

## **Equality, Diversity and Monitoring Report 2018/19**

---

**Meeting: 13 November 2019**

**Status:** For noting

**Lead responsibility:** Nicola Ebdon (Head of Governance)

**Paper Author(s):** Nicola Ebdon (Head of Governance)

**Council Lead(s):** Roshni Samra

### **Purpose**

---

1. To enable Council to note the Equality, Diversity and Inclusion (EDI) monitoring report for 2018/19 and an update on progress made towards our EDI objectives.

### **Recommendations**

---

2. Council is asked to note the EDI monitoring report 2018/19 (**annex one**) and provide feedback.

### **Strategic objective**

---

3. Work to achieve our equality, diversity and inclusion objectives impacts all our strategic objectives, although for co-ordination purposes EDI forms part of the Governance and HR work programmes in our business plan.
4. In line with Council's responsibility to ensure equality of opportunity, openness and transparency, and in line with our statutory duties, we must report annually on progress made towards achieving our EDI objectives and our diversity statistics.

### **Background**

---

5. Our current EDI Strategy, for the period 2017-20, was approved by Council in May 2017, following public consultation. The strategy was developed with the aim of embedding and promoting EDI within our organisation and meeting our legal responsibilities as a public body under the Equality Act 2010 to, amongst other duties:
  - eliminate unlawful discrimination, harassment and victimisation;
  - advance equality of opportunity between people from different groups; and
  - foster good relations between people from different groups.
6. Our current EDI objectives are to:
  - ensure registrants are able to deliver an effective service tailored to their patients' needs, being aware of their EDI responsibilities;
  - build our EDI evidence base and understand the impact of our regulatory activity on diverse groups; and

- ensure EDI impacts are taken into account in our internal processes and in how we deliver services to the public and registrants.
7. To ensure transparency the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities, to publish equality objectives, at least every four years and information to demonstrate their compliance with the public sector equality duty. Publishing our EDI scheme every three years and our annual monitoring reports fulfils our statutory obligations.
  8. Council considered the 2017/18 EDI monitoring report in February 2019. In relation to how the GOC could support registrants to improve behaviours on EDI issues to improve patient care, Council provided the following feedback

### Analysis

---

9. The EDI annual monitoring report for 2018/19 (**Annex 1**), reflects the progress made in achieving our EDI objectives (page 4) and our planned actions for 19/20 (page 8).
10. This is the second year we have had full monitoring data for registrants; prior to 2018 we reported age and gender only. Last year we had monitoring data on 85 per cent of optometrists and dispensing opticians. By integrating the monitoring form with registrant's data on myGOC and requesting data at the same time as registrants complete their annual renewal of registration, we now have 98 per cent of data on all registrants. While some registrants have chosen the "prefer not to say" option for some categories, this much enhanced data set ensures we are more accurately able to assess the impact of our work on different groups of registrants.
11. This year we were also able to integrate the collection of student monitoring data as part of our retention process and reflect the student diversity profile within the analysis. As requested by Council analysis of the diversity of registrants with specialisms has been included in the report for the first time. We are continuing our capacity to analyse the data on our systems automatically and hope to be able to include more two or three strand analysis and analysis related to other areas of our work over time.
12. This analysis is likely to be of interest to stakeholders, and shows we have an increasingly ethnically diverse registrant group (36 per cent BAME, increased from 30 per cent in 2018), particularly among younger registrants and students (59 percent of registrants under 25 years of age are BAME and 46 per cent of registrants aged 25-34 are BAME) and among optometrists. As in previous years, there are more female than male registrants, with over half of registrants aged between 25 and 44. For the second year we have included a full analysis of registrants' subject to FTP. This analysis is consistent with last year which identified that male BAME registrants are more likely to have an FTP allegation made against them, although the likelihood has decreased since 2018, which could be explained by the more complete data set. As identified for the last few years male registrants remain more likely to be referred for an FTP hearing, however the balance this year is more even

than in previous years with 21 per cent of males and 17 per cent of females referred to the Fitness to Practice Committee.

13. A new EDI Strategy is being developed as part of our next Strategic Plan, which is also on the agenda for November Council.

---

### Finance

14. To keep costs to a minimum the diversity data is collected using online forms and for registrants is integrated with myGOC and our CRM system. The analysis is completed by staff.

---

### Risks

15. There is a risk we might not effectively embed EDI awareness and deliver our EDI activities and therefore not meet our legal responsibilities and suffer reputational damage. To mitigate these risks, and ensure a continued focus on these issues, we are proposing to incorporate the EDI strategy into our new over-arching strategy for 2020-26. We will also publish an annual monitoring report to demonstrate our compliance with the public sector equality duty.

---

### Equality Impacts

16. Having a complete set of monitoring data will enable us to better assess the impacts of our work on protected characteristic groups.

---

### Devolved nations

17. Where possible the monitoring data has been analysed reflecting differences between the devolved nations.

---

### Other Impacts

18. The following other impacts have been identified:
  - **Legislation** – the production of an annual monitoring report and strategy is in line with our duties as public body.

---

### Communications

#### External communications

19. We will publish the EDI monitoring report on the GOC website following the Council meeting.

#### Internal communications

20. We will circulate the report to all employees and members.

---

### Next steps

21. The report will be considered internally to identify whether there are likely to be any areas of work where the diversity profile of registrants/staff/members means we should:
- take further action to achieve our EDI objectives;
  - conduct further investigation/research to understand potential impact further; or
  - undertake further analysis.
22. We will continue to progress EDI actions to achieve our EDI objectives, report progress to Council and publish an EDI monitoring report annually to demonstrate our compliance with the Equality Duty.

**Attachments**

---

Annex one: EDI Monitoring Report 2018/19



# General Optical Council: Equality and Diversity Monitoring Report

# Contents

	<b>Page</b>
<b>1. Executive Summary.....</b>	<b>3</b>
<b>2. Who are the GOC?.....</b>	<b>10</b>
<b>3. Our equality strategy.....</b>	<b>11</b>
<b>4. Our registrants.....</b>	<b>12</b>
<b>5. Fitness to Practise (FTP) Complaints.....</b>	<b>22</b>
<b>6. Employee Profile.....</b>	<b>30</b>
<b>7. Member Profile.....</b>	<b>31</b>
<b>8. Member Appointments.....</b>	<b>34</b>

## 1. Executive summary

### 1.1. Introduction

We are the statutory regulator for the optical professions in the UK. We are committed to ensuring that in exercising all of our functions we operate in a fair and transparent manner and in a way that is free from discrimination, harassment and victimisation.

Under the Equality Act 2010 (the Act) we have a number of duties that we must carry out and exercise within our public functions. The Act provides protection against discrimination for people on the basis of nine protected characteristics: age; disability; gender reassignment; race/ethnicity; religion or belief; gender; sexual orientation; marriage and civil partnership; and pregnancy and maternity. It also provides for positive action to advantage some disadvantaged groups.

We embed and promote equality, diversity and inclusion within our practice and sector. Our approach is set out in our [Equality, Diversity and Inclusion \(EDI\) strategy 2017-20](#) which feeds into our strategic objectives 2017-20

### 1.2. Data

The information in this report is based on our in-house datasets on 31 March 2019. Where possible we have provided data over the last five years to help us identify any trends.

In order to abide with the Data Protection Act and Our [Approach to EDI monitoring policy statement](#) we may round up or group figures to ensure that individuals cannot be identified within the report.

Due to rounding, percentages may not always add up to 100 per cent. The totals will vary between 99 and 101 percentage range.

### 1.3. Data limitations

It is important that no sweeping conclusions or assumptions are made on the information presented due to the complexity of factors and variables.

## 1.4 Progress in 2018/19

We have continued to make good progress against our equality objectives (from our EDI strategy 2017-2020<sup>1</sup>). Key achievements include:

### Learning and development of optical professionals:

- Completed an impact assessment as part of our Education Strategic Review and explored impacts during consultation
- Completed an impact assessment for business standards, explored impacts during consultation and included an EDI standard in the final document
- Analysed EDI student data in our education work
- Incorporated EDI impacts during CET principles consultation
- MyCET system made more accessible through engagement, consultation and redesign to coincide with new CET cycle

### Targeted approach to regulation:

- Further developed our monitoring capabilities to be able to report and analyse our impact by building our EDI monitoring form into the online renewal process
- Engaged with external stakeholders, such as other regulators, the Equality and Human Rights Commission and appropriate charities
- Introduced a new consultation platform, CitizenSpace, to make it easier for stakeholders to engage with our consultations and therefore enable us to understand equality impacts
- Developed a Virtual Tour of the Hearings facility in text and audio to support all witnesses, particularly vulnerable witnesses
- Developed a strategy for identifying and supporting vulnerable witnesses through the FTP process

### Organisational transformation:

- Commissioned an independent review of our approach to addressing staff EDI issues and assessed how well the GOC provides a place of work that is safe, supportive and encouraging to all
- Provided unconscious bias in decision making training for new members and CET approver Chairs
- Incorporated EDI factors into tendering and contracting arrangements for new CET providers
- Continued our staff engagement activities, linked to issues arising from the staff survey
- Continued to work within our Welsh Language Scheme
- Participation in the Inter-regulatory LGBT, Disability and BAME groups to promote engagement within healthcare regulators

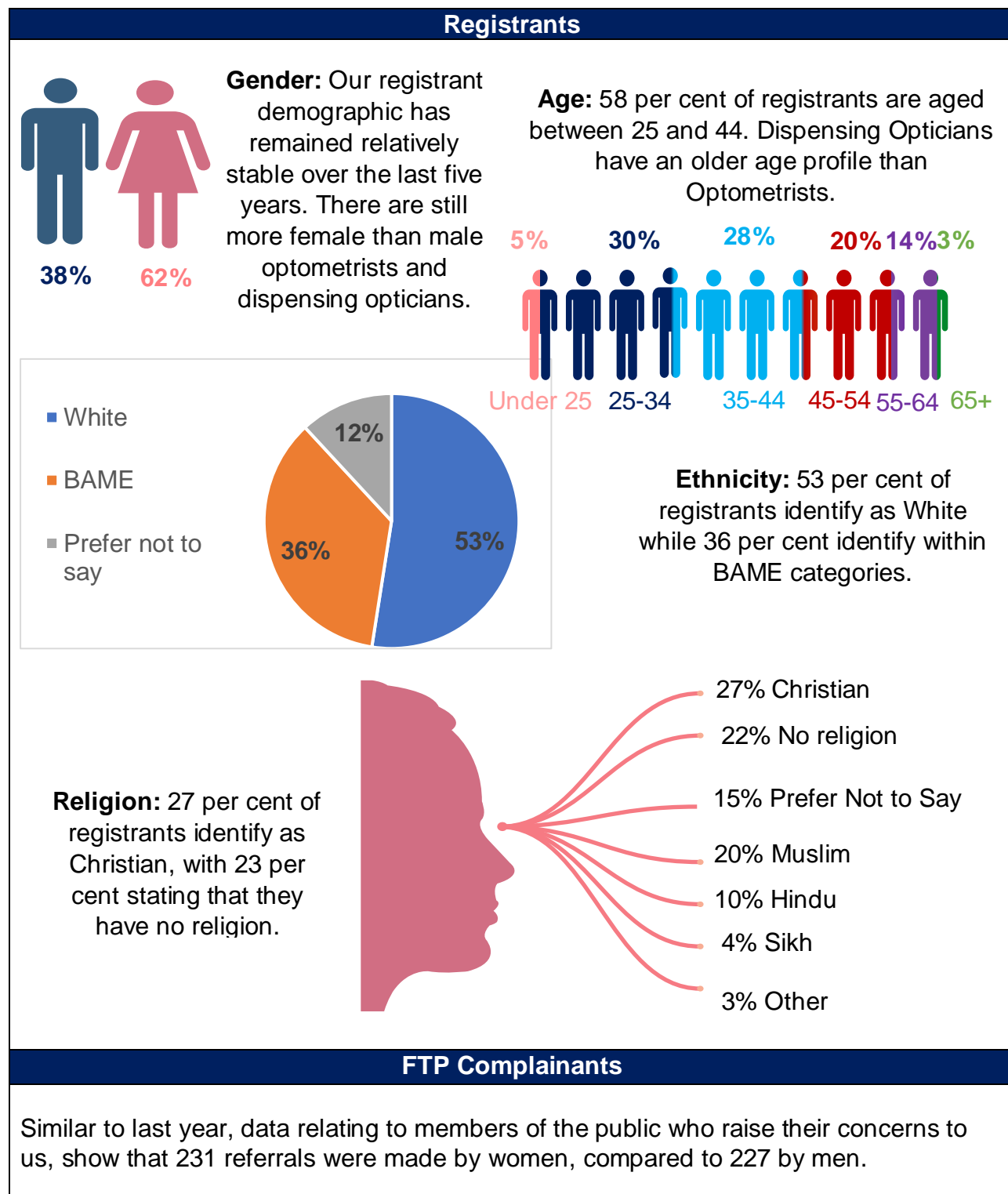
---

<sup>1</sup> [https://www.optical.org/filemanager/root/site\\_assets/edi/edi\\_strategy\\_2017-2020.pdf](https://www.optical.org/filemanager/root/site_assets/edi/edi_strategy_2017-2020.pdf)



## 1.5 Statistics summary

The complexity of contributing factors and variables behind the data means that it is important that no assumptions are made, especially regarding FTP allegations, based on the data in this report.

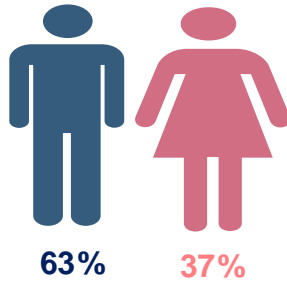


### Registrants subject to Fitness to Practise

The demographic of registrants receiving FTP allegations has remained relatively stable, although there has been a proportional increase in allegations against male registrants.

**Gender:**

Of the registrants referred for FTP investigation, 63% were male and 37% were female. This is disproportionate to the profile of our Register, and consistent with last year's result.



