



Royal College of
General Practitioners

Our diverse membership

Protected characteristic data of RCGP members |
September 2022

Contents

<u>Executive summary</u>	p. 3
<u>A note on data</u>	p. 4
<u>UK members</u>	p. 5
<u>Fellowship breakdown</u>	p. 9
<u>UK Council</u>	p. 10
<u>Scottish Council</u>	p. 12
<u>Welsh Council</u>	p. 14
<u>Northern Ireland Council</u>	p. 16
<u>Trustee Board</u>	p. 18
<u>English Faculty Boards</u>	p. 20
<u>Welsh Faculty Boards</u>	p. 31
<u>Scottish Faculty Boards</u>	p. 34
<u>Republic of Ireland Faculty Board</u>	p. 37
<u>Appendix One - International Medical Graduates</u>	p. 40

Working towards a more inclusive organisation

Executive summary

Last June (2022) we shared our first report presenting our membership data for all protected characteristics alongside representation across race, gender, and age in key leadership bodies - UK and Devolved Nation Councils, Faculty Boards, and Trustee Board. Reports on EDI data are pulled on 30 September annually to allow a direct comparison year on year. Therefore, the data in this report is accurate as of 30 September 2022.

This year we are also including analysis of our Fellows by race, gender, and age compared to our overall membership. Fellowship is a key accolade for members, so it is important we report on how representative our Fellows are of the wider membership.

Appendix 1 includes a reflection on another part of our changing membership; our growing International Medical Graduate (IMG) community. Although this is not protected characteristic data as is presented in the main report, this is an important piece of our membership puzzle.

We recognise the importance of this data in taking our next steps in this area and the findings from this report will feed directly into our forthcoming EDI Action Plan for 2023-26.

Progress made 2021-22

- 1 Reporting rates have increased across all characteristics by an average of 6 percentage points (pp). This was a key aim for last year to ensure our data capture was giving an accurate picture of our members.
- 2 There is now less than 0.5pp difference between women members of UK Council and UK members.
- 3 Age disparity on UK Council in the 30-39 and 60-69 age brackets has reduced from 26pp and 25pp respectively, to 18pp and 12pp.

Continued challenges

- 1 Our Fellows are on average not representative of our membership in terms of age, gender, and race.
- 2 Members from White - British heritage are over-represented on most Faculty Boards when compared to local membership; in eleven Faculties this is a gap of 10 pp or more, increased from seven Faculties in 2021.
- 3 More than three quarters of Faculty Boards are not within 10pp of their membership in terms of age representation.

A note on data

Terminology and reporting

We collect data on all nine protected characteristics outlined in the Equality Act 2010 through our member database Salesforce and from which we extract the datasets used here. [Page 39 contains a table demonstrating the data fields used in collection.](#)

Whilst we do collect data and analysis on Sex, Gender Identity and Gender Reassignment as separate fields for this report, we have presented the data for all three of these in the broader Gender Identity category. As a membership organisation, we feel it is relevant to represent our members' current Identities and beliefs. This is based on guidance reviewed in 2020.

The first section of the report demonstrates the breakdown of our members by grade and then by protected characteristic. The following sections then compare the makeup of our representative bodies - the Faculty Boards, UK and Devolved Nation Councils, and Trustee Board - with the corresponding member group according to age, gender, and race. We have retained our focus on these specific characteristics for this year when looking at representation within our leadership structures.

Datasets are sometimes small enough to risk identifying individuals. We have therefore reported in percentages, rather than actuals, and grouped data to avoid this. These groupings were retained when mapping comparisons between membership and a representative body. [A reference list of groups used can be found on p. 5.](#) We are aware that this approach can hide existing inequalities within these groups and each representative body also has access to a detailed breakdown of their data where appropriate.

Finally, figures on our graphs are shown to the nearest decimal point so there may be minor discrepancies where raw data numbers have been rounded up/down.

Completion rates

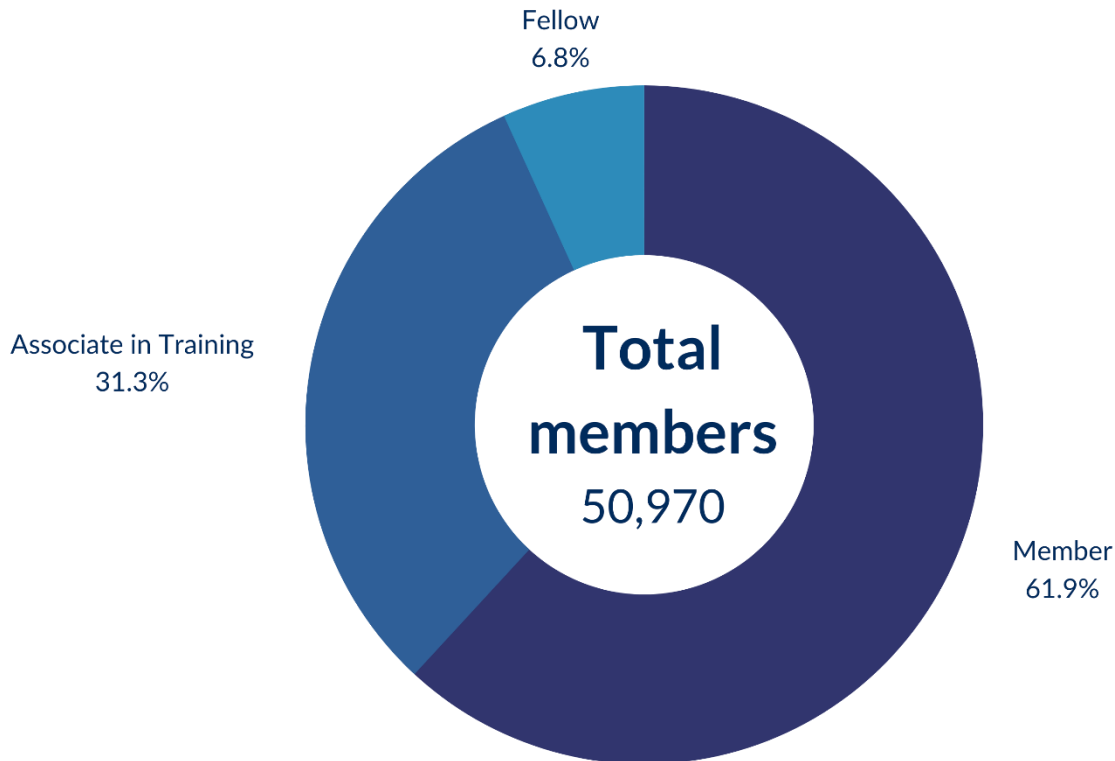
We are now above 90% for reporting on each of our three key aspects - age (99.7%), gender identity (97.5%) and race (93.5%). Our trainee community was identified in the last report as a key group where completion rates were very low and this has significantly improved; there is now less than 1pp gap between average reporting rates for trainees and other member grades.

Whilst completion rates are up across the board, we are still lagging in the characteristics of disability, pregnancy/maternity, religion/faith/belief and sexual orientation, all of which have below 60% completion.

Where completion rates are low, we are not able to learn as much from our data so we would encourage all members to [update their details with us.](#)

UK membership

This report presents data from our UK membership including the Republic of Ireland faculty (50,970 members), not including Student, Foundation Doctor, Associate, or international members.



Where groupings have been used:

Gender identity - other:

Cis woman, cis man, non-binary, genderqueer, two-spirit, agender, bigender, genderfluid, transman, transgender

Race - Asian/Asian British:

Indian, Pakistani, Bangladeshi, Chinese, any other Asian background

Race - Black/African/Caribbean/Black British:

African, Caribbean, any other Black/African/Caribbean background

Race - White - any other:

Irish, Gypsy or Irish Traveller, any other White background

*White - Irish has been shown as a single group where appropriate e.g. for Republic of Ireland Faculty

Race - Mixed/multiple ethnic groups:

White and Asian, White and Black African, White and Black Caribbean, any other mixed/multiple ethnic groups

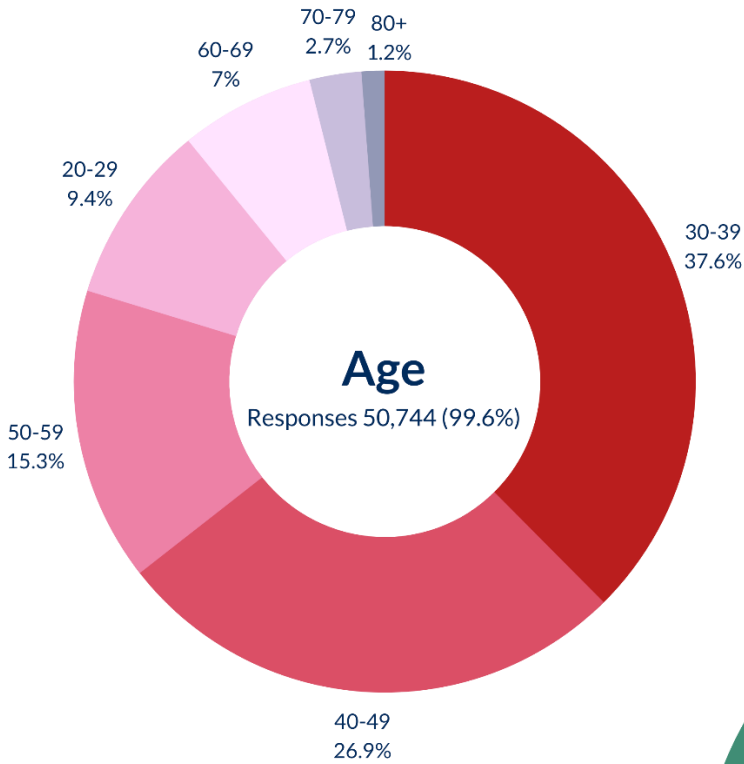
Race - Any other ethnic groups:

Arab, any other ethnic group

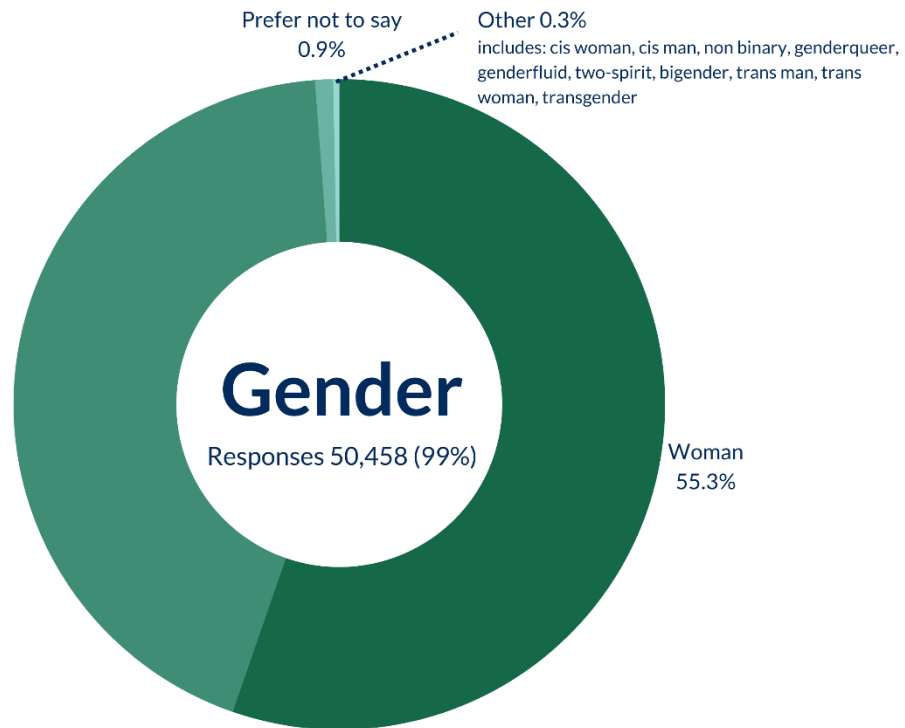
Sexual orientation - other:

Gay man, gay woman/lesbian, bi-sexual, any other sexual orientation

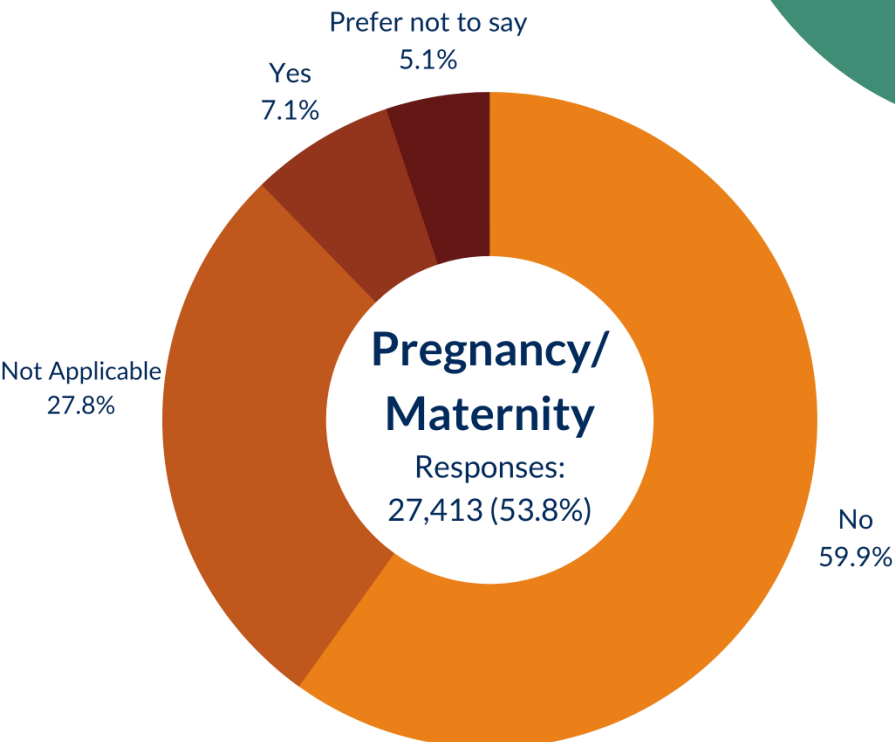
Our UK membership



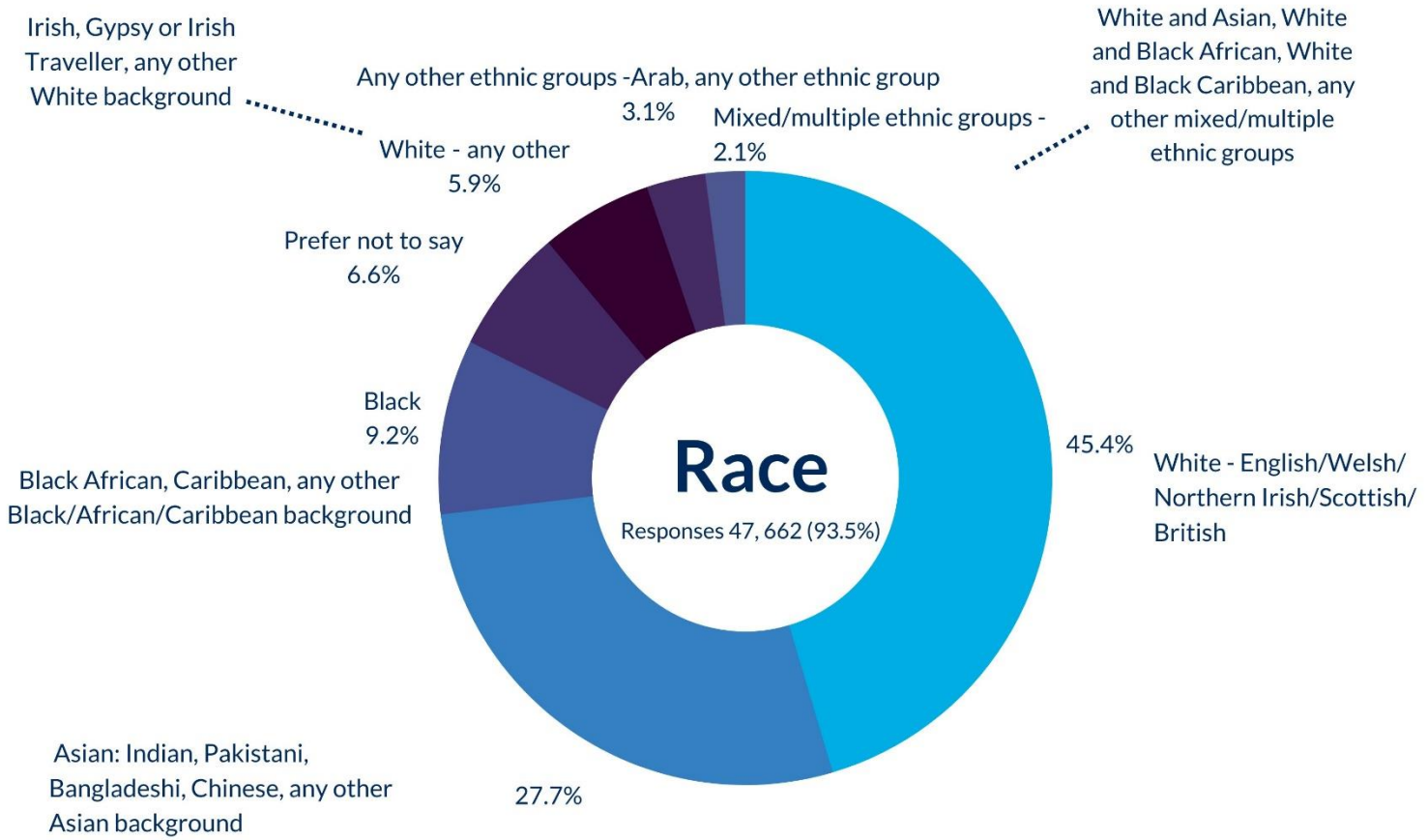
For the reporting period above this graph shows the breakdown by age of our members.



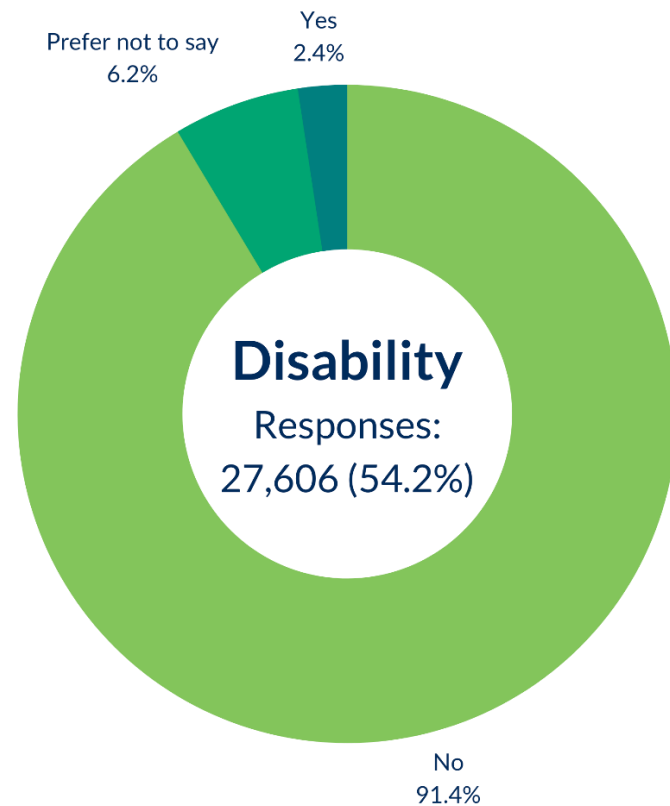
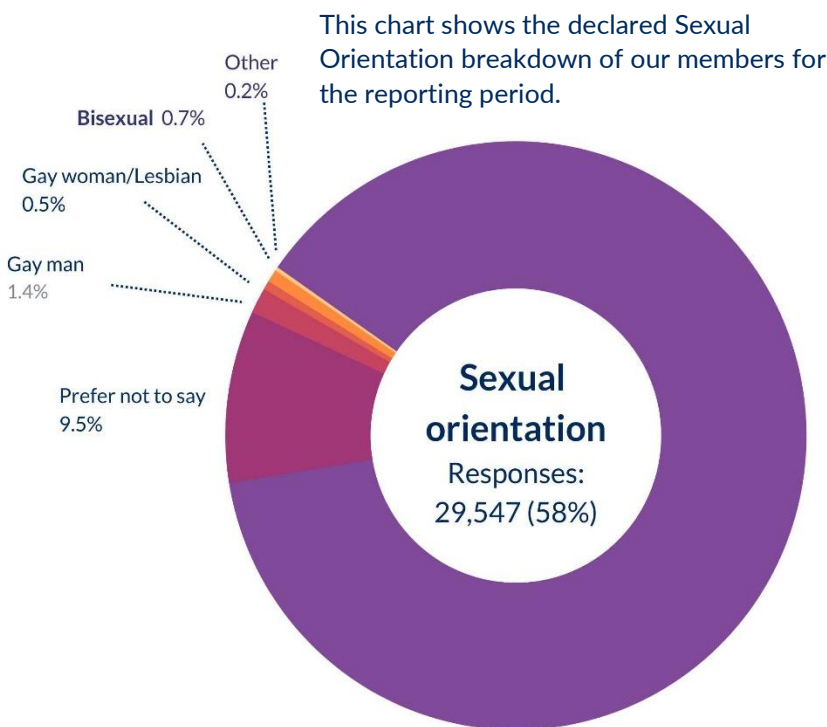
For the reporting period above, this shows the breakdown of our members by Sex and/or Gender identity including Gender reassignment.

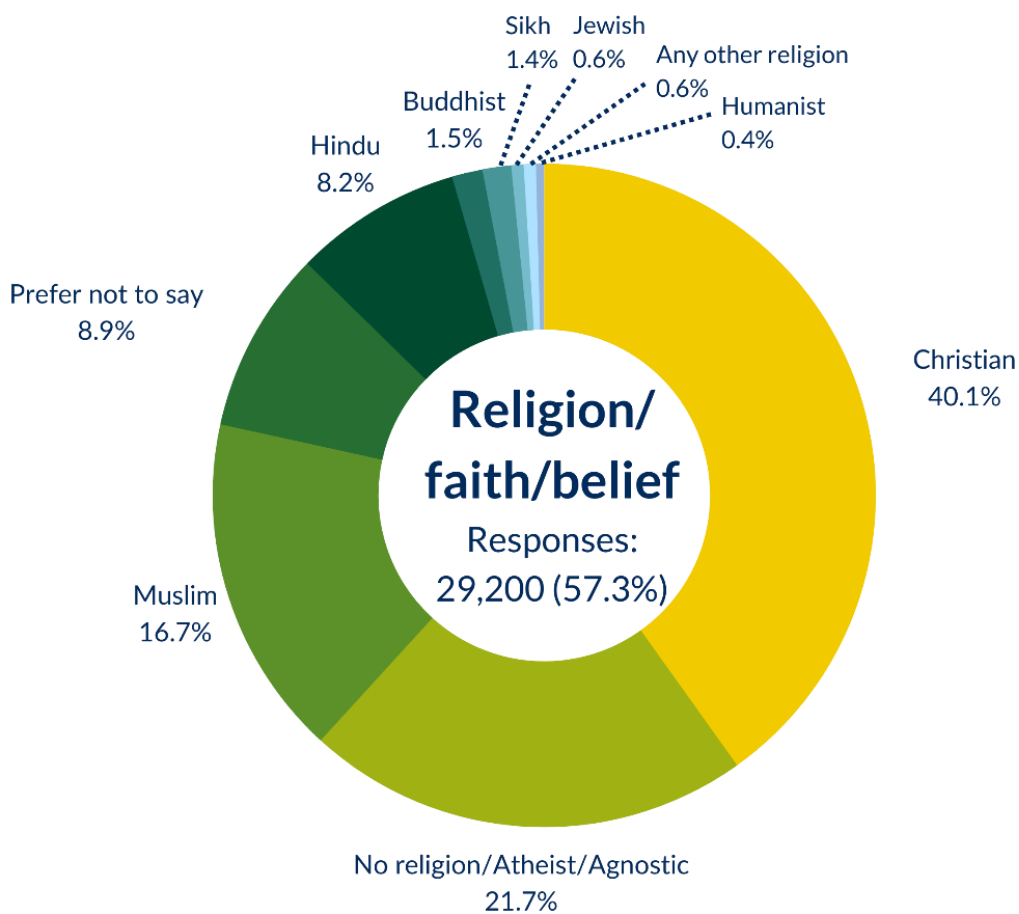


This chart shows the percentage of people that were pregnant and/or on Maternity leave during the reporting period above.

