

HCPC Diversity Data Report 2021: speech and language therapists

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 speech and language therapists and how the demographics of this group compare to the demographics of HCPC registrants overall.



Profession:
speech and language
therapists



Total registered speech and
language therapists:
17,240¹



Number of speech and
language therapists who
responded to the survey:
3,779

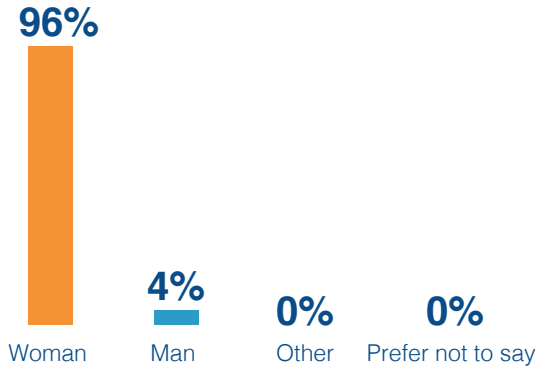
Key findings

- Speech and language therapists had the highest proportion of female practitioners (96%).
- Speech and language therapists had the joint-highest proportion of registrants working part-time (42%).
- A quarter (25%) of speech and language therapists primarily work in schools.

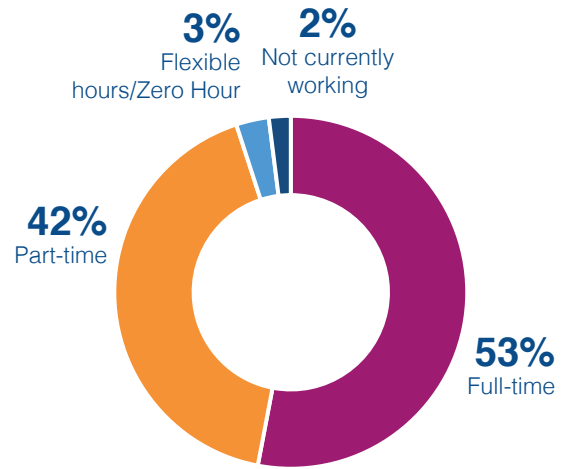
1. Total taken from age group data.

Speech and language therapists - Key findings

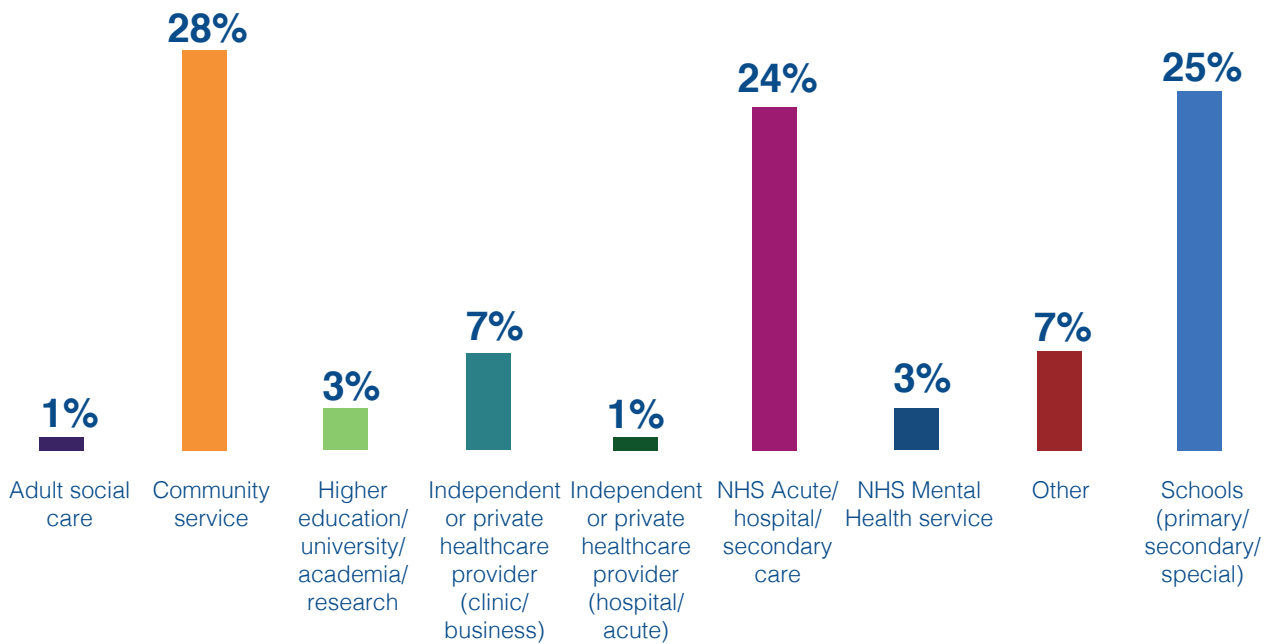
Gender



Work pattern



Work setting



Gender

Count and proportion of respondents by gender:

	Woman		Man		Other		Prefer not to say	
	Count	%	Count	%	Count	%	Count	%
Speech and language therapists	3,602	96	137	4	9	0	7	0
All professions	39,146	76	12,175	24	174	0	226	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	%
Speech and language therapists	291	8	3,448	92	16	0
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
Speech and language therapists	1%	41%	1%	2%	2%	44%	2%	0%	5%	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	%
Speech and language therapists	128	3	3,363	90	179	5	85	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	%
Speech and language therapists	1,401	37	2,337	62	17	0
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	%
Speech and language therapists	3,144	84	141	4	246	7	149	4	75	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	Speech and language therapists	All professions
Adult social care	1%	2%
Community service	28%	9%
Higher education/university/academia/research	3%	3%
Independent or private healthcare provider (clinic/business)	7%	11%
Independent or private healthcare provider (hospital/acute)	1%	3%
NHS Acute/ hospital/ secondary care	24%	35%
NHS Mental Health service	3%	6%
Other	7%	10%
Schools (primary/secondary/special)	25%	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	%
Speech and language therapists	1,974	53	1,560	42	111	3	92	2	18	0
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	%
Speech and language therapists	3,103	83	615	16	24	1	13	0
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	%
Speech and language therapists	1,745	46	1,972	53	28	1	10	0
All professions	17,949	35	32,719	63	639	1	409	1