**Professional group**

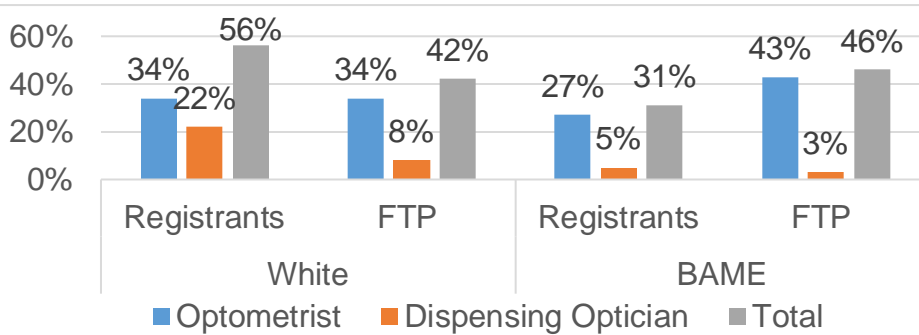
For both fully qualified optometrists and dispensing opticians a higher proportion of males were subject to FTP investigation than females.

**Age:**

The age profile of registrants subject to FTP allegations is in line with our Register.

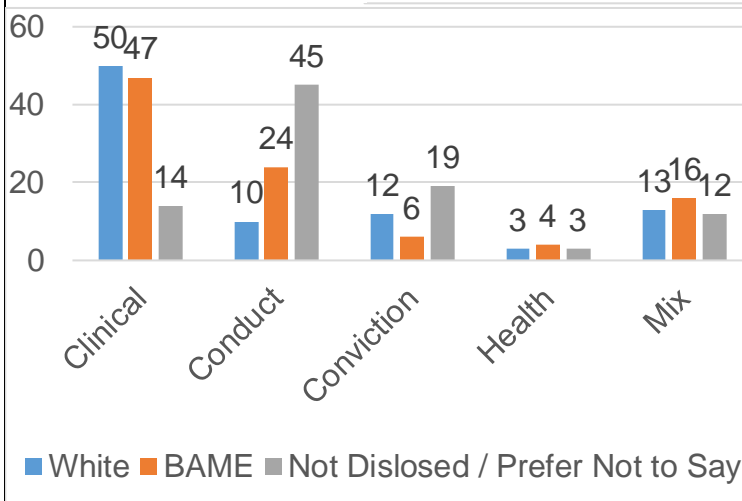
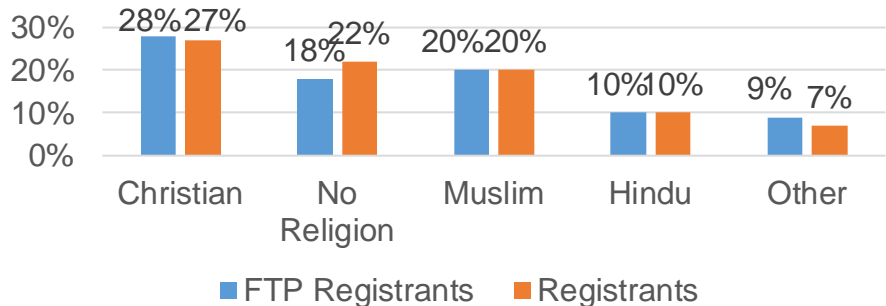
**Ethnicity:**

A disproportionate amount of Indian and Pakistani registrants are subject to FTP complaints, compared to our registrant profile.



**Religion:**

The proportion of Muslim and Hindu and Sikh registrants subject to FTP complaint is similar to the proportion of registrants.

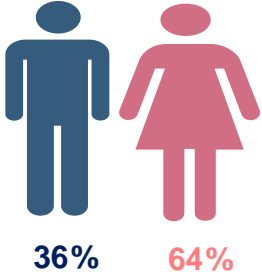
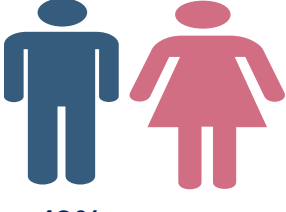
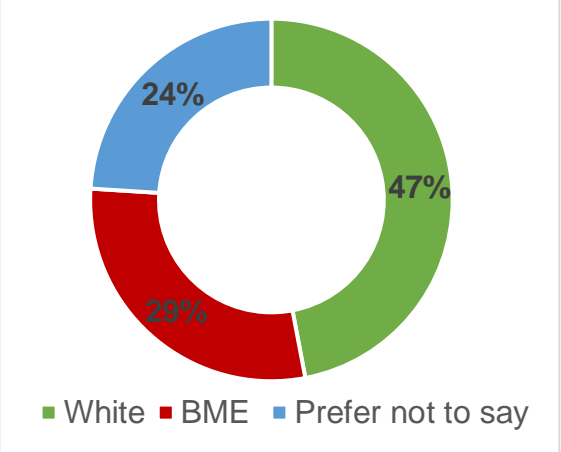
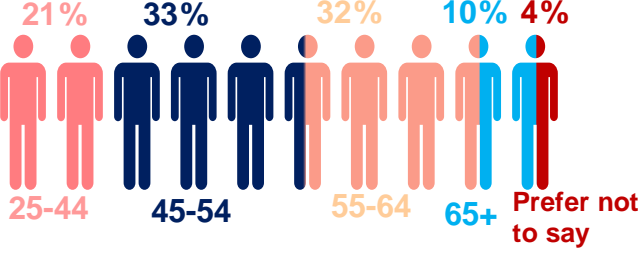
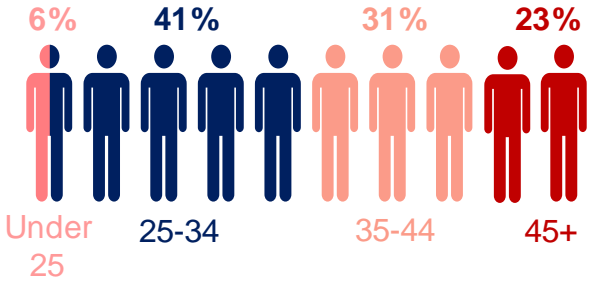


**Investigation outcomes:**

A smaller percentage of female registrants about whom a complaint was received were referred to FTPC (17 per cent compared to 21 per cent male).

**Allegation type:**

This year BAME registrants have a higher proportion of conduct allegations and males a higher proportion of clinical and conduct allegations.

Employees	Members												
<p>Our employee demographic has remained relatively stable over the last three years. Our employees are predominately female. The gender split across all roles remains representative of the overall workforce, although there was an increase in the proportion of male employees in comparison to previous years.</p>  <p>36% 64%</p>	<p>Our member demographic has remained relatively stable over the last three years. The gender profile is fairly evenly split with slightly more female members, this difference is more pronounced in the gender profile of lay members where 69 per cent are female, compared to 56 percent of registrant members.</p>  <p>42% 58%</p>												
 <p>24% 47% 29%</p> <p>■ White ■ BME ■ Prefer not to say</p>	<p>When considering the different roles:</p> <table border="0"> <tr> <td>Education</td> <td></td> <td>41%</td> </tr> <tr> <td>Visitor Panel</td> <td></td> <td>41%</td> </tr> <tr> <td>Hearing Panel</td> <td></td> <td>67%</td> </tr> <tr> <td>Council</td> <td></td> <td>58%</td> </tr> </table>	Education		41%	Visitor Panel		41%	Hearing Panel		67%	Council		58%
Education		41%											
Visitor Panel		41%											
Hearing Panel		67%											
Council		58%											
<p>Our workforce is similar to London's population in relation to ethnicity, with 47 per cent White British (London 45 percent).</p>	<p>Our members are primarily from the 45-64 age group (55 per cent).</p>  <p>21% 33% 32% 10% 4%</p> <p>25-44 45-54 55-64 65+ Prefer not to say</p>												
<p>72 per cent of employees are aged between 25 and 44, a decrease from 77 per cent last year. The majority of SMT and heads of department are over 35 years old.</p>  <p>6% 41% 31% 23%</p> <p>Under 25 25-34 35-44 45+</p>	<p><b>Member appointment:</b></p> <p>There were slightly more applications from males for lay roles, with a higher proportion of females being interviewed. With registrant roles, applications were split evenly between males and females, but 61 per cent of interviewees were female.</p>												

## 11.6. 2019/20 activities

We have a number of activities that we plan to complete, including:

### Learning and development of optical professionals:

- Complete impact assessments for our Education and CET operational work, Education Strategic Review project, CET Review Programme and projects
- Incorporate EDI factors into the Education Strategic Review project, revised Education Annual Monitoring review process and as part of development of CET exceptional circumstances policy

### Targeted approach to regulation:

- Complete impact assessments for standards operational work, disclosing confidentiality guidance consultation and public sector whistleblowing guidance
- Explore issues relating to EDI further in our next registrants' survey
- Develop our monitoring capabilities to be able to further report and analyse our impact
- Engage with external stakeholders, such as other regulators, the Equality and Human Rights Commission and appropriate charities
- Improve our FTP EDI analysis, and further develop our longer-term plan to understand how FTP processes impact differently on people of different backgrounds and characteristics, and how we can mitigate these impacts through process adjustments

### Organisational transformation:

- Develop our next EDI Strategy as part of our Strategic Plan
- Consider how we support visually-impaired members of the public in our activities
- Complete an EDI impact assessment for our Enquiries Team project
- Establish a cross-organisation group to review our approach to impact assessments, including considering equality impacts
- Consider and act on the recommendations of the independent EDI review, including agreeing an EDI action plan
- Develop a plan to improve leadership on EDI issues
- Connect the organisations values and behaviours to EDI issues
- Use collaboration to improve decision-making and promote diversity
- Put equality at the core of employment and management practices
- Create safe spaces for staff to talk about fair and equitable treatment
- Establish a programme of learning and development / professional development to support the EDI action plan and sustain culture change
- Continue our staff engagement activities, linked to issues arising from our staff survey and EDI action plan
- Provide unconscious bias training for case examiners, Investigation Committee and Hearing Panel members
- Report on our gender pay gap in our annual report

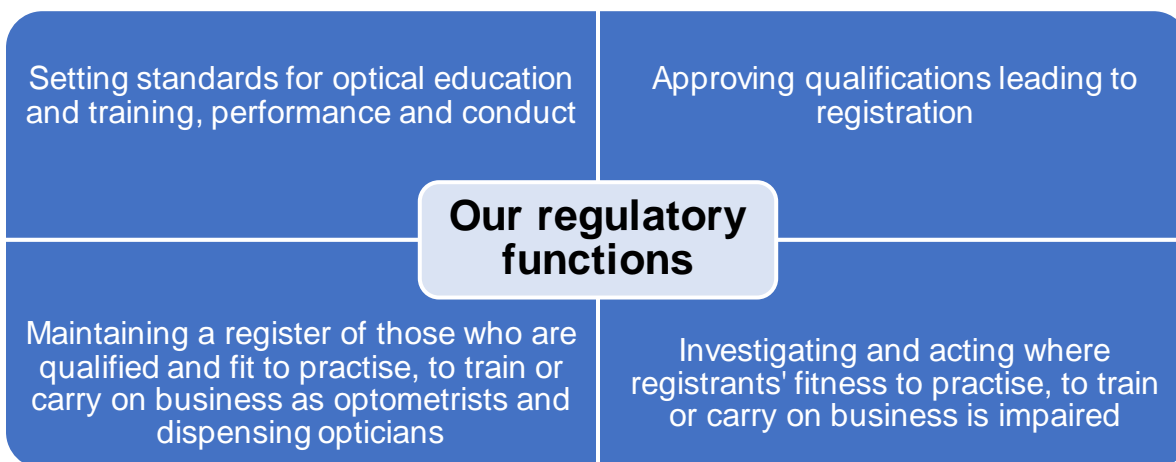
## **1.7. Feedback, comments and suggestions**

We welcome feedback, comments and suggestions from all readers of this report and thank you for taking an interest in the General Optical Council.

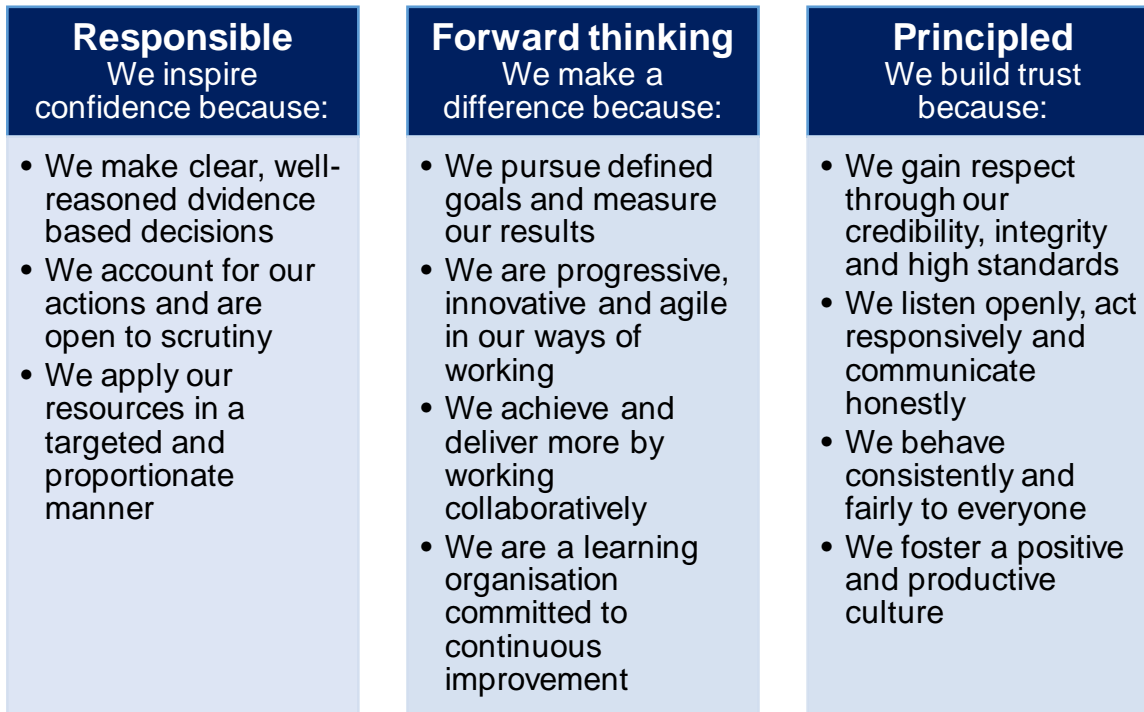
Please kindly send any feedback to the Governance and Compliance Team via [edi@optical.org](mailto:edi@optical.org) or call 020 7307 8851

## 2. Who are the GOC?

We are one of 12 organisations in the UK known as health and social care regulators, who oversee the health and social care professions by regulating individual professionals. We are the statutory regulator for the optical professions in the UK and we are constituted as a body corporate under the Opticians Act 1989 (as amended). We are registered as a charity by the Charity Commission in England and Wales (charity number 1150137).