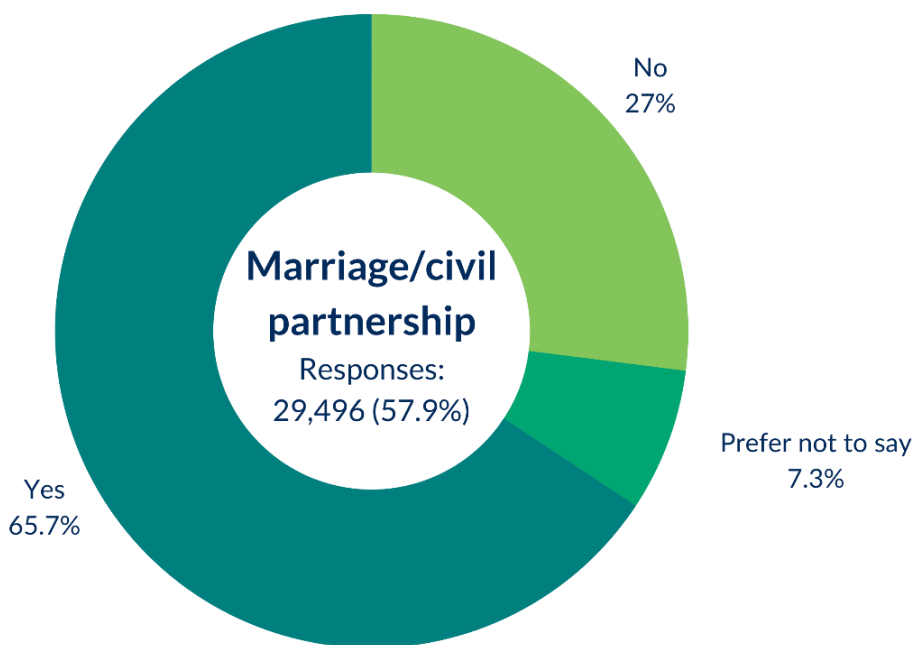


For the reporting period above, this graph shows the percentage of members who declared a mental and/or physical disability or long-term condition.





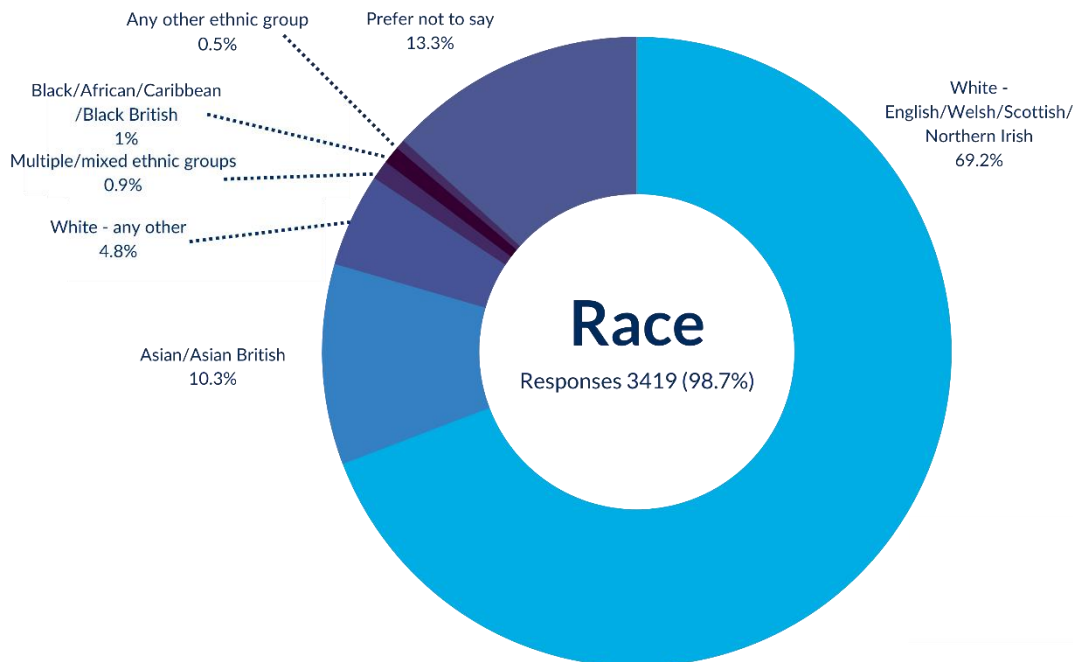
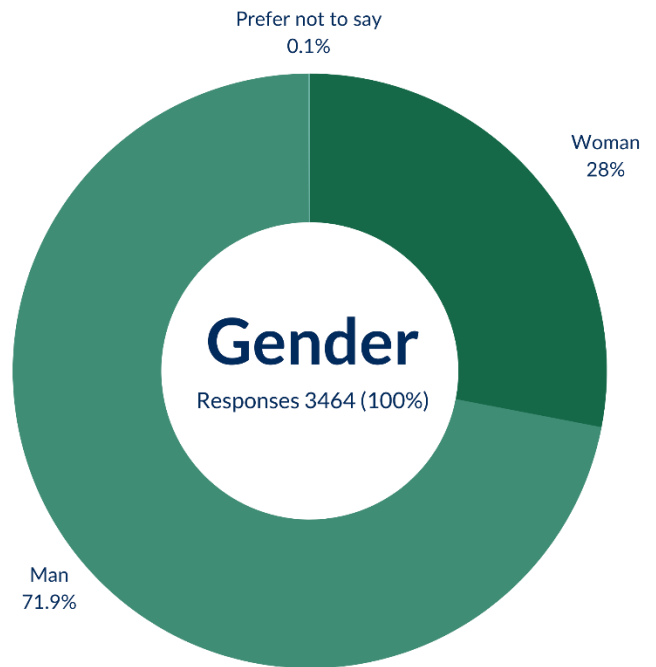
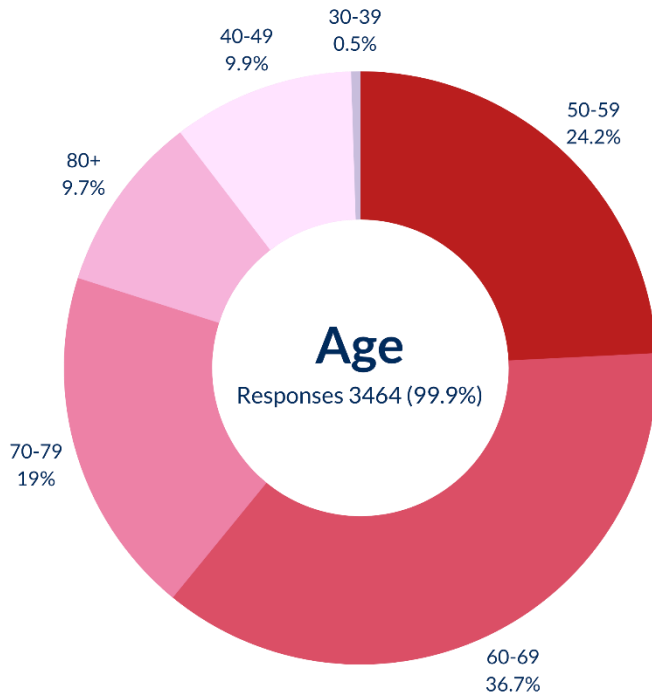
This graph shows the declared Religion and/or Belief for our members by percentage, for the reporting period above.



This graph shows the percentage of members declaring their Marriage and/or Civil Partnership status at the time of the reporting period.

Fellowship breakdown

These charts display the breakdown of our Fellows by age, race, and gender. 55.7% of Fellows fall into the 60-79 age bracket compared to 9.7% of members. In terms of race, and gender identity, just 28% of our Fellows are women compared to 55.3% of members, and 69.2% of Fellows are White - British compared to 45.4% of members.



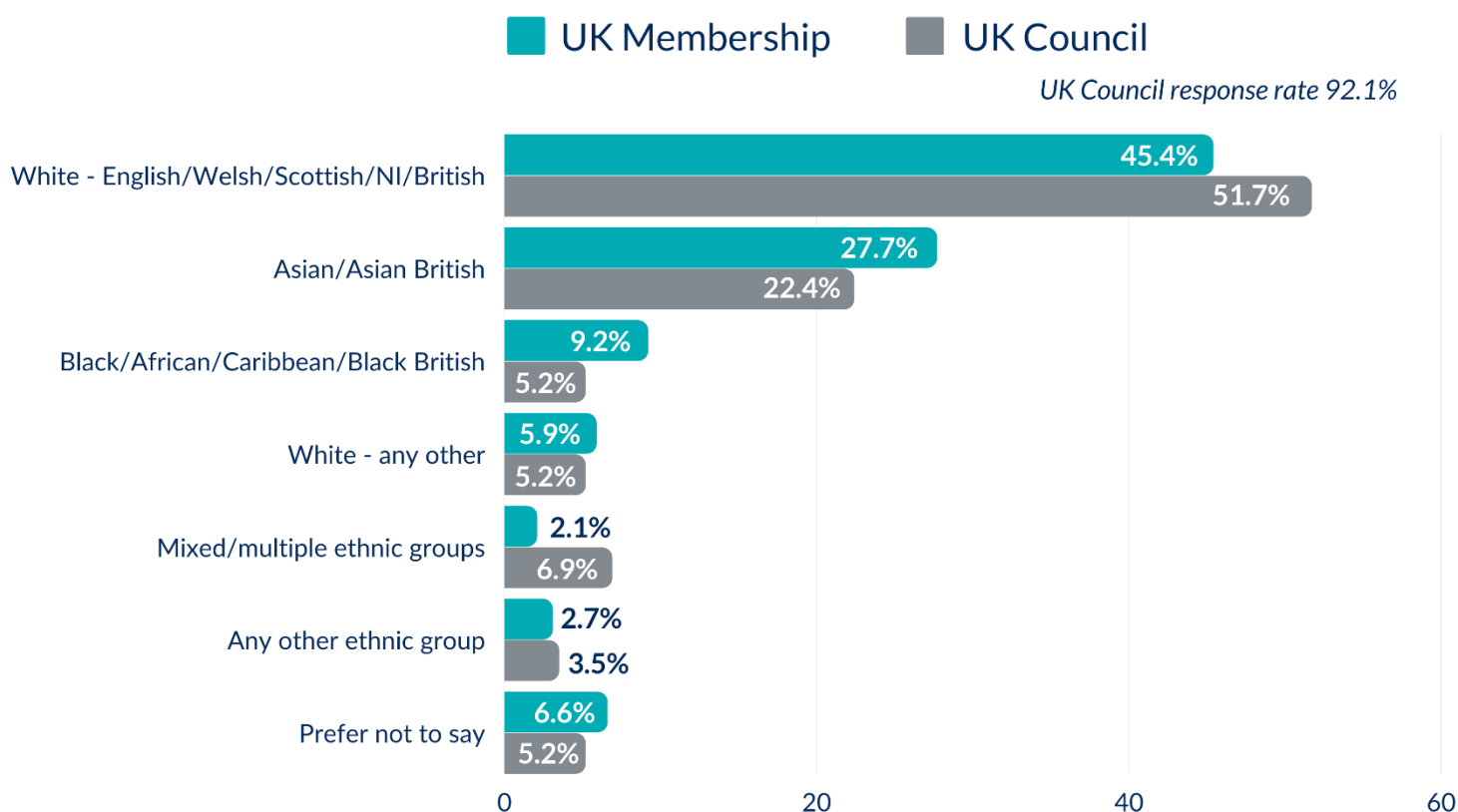
Representation

This report focuses on representation in terms of three key characteristics - age, gender, and race - within the membership served by each Council and Faculty Board.

NB. we remove non-members from consideration in the data. Some Boards and Councils also include representatives from external stakeholders and non-voting members. This will in most cases mean that we (RCGP) do not nominate or elect that individual.

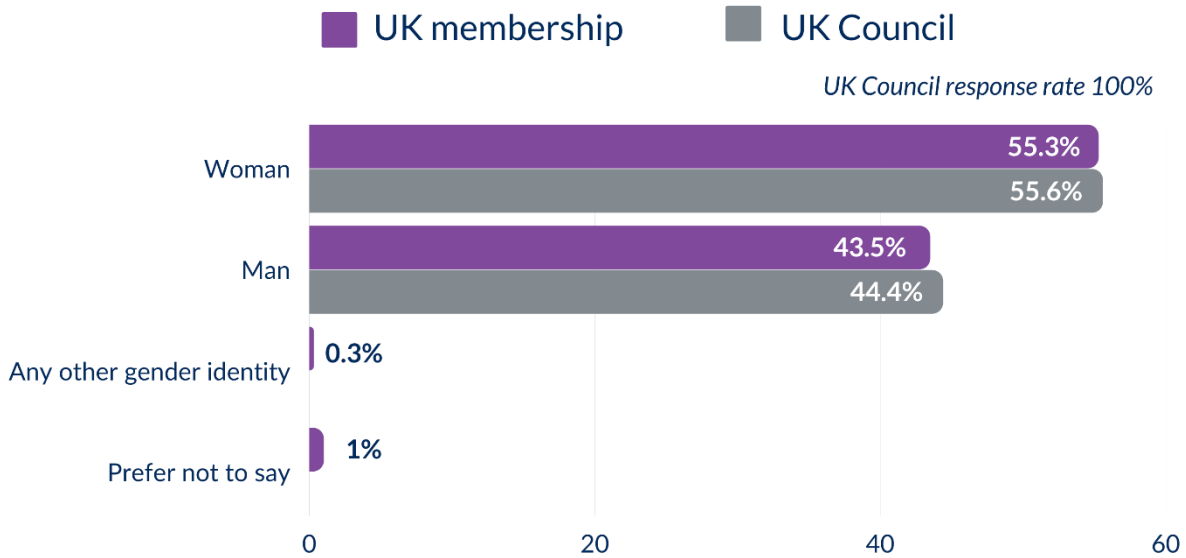
UK Council | race

There has been a slight increase in the number of representatives from White - British heritage on the UK council when compared to the total membership; there is now a disparity of 6.3pp compared to 3pp in 2020-21. However, this is still well within our aim of less than 10pp disparity. Equally, the disparity for all other ethnic groupings compared to membership is less than 6pp.

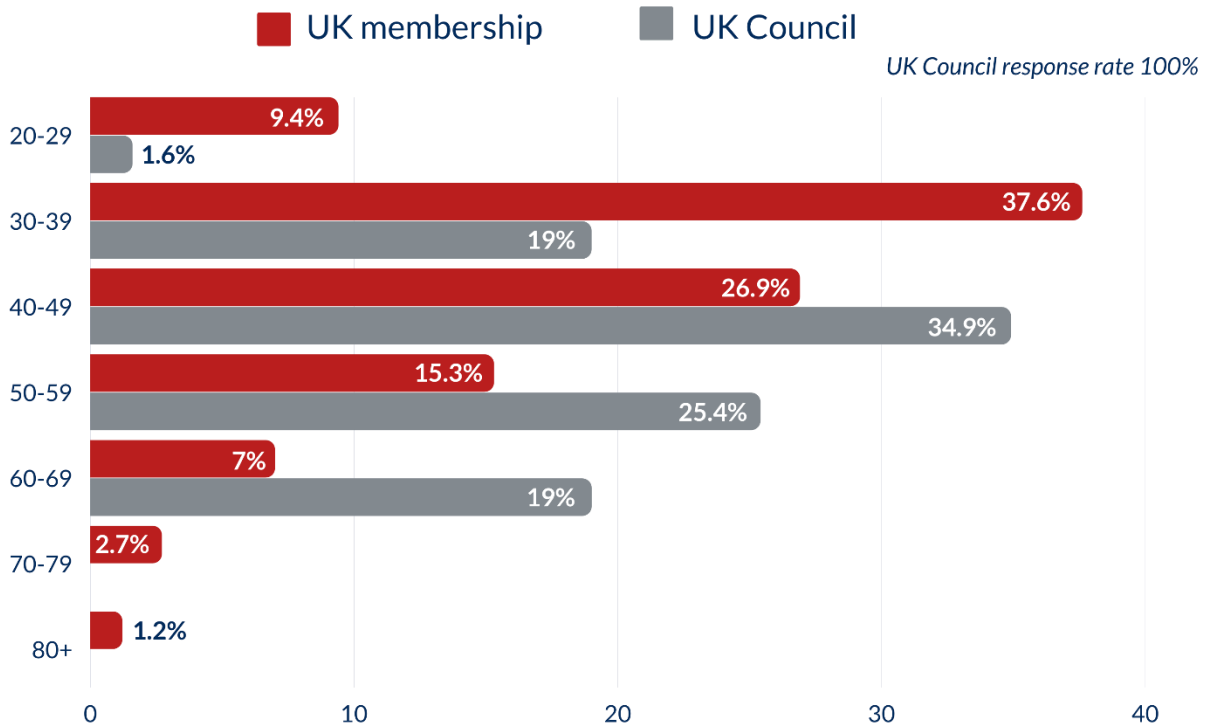


UK Council | gender and age

There has been a significant shift in the proportion of women in UK Council compared to women members; this gap is under 1pp compared to a gap of 14pp 2020-21.

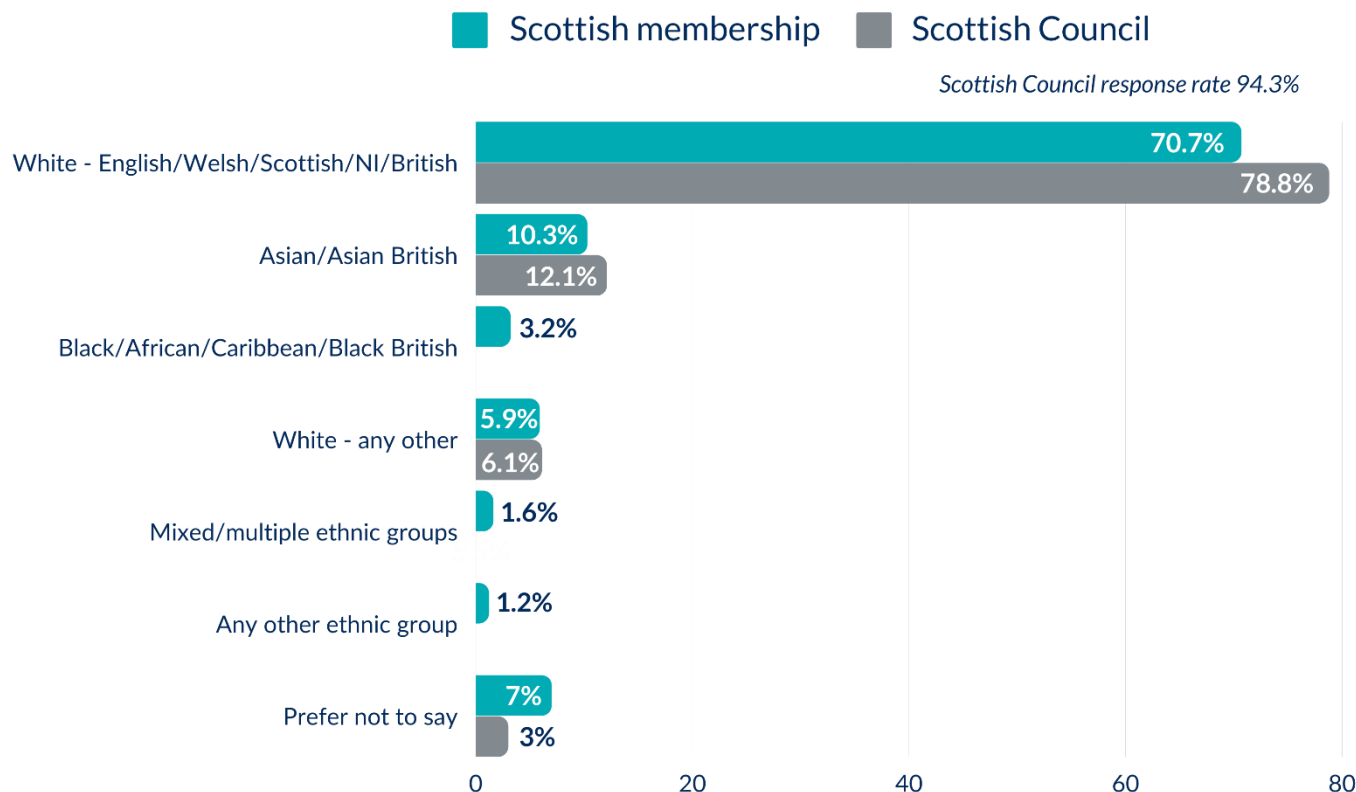


Discrepancies in the 30-39 and 60-69 age brackets are now at 18pp between the proportion of members aged 30-39 and Council members of the same age, and 12pp between the proportion of members aged 60-69 and Council members of the same age.

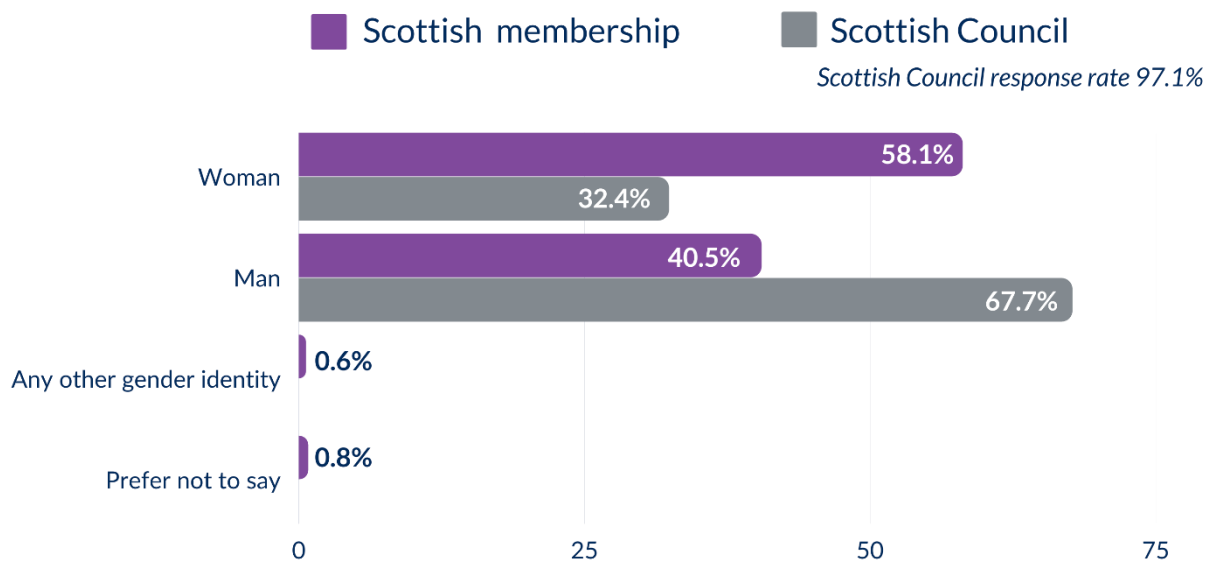


Scottish Council | race, and gender

The gap between representation relating to race on Scottish Council and membership is less than 8pp for White - British members/Council members, Asian/Asian British members/Council members, and White - any other members/Council members. There is still a lack of representation of members from Black/African/Caribbean/Black British heritage compared to the membership in Scotland.

