

HCPC Diversity Data Report 2021: paramedics

Introduction

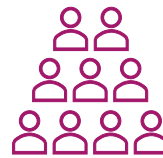
The Health and Care Professions Council (HCPC) aims to be recognised as an organisation that actively upholds and promotes best practice in equality, diversity and inclusion. Improving the quantity and quality of our diversity data is an important step towards achieving this aim.

Between December 2020 and March 2021, we collected diversity data in a voluntary survey from 51,710 registrants across 15 health and care professions. This represents 18% of the HCPC Register and a three-fold increase in responses as compared with the 2019/20 survey.

This factsheet provides the key EDI information for the paramedics and how the demographics of this group compare to the demographics of HCPC registrants overall.



Profession:
paramedics



Total registered paramedics:
31,077¹



Number of paramedics who
responded to the survey:
4,776

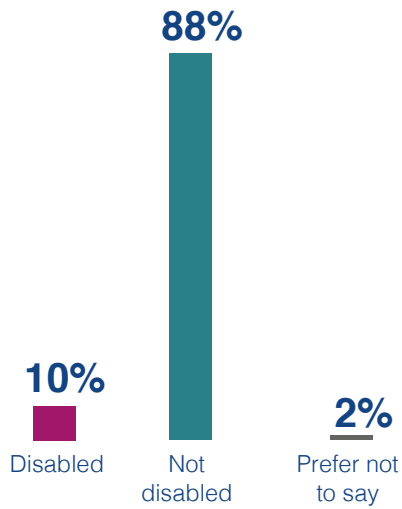
Key findings

- Paramedics had the third-highest rate of disability amongst registrant titles (10%).
- Paramedics had the lowest proportion of female registrants (40%).
- Paramedic was the profession with the highest proportion of lesbian, gay or queer (LGQ) registrants (8%).
- Paramedics had the highest proportion of registrants working full-time (81%).
- Paramedics were amongst the least likely to have a parent who had a higher qualification than them (22%).
- More than three-quarters (76%) of paramedics' primary work setting is an ambulance.

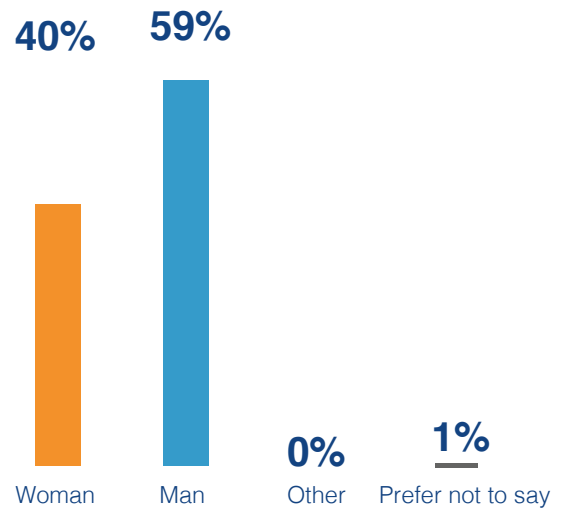
1. Total taken from age group data.