## Our Values



### 3. Our equality strategy

Our desire to embed and promote EDI within our organisation in line with our organisational commitments and activities is included in our Equality, Diversity and Inclusion (EDI) Strategy 2017-20. We commit to continuously developing our capabilities in this area to meet our legal responsibilities as a public body under the Equality Act 2010 ('the Act') to:

- eliminate discrimination, harassment and victimisation;
- take steps to meet the needs of people from protected groups where these are different from the needs of other people, including providing reasonable adjustments as appropriate;
- tackle prejudice and promote understanding between people who share a protected characteristic and those that do not;
- advance equality of opportunity between persons who share a relevant protected characteristic and those who do not;
- remove or minimise disadvantages and barriers experienced by people due to their protected characteristics; and
- encourage the participation of people with disabilities in public life or in other activities, particularly where their participation is disproportionately low.

#### 3.1. Meeting our duties under the Equality Act 2010 ('the Act')

The Act came into force on 1 October 2010 replacing previous anti-discrimination laws with a single Act. The Act includes the Public Sector Equality Duty (PSED) which came into force on 5 April 2011 replacing the separate duties towards race, disability and gender equality.

Under the Act, we have a legal duty as a public body to have due regard to promote equality of opportunity, eliminate unlawful discrimination and foster good relations between key equality strands of age, disability, gender, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership.

The Equality Duty outlines specific duties requiring public bodies such as ourselves to publish relevant, proportionate information demonstrating our compliance with the Equality Duty, and for us to set equality objectives. Alongside our EDI strategy and action plan,<sup>2</sup> this report fulfils our duty under the Act.

---

<sup>2</sup> [https://www.optical.org/en/about\\_us/equality-and-diversity.cfm](https://www.optical.org/en/about_us/equality-and-diversity.cfm)

### 3.2. Definitions

For the purpose of this report, a number of broad terms are used:

- **BAME (of Black & Minority Ethnicity)** – refers to people of non-white descent<sup>3</sup>
- **Disability** – a limiting long term illness, impairment or disability
- **EDI** – Equality, Diversity and Inclusion
- **Members** – refers to Council and committee members, unless otherwise specified.

### 3.3. Collated data

This section provides an overview of the data we hold as a result of our EDI monitoring of GOC registrants, employees and members. Where comparisons with the England and Wales population have been made, this information was taken from the 2011 ONS<sup>4</sup>.

**Registrants:** The data was extracted from our system at 31 March 2019 for fully qualified optometrists, dispensing opticians and student registrants. This date is the start of the fully qualified professional's year (1 April – 31 March), and mid-student year (which runs from 1 September to 31 August). We have 100 per cent of age and gender data. The analysis of all other protected characteristics relates to the 98 per cent of Optometrists, Dispensing Opticians and students who provided data. Data on registrants referred for an FTP investigations was extracted from our system on 31 March. We have 100 per cent of age and gender data. The analysis of all other protected characteristics relates to the 89 per cent of Optometrists, Dispensing Opticians and students registrants referred for an FTP investigations who provided data.

**Employees:** All employees are asked to complete an EDI monitoring form on appointment. The information requested covers gender, age, ethnicity and disabilities and is managed by our Human Resources team, who also collate information on maternity and pregnancy and marriage and civil partnership. This information was extracted on 31 March 2019 for the purpose of this report.

**Members:** All applicants for Council and committee member vacancies are asked to complete an EDI monitoring form, this became mandatory from June 2017. Data on members and applicants for member roles was extracted from our confidential database on 31 March 2019 for the purpose of this report.

**Additional comments regarding the data:** We understand that some people may not wish to disclose their personal details for the purpose of diversity monitoring, and that data included in this report is the data that individuals have felt comfortable in disclosing. Due to rounding, percentages may not always add up to one hundred per cent. The totals will vary between 99 and 101 percentage range. It is important that no sweeping conclusions or assumptions are made on the following data due to the complexity of factors and variables.

---

<sup>3</sup> As described by The Institute of Race Relations.

<sup>4</sup> [www.ons.gov.uk](http://www.ons.gov.uk)



## 4. Our Registrants

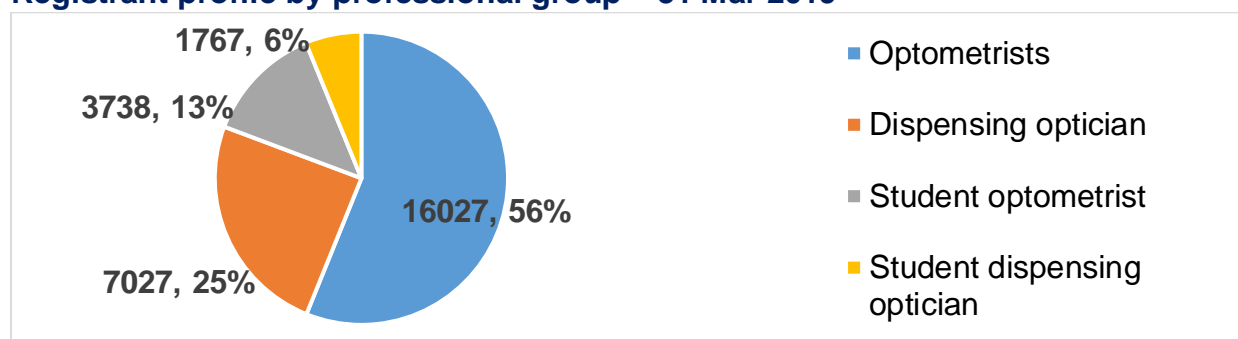
### 4.1 Registrant Profile

As of 31 March 2019. We had 28,559 optometrists, dispensing opticians, student optometrists and student dispensing opticians on our registers (these figures include less than 150 people who appear on two registers). Of these, 56 per cent are optometrists, 25 per cent dispensing opticians and 19 per cent students. The structure of our register has remained stable during the last five years.

#### Registration profile by professional group from 2015 to 2019

	March 2015	March 2016	March 2017	March 2018	March 2019	1-yr % change	5-yr % change
Optometrists	14,354	14,767	15,141	15,764	16,027	+1.7%	+11.7%
Dispensing Opticians	6,430	6,527	6,600	6,760	7,027	+3.9%	+9.3%
Student optometrists					3,738		
Student dispensing opticians	5,903	5,264	5,465	5,062	1,767	+8.8%	-7.2%
<b>Total</b>	<b>26,687</b>	<b>26,558</b>	<b>27,206</b>	<b>27,586</b>	<b>28,559</b>	<b>+3.5%</b>	<b>+7%</b>

#### Registrant profile by professional group – 31 Mar 2019



### 4.2 Gender

At 31 March 2019, 62 per cent of all registrants were female and 38 per cent male. This compares with the UK population where 51 per cent is female and 49 per cent male. Over the last four years the proportion of female and male registrants has remained fairly stable across both fully qualified roles. The percentage of female dispensing opticians and student registrants is a higher than optometrists.

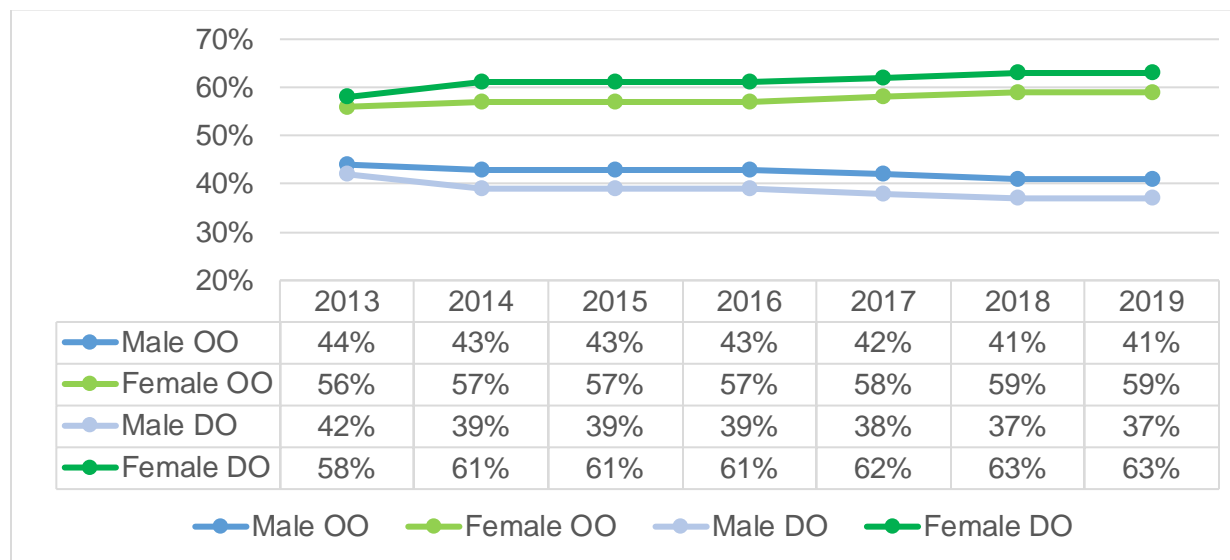
#### Registrant gender profile – 31 March 2019

	Male			Female		
		% of register	%		% of register	%
Optometrists	6,524	23%	41%	9,503	33%	59%
Dispensing Opticians	2,587	9%	37%	4,440	16%	63%
Student Optometrist	1,235	4%	33%	2,503	9%	67%
Student Dispensing Optician	546	2%	31%	1,221	4%	69%
<b>Total</b>	<b>10,892</b>	<b>38%</b>		<b>17,667</b>	<b>62%</b>	

### Registrant gender profile over the last five years (excluding students)

		2015	2016	2017	2018	2019
Male	Optometrists	6,175	6,276	6,331	6,450	<b>6,524</b>
	Dispensing Opticians	2,515	2,513	2,494	2,501	<b>2,587</b>
Female	Optometrists	8,179	8,491	8,810	9,314	<b>9,503</b>
	Dispensing Opticians	3,915	4,014	4,106	4,259	<b>4,440</b>
All	Total	<b>20,784</b>	<b>21,294</b>	<b>21,741</b>	<b>22,524</b>	<b>23,054</b>

### Registrant gender profile between 2013 and 2019 by professional group



### Specialty Registrant gender profile

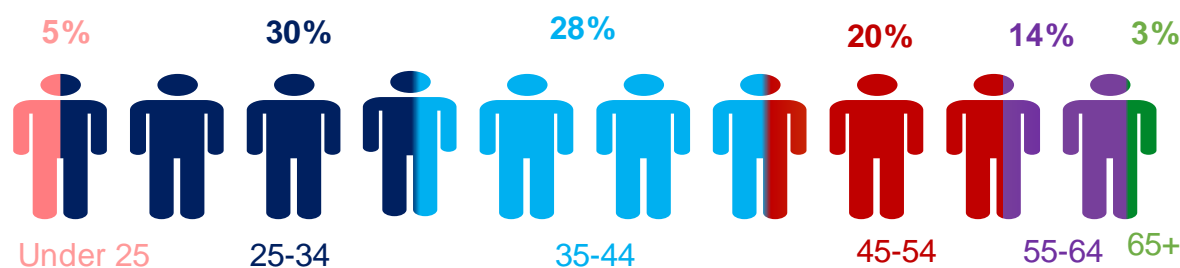
	Contact Lens Specialty	%	Independent Prescribing Specialty	%	Additional Supply Specialty	%	Supplementary Prescribing Specialty	%
Female	663	55%	425	57%	436	57%	429	58%
Male	543	45%	315	43%	325	43%	315	42%
Total	<b>1,206</b>		<b>740</b>		<b>761</b>		<b>744</b>	

There are more female than male registrants on all four of the specialty registers.

### 4.3 Age

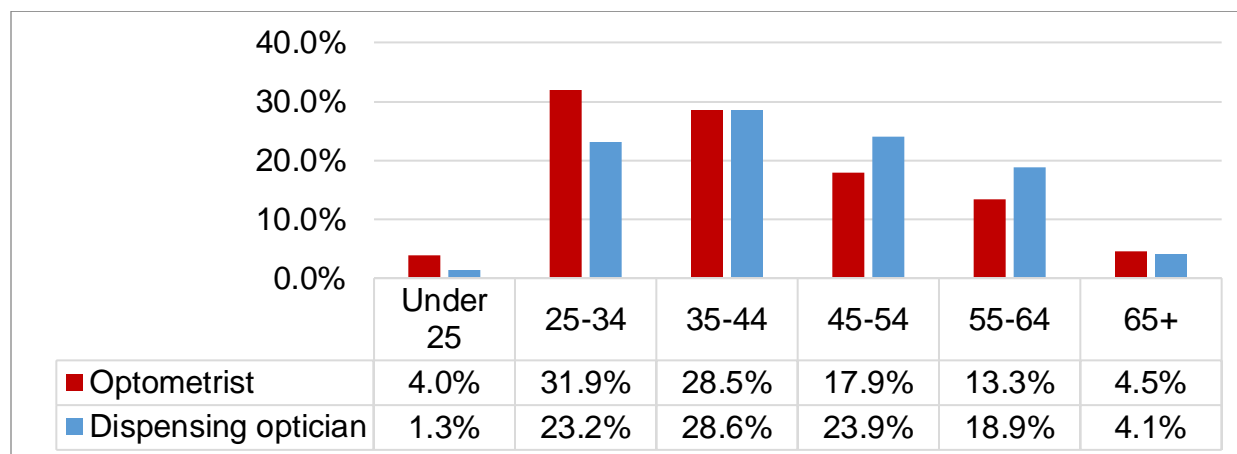
In line with previous years, the largest age group amongst registrants (excluding students) is between 25 and 34 years of age, followed by those aged 35 to 44.