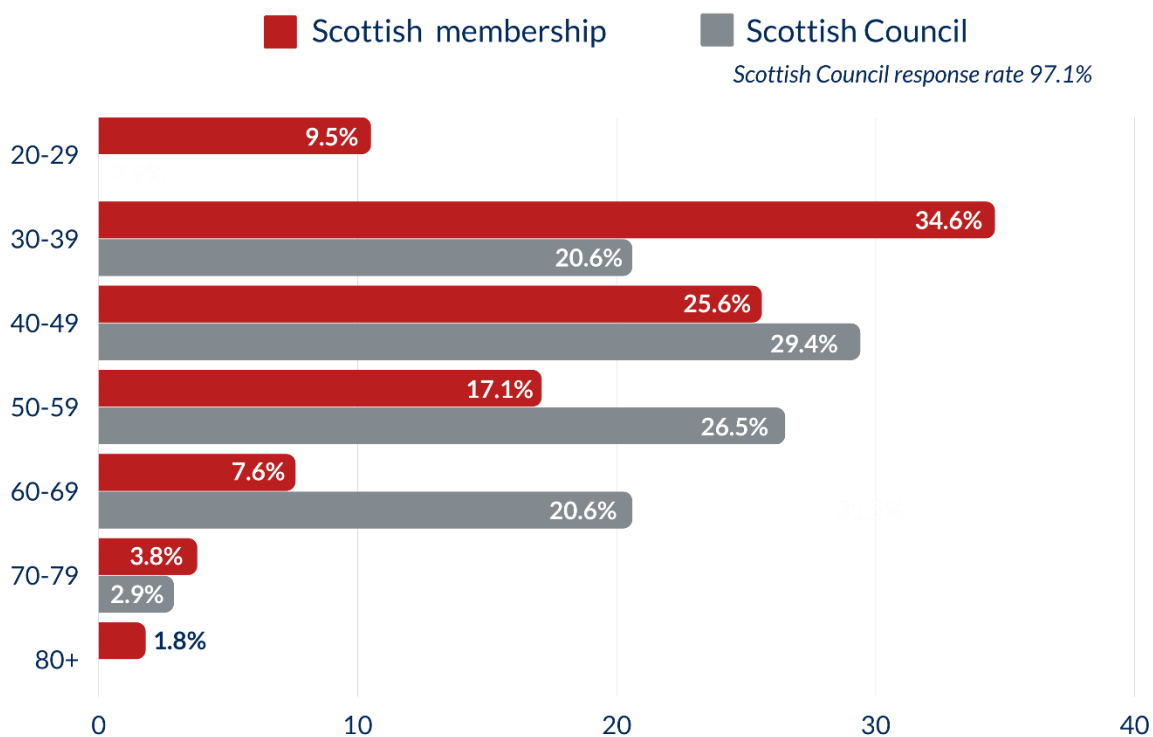


When it comes to gender representation, members identifying as men are still over-represented by more than 10pp in Scottish Council when compared to members in Scotland.



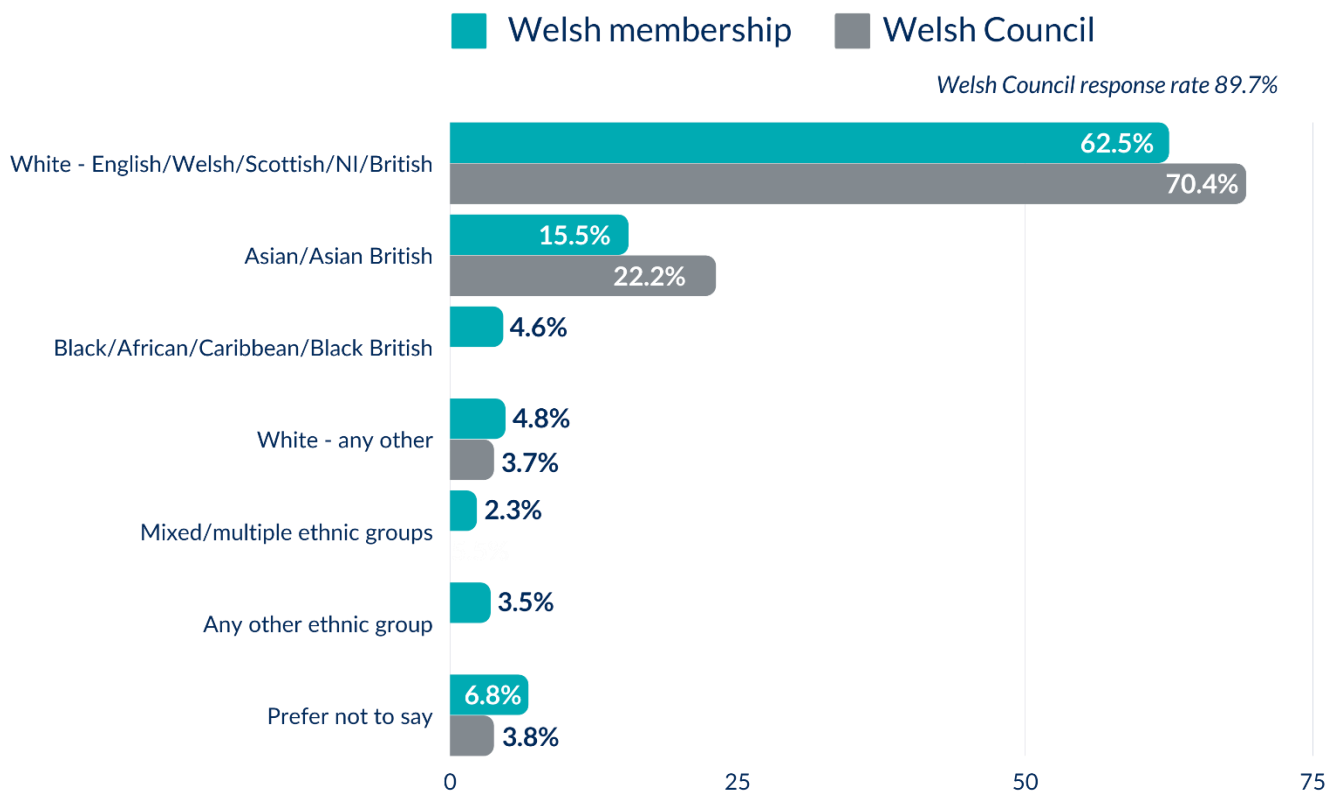
Scottish Council | age

The discrepancy between Scottish members and Council members aged 30-39 is now at 14pp compared to 19.3pp in 2021-22. The discrepancy between members and Council members aged 60-69 is still above 10pp at 13pp.

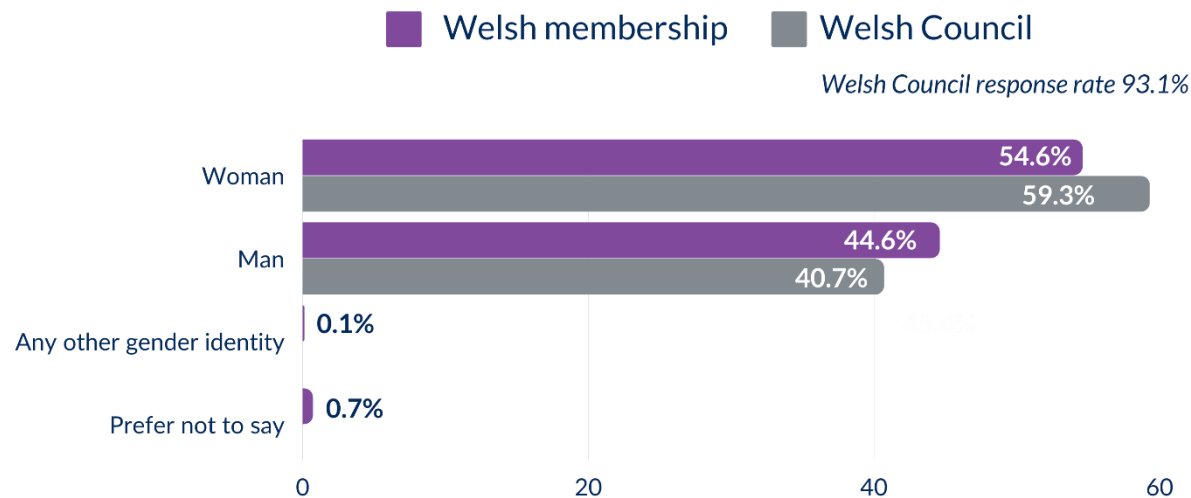


Welsh Council | race, and gender

There are still a higher number of representatives from White - British heritage on the Welsh Council when compared to the total membership (7.9pp). There is also a lack of representation of members from a Black/African/Caribbean/Black British heritage compared to the membership.

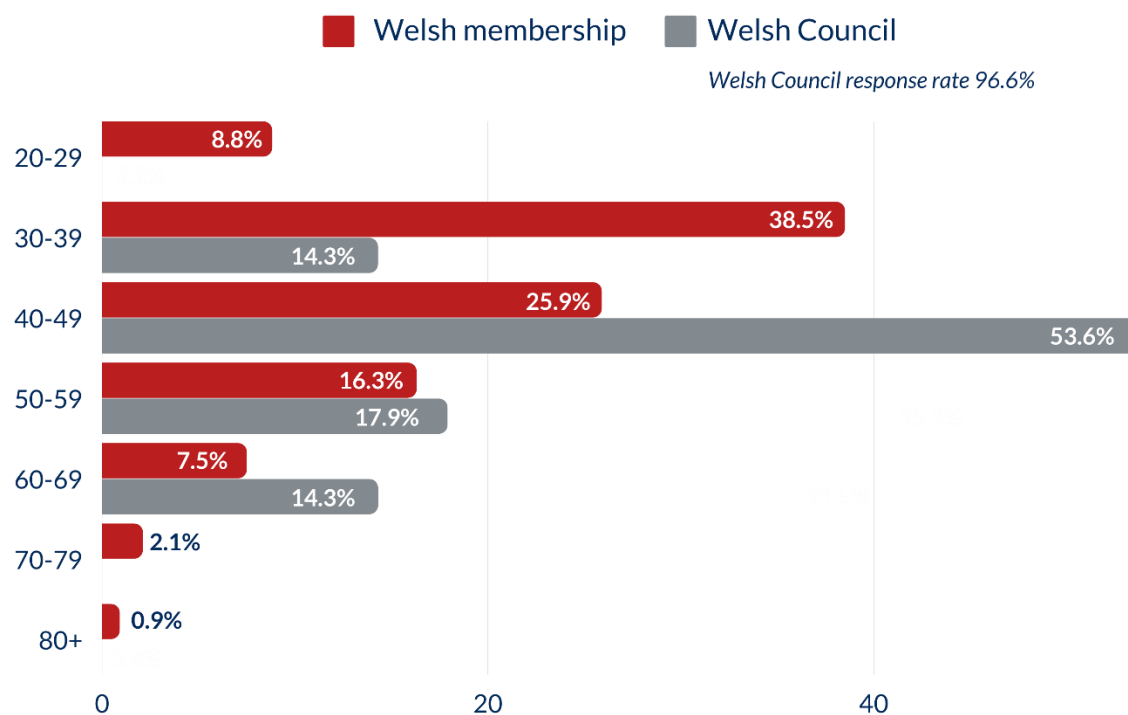


In terms of gender representation, Welsh Council members are very close to their membership - within 5pp.



Welsh Council | age

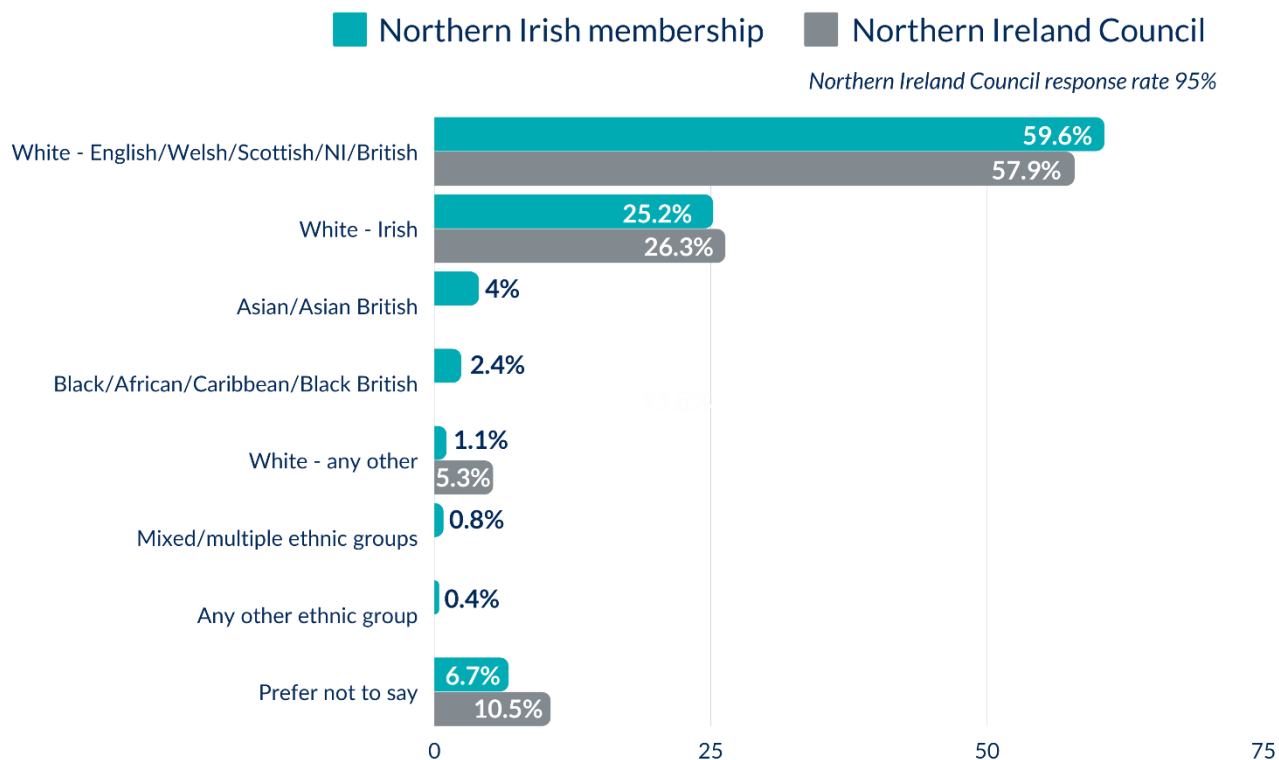
When it comes to age, there is still a significant gap of 24.2pp between Council members and membership in this key age bracket. The discrepancy between Council members and membership aged 60-69 is now 6.8pp, which is within the 10pp marker.



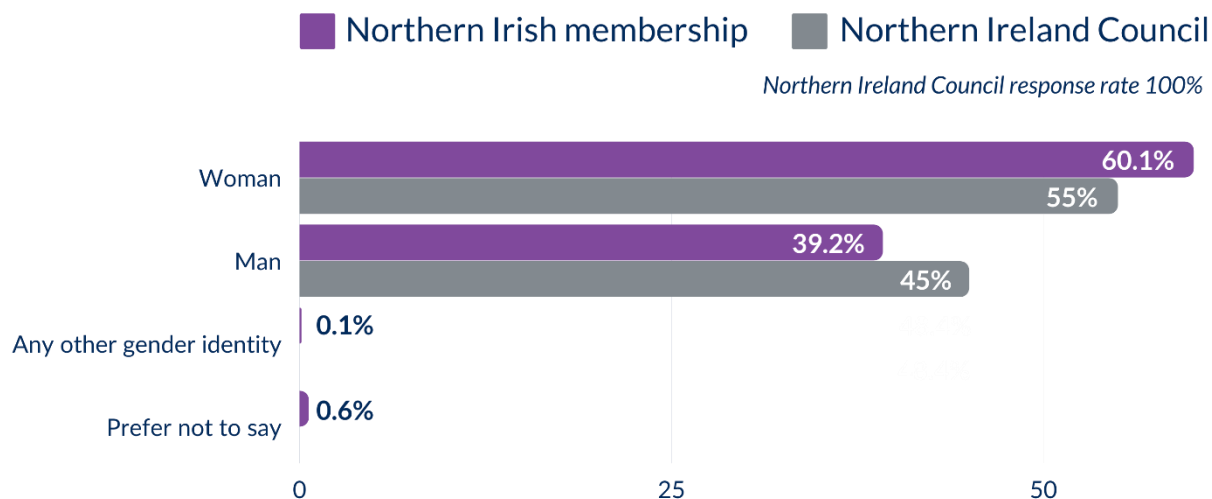
Northern Ireland Council | race and gender

This graph specifically separates White - Irish from White - any other given the geographical location of Northern Ireland.

For both White - British and White - Irish members therefore, there is now less than 2pp difference between membership and Council members. There remains a lack of representation of members from Asian/Asian British, Black/Caribbean/Black British, mixed or other ethnic heritage on the Northern Ireland Council.

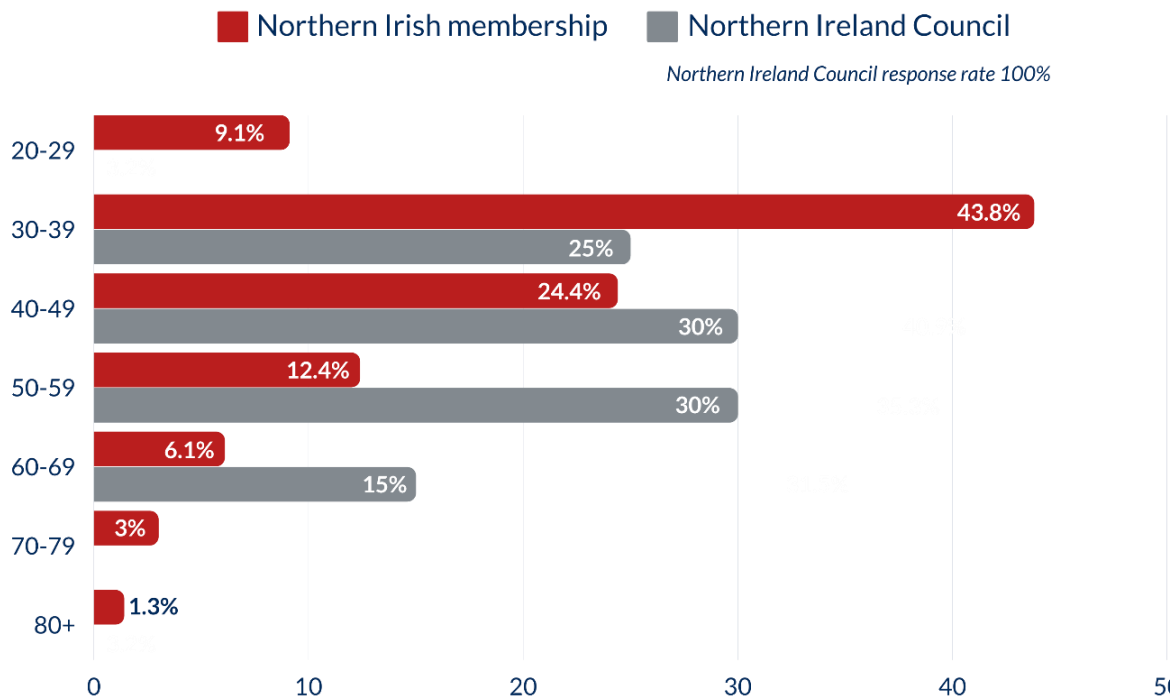


In terms of gender identity, there is now a gap of only 6pp between Council members and membership.



Northern Ireland Council | age

The most significant discrepancy in age is between members aged 30-39 and the representation of this age bracket in Council members at 18.8pp. In the 60-69 age bracket, however, there is now a discrepancy of 8.9pp.

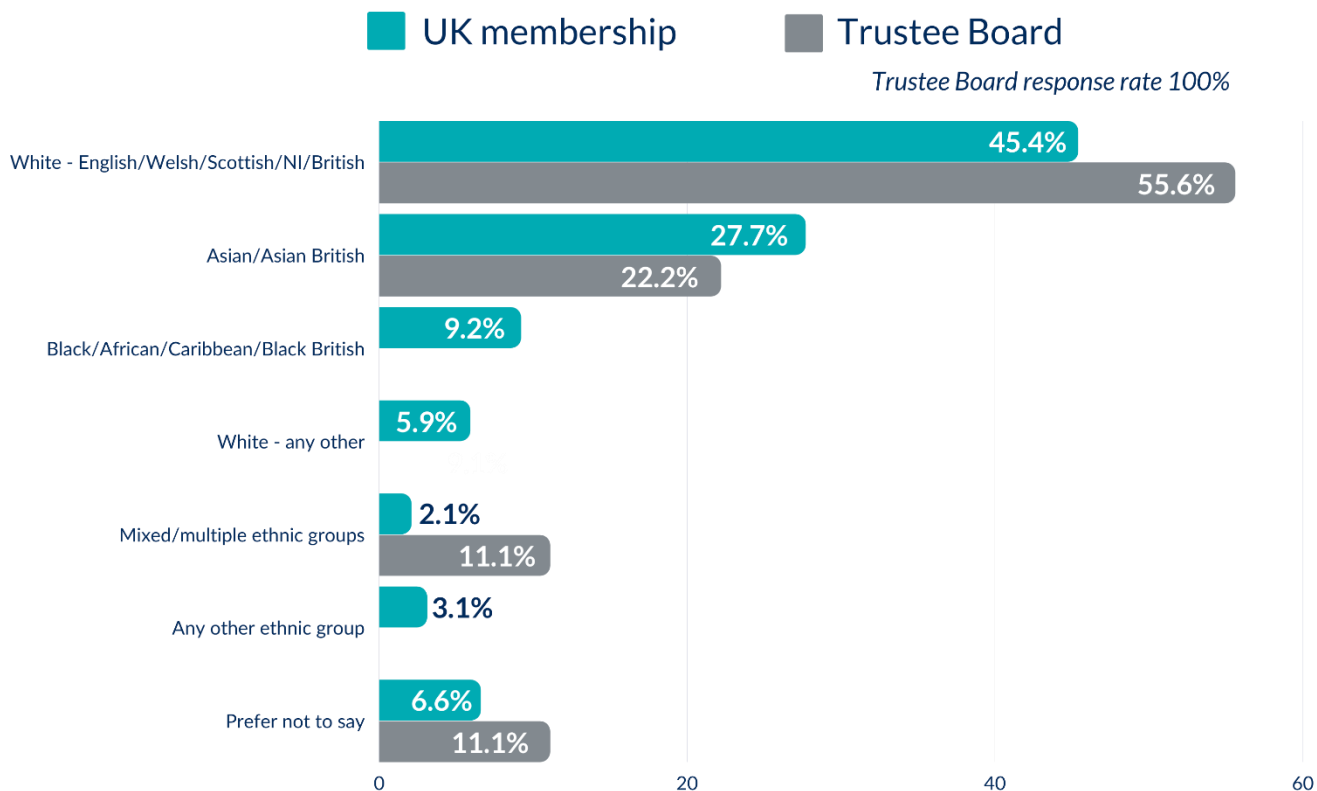


Trustee Board | race

Trustee Board currently does not have a member from a Black/African/Caribbean/Black British heritage. This has not changed since the previous report for 2020-21.

