.7%	78.2%	85.5%
Unknown	4.1%	5.0%	4.8%

Of those from ethnic backgrounds, applicants identified as 'mixed' and 'other' performed the best. Applicants who identified as 'white' were more likely to be invited to an interview and/or offered an appointment in comparison to those who identified as 'Black' or 'Asian'.

4.6 Disability



	Applications	Interviews	Appointments
Yes	12.1%	21.0%	18.6%
Unknown	7.9%	6.4%	5.5%
No	79.9%	72.7%	75.9%

Due to the Disability Confident Employer scheme a large number of applicants who declared a disability were invited to interview stage. They performed well during their interviews in comparison to those who didn't declare a disability (12.1% of applications, but 18.6% of appointments)

5. Recommendations

Going forward we need to:

- Ensure there are no barriers to the successful appointment of any groups to our pool of partners.

We can see that we have been successful in attracting applicants from a very diverse range of ethnic backgrounds, and that overall, our pool of applicants is very closely matched to the profile of the register. However, we can see that applicants from minority ethnic backgrounds are outperformed in the anonymised application stage and at interview by applicants who haven't declared an ethnic background. We can see that those who identified as 'Asian' and 'Black' are currently significantly under-represented at the successfully appointed stage. We will review our recruitment processes to understand if there are any particular factors which may impact on this pattern including the knowledge and skills of those recruiting, the suitability of the applicants we attract, or any other factors that might impact on successful recruitment.

We can also see that younger people continue to be unlikely to apply, and even less likely to be successful. We will review the knowledge, skills and competencies we ask of partners to ensure that those based on experience and/or career length are justified.