### Registrant age profile



There is a higher proportion of optometrists than dispensing opticians aged below 34. For the 35-44 age group, there is no difference in proportion between the two categories. Between 45-64 years old, there is a higher percentage of dispensing opticians than optometrists. This is consistent with last year's data.

### Registrant age profile by professional group – 31 March 2019



### Student Registrant age profile by professional group – 31 March 2019

	Student optometrist		Student dispensing optician		Total	
	Count	%	Count	%	Count	%
<b>Under 20</b>	371	7%	49	1%	420	8%
<b>20-24</b>	2,635	48%	632	12%	3,267	59%
<b>25-30</b>	500	9%	597	11%	1,097	20%
<b>31-40</b>	171	3%	356	7%	527	10%
<b>41+</b>	61	1%	133	2%	194	4%

### Specialty age profile – 31 March 2019

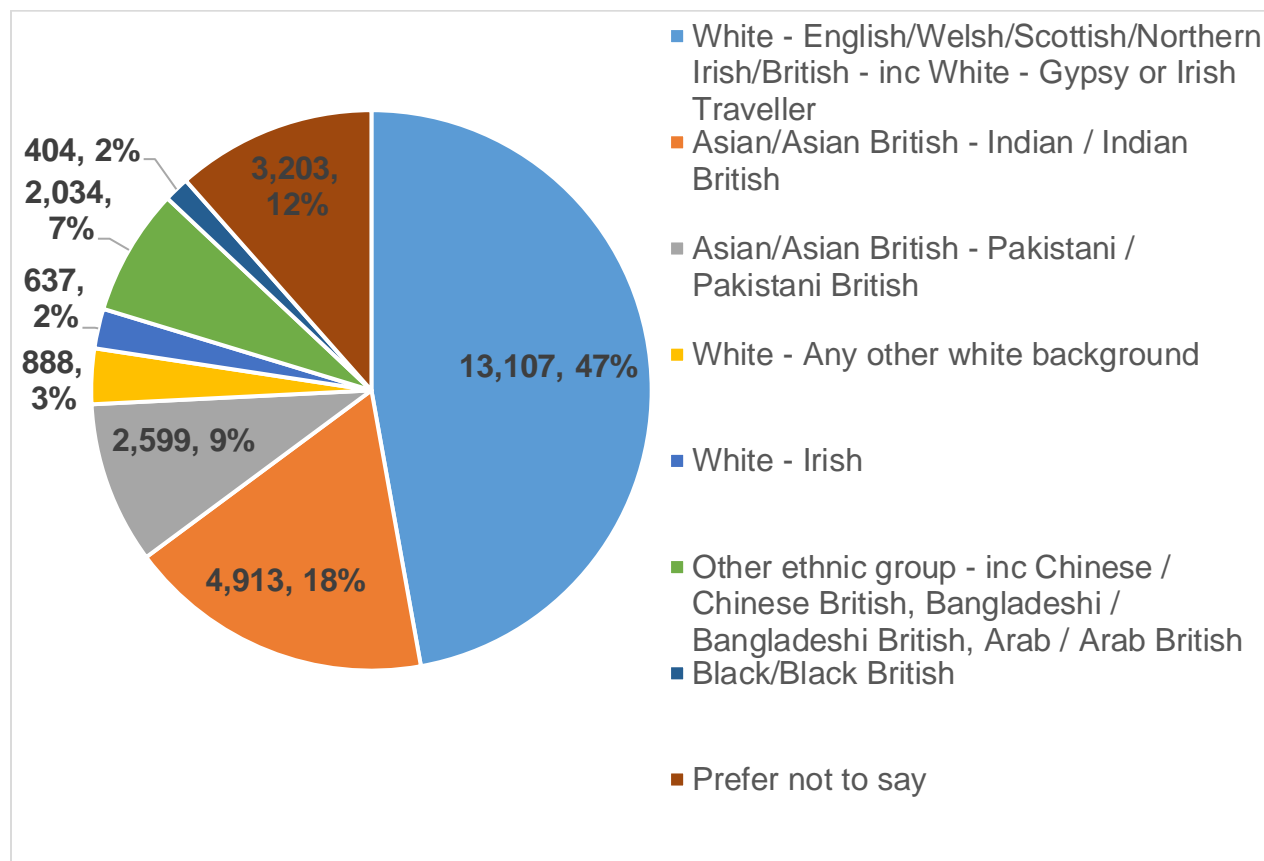
The 45-54 age group shows a higher proportion of registrants in the Contact Lens specialty, with an even percentage of registrants across Independent Prescribing, Additional Supply and Supplementary Prescribing. The same trend can be observed in the 55-64 age group.

	Contact Lens Specialty	%	Independent Prescribing Specialty	%	Additional Supply Specialty	%	Supplementary Prescribing Specialty	%
	<b>Under 25</b>	2	0%	0	0%	0	0%	0
<b>25-34</b>	99	8%	214	29%	212	28%	214	29%
<b>35-44</b>	281	23%	262	35%	269	35%	263	35%
<b>45-54</b>	365	30%	174	24%	180	24%	174	23%
<b>55-64</b>	358	30%	81	11%	89	12%	83	11%
<b>65+</b>	101	8%	9	1%	11	1%	10	1%

#### 4.4 Ethnicity

The ethnicity of our registrants is relatively diverse, with 53 per cent identifying as White (combined categories), in comparison to the UK (87 per cent). This has reduced from 58 per cent in 2018. The second largest registrant group identify as Indian/Indian British (18 per cent) in comparison to the UK (2.3 per cent). A total of 36 per cent of registrants identify as BAME in comparison to the UK (10 per cent), which has increased from 30 per cent in 2018.

##### Registrant ethnicity profile – 31 Mar 2019



##### Registrant ethnicity profile over the last two years (excluding students)

	2018				2019			
	White		BAME		White		BAME	
<b>Optometrists</b>	6,985	37%	4,932	26%	7,848	34%	6,090	27%
<b>Dispensing Opticians</b>	4,101	21%	779	4%	4,982	22%	1,026	5%
<b>Total</b>	<b>11,086</b>	<b>58%</b>	<b>5,711</b>	<b>30%</b>	<b>12,830</b>	<b>56%</b>	<b>7,116</b>	<b>31%</b>

Proportionately, BAME optometrists make up a higher percentage of registrants when compared to dispensing opticians. This is largely due to the number of Asian optometrists on our register, who make up 37 per cent of optometrists (increased from 29 per cent in 2018). This is compared to the 14 per cent of dispensing opticians who

identify as Asian (increased from 10 per cent in 2018). This trend is likely to continue to increase as 69 per cent of student optometrist are BAME.

	White		BAME		Prefer not to say	
Optometrists	7,848	49%	6,090	38%	1,949	12%
Dispensing Opticians	4,982	72%	1,026	15%	903	13%
Student Optometrists	849	25%	2,383	69%	231	7%
Student Dispensing Opticians	953	63%	451	30%	120	8%
<b>Total</b>	<b>14,632</b>	<b>53%</b>	<b>9,950</b>	<b>36%</b>	<b>3,203</b>	<b>12%</b>

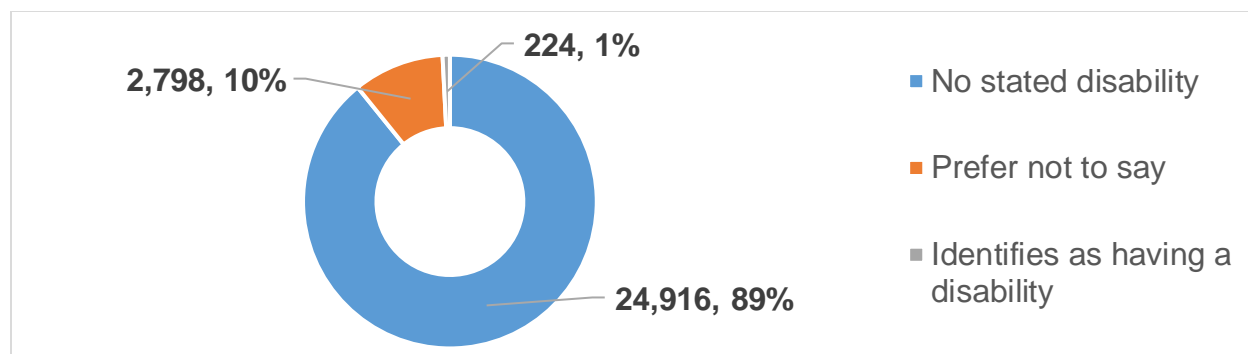
### Specialty Registrant ethnicity profile

Across all the specialty registers White registrants make up the largest group.

	White	%	BAME	%	Unstated	%
<b>Contact Lens Specialty</b>	848	38%	177	8%	181	8%
<b>Independent Prescribing Specialty</b>	492	22%	83	4%	70	3%
<b>Additional Supply Specialty</b>	502	23%	184	8%	75	3%
<b>Supplementary Prescribing Specialty</b>	494	22%	169	8%	71	3%
<b>Total</b>	<b>1,340</b>	<b>61%</b>	<b>613</b>	<b>28%</b>	<b>251</b>	<b>11%</b>

## 4.5 Disability

### Registrant disability profile – 31 Mar 2019



Less than one per cent of all registrants identify as having a disability, which is consistent across Optometrists, Dispensing Opticians and Students and is consistent with 2018. In the UK, 16 per cent of working age adults identify as having disabilities, of which 46.3 per cent are in employment.

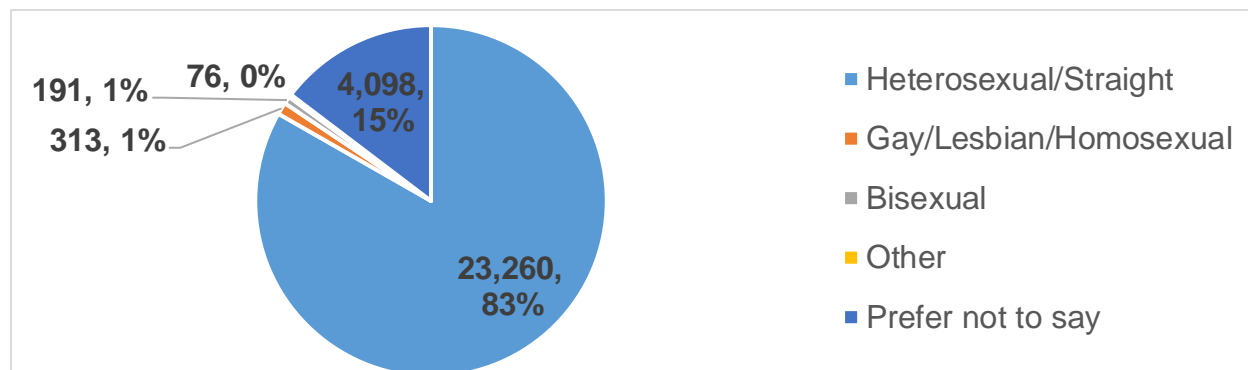
### Registrant disability profile over the last two years (2018 without students)

	2018		2019	
<b>Identifies as having a disability</b>	148	1%	224	1%
<b>No stated disability</b>	17,134	89%	24,916	89%
<b>Prefer not to say</b>	1,949	10%	2,798	10%

#### 4.6 Sexual Orientation

The majority of registrants reported their sexual orientation as heterosexual. Two per cent reported a different sexual orientation, which is consistent across Optometrists, Dispensing Opticians and Students and is consistent with 2018. The majority of the UK population (93.5 per cent) report they are heterosexual or 'straight', with 1.1 per cent reported to be 'gay' or 'lesbian' and 0.4 per cent are bisexual.

##### Registrant sexual orientation profile – 31 Mar 2019



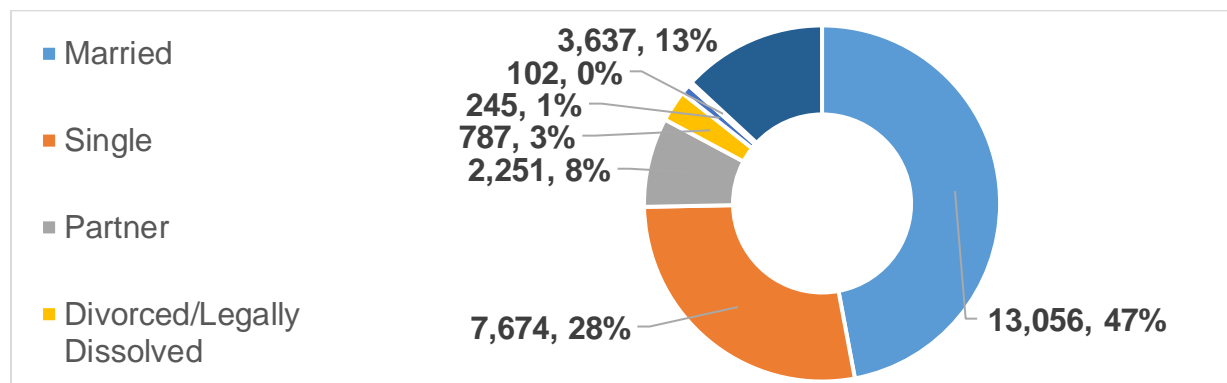
##### Registrant sexual orientation profile over the last two years (2018 without students)

	2018		2019	
<b>Heterosexual/Straight</b>	15,971	83%	23,260	83%
<b>Gay/Lesbian/Homosexual</b>	213	1%	313	1%
<b>Bisexual</b>	112	1%	191	1%
<b>Other</b>	40	0%	76	0%
<b>Prefer not to say</b>	2,892	15%	2,798	10%

#### 4.7 Marital Status

Just under half of all registrants are married, which is slightly lower than the 2018 profile (56 per cent). However in 2018 we were not able to include student data, which accounts for this difference. This is in line with the percentage rate for the United Kingdom, where the marriage rate is 51.5 per cent.