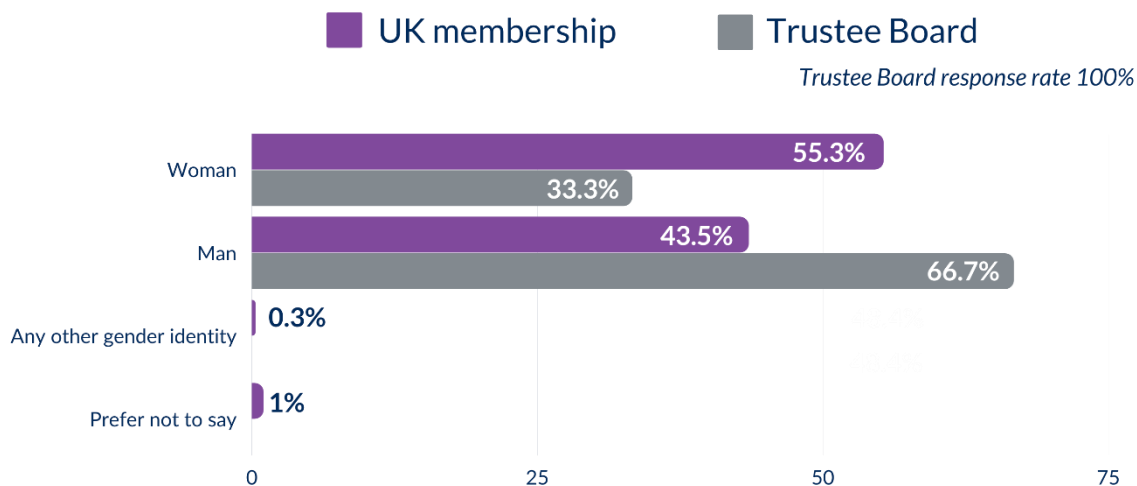
The gap in representation between White - British members and Trustee Board members of the same heritage has also increased from under 4pp to 10pp.

Reporting rates are now up from 78.6% to 100% which provides us a more robust dataset.

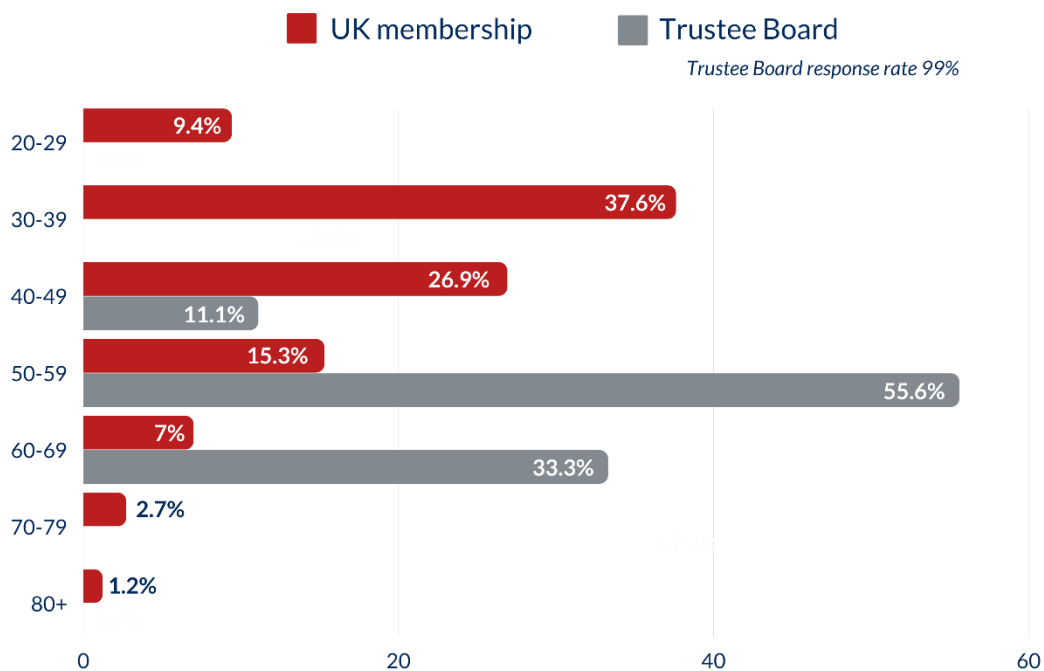


Trustee Board | age and gender

The discrepancies in terms of gender between Trustee Board members and UK membership have decreased. Men are currently over-represented on Trustee Board by 23.2pp.



In terms of age representation, there are no members of the Trustee Board aged below 40; while more than a third of UK members fall into the 30-39 age bracket.

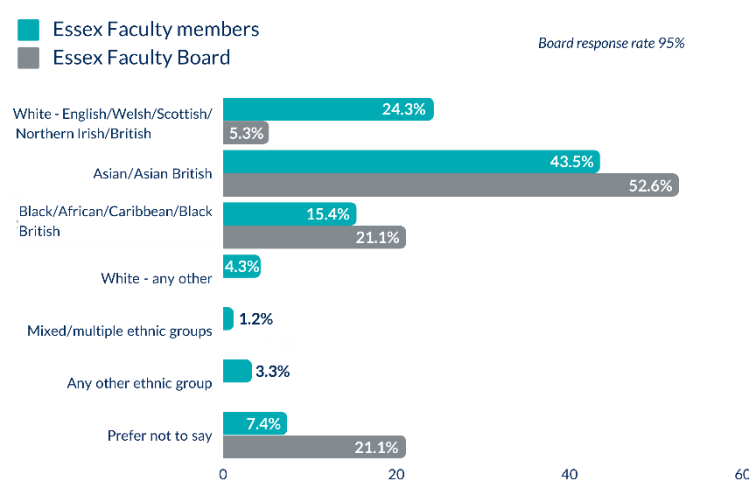
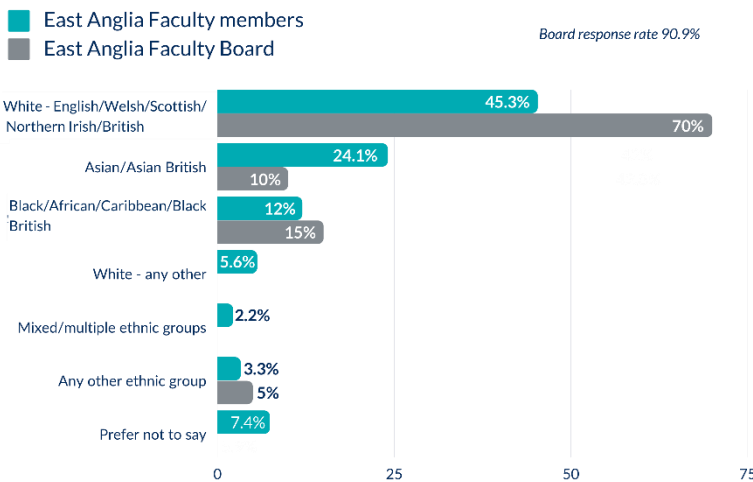
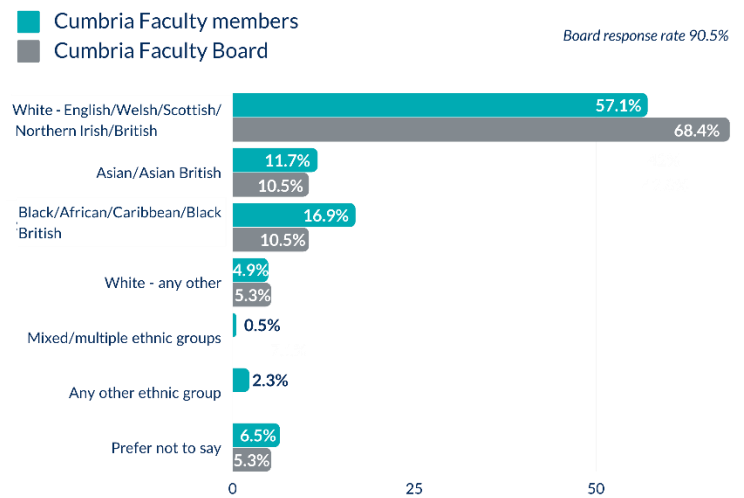
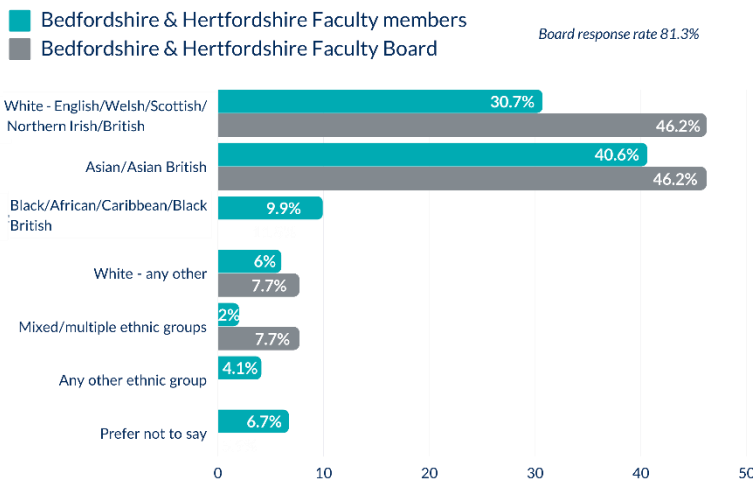


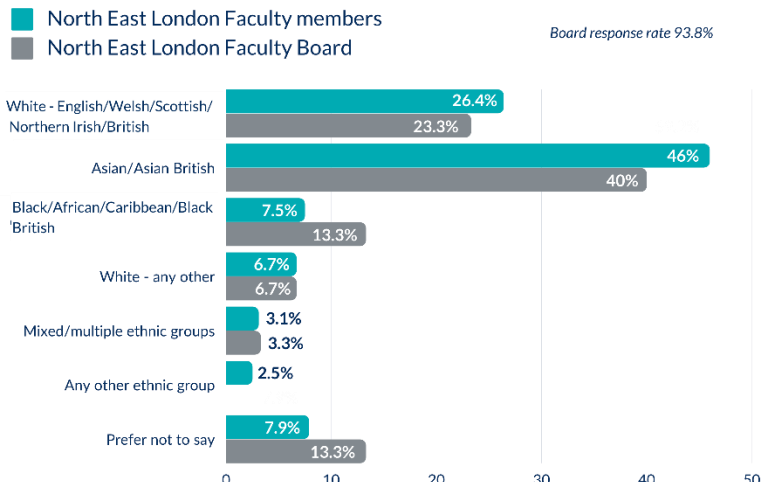
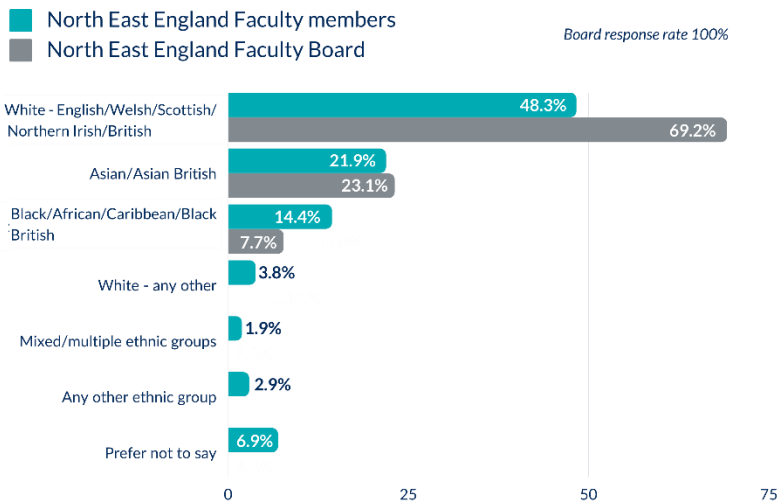
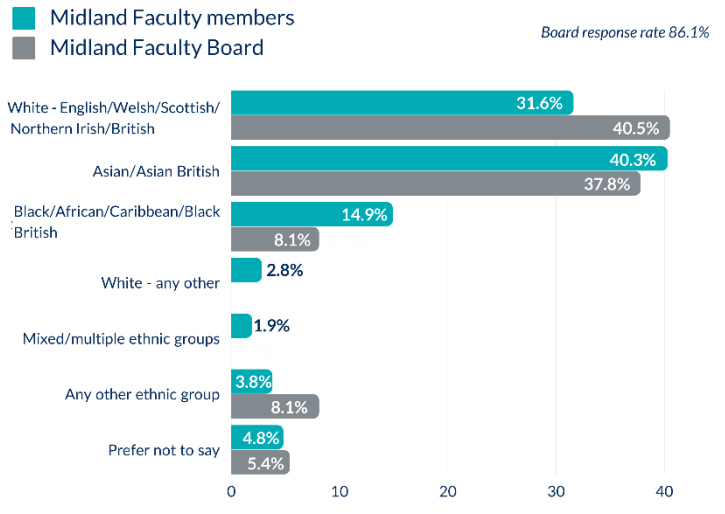
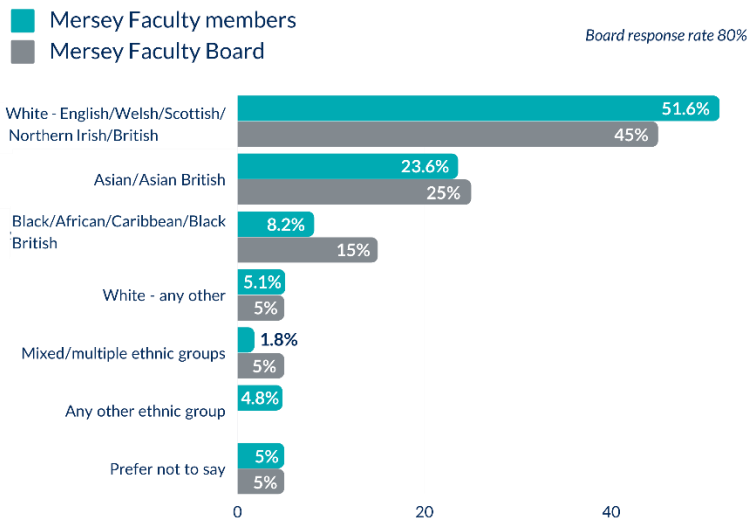
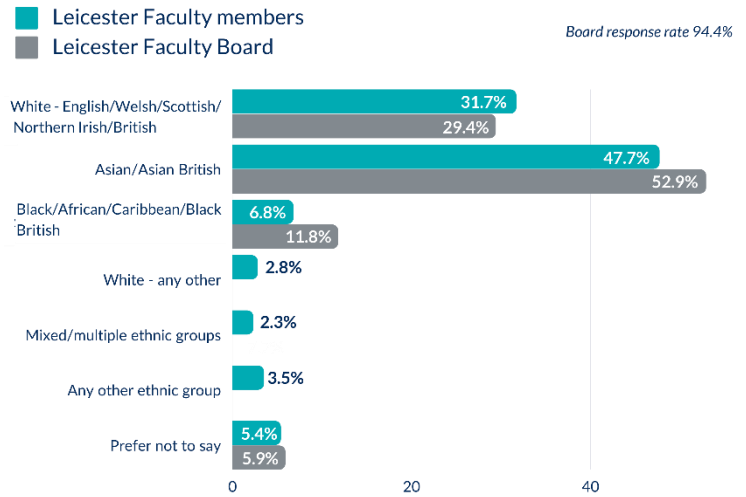
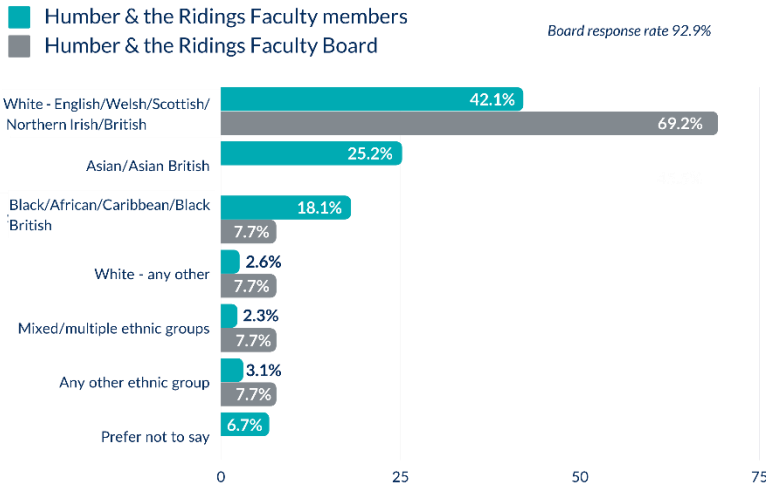
English Faculty Boards | race

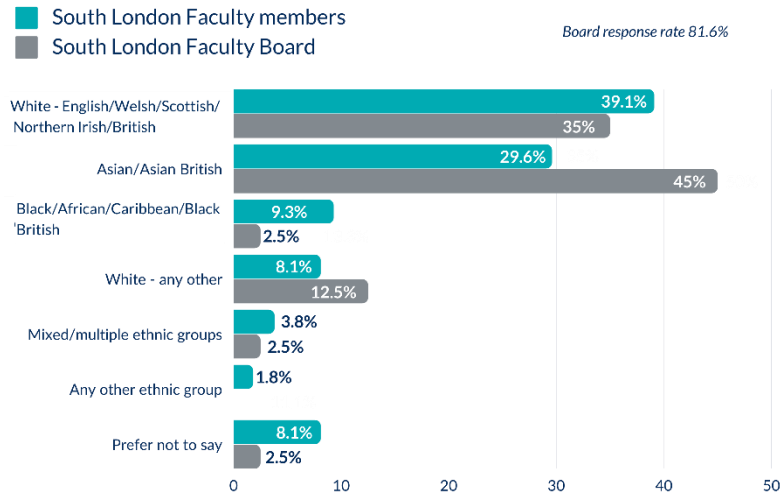
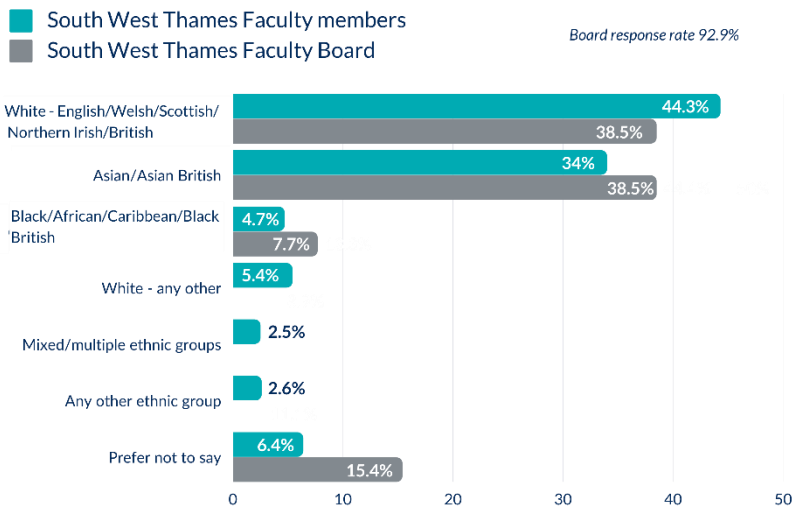
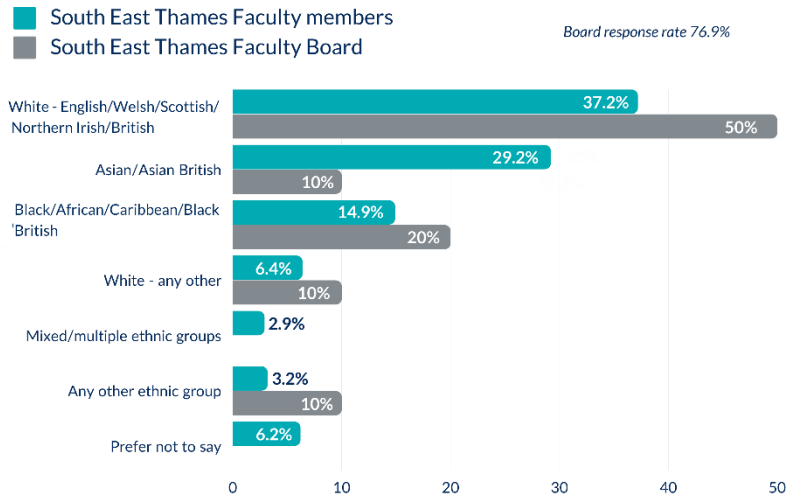
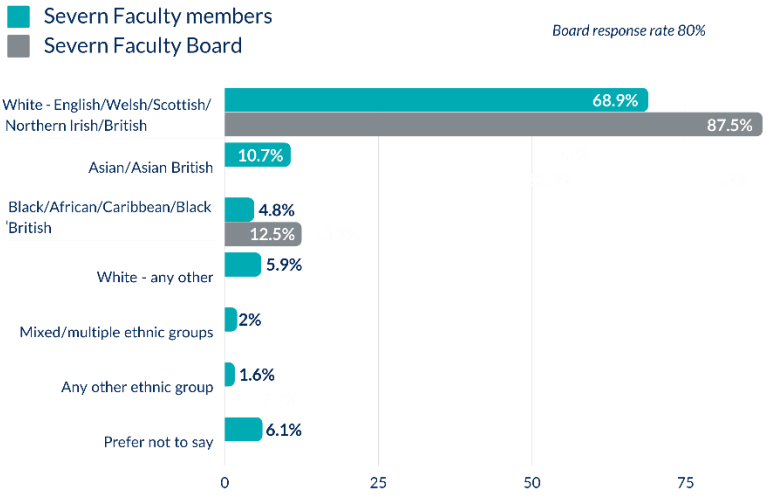
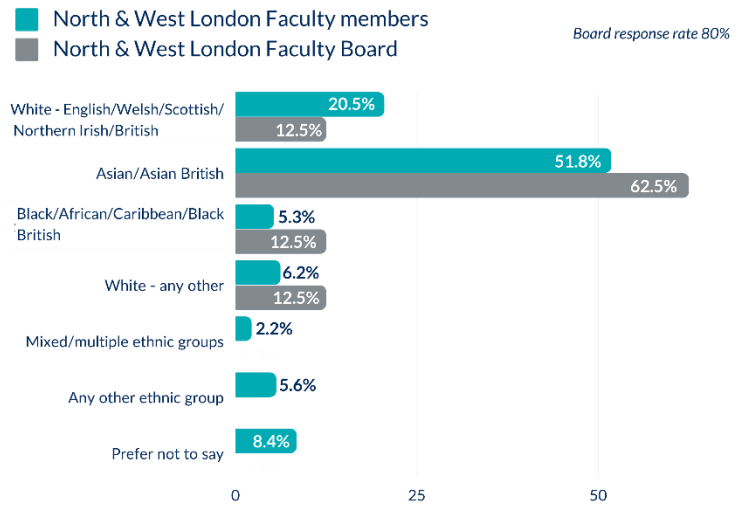
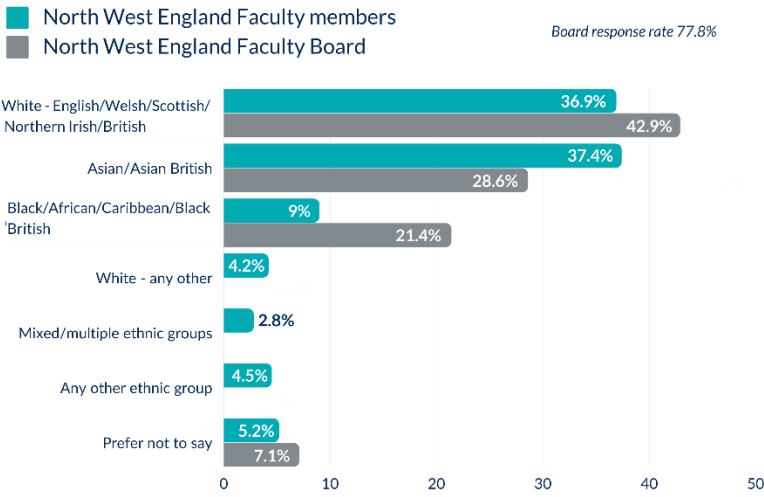
The majority of Faculty Boards in England still have some disparity between their members and the members in that area.