Paramedics - Key findings

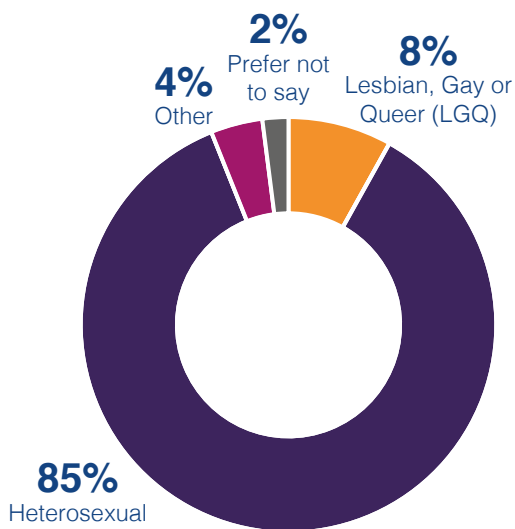
Disability



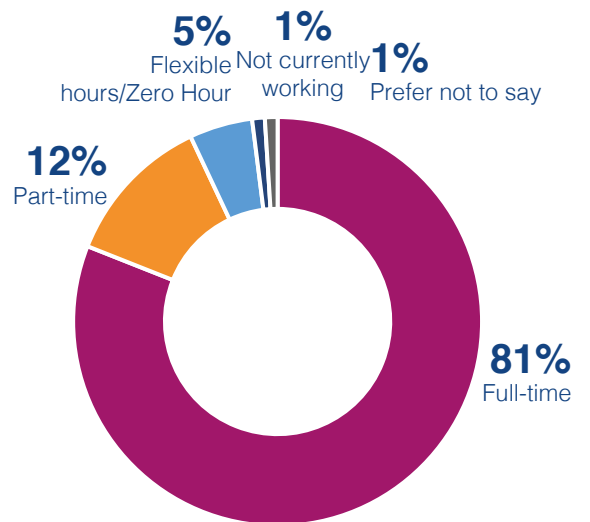
Gender



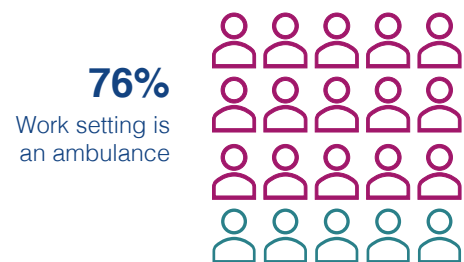
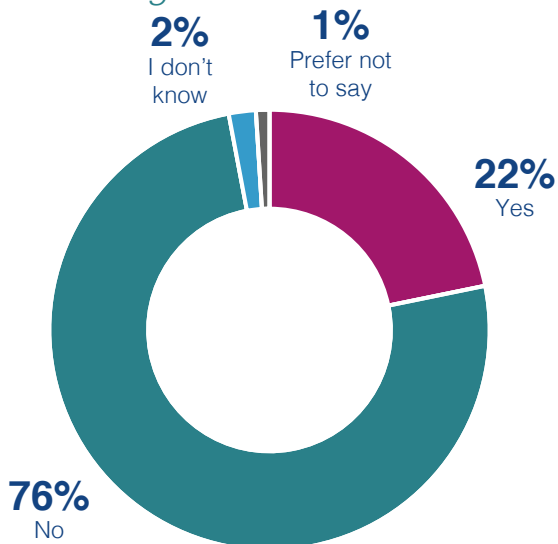
Sexual orientation



Work pattern



Parental or guardian education attainment Primary work setting



Age

Count and proportion of respondents by age group:

	Under 25		25-34 years		35-44 years		45-54 years		55-64 years		65 and over		Average age
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Paramedics	1,812	6	8,544	27	7,799	25	8,416	27	4,115	13	391	1	41
All professions	11,853	4	78,796	27	84,390	29	65,492	23	40,694	14	7,956	3	42

Disability

Count and proportion of respondents by disability:

	Disabled		Not disabled		Prefer not to say	
	Count	%	Count	%	Count	%
Paramedics	489	10	4,183	88	85	2
All professions	4,188	8	47,005	91	517	1

Ethnicity

Count and proportion of respondents by ethnic origin:

	Asian		Black		Mixed		White		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Paramedics	87	2	46	1	87	2	4,433	93	42	1	62	1
All professions	3,993	8	2,368	5	1,246	2	42,755	83	894	2	461	1

Gender

Count and proportion of respondents by gender:

	Woman		Man		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Paramedics	1,896	40	2,803	59	21	0	37	1
All professions	39,146	76	12,175	24	174	0	7	0

Count and proportion of responses to “Do you consider yourself to fall under the protected characteristic of ‘pregnancy & maternity’, as per the Equality Act 2010?”

	Yes		No		Prefer not to say	
	Count	%	Count	%	Count	%
Paramedics	135	3	4,558	96	64	1
All professions	3,098	6	48,088	93	529	1

Religion

Count and proportion of respondents by religion or belief:

	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Other	Sikh	Spiritual	Prefer not to say
Paramedics	1%	41%	0%	0%	1%	48%	3%	0%	2%	3%
All professions	1%	44%	2%	1%	3%	39%	3%	1%	4%	3%

Sexual orientation

Count and proportion of respondents by sexual orientation:

	Lesbian, Gay or Queer (LGQ) ²		Heterosexual		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Paramedics	404	8	4,060	85	207	4	86	2
All professions	2,254	4	46,558	90	1,804	3	1,094	2

Caring responsibilities

Count and proportion of respondents by caring responsibility:

	Yes		No		Prefer not to say	
	Count	%	Count	%	Count	%
Paramedics	1,464	31	3,231	68	62	1
All professions	18,351	35	32,746	63	617	1

Country of work

Count and proportion of respondents by country of work:

	England		Northern Ireland		Scotland		Wales		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%
Paramedics	4,030	85	96	2	274	6	257	5	100	2
All professions	42,169	82	1,348	3	3,798	7	2,302	4	2,093	4

2. The term "LGQ" is used throughout the report to represent the categories: Gay Man, Gay woman/lesbian, Queer, and Prefer to self describe (where gay or queer or lesbian was indicated). This was used to ensure data remain unidentifiable, particularly where small cell counts were noted.

Work setting

Proportion of respondents by primary work setting:

Work Setting	Paramedics	All professions
Adult social care	0%	2%
Community service	1%	9%
Higher education/university/academia/research	2%	3%
Independent or private healthcare provider (clinic/business)	2%	11%
Independent or private healthcare provider (hospital/acute)	1%	3%
NHS Acute/ hospital/ secondary care	6%	35%
NHS Mental Health service	0%	6%
Other	5%	10%
Schools (primary/secondary/special)	0%	4%

Count and proportion of respondents by work pattern:

	Full-time		Part-time		Flexible hours/ Zero Hour		Not currently working		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%	Count	%
Paramedics	3,869	81	570	12	231	5	51	1	36	1
All professions	32,236	62	15,825	31	2,126	4	1,200	2	332	1

Education

Count and proportion of respondents by type of schooling:

	State run or funded (all types)		Independent (all types)		Prefer not to say		I don't know	
	Count	%	Count	%	Count	%	Count	%
Paramedics	4,298	90	347	7	69	1	43	1
All professions	42,523	82	7,931	15	761	1	504	1

Parental or guardian education attainment

Count and proportion of responses to the question “when you were 18, had any of your parents or guardians completed a university degree course of equivalent (e.g., BA, BSC, or higher)?”

	Yes		No		I don't know		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Paramedics	1,025	22	3,600	76	87	2	45	1
All professions	17,949	35	32,719	63	639	1	409	1