##### Registrant marital status profile – 31 Mar 2019



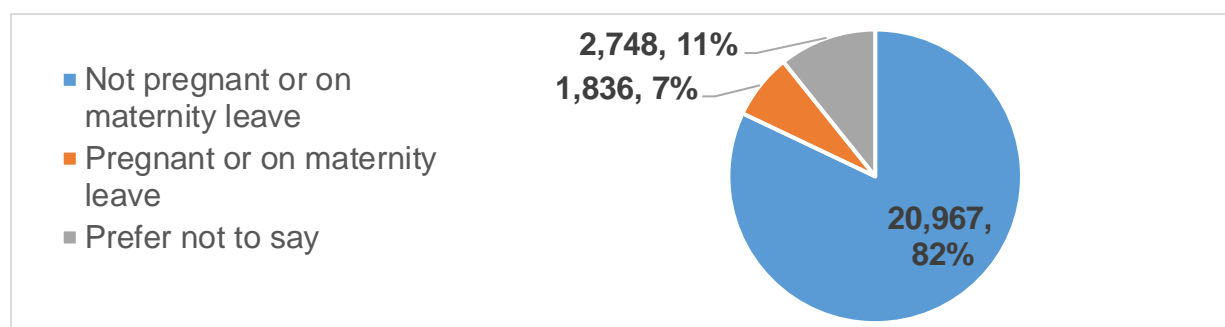
**Registrant marital status profile over the last two years (2018 without students)**

	2018		2019	
	Count	Percentage	Count	Percentage
<b>Married</b>	10,751	56%	13,056	47%
<b>Single</b>	3,197	28%	7,674	28%
<b>Partner</b>	1,648	8%	2,251	8%
<b>Divorced/Legally Dissolved</b>	652	3%	787	3%
<b>Separated</b>	177	1%	245	1%
<b>Civil Partnership</b>	88	0%	102	0%
<b>Prefer not to say</b>	2,600	13%	3,637	13%

**4.8 Pregnancy and Maternity**

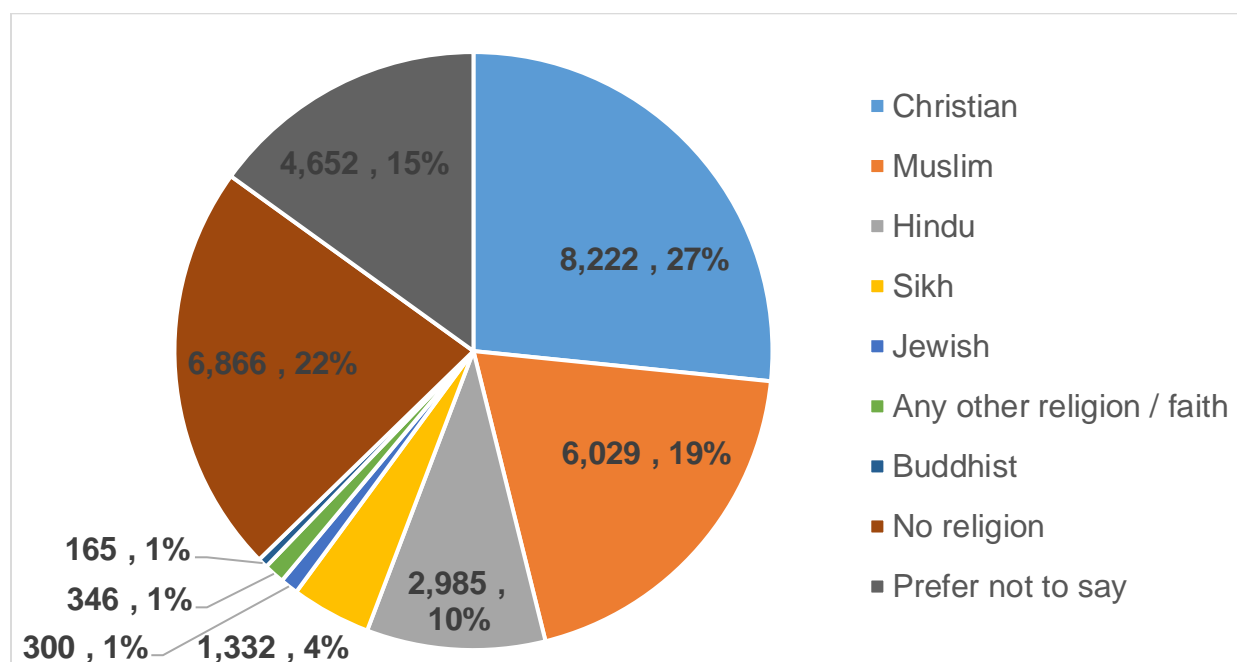
Seven per cent of all registrants were either pregnant or were on maternity leave, a slight decrease from 8 per cent in 2018.

**Registrant pregnancy and maternity profile – 31 Mar 2019**



**4.9 Religion**

**Registrant religion profile – 31 Mar 2019**



The most common religion that registrants identify as is Christian 27 per cent (34 per cent in 2018). In comparison, 59 per cent of the UK profile identify as Christian. The next largest groups are Muslim 19 per cent (11 per cent in 2018) compared to 4 per cent of the UK population) and Hindu 10 per cent (10 per cent in 2018) compared to 1.3 per cent of the population). 22 per cent hold no religious allegiance (23 per cent in 2018), which is in line with the UK.

#### Registrant religious profile over the last two years (2018 without students)

	2018		2019	
<b>Christian</b>	4,864	28%	8,222	27%
<b>Muslim</b>	2,058	12%	6,029	20%
<b>Hindu</b>	1,858	11%	2,985	10%
<b>Sikh</b>	819	5%	1,332	4%
<b>Jewish</b>	252	1%	300	1%
<b>Any other religion / faith</b>	248	1%	346	1%
<b>Buddhist</b>	90	1%	165	1%
<b>No religion</b>	4,394	25%	6,866	22%
<b>Prefer not to say</b>	3,026	17%	4,652	15%

#### Registrant religious profile by professional group

	Optometrist		Dispensing optician		Student optometrist		Student dispensing optician	
<b>Christian</b>	4,903	31%	2,433	35%	543	16%	343	8%
<b>Muslim</b>	2,383	15%	353	5%	1,508	43%	1,785	40%
<b>Hindu</b>	1,859	12%	348	5%	354	10%	424	9%
<b>Sikh</b>	843	5%	120	2%	170	5%	199	4%
<b>Jewish</b>	221	1%	60	1%	8	0%	11	0%
<b>Any other religion / faith</b>	216	1%	76	1%	22	1%	32	2%
<b>Buddhist</b>	81	1%	20	0%	30	1%	34	2%
<b>No religion</b>	2,918	18%	2,281	33%	529	15%	1,138	25%
<b>Prefer not to say</b>	2,528	16%	1,258	18%	338	10%	528	12%

#### 4.10 Age and ethnicity

When comparing the age and ethnicity of the registrants we have data for, there is an identifiable trend that older age groups tend to be less ethnically diverse. In the 25-34 age group, the percentage of White and BAME registrants is even (44 per cent and 46 per cent respectively). However, under 25 years of age there are 59 per cent BAME and from age 35 and older there is a higher percentage of White registrants than BAME registrants, with the difference increasing with age.



General Optical Council: Diversity Monitoring Report 2019

	White		BAME		Prefer not to say	
<b>Under 25</b>	358	34%	634	59%	76	7%
<b>25-34</b>	2,896	44%	3,057	46%	685	10%
<b>35-44</b>	3,343	53%	2,174	35%	763	12%
<b>45-54</b>	3,035	68%	780	18%	635	14%
<b>55-64</b>	2,228	72%	381	12%	499	16%
<b>65+</b>	554	76%	81	11%	97	13%
<b>Total</b>	<b>12,414</b>	<b>56%</b>	<b>7,107</b>	<b>32%</b>	<b>2,755</b>	<b>12%</b>

This trend is more evident amongst Optometrists.

**Age/ethnicity by professional group – per cent of total register**

	Optometrist				Dispensing optician			
	White		BAME		White		BAME	
	2018	2019	2018	2019	2018	2019	2018	2019
Under 25	2%	2%	4%	4%	2%	1%	1%	1%
25-34	10%	11%	15%	18%	15%	17%	3%	4%
35-44	14%	13%	12%	12%	21%	20%	4%	5%
45-54	14%	12%	4%	4%	22%	18%	2%	3%
55-64	10%	9%	1%	1%	13%	12%	2%	2%
65+	3%	3%	0%	0%	2%	2%	0%	0%

## 5. Fitness to Practise (FTP) complaints

One of our statutory functions is to investigate allegations that registrants may not be fit to practise as part of our role in protecting the public. Anyone can complain to us if they have a concern about one of our registrants. If the complaint raises a question about a registrant's FTP, we will investigate by gathering all the relevant information, for example, optical records, witness statements or information from the police or NHS organisations. Once the investigation is complete and both the registrant and complainant have had the opportunity to provide comments, all papers are passed to case examiners to decide whether the case should be either closed or referred to the FTP Committee for a hearing.

Further information regarding FTP outcomes can be found in our Annual Report.

### 5.1. Complainant/Referral sources

We collect diversity data from complainants on a voluntary basis. For 2019 we collected 30 monitoring forms (compared to 19 in 2018, 33 in 2017 and 51 in 2016) – which equates to approximately six per cent (four in 2018, eight in 2017 and 25 in 2016) of all known complainants. Therefore, it is not possible to analyse the diversity of complainants, with the exception of gender diversity which is collected from all complainants.

Source of Concern	2017	2017 % of total concerns	2018	2018 % of total concerns	2019	2019 % of total concerns
<b>Male Referrer</b>	155	36%	253	47%	<b>227</b>	<b>47%</b>
<b>Female Referrer</b>	217	51%	269	50%	<b>231</b>	<b>47%</b>
<b>Not known</b>	35	8%	8	1%	<b>14</b>	<b>3%</b>
<b>Other (e.g. referred by company)</b>	18	4%	9	2%	<b>16</b>	<b>3%</b>
<b>Total</b>	<b>425</b>		<b>539</b>		<b>488</b>	

### 5.2. Registrants subject to a Fitness to Practise (FTP) complaint

Between 1 April 2018 and 31 March 2019 we received 488 complaints, of which 278 (which is 57%) were opened. Last year we received 315 complaints, of which 303 (which is 96%) were opened.

Optometrists received higher levels of complaints (78 per cent) than dispensing opticians (12 per cent), compared to the proportion of optometrists (56 per cent) and dispensing opticians (24 per cent) on our Register. This is consistent with the profile of complaints since 2012/13, and is a gradually increasing trend.

Students were subject to 10 per cent of the total FTP complaints in 2019, in comparison to last year where students made up 5.5 per cent of the total FTP complaints.

### Registrants subject to a FTP complaint profile by professional group 2019

	18/19	% of total FTP complaints against role	% of complaints against total registrant role	Comparison Total Registrants	% of total registrants
Optometrist	191	78%	1.2%	16,027	56%
Dispensing Optician	29	11%	0.4%	7,027	25%
Student Optometrist	15	6%	0.4%	3738	13%
Student Dispensing Optician	9	4%	0.5%	1767	6%
Total	244		0.9%	28,559	

In comparison to previous years, the proportion is similar.

### Registrants subject to a FTP complaint profiled by professional group (including business registrants) from 2016 to 2019

	2016	%	2017	%	2018	%	2019	%
Optometrist	158	71	170	58	169	64	191	76
Dispensing Optician	28	13	37	13	35	13	29	11
Student Optometrist	12	5	12	4	8	3	15	6
Student Dispensing Optician	2	1	8	2	4	2	9	4
Subtotal	200		227		216		244	
Business registrant	23	10	67	23	47	18	34	12
Total FTP Complaints	223		294		263		278	

#### 5.2.1 Gender

Excluding business registrants, 63 per cent of complaints were made against male registrants (a decrease from 68 per cent in 2018), considering that 38 per cent of fully qualified registrants are male.

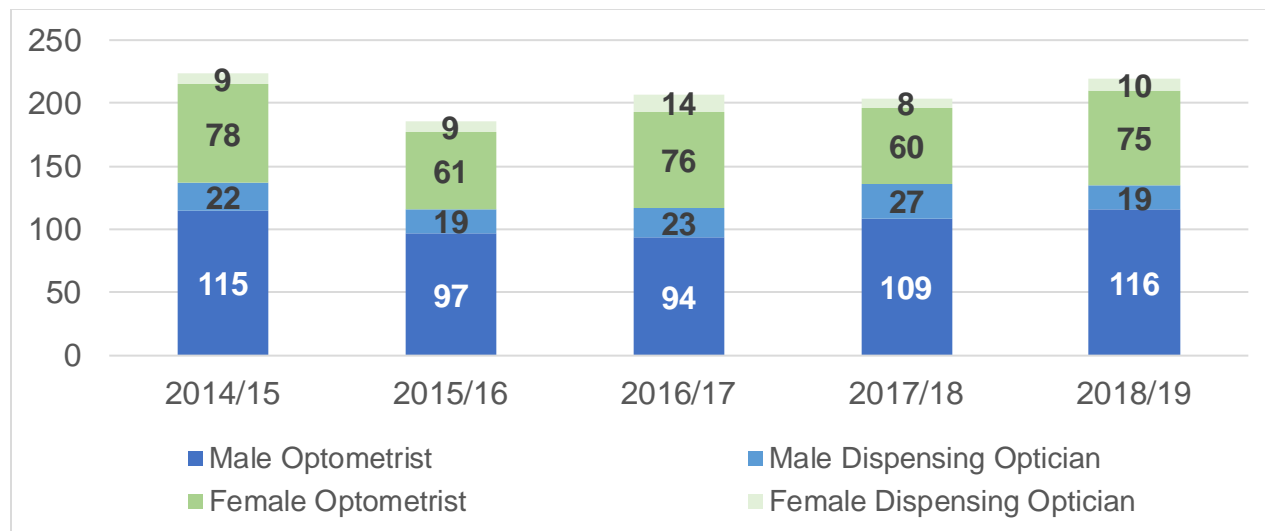
### Gender profile of registrants subject to a FTP investigation by professional group – 2019

	Male			Female			Total
	Under investigation	Register		Under investigation	Register		
Optometrist	116	61%	41%	75	39%	59%	191
Dispensing Optician	19	66%	37%	10	34%	63%	29
Student Optometrist	10	67%	33%	5	33%	67%	15
Student Dispensing Optician	8	89%	31%	1	11%	69%	9
Total	153	63%	38%	91	37%	62%	244

The gender distribution of registrants subject to FTP investigation differs across fully qualified and student registrants. For both optometrists (61 per cent) and dispensing

opticians (66 per cent) a higher proportion of males were subject to an FTP investigation than females, which is an increasing trend. For students, the gender distribution of those subject to an FTP investigation was weighted even stronger toward male students, with 75 per cent of complaints made against male students.