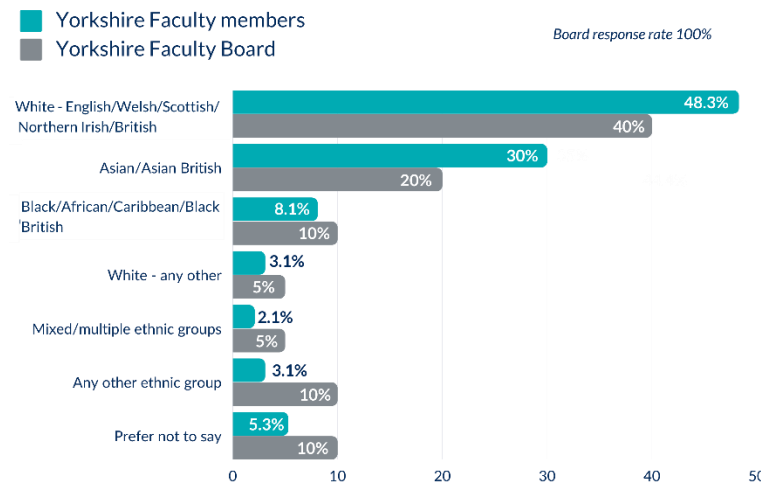
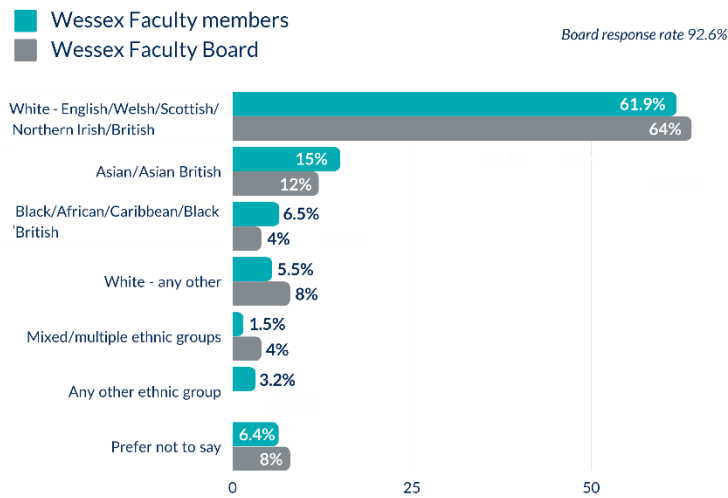
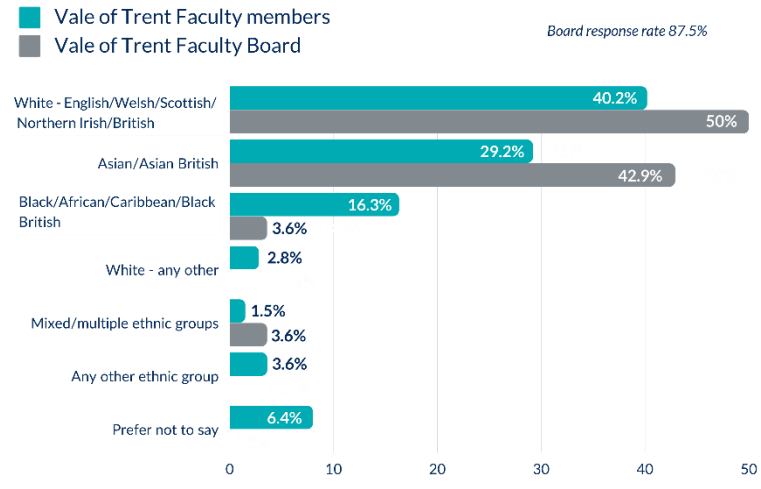
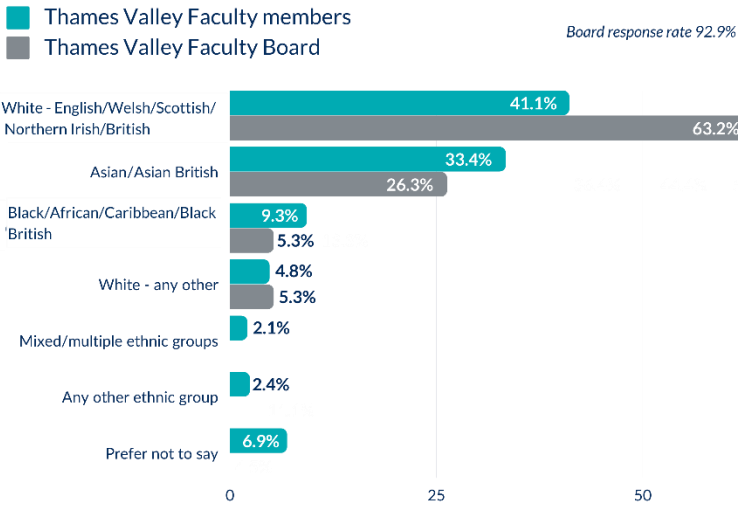
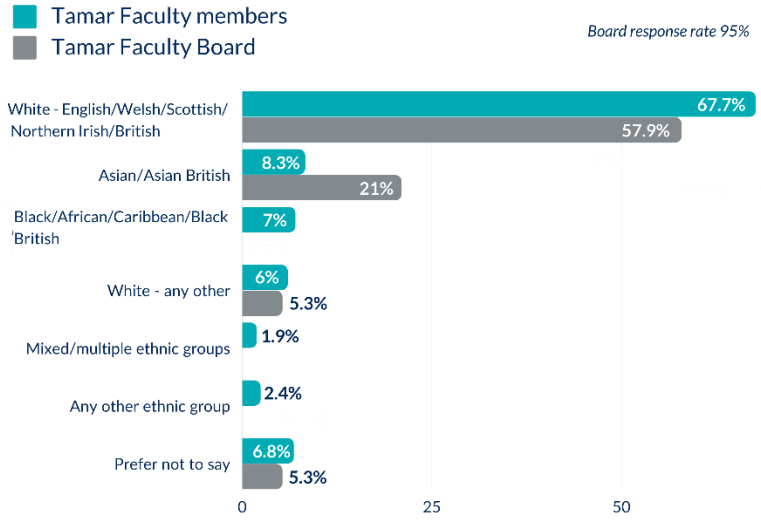
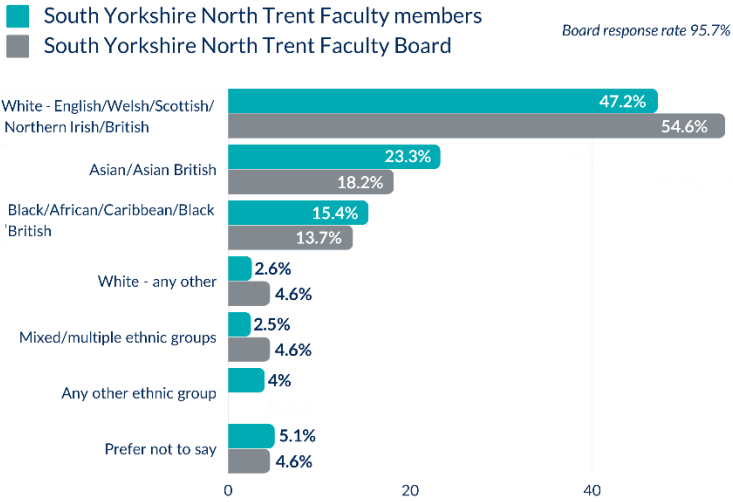
There are now eight English Boards where Board members from a White - British heritage are over-represented by more than 10pp compared to the demographics of the membership in that area: Bedfordshire & Hertfordshire, East Anglia, Humber & the Ridings, North East England, Severn, South East Thames and Thames Valley.

Please note for viewing purposes the graphs below are presented in two columns on both the left and right sides of the page.



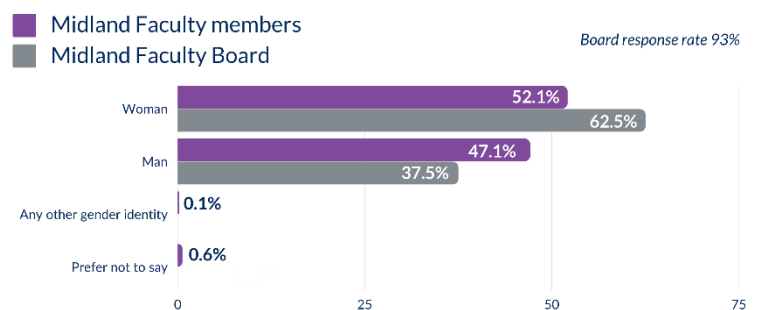
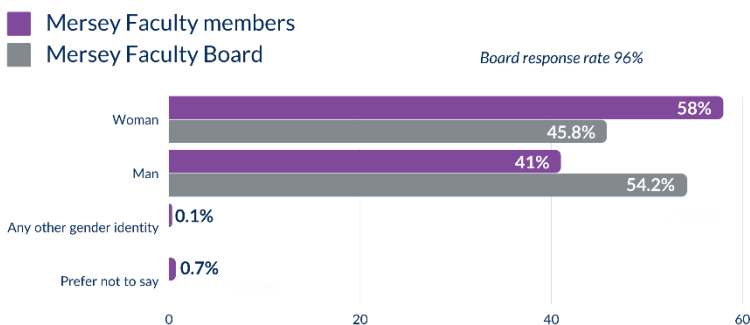
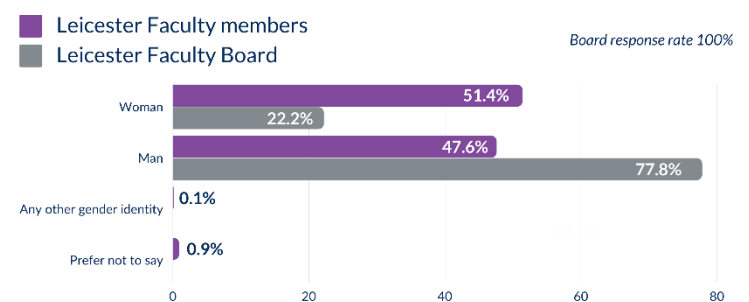
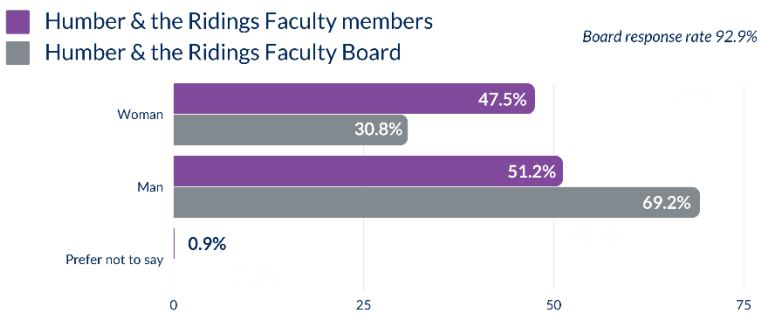
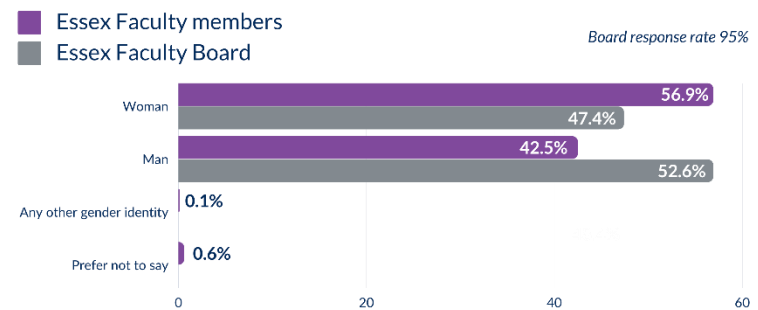
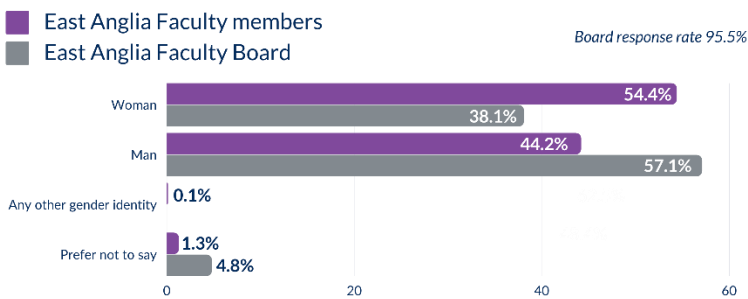
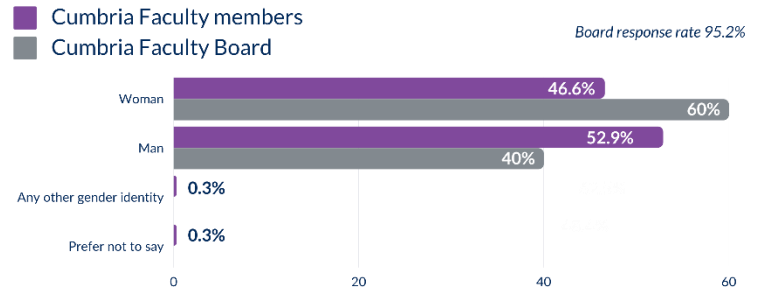
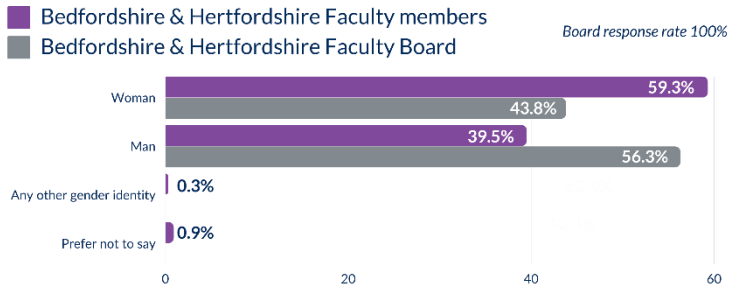


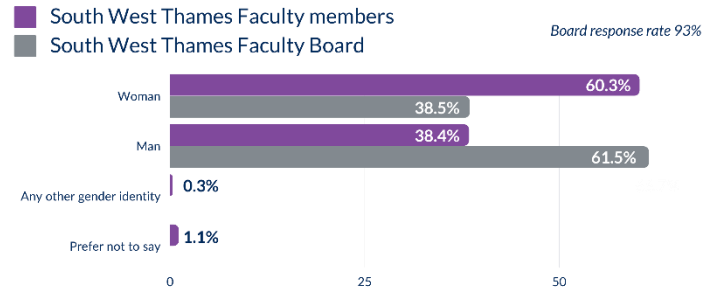
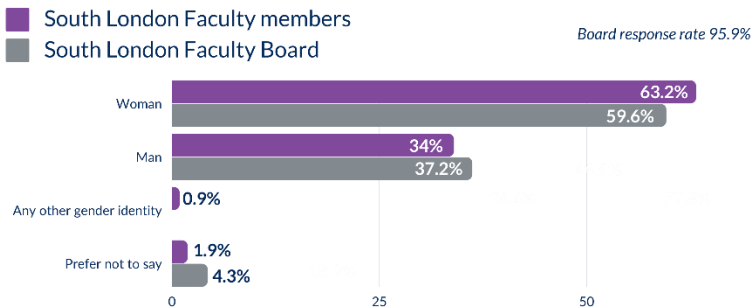
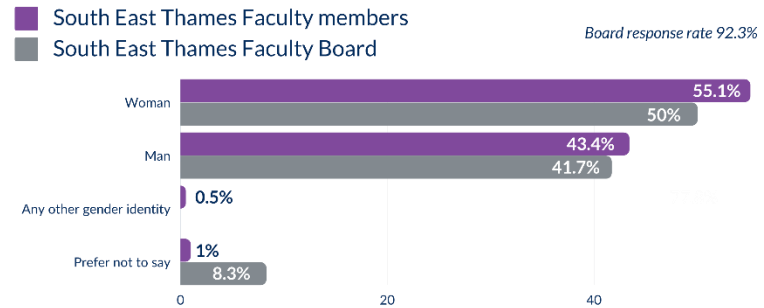
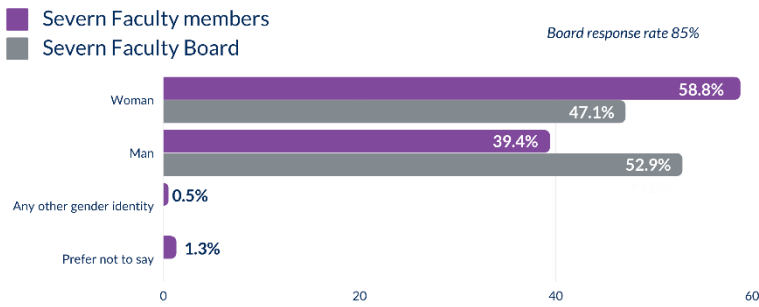
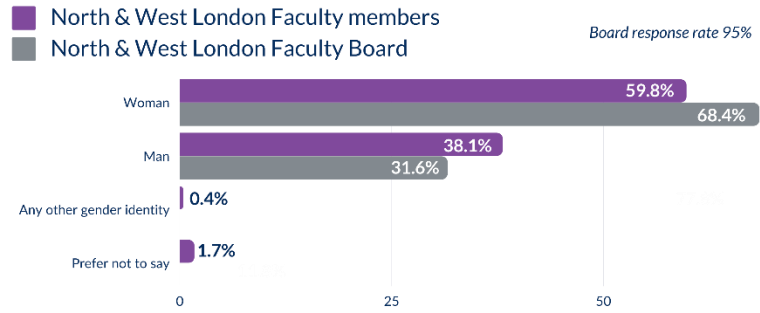
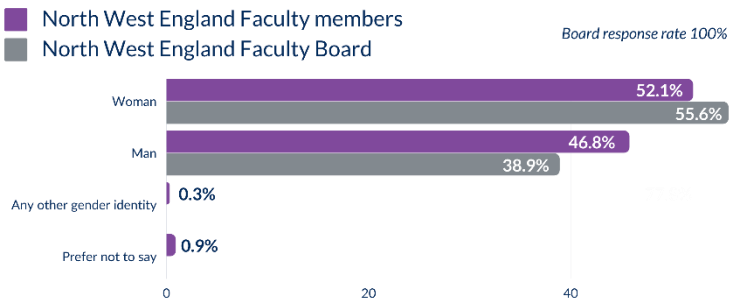
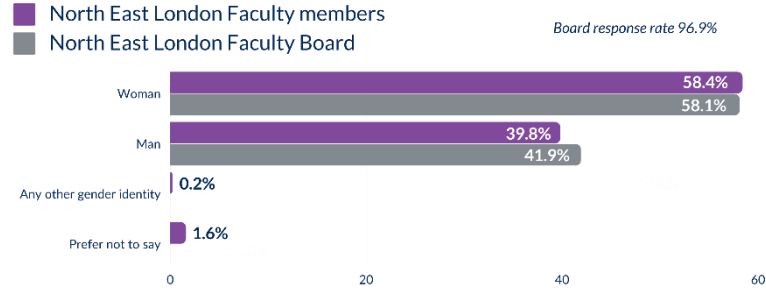
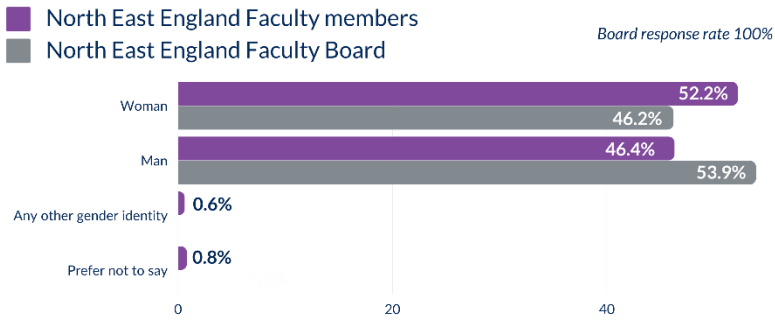


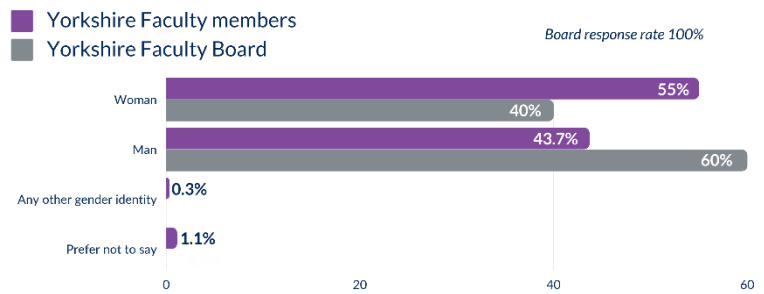
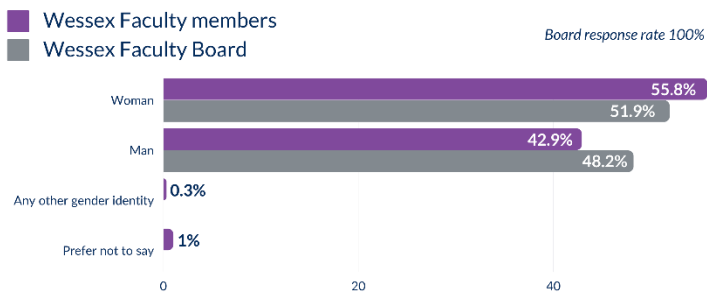
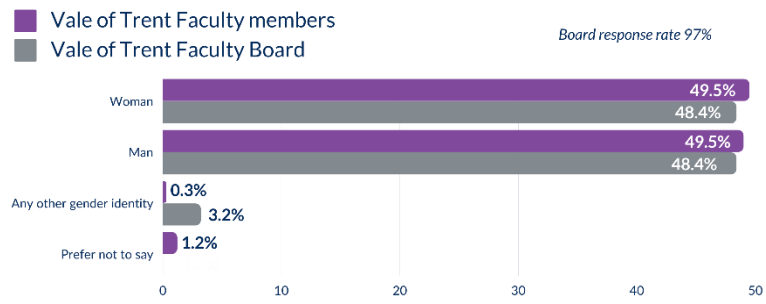
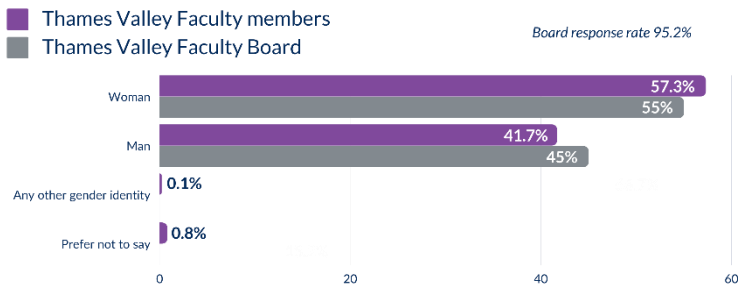
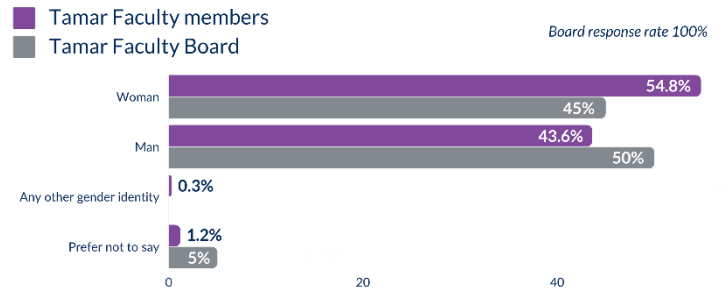
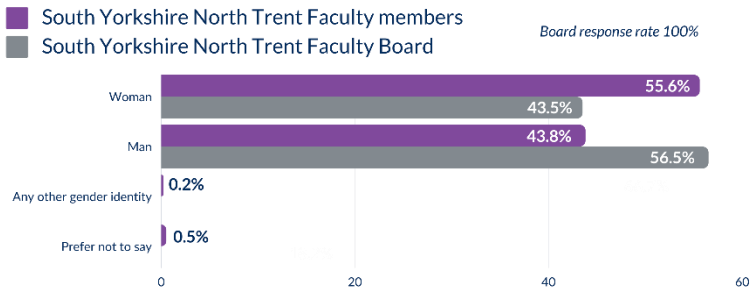


English Faculty Boards | gender

Many Boards still have disparities between Board members and membership when it comes to gender. There are now nine English Faculties where members identifying as men are over-represented by more than 10pp compared to their respective membership: Bedfordshire and Hertfordshire, East Anglia, Humber & the Ridings, Leicester, Mersey, Severn, South West Thames, South Yorkshire North Trent and Yorkshire. There are also two Faculties where more Board members identify as women by more than 10pp compared to members in that area; Cumbria and Midland.