### Gender profile of registrants subject to a FTP complaint by professional group 2015 to 2019



### 5.2.2 Age

In previous years, the majority of registrants subject to FTP investigation were in the 25-34 age group. From 2016 to 2018 there was a slight change in this trend, as the 35-44 age group received a slightly higher proportion of complaints. This year saw a return to the original pattern, with the 25-34 age group subject to most investigations. Between the two most common age groups, 25-44 year olds made up 61 per cent of investigations.

### Percentage of investigations opened per age group from 2015 to 2019

	2015		2016		2017		2018		2019	
Under 25	3	1%	14	7%	20	9%	16	7%	24	10%
25-34	76	34%	79	40%	62	27%	57	26%	85	35%
35-44	55	25%	32	16%	68	30%	69	32%	64	26%
45-54	56	25%	43	22%	43	19%	29	13%	35	14%
55-64	28	12%	20	10%	28	12%	35	16%	26	11%
65+	6	3%	12	6%	8	3%	10	5%	10	4%
<b>Total</b>	<b>224</b>		<b>200</b>		<b>229</b>		<b>216</b>		<b>244</b>	

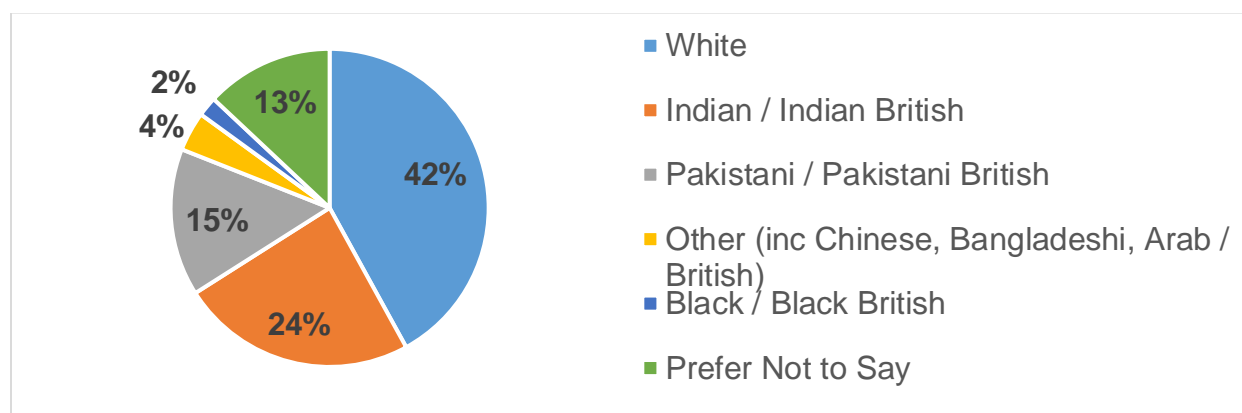
The age profile of registrants subject to FTP investigation is largely consistent between age groups. The only noticeable difference is that for dispensing opticians the most common age group for FTP registrants is 35-44, while for optometrists it is 25-34, which is consistent with the register.

	Under 25		25-34		35-44		45-54		55-64		65+	
Optometrist	10	5%	67	30%	50	23%	34	15%	21	10%	9	4%
Dispensing Optician	1	0%	8	4%	13	6%	1	0%	5	2%	1	0%
Total	11	5%	75	34%	63	29%	35	15%	26	12%	10	5%

### 5.2.3 Ethnicity

There appears to be a disproportionate amount of Indian/Indian British registrants subject to FTP investigation. This ethnic group makes up 18 per cent of registrants but 24 per cent of registrants subject to FTP investigation (reduced from 27 per cent in 2018). This trend is found across most of the BAME groups: 36 per cent of registrants are BAME, compared to 46 per cent of registrants subject to a FTP investigation.

#### Ethnicity profile of registrants' referred for FTP investigation



Asian optometrists make up a slightly higher proportion of optometrists subject to a FTP investigation (40 per cent), compared with the proportion of Asian optometrists on the register (36 per cent).

	White		Asian		Black		Other		Prefer Not to Say	
Optometrist	72	34%	84	40%	4	2%	1	1%	23	11%
Dispensing Optician	16	8%	6	2%	1	1%	0	0%	4	2%
Total	88	42%	90	42%	5	3%	1	1%	27	13%

#### Ethnicity profile of registrants' referred for FTP investigation, compared to all registrants – 2018 and 2019

	White British		Indian British		Pakistani British		Black / British		Other	
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
FTP Registrants	38%	42%	27%	24%	10%	15%	4%	2%	8%	4%
Registrants	58%	53%	18%	18%	6%	9%	1%	1%	6%	7%
UK Profile	87%	87%	2%	2%	2%	2%	3%	3%	2%	2%

### 5.2.4 Disability

Fewer than ten registrants subject to FTP investigation report having any disability.

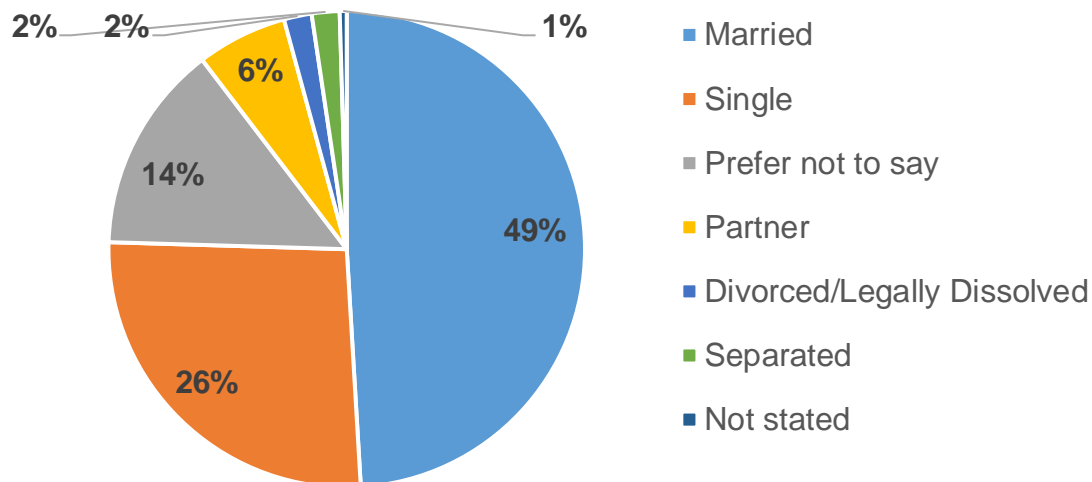
### 5.2.5 Sexual Orientation

Fewer than ten registrants subject to FTP investigation report having any sexual orientation other than heterosexual.

### 5.2.6 Marital Status

The marital status of registrants subject to FTP investigation is in line with the marital status for all registrants.

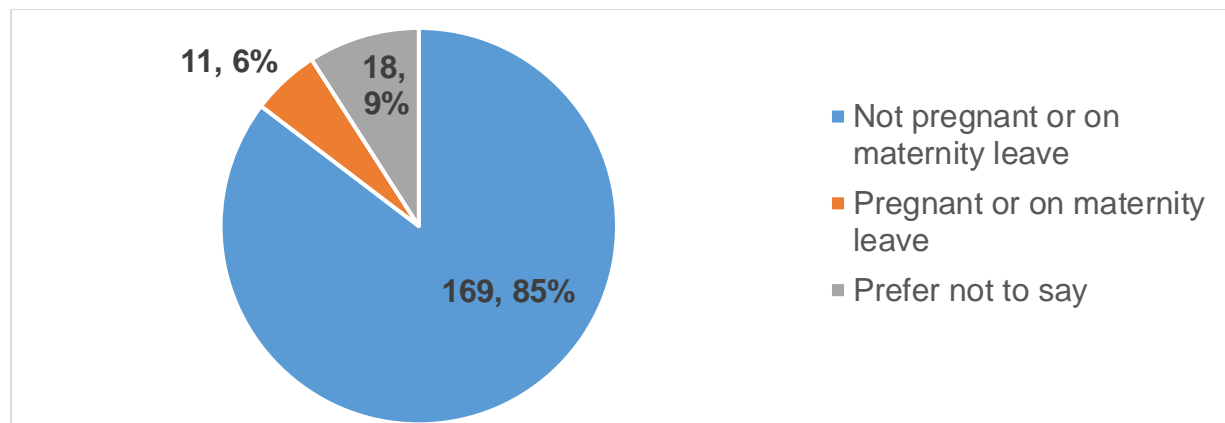
#### Marital status profile of registrants' referred for FTP investigation



### 5.2.7 Pregnancy and Maternity

The majority of registrants subject to FTP investigation reported that they were not pregnant, nor on maternity leave. The data for registrants subject to FTP investigation is in line with the register.

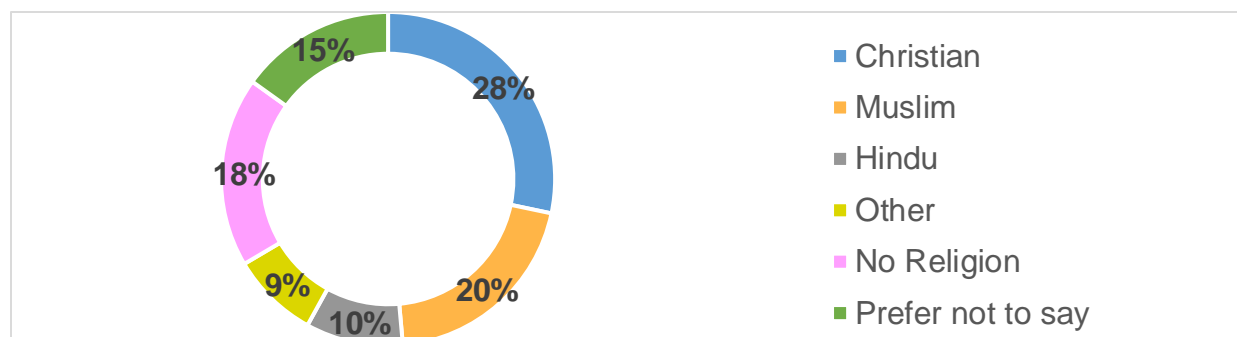
#### Pregnancy and maternity profile of registrants' referred for FTP investigation



### 5.2.8 Religion

In 2018 there appeared to be a disproportionate percentage of registrants subject to FTP investigation identifying as Muslim (18 per cent in 2018), in comparison with 12 per cent of all registrants. This year we have a much more complete data set and the religious beliefs of registrants subject to FTP investigation are broadly in-line with the religious beliefs of all registrants

#### Religious belief profile of registrants' referred for FTP investigation



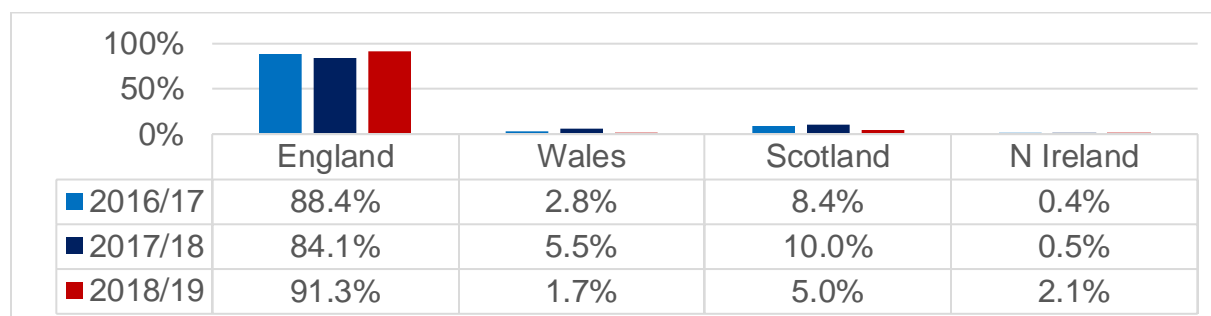
Due to having less than ten registrants' referred for FTP investigation who responded in each of the following categories, it has been necessary to combine the results with the Any other religion / faith category: Sikh, Jewish and Buddhist registrants.

#### Religious belief profile of FTP Registrants compared to Full Register

	2018		2019	
	FTP Registrants	Register	FTP Registrants	Register
<b>Christian</b>	<b>29%</b>	28%	<b>28%</b>	27%
<b>Muslim</b>	<b>18%</b>	12%	<b>20%</b>	20%
<b>Hindu</b>	<b>12%</b>	11%	<b>10%</b>	10%
<b>Other</b>	<b>10%</b>	8%	<b>9%</b>	7%
<b>No religion</b>	<b>15%</b>	25%	<b>18%</b>	22%
<b>Prefer not to say</b>	<b>16%</b>	17%	<b>15%</b>	15%

### 5.2.9 Location

#### Location profile of FTP complaints of 2017 to 2019



The per cent of FTP complaints made against registrants based in England, Wales, Scotland and Northern Ireland has remained fairly consistent over the last three years, although this year saw a greater concentration of complaints coming in England and Northern Ireland, with a reduction in complaints from Wales and Scotland.

### 5.3. Allegation Type

When we receive a complaint about an individual registrant's fitness to practice; or a student registrant's fitness to undertake training we consider the type of allegation. The types of allegation are varied but are categorised into 'clinical', 'conviction/caution', 'conduct', 'health' and 'mixed'. These allegation types are distilled further into sub categories depending on the nature of the complaint, sometimes containing allegations that are mixed in nature (for example clinical and non-clinical)'.

#### 5.3.1 Gender

Consistent with 2018, in 2019 males made up a higher proportion in all category of allegations (with the exception of health in which there was an even split), with the largest difference in the conviction/caution category.