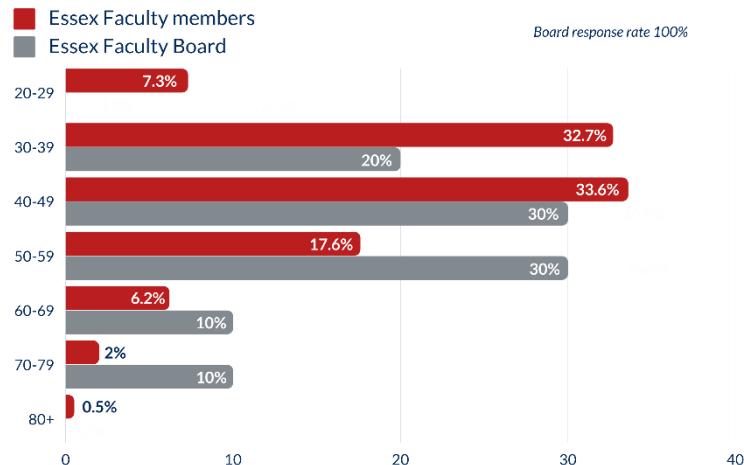
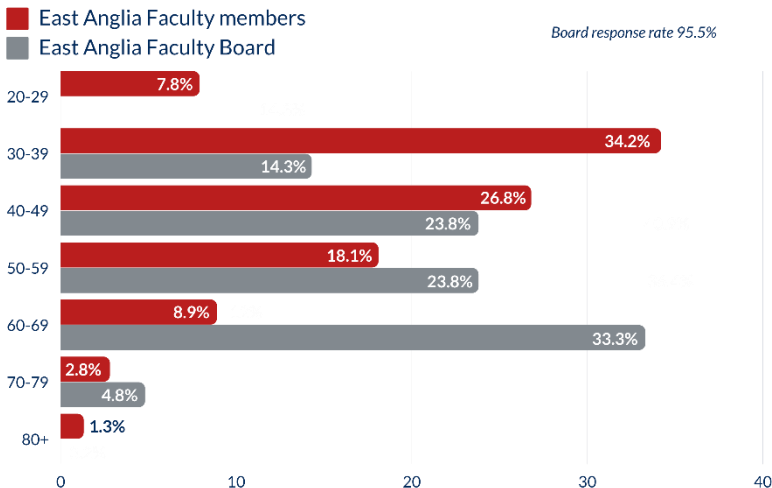
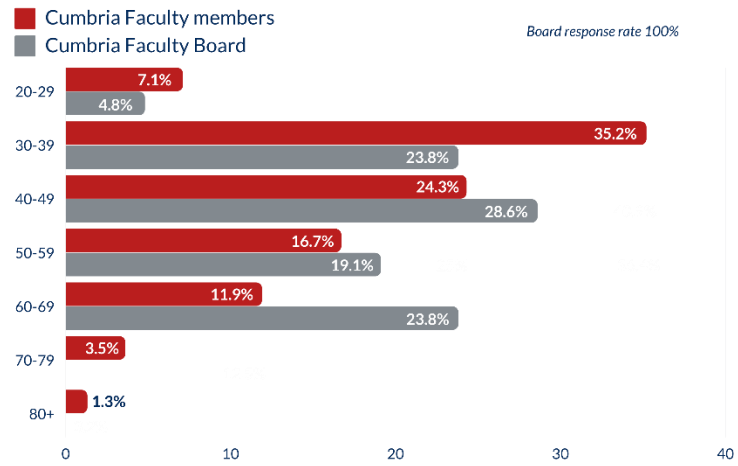
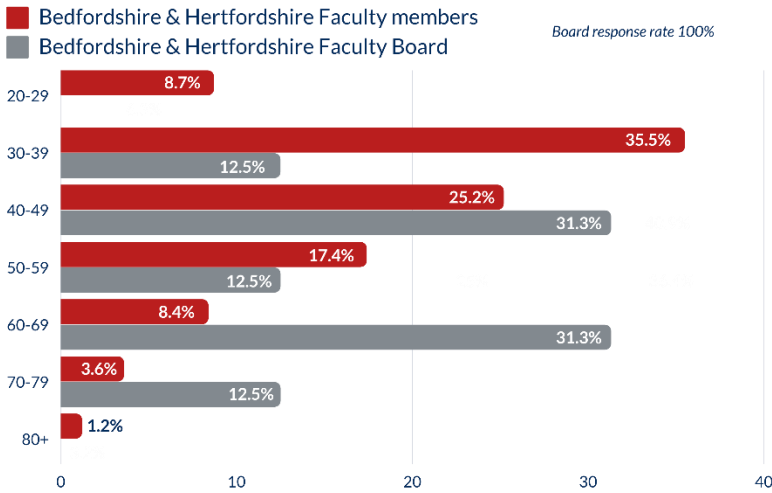


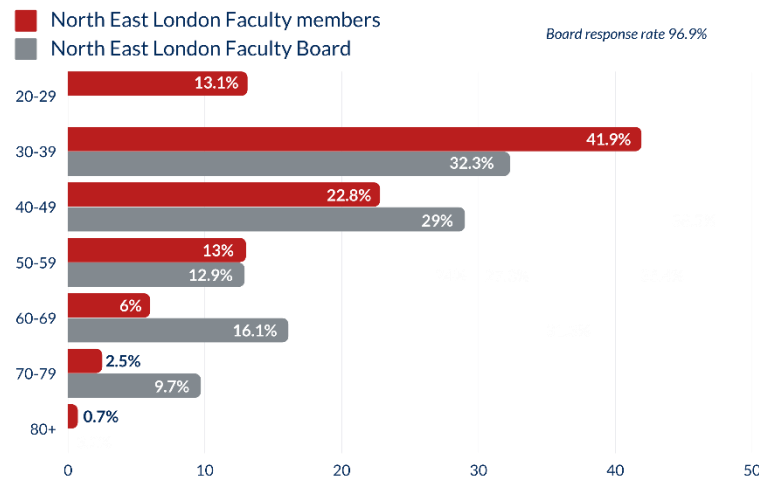
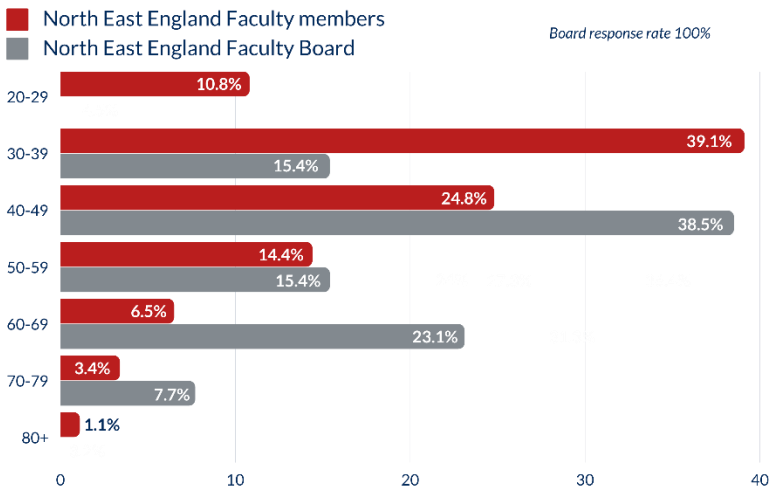
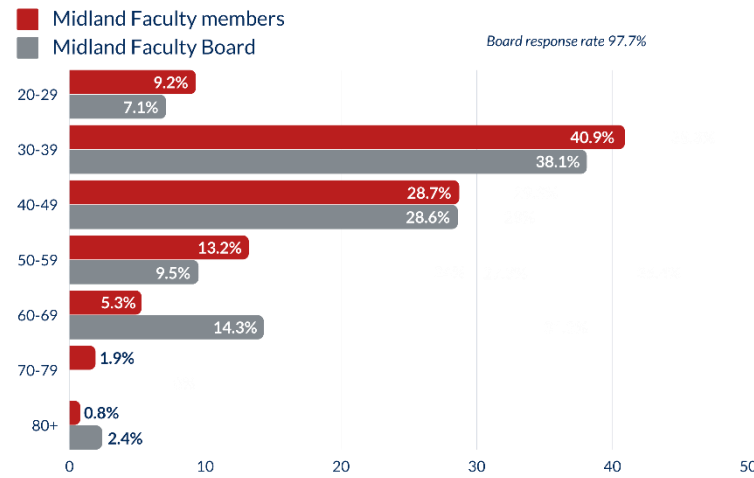
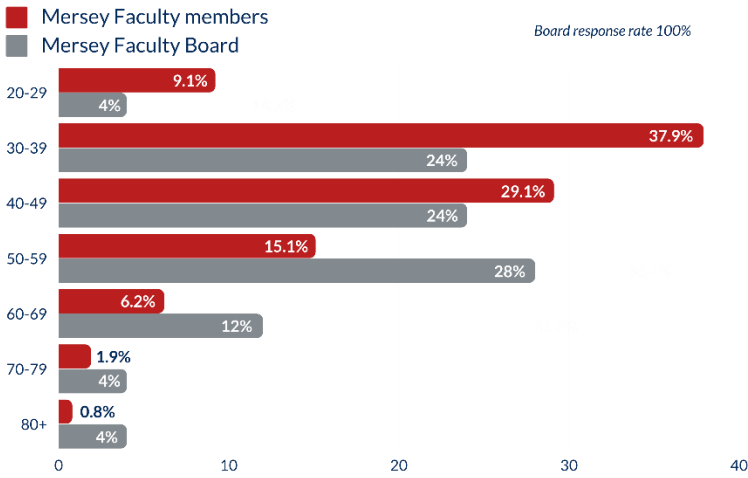
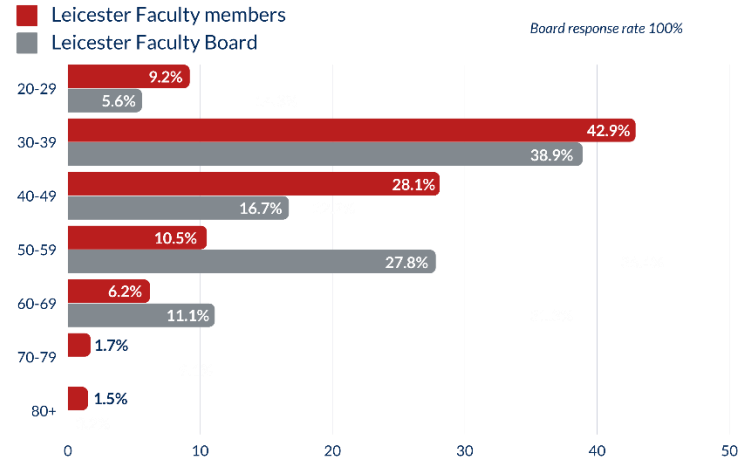
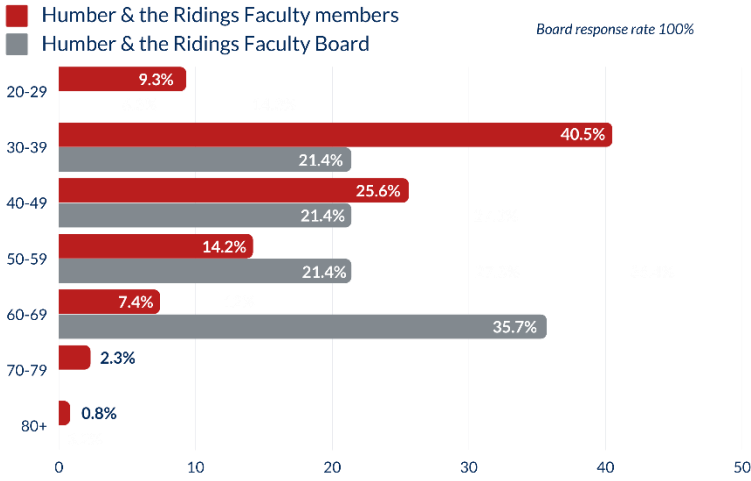
English Faculty Boards | age

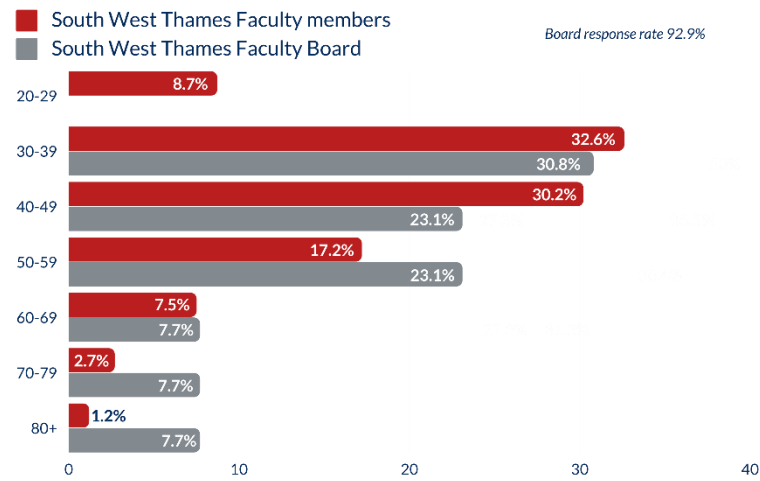
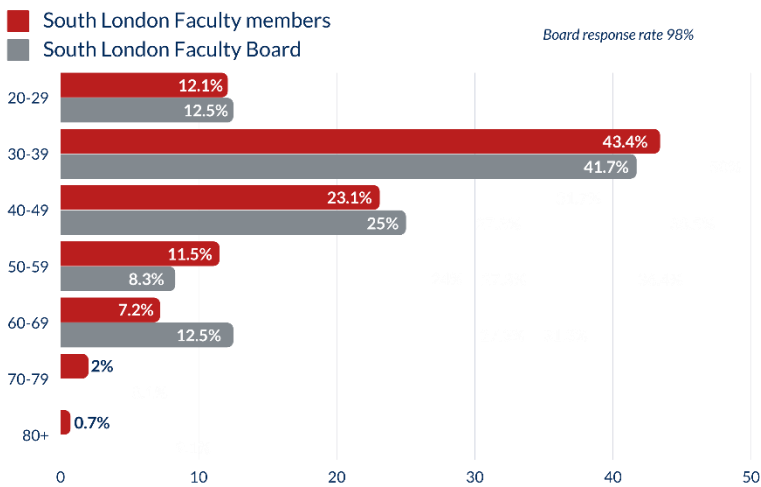
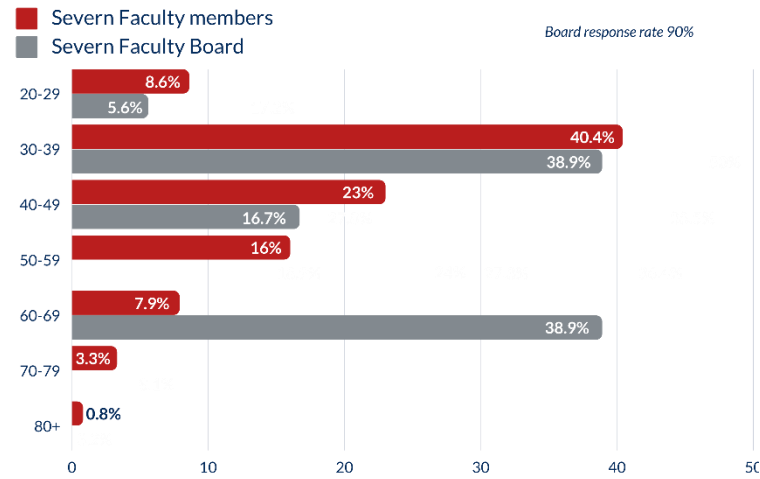
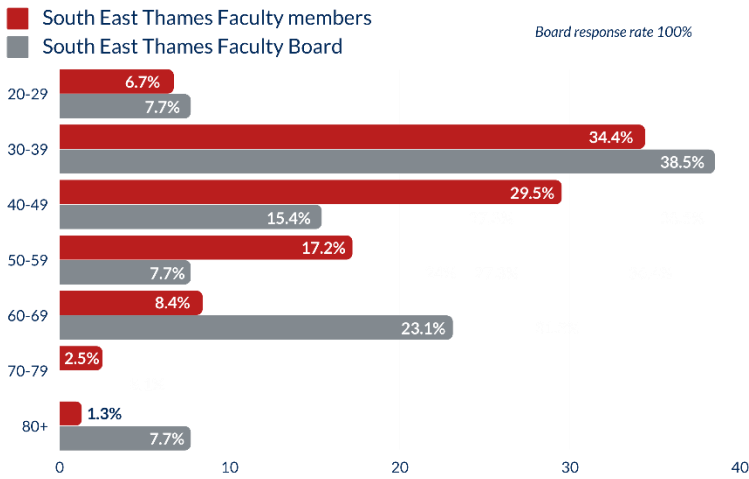
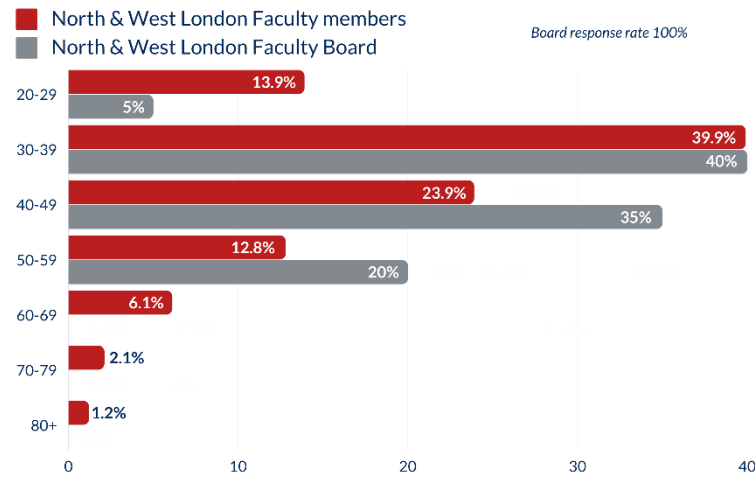
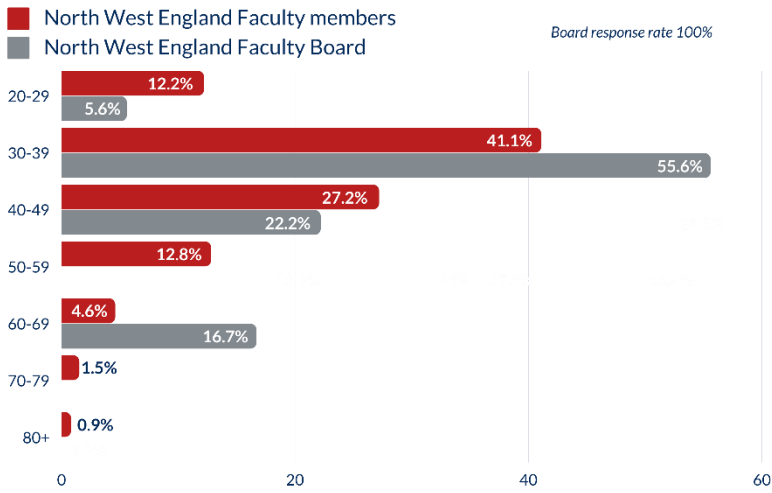
The majority of Faculty Boards in England have disparities between Board members and wider membership in that area when it comes to age. In particular, while more than a third of our members (37.6%) fall into the 30-39 age bracket, there is an average gap between Board and membership of these ages of 16pp.

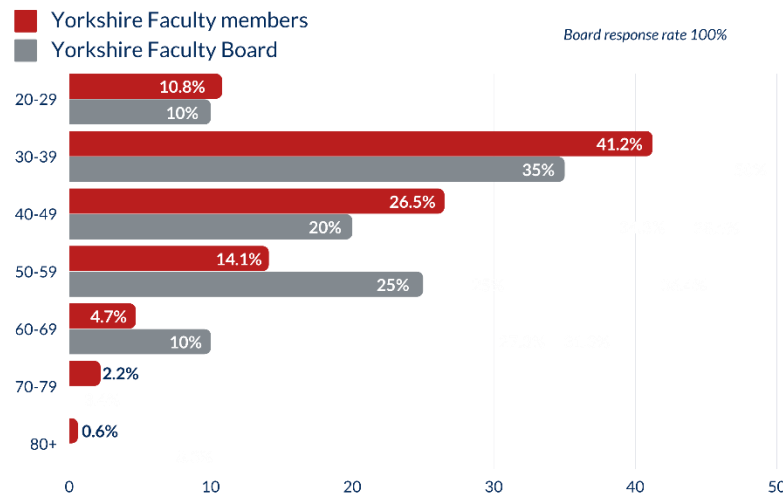
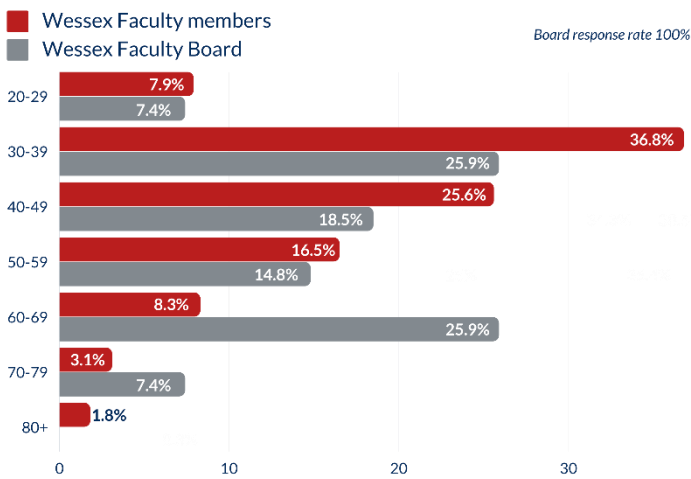
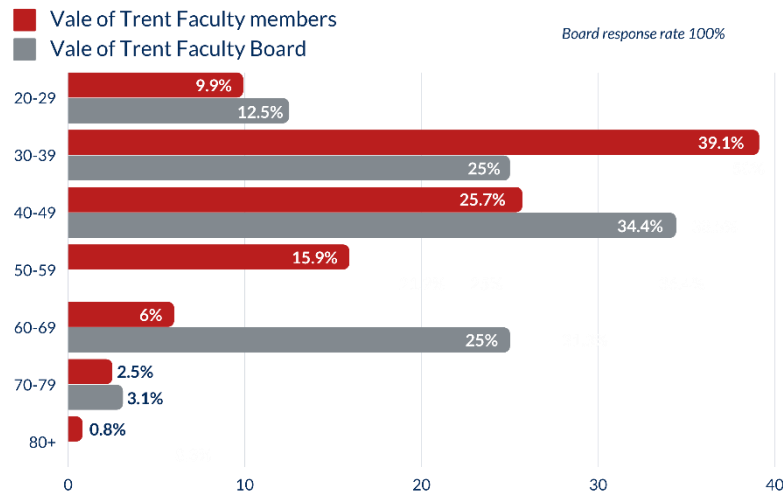
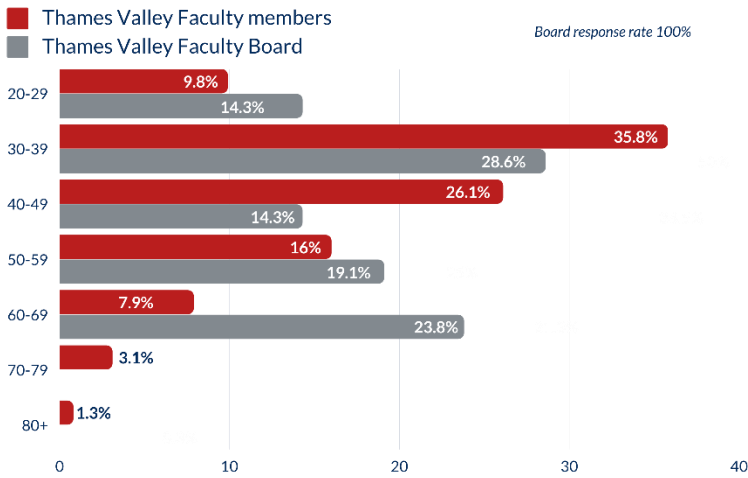
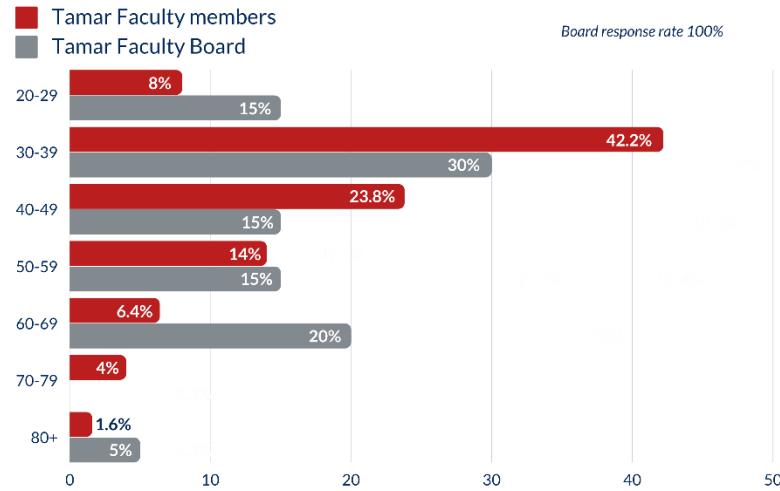
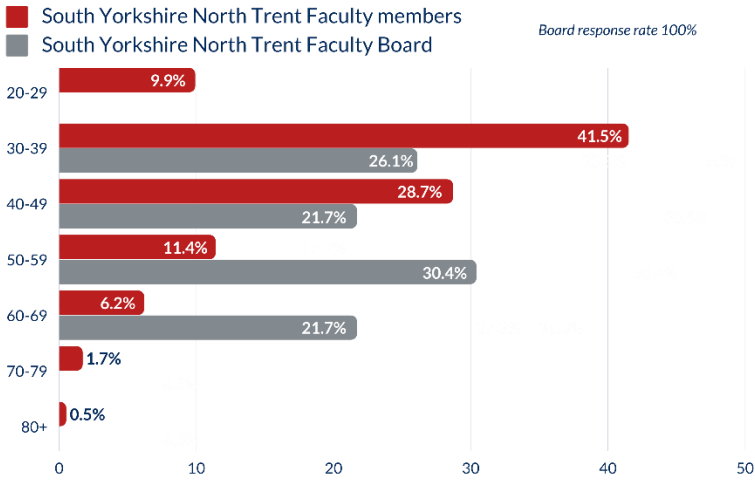
However, there are now nine Boards with a gap of less than 10pp between Board members and membership in this key 30-39 age bracket: Leicester, Midland, North East London, North & West London, Severn, South London, South West Thames, Thames Valley, and Yorkshire.

Additionally, Midland and South London both have less than 6pp difference in each age bracket (excepting 80+).



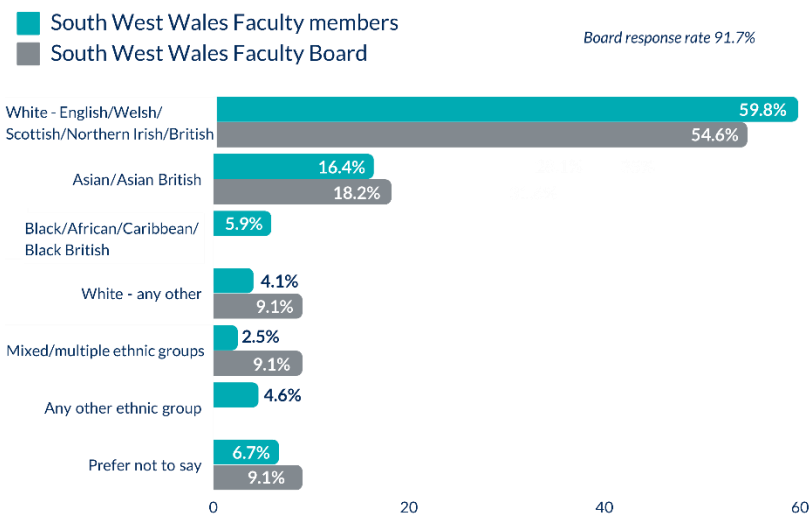
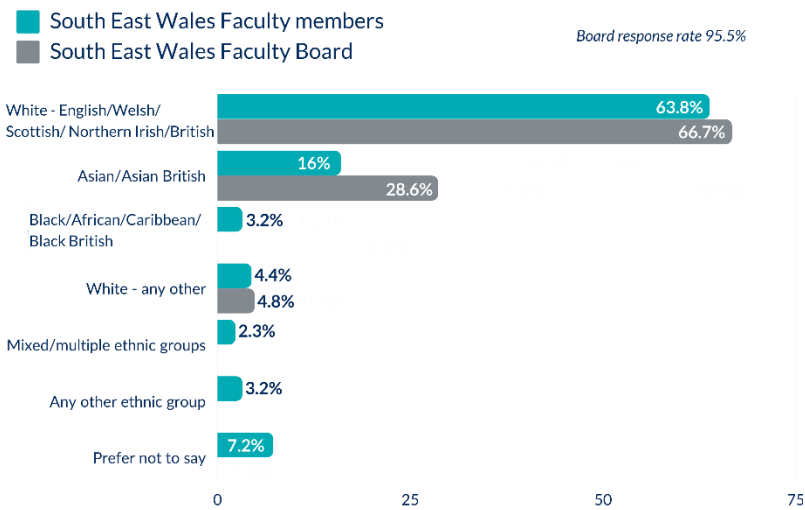
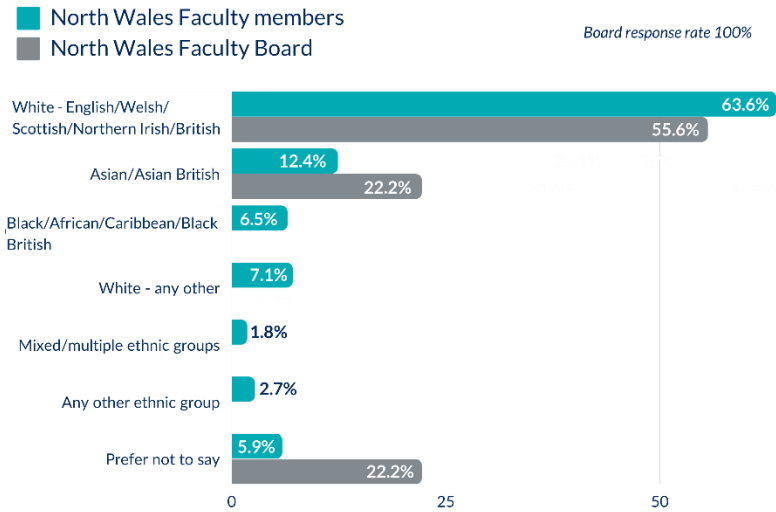






Welsh Faculty Boards | race

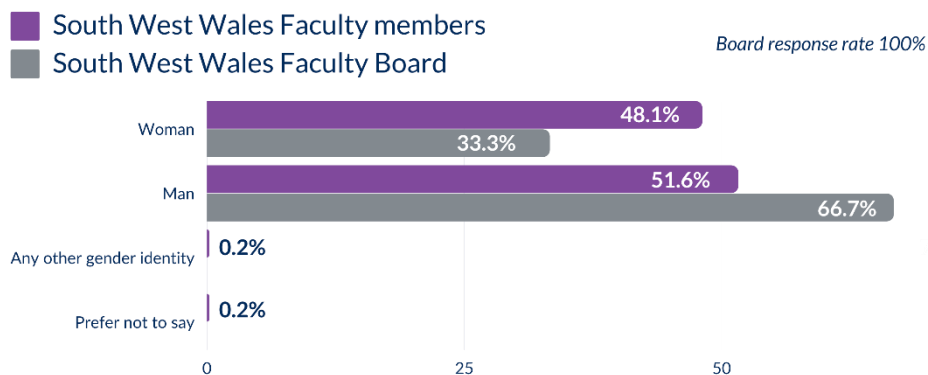
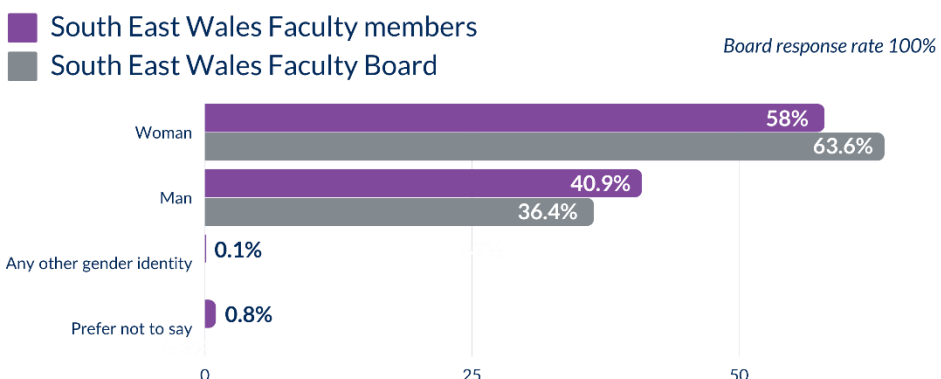
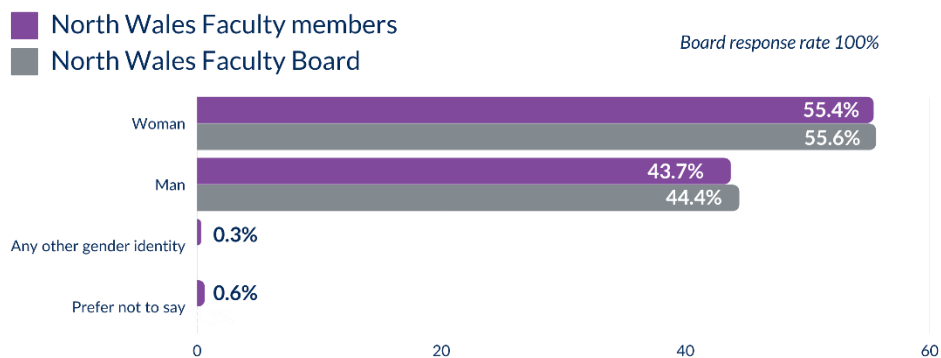
No Welsh Faculties have a discrepancy of more than 8pp in terms of members from White - British heritage. However, there is still a lack of representation from members of Black heritage, with no Board members from these backgrounds on any Board.



Welsh Faculty Boards | gender

There has been a shift in terms of gender on Welsh Faculty Boards and in particular in North Wales, where the gap between Board and membership has decreased for both men and women from an average 19pp to less than 1pp.

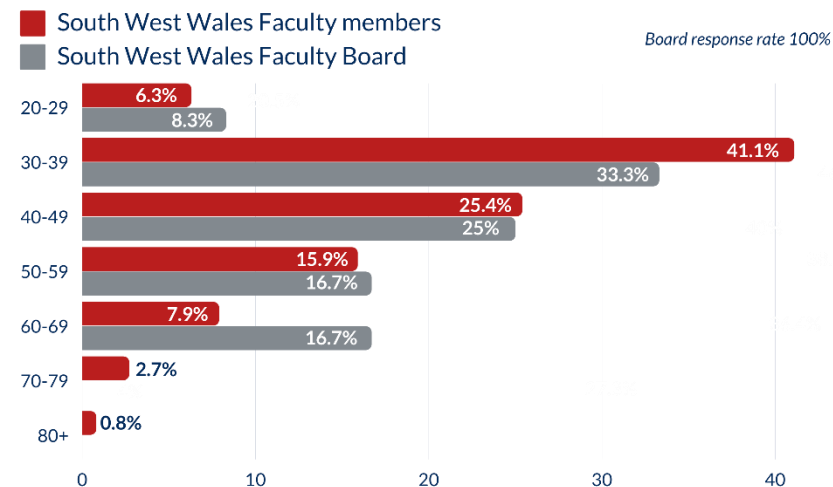
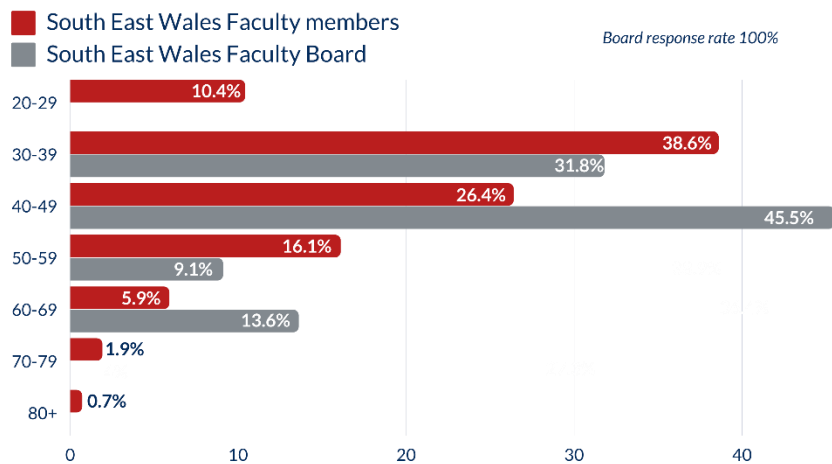
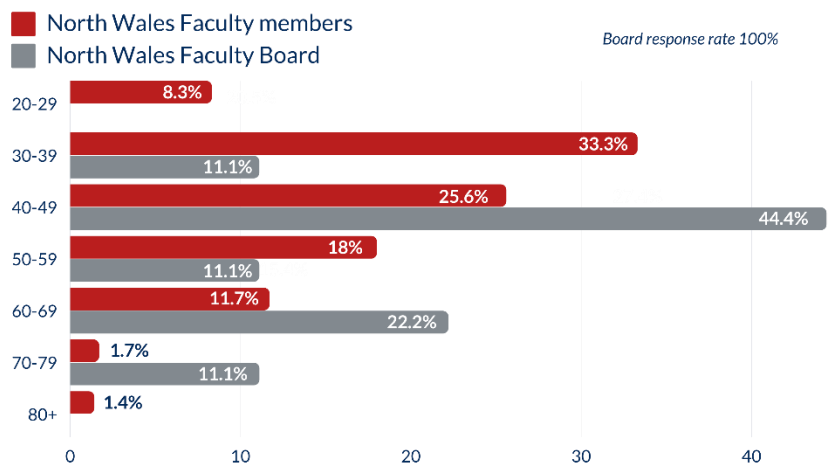
However, members identifying as men are still over-represented in South West Wales by more than 10pp, with a gap of 15.1pp.



Welsh Faculty Boards | age

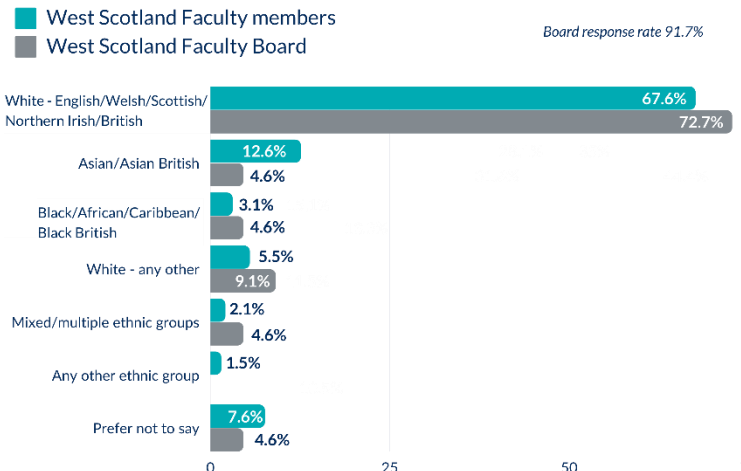
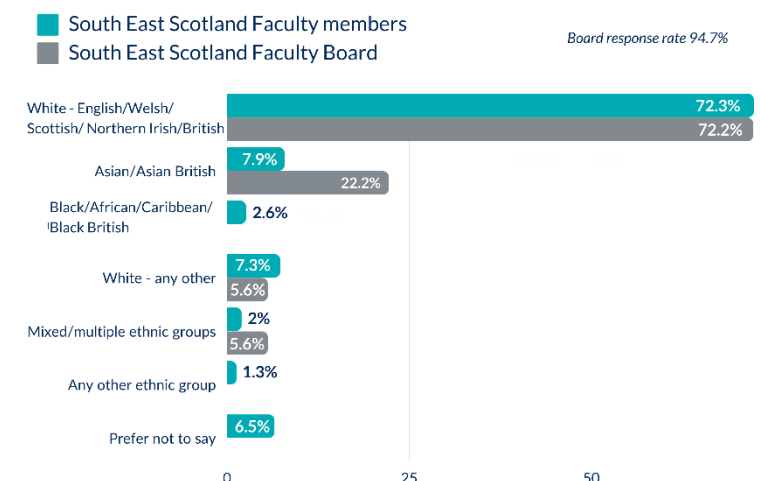
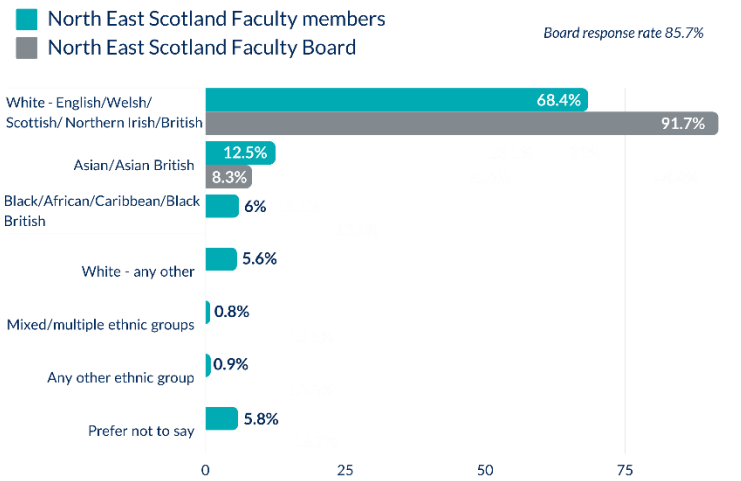
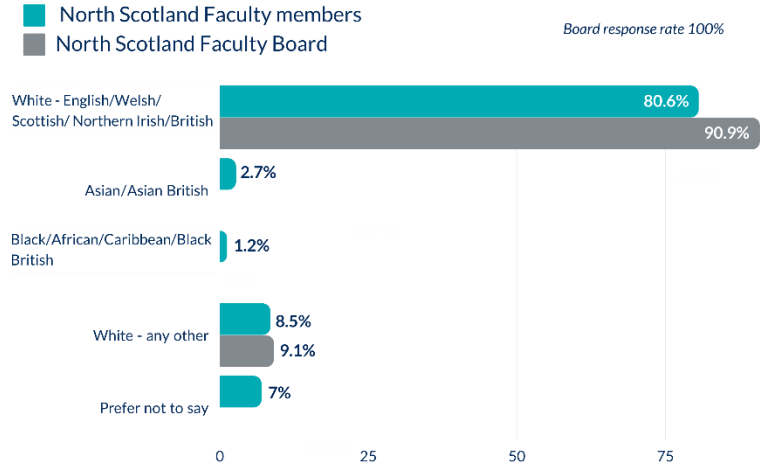
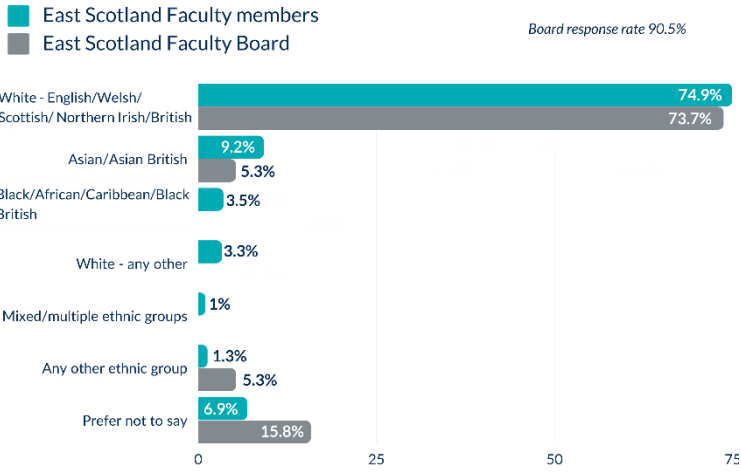
There are generally similar disparities when it comes to age as found in the other nations. Notably, North Wales has a significant gap of 22.2pp in the key 30-39 bracket.