	Female				Male			
	2018		2019		2018		2019	
<b>Clinical</b>	44	20%	43	18%	78	36%	67	27%
<b>Conduct</b>	17	8%	18	7%	36	17%	34	14%
<b>Conviction/caution</b>	3	1%	9	4%	16	7%	26	11%
<b>Health</b>	3	1%	5	2%	6	3%	5	2%
<b>Mix</b>	3	1%	16	7%	9	4%	21	9%
<b>Total</b>	70	33%	91	37%	145	67%	153	63%

#### 5.3.3 Ethnicity

Given 33 per cent of registrants subject to FTP investigation chose not to disclose their ethnicity and the low number of FTP investigations in some of the allegation categories, it is not possible to identify trends. This year BAME registrants' referred for FTP investigation have a higher proportion of conduct allegations (30 per cent) than White registrants (13 per cent). However, there was an equal percentage in 2018.

	White				BAME			
	2018		2019		2018		2019	
<b>Clinical</b>	51	42%	50	<b>45%</b>	45	37%	47	<b>42%</b>
<b>Conduct</b>	19	36%	10	<b>13%</b>	19	36%	24	<b>30%</b>
<b>Conviction/caution</b>	3	16%	12	<b>32%</b>	8	42%	6	<b>16%</b>
<b>Health</b>	2	22%	3	<b>30%</b>	2	22%	4	<b>40%</b>
<b>Mix</b>	1	8%	13	<b>32%</b>	6	50%	16	<b>39%</b>
<b>Total</b>	76	35%	88	<b>32%</b>	80	37%	97	<b>35%</b>



## 5.4 Case Examiner outcomes

Each case is considered by two case examiners (one registrant and one lay person) and they decide whether the case should be closed or should be referred to the FTP committee for a full hearing.

### 5.4.1 Gender

A smaller percentage of female registrants were referred to the FTP committee than male, which is the same trend seen since 2016, although this does not consider the types of allegation received and is a reduced differential than in prior years.

#### Percentage of total investigation outcomes split by gender

	Male			Female		
	2017	2018	2019	2017	2018	2019
No further action (inc advice/warning issued)	66%	68%	<b>78%</b>	66%	78%	<b>83%</b>
Referral to Fitness to Practise Committee (FTPC)	22%	31%	<b>21%</b>	11%	11%	<b>17%</b>
<b>TOTAL number of decisions</b>	50	108	<b>114</b>	38	73	<b>71</b>

### 5.4.2 Age

A similar percentage of registrants from all age categories were referred to the FTP committee.

#### Percentage of total investigation outcomes split by age - 2019

	Under 25	25-34	35-44	45-54	55-64	65+
No further action (inc advice/warning issued)	75%	83%	82%	75%	84%	73%
Referral to Fitness to Practise Committee (FTPC)	25%	17%	18%	25%	16%	27%
<b>TOTAL number of decisions</b>	12	54	57	24	25	11

### 5.4.3 Ethnicity

A slightly smaller percentage of white registrants were referred to the FTP committee than BAME, although this does not consider the types of allegation received and does not include the 21 percent of cases where the registrant has not disclosed their ethnicity.

#### Percentage of total investigation outcomes split by ethnicity

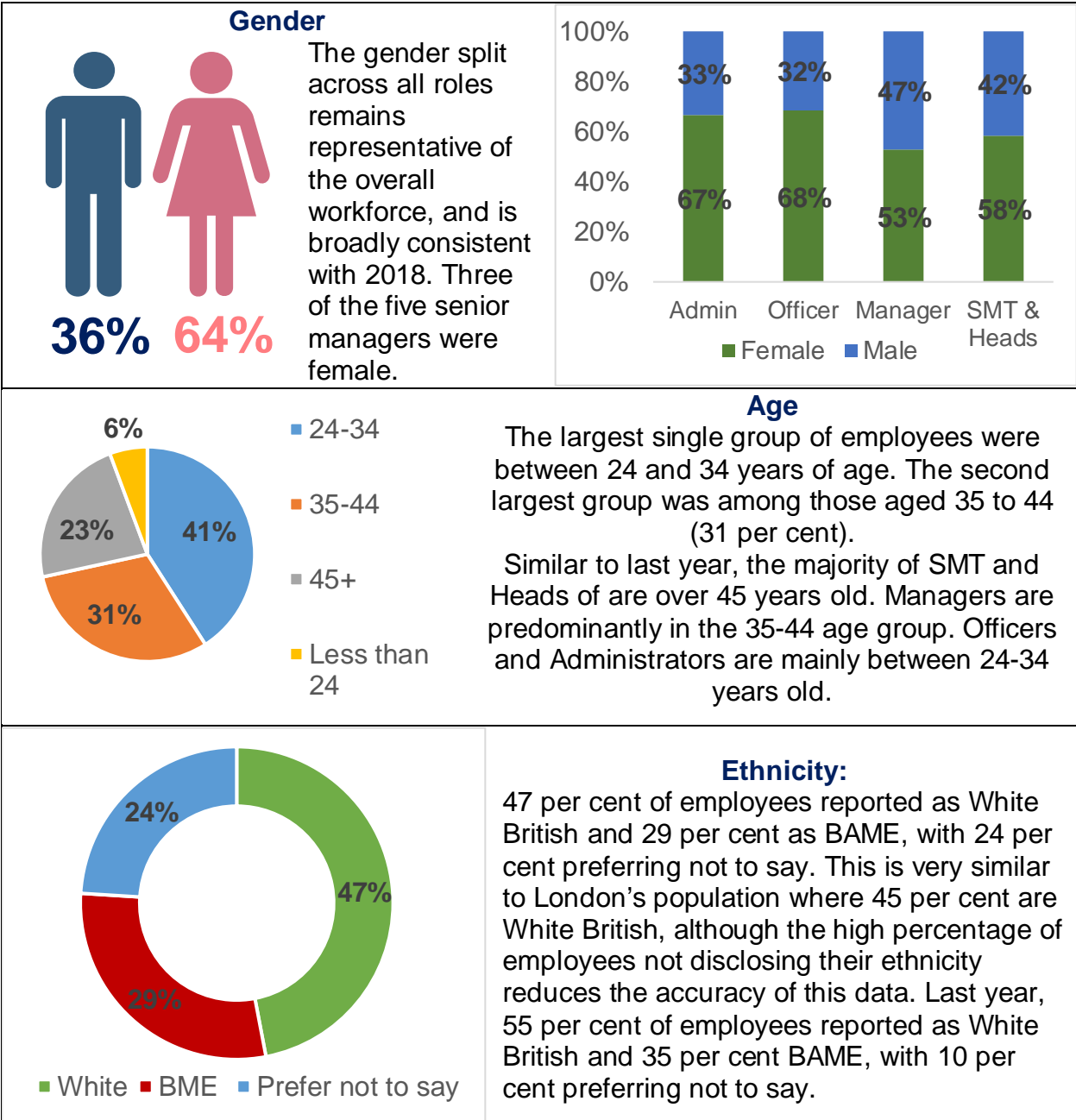
	White		BAME	
No further action (inc advice/warning issued)	62	84%	59	82%
Referral to Fitness to Practise Committee (FTPC)	12	16%	13	18%
<b>TOTAL number of decisions</b>	74		72	

## 6. Employee Profile

As an employer, we are committed to promoting and developing equality and diversity in our work. Our objective is to behave consistently and fairly to everyone and ensure that we operate in a fair and transparent manner and in a way that is free from discrimination, harassment and victimisation.

### 6.1 Summary of GOC employees (31 March 2019)

Please note that case examiner data is NOT included in this data set.



<b>Pregnancy and Maternity:</b>  Less than ten people took maternity and/or paternity leave within the year.	
<b>Marital Status:</b>  43 per cent are married, in a civil partnership or with a partner.	<b>Disability:</b>  The majority of employees did not report any disabilities and less than ten employees reported having a disability.

## 7. Member Profile

We hold diversity information on all members in a confidential database. The information on the diversity profile of each member has been gathered as part of the appointment process and annual member declarations.

### Number of members (31 March 2018)

	Total Members	of which there are the following type of members:			
		Council	Lay	GOC Registrant	Other / independent
<b>Council</b>	<b>12</b>	12	6	6	-
<b>Education committee</b>	<b>15</b>	4	6	8	1
<b>Registration committee</b>	<b>10</b>	2	4	6	-
<b>Standards committee</b>	<b>12</b>	3	4	7	1
<b>Companies committee</b>	<b>7</b>	2	1	3	3
<b>Investigation committee</b>	<b>8</b>	-	2	5	1
<b>Audit and Risk committee</b>	<b>5</b>	4	3	1	1
<b>Remuneration committee</b>	<b>4</b>	3	2	1	1
<b>Nominations committee</b>	<b>4</b>	3	2	1	1
<b>Hearing panel*</b>	<b>40</b>	-	19	21	-
<b>Education Visitor panel</b>	<b>23</b>	-	7	14	2

*\* these members are used to form the FTP committee and the Registration Appeals committee*

### Data Limitations

An individual's response has been counted twice, for example, if they sit as a member of Council and a committee. This is to provide a fuller picture about the overall make-up of the GOC Council and committees.

## 7.1 Summary of members March 2019

<b>Gender:</b>							
The gender profile is fairly evenly split with slightly more female members, this difference is more pronounced in the gender profile of lay members where 69 per cent are female, compared to 56 per cent of registrant members.							
	All Members	Council Members	Committee Members	Hearing Panel	Lay Members	Registrant Members	Education Visitors
Male	42%	42%	43%	33%	31%	44%	59%
Female	58%	58%	57%	67%	69%	56%	41%
				<b>Age:</b>			
				The data this year is far more reliable, as only 4 per cent did not disclose their age, in comparison to the 21 per cent from last year's analysis. There is an even split between the two most common age groups – 45-54 and 55-64. It is also noticeable that there is a 4 per cent decrease in members aged 25-44 and a 4 per cent increase in members aged 65+, but this might be due to the increased dataset rather than a demographic change in members' age.			
<b>Religion:</b>				<b>Gender Identity:</b>			
49 per cent of members reported that they were Christian (compared with 39 per cent in 2018 and 62 per cent in 2017), followed by 27 per cent reported no religious faith (similar since 2015). 12 per cent reported other religious belief and 11 per cent preferred not to answer this question (compared to 27 per cent last year).				Fewer than ten members have disclosed that the gender they currently identify with is not the gender they were born with, and fewer than ten members have declared that they are in the process of reassigning their gender.			
<b>Sexual Orientation:</b>							
Since 2015 most members have reported being heterosexual (86 per cent, 72 per cent in 2018) and 10 per cent preferred not to say.							
<b>Ethnicity:</b>				<b>Disability:</b>			
The largest reported ethnicity across members is white (82 per cent), an increase from 72 per cent in 2018. 3 per cent preferred not to state their ethnicity (down from 20 per cent last year) with the remainder from a variety of different ethnicities. The figures are skewed from 2018 results, but this is likely due to the reduction in members preferring not to state their ethnicity.				The majority of members did not report any disabilities, similarly to 2018.			
				<b>Location:</b>			
				86 per cent of members are from England. Welsh members make up 4% of members, Scotland 5%, Northern Ireland 4%			

## 8. Member appointment

This section analyses whether the member appointment process attracts applications from a diverse range of people.

### 8.1. Data

We encourage all applicants for member roles to complete an EDI monitoring form. This form is kept strictly private and confidential before, during and after the appointment process. The data is collected and used solely for the purpose of this monitoring report. Within this report, we consider the diversity of candidates for member roles at each stage of the process (from initial applications to final shortlisting). Where there is a small amount of data, which may lead to identification of the individual, this data has been aggregated or not published to ensure anonymity.

COMMITTEE	NO. OF ROLES	STAGES OF THE APPOINTMENTS CAMPAIGN			
		ALL APPS	LOGLISTED	INTERVIEWED	APPOINTED
LAY					
Hearing Panel	4	7	-	6	5
Education Visitor Panel	2	28	-	7	2
Council	1	159	43	11	1
	<b>7</b>	<b>194</b>	<b>43</b>	<b>24</b>	<b>8</b>
REGISTRANT					
Education Visitor Panel	6	36	-	16	6
Investigation committee	2	3	-	3	2
	<b>8</b>	<b>39</b>	<b>0</b>	<b>19</b>	<b>8</b>
OTHER					
Education Visitor Panel	2	0	-	-	-
<b>TOTAL</b>	<b>18</b>	<b>233</b>	<b>43</b>	<b>43</b>	<b>16</b>

The data has been drawn into two categories – Lay and Registrant member appointments – due to the different professional backgrounds that the roles attract.

In 2015 we had an 87 per cent return of monitoring forms from lay applicants and 83 per cent from registrants. In 2016 this dipped to 69 per cent from lay and 77 per cent from registrants. In 2017 just over half of the applicants for Registrant roles returned their monitoring forms, which meant that the data was unreliable and therefore we did not report on it last year. We introduced mandatory submission of equality diversity and inclusion (EDI) forms for all appointment campaigns from June 2017. This has significantly improved our ability to produce monitoring data – we received 100 per cent of monitoring forms for our lay campaigns and registrant campaigns.

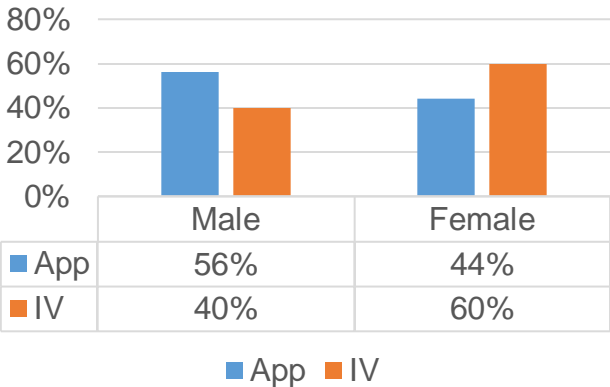
## 9. Lay Member Appointment

### 9.1. Summary of lay member appointment

There were 193 applicants (App), 26 interviewed (IV) and 15 appointed. Due to the number of people appointed, we have analysed the information however we are unable to publish it for most characteristics in line with our Approach to EDI monitoring policy.