South West Wales is still the closest Board to its membership when it comes to age; with an average difference of 3.6pp in all age brackets except 70-79 and 80+.



Scottish Faculty Boards | race

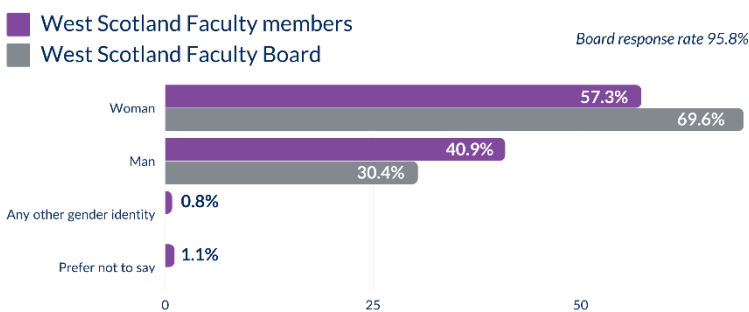
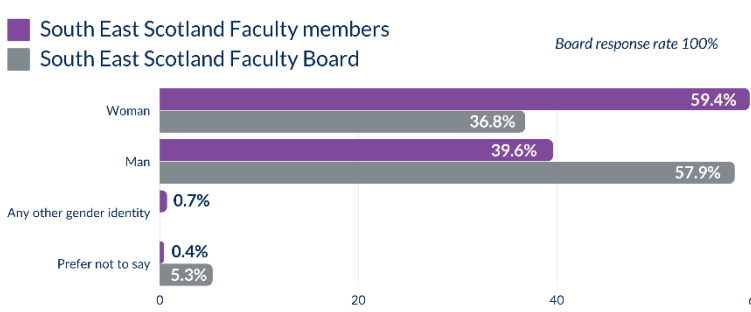
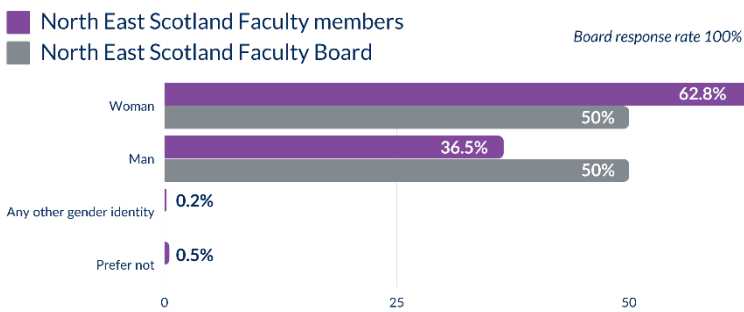
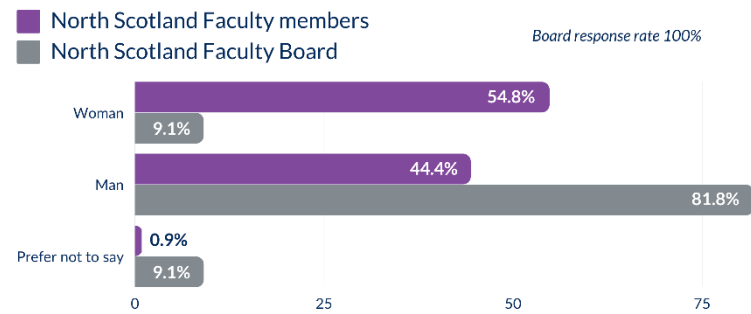
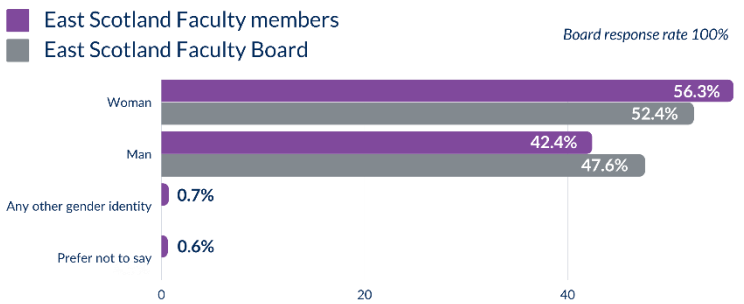
North East Scotland is now the only Scottish Board where White - British Board members are still over-represented by more than 10pp compared to their membership.



Scottish Faculty Boards | gender

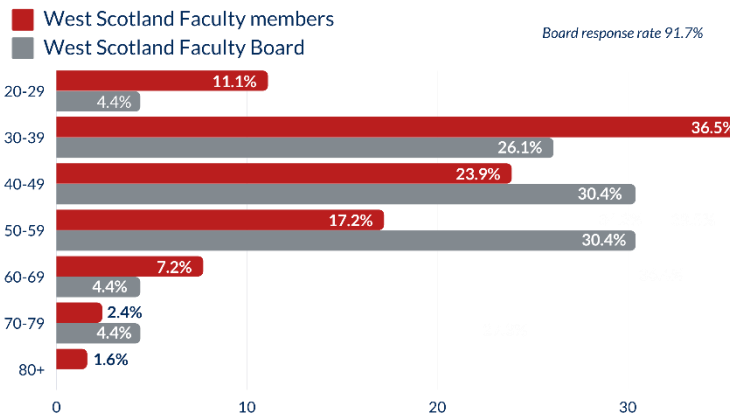
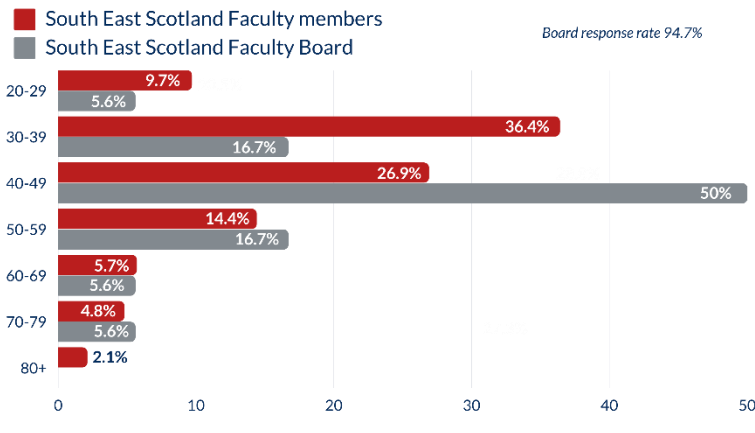
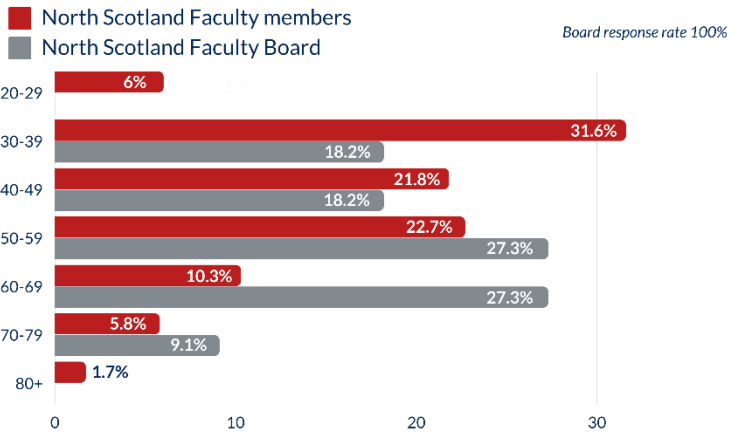
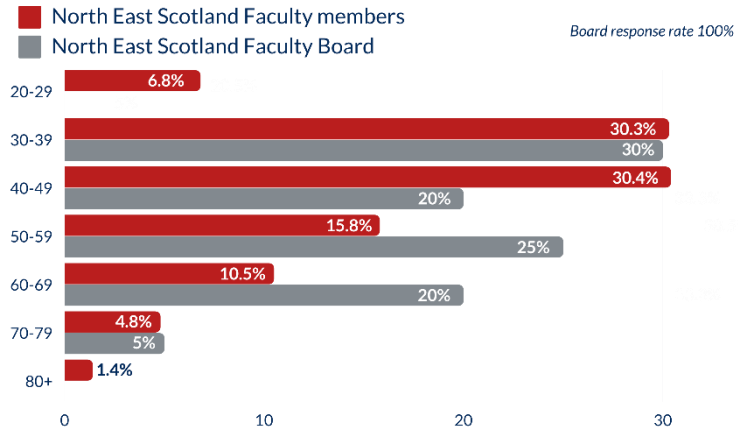
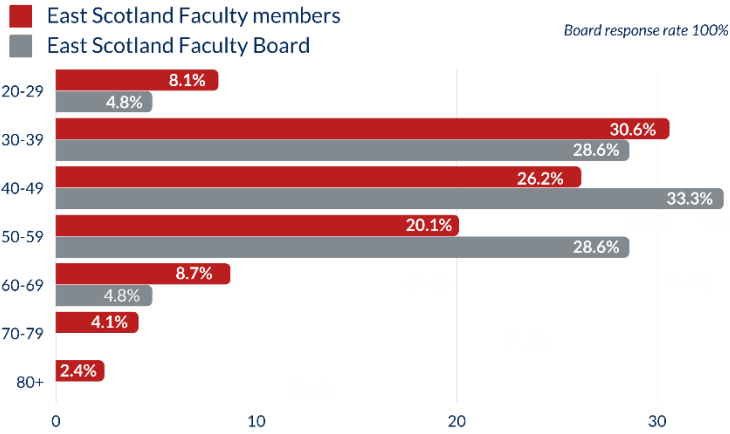
In North, North East, and South East Scotland, Board members identifying as men are still over-represented by more than 10pp compared to their respective membership, with an average disparity of 23pp.

North East Scotland has made notable change since the previous report, decreasing the gap between women members and women Board members from 39pp to 14pp.



Scottish Faculty Boards | age

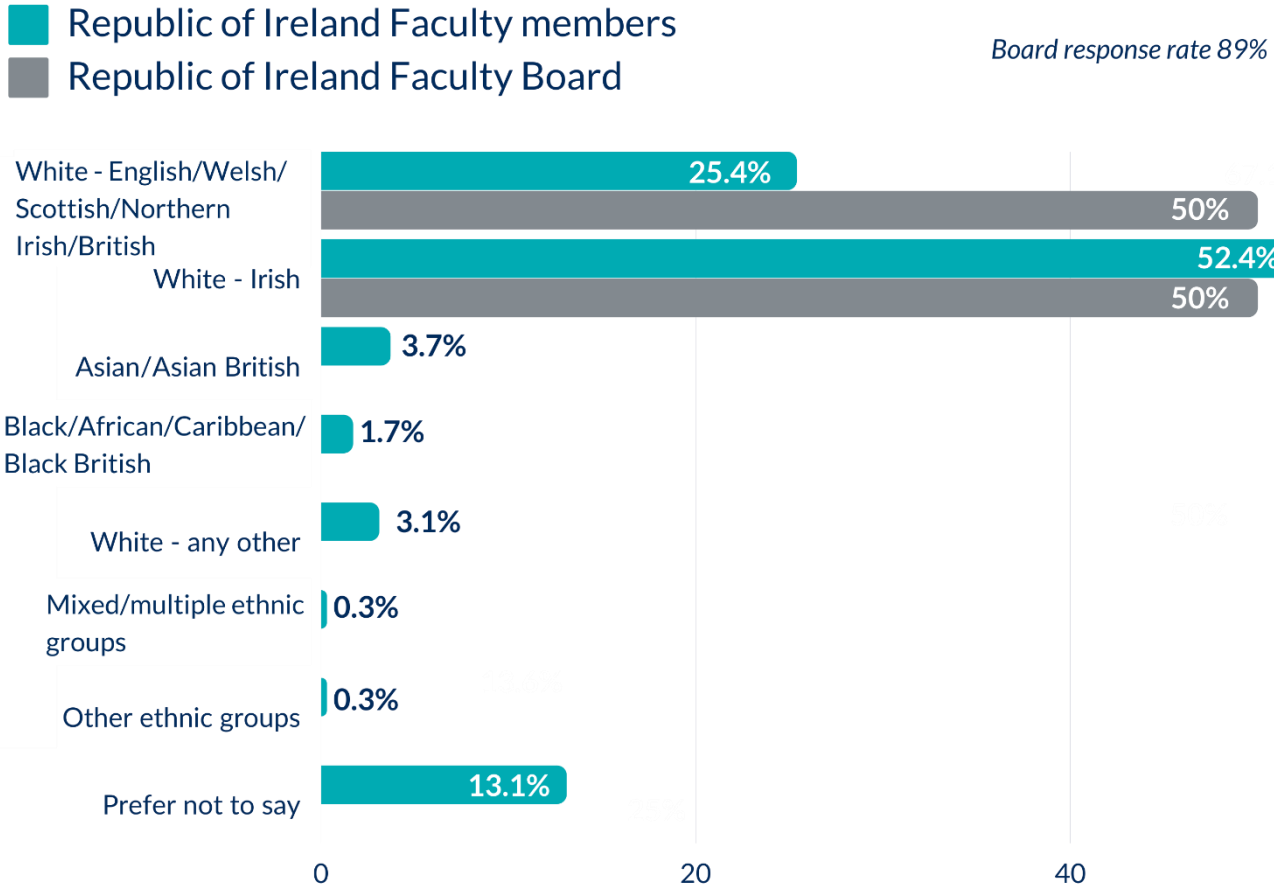
While there are still some disparities in terms of age, East, North East, and West Scotland now all have a difference of less than 10pp between membership and Board members in the key 30-39 age bracket.



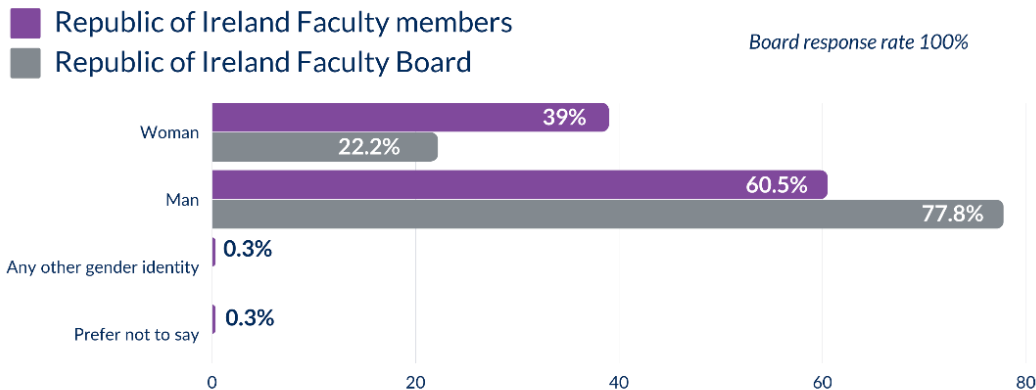
Republic of Ireland Faculty | race and gender

There are still no members of Asian, Black, mixed or other ethnic heritage on the ROI Faculty Board.

This graph again specifically separates White - Irish from White - any other, given its geographical location and that many members of this Faculty identify as such.

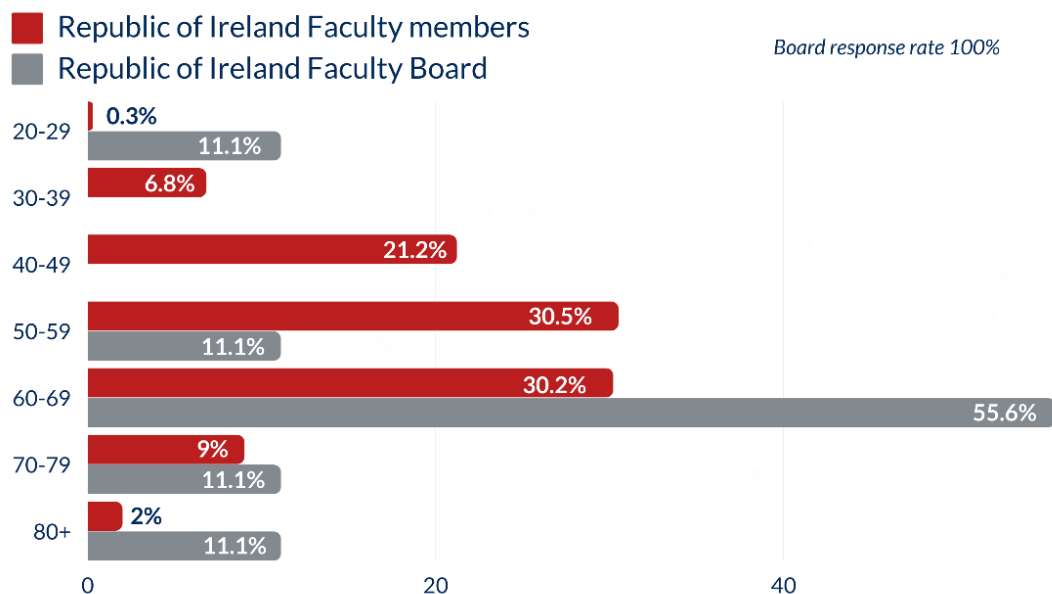


In terms of gender, members identifying as men are over-represented on the Board by 17.3pp compared to ROI members.



Republic of Ireland Faculty | age

Following discrepancies noted more widely, there are notable gaps in representation between Board and membership in terms of age. Significantly, there are still no Faculty Board members in the 30-39 and 40-49 age brackets, whereas 28% of ROI members fall within this group, and more than half of Faculty Board members are aged 60-69, compared to only 30.2% of members.



List of fields used in data collection for protected characteristics.

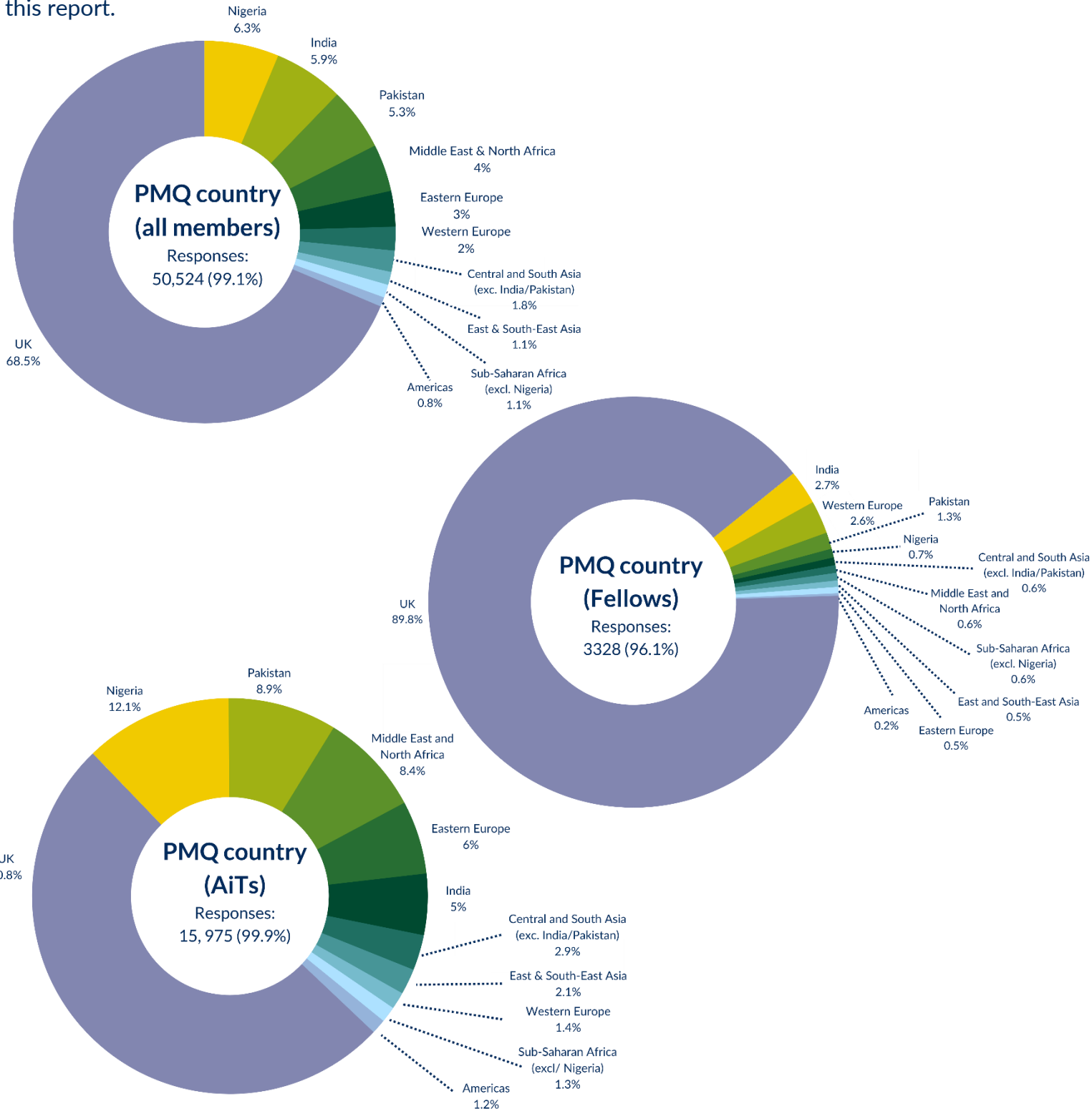
Disability
Gender Identity
Marriage and civil partnership
Race and Ethnicity <i>(this currently is labeled as 'race' in the member facing portal)</i>
Religion or belief
Pregnancy and maternity <i>(this is currently labeled as Pregnancy-maternity in the member facing portal)</i>
Sex The majority of the data in this report is presented in its own distinct category, in the case of 'Sex' it is presented in the 'Gender' graph.
Sexual orientation
Gender reassignment - <i>The majority of the data in this report is presented in its own distinct category, in the case of 'Gender Reassignment' it is presented in the 'Gender' graph.</i>

Each field also includes a 'prefer not to say' option. Reporting on age is taken from reported birthdate and reporting on country of Primary Medical Qualification is taken from member profile data given on registration.

Appendix One

International Medical Graduate members

We recognise that a growing proportion of our members received their Primary Medical Qualifications (PMQs) outside the UK, making them International Medical Graduates (IMGs). This is particularly true for recent trainee cohorts, but IMGs now make up 31.5% of members across all grades measured in this report.



Representation of IMGs on leadership bodies

Whilst we understand that a member's country of PMQ is not a protected characteristic, we still feel it is important to recognise this growing community and look at how they are represented within our leadership structures. Here we have focused on UK and Devolved Nation Councils but the picture will vary locally.

Of note here is the difference of 21.8pp between UK members qualified in the UK and UK Council members qualified in the UK. Wales has the highest proportion of IMG members on their Council with 17.2% and Scotland has the lowest with 5.9%.