**Gender:**

There were a greater proportion of female applicants getting to interview stage (60 per cent), in spite of the fact that there were less female applicants than male (44 per cent female applicants). This is a continuation of last year's trend in regard to the interview stage, although this is the first time in three years that more males applied for lay member appointments than females

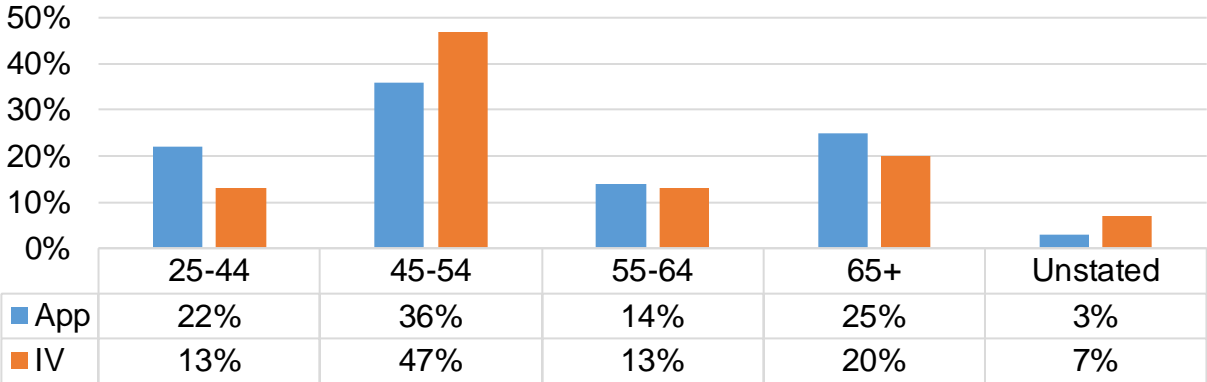


**Disability:**

Eight per cent of lay applicants disclosed a disability, which is a very slight increase from last year (six per cent). This increased even further at the interview stage, where 13 per cent reported a disability (ten per cent last year).

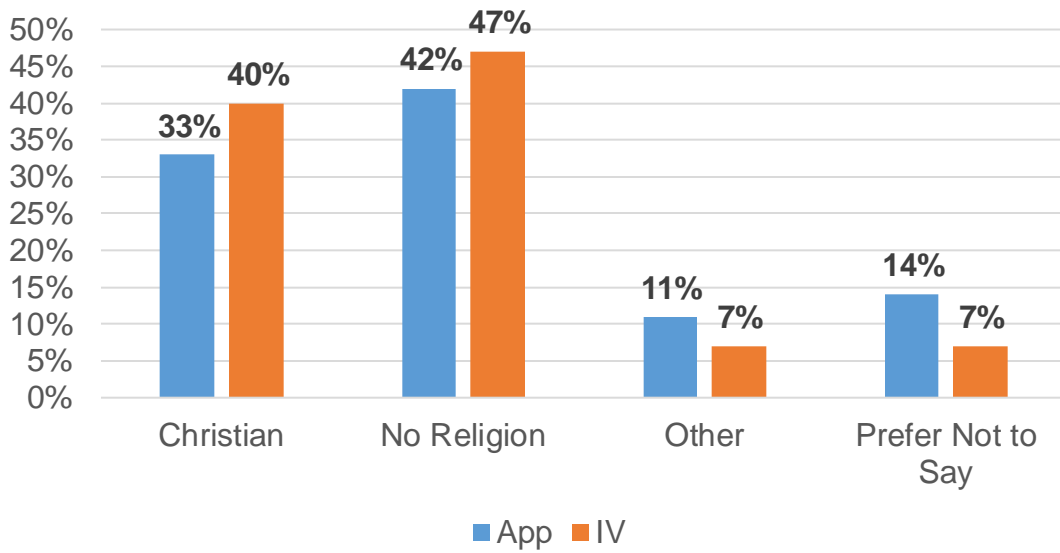
**Age:**

The majority of lay applicants were aged above 45 (75 per cent), this is the same as last year, and an increase from 2017 (57 per cent). This increases further at the interview stage (80 per cent), again the exact same percentage as last year. Shown as percentage of applicants in that age group, per stage:



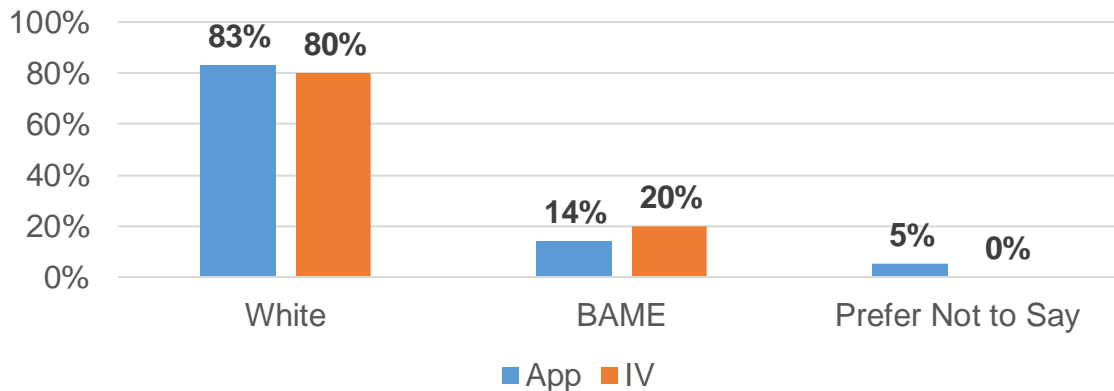
### Religion:

The religion of lay applicants was mainly from those who held no religion (42 per cent), 33 per cent were Christian and 11 per cent stated other religions. This is a reverse from last year's trend, in which 44 per cent were Christian and 39 per cent held no religion. At the interview stage, 47 per cent of applicants held no religion, compared to 40 per cent identifying as Christian.



### Ethnicity:

83 per cent of applicants identified as White British, compared with 80 per cent in 2018. BAME applicants made up 14 per cent of all applicants, which is consistent with last year – 12 per cent. This pattern is consistent between all applicants and those who were interviewed and appointed.





**Marital Status:**

72 per cent of applicants were married, with three per cent stating that they were single. 14 per cent preferred not to state their marital status or left this section of their diversity monitoring form unstated. This pattern was consistent between all applicants and those interviewed and appointed.

**Carer Responsibilities:**

In line with our targets listed in the 2017 EDI report, we now gather data about individual's carer responsibilities to understand other perceived or real barriers to applying for a member role, which may highlight a need to better communicate the time commitment required for the different roles. 17 per cent of applicants did have carer responsibilities, a figure that increased to 33 per cent at interview stage.

**Sexual Orientation:**

89 per cent of lay applicants stated they were heterosexual, with six per cent unstated. These weightings remained relatively similar throughout the application stages, with a proportional decrease of heterosexuals being interviewed (80 per cent). These figures show a higher percentage of applicants identifying as heterosexual in comparison to last year (80 per cent).

**Pregnancy and Maternity:**

Less than ten applicants stated they were pregnant or on maternity leave.

**Gender Identity:**

Less than ten applicants stated they identified as having changed gender since birth.

**Location:**

Throughout each stage of the application process, applicants, interviewees and appointees were overwhelmingly from England. Scotland had a slightly better proportionate rate at interview level in comparison to all applicants, but 100 per cent of the appointees were from England, which is the same as last year's lay appointments.

	England	Wales	Scotland	Northern Ireland
Applied	92%	4%	3%	1%
Interviewed	96%	0%	4%	0%
Appointed	100%	0%	0%	0%

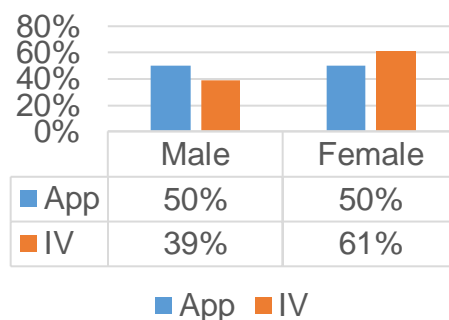
## 9. Registrant Member Appointment

### 9.1 Summary of Registrant Member Appointment

There were 38 registrant applications (App), 18 of these were interviewed (IV) and 7 appointed. Due to the number of people appointed, we have analysed the information however we are unable to publish it for most characteristics in line with our Approach to EDI monitoring policy.

#### Gender:

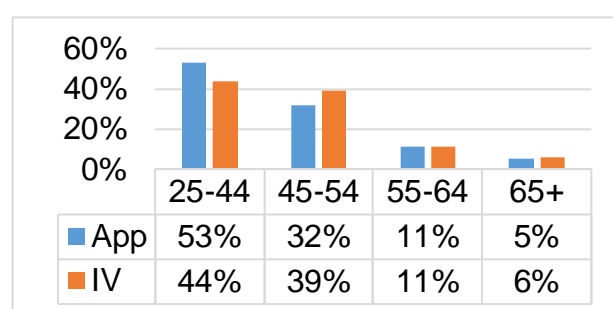
The number of registrant applications received is evenly split across the genders, however there appears to be a slight gender disproportionality between those being interviewed, with female applicants are more likely to be selected for interview than male applicants. Both figures for applicants and interviewees are in line with last year's report.



#### Disability:

Less than ten registrant applicants reported having a disability.

#### Age:

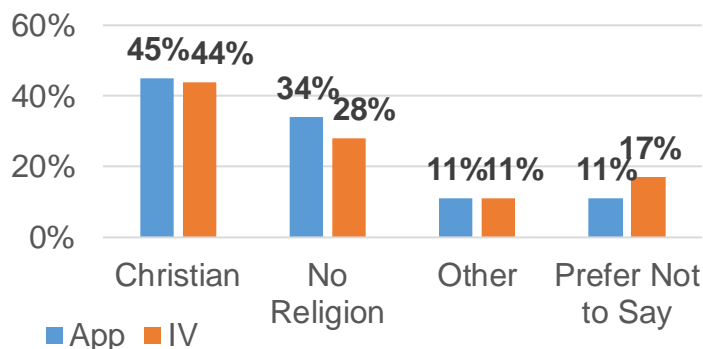


The age profile of registrant applicants is weighted more toward the 25-44 age group, which is an expected result based on this age group range. It can be said that younger registrants are being encouraged to apply, with 53 per cent of applicants in 2018-19 being in the 25-44 age group, compared to 47 per cent of applicants in 2017-18. However there does appear to be a pattern that registrants aged 45-

64 are proportionately more likely to be selected for interview. As seen in previous years, older males tend to be more likely to apply than females in those age groups. For applicants over 55, 65 per cent are males.

#### Religion:

The registrant applicants religions were mainly Christian (45 per cent) with 11 per cent unstated. 34 per cent had no religion and 11 per cent other religions. This pattern was replicated in the interview stage, and is largely in line with our overall registrant profile.



<p style="text-align: center;"><b>Ethnicity:</b></p> <table border="1"> <caption>Ethnicity Data</caption> <thead> <tr> <th>Ethnicity</th> <th>App (%)</th> <th>IV (%)</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>74%</td> <td>78%</td> </tr> <tr> <td>BAME</td> <td>21%</td> <td>17%</td> </tr> <tr> <td>Prefer Not to Say</td> <td>5%</td> <td>5%</td> </tr> </tbody> </table> <p>74 per cent of registrant applicants identified as White British (in comparison to 45 per cent last year). BAME applicants made up 21 per cent of all applicants (34 per cent last year). However, only 17 per cent of interviewees identified as BAME (20 per cent in 2018). There is less of a diverse profile of member applicants as opposed to the overall registrant profile, where 56 per cent identify as White British.</p>		Ethnicity	App (%)	IV (%)	White	74%	78%	BAME	21%	17%	Prefer Not to Say	5%	5%								
Ethnicity	App (%)	IV (%)																			
White	74%	78%																			
BAME	21%	17%																			
Prefer Not to Say	5%	5%																			
<p style="text-align: center;"><b>Marital Status:</b></p> <p>61 per cent of registrant applicants were married, with 16 per cent stating that they were single. 8 per cent preferred not to state their marital status or left this section of their monitoring form unstated. This pattern was largely consistent between all applicants and those interviewed, although zero per cent of interviewees stated that they were single.</p>																					
<p style="text-align: center;"><b>Carer Responsibilities:</b></p> <p>In line with our targets listed in the 2017 EDI report, we now gather data about individual's carer responsibilities to understand other perceived or real barriers to applying for a member role, which may highlight a need to better communicate the time commitment required for the different roles. Less than 10 applicants stated they have carer responsibilities.</p>																					
<p style="text-align: center;"><b>Sexual Orientation:</b></p> <p>79 per cent of applicants stated they were heterosexual (83 per cent in 2018), with less than ten applicants identifying with any other sexual orientation. This pattern repeats itself at the interview stage.</p>	<p style="text-align: center;"><b>Pregnancy and Maternity:</b></p> <p>Less than ten applicants stated that they were pregnant or on maternity leave.</p>																				
	<p style="text-align: center;"><b>Gender Identity:</b></p> <p>Less than ten applicants stated they identified as having changed gender since birth.</p>																				
<p style="text-align: center;"><b>Location:</b></p> <p>90 per cent of applicants, 89 per cent of interviewees, and 100 per cent of appointees were from England. No applicants were from Wales.</p> <table border="1"> <thead> <tr> <th></th> <th>England</th> <th>Wales</th> <th>Scotland</th> <th>Northern Ireland</th> </tr> </thead> <tbody> <tr> <td>Applied</td> <td>89%</td> <td>0%</td> <td>8%</td> <td>3%</td> </tr> <tr> <td>Interviewed</td> <td>89%</td> <td>0%</td> <td>11%</td> <td>0%</td> </tr> <tr> <td>Appointed</td> <td>100%</td> <td>0%</td> <td>0%</td> <td>0%</td> </tr> </tbody> </table>			England	Wales	Scotland	Northern Ireland	Applied	89%	0%	8%	3%	Interviewed	89%	0%	11%	0%	Appointed	100%	0%	0%	0%
	England	Wales	Scotland	Northern Ireland																	
Applied	89%	0%	8%	3%																	
Interviewed	89%	0%	11%	0%																	
Appointed	100%	0%	0%	0%																	