

# CSP equality, diversity and inclusion membership survey – December 2020

## Responses from Black, Asian and Minority Ethnic members

The report shows the results from Black, Asian and Minority Ethnic members. It is one of a set that report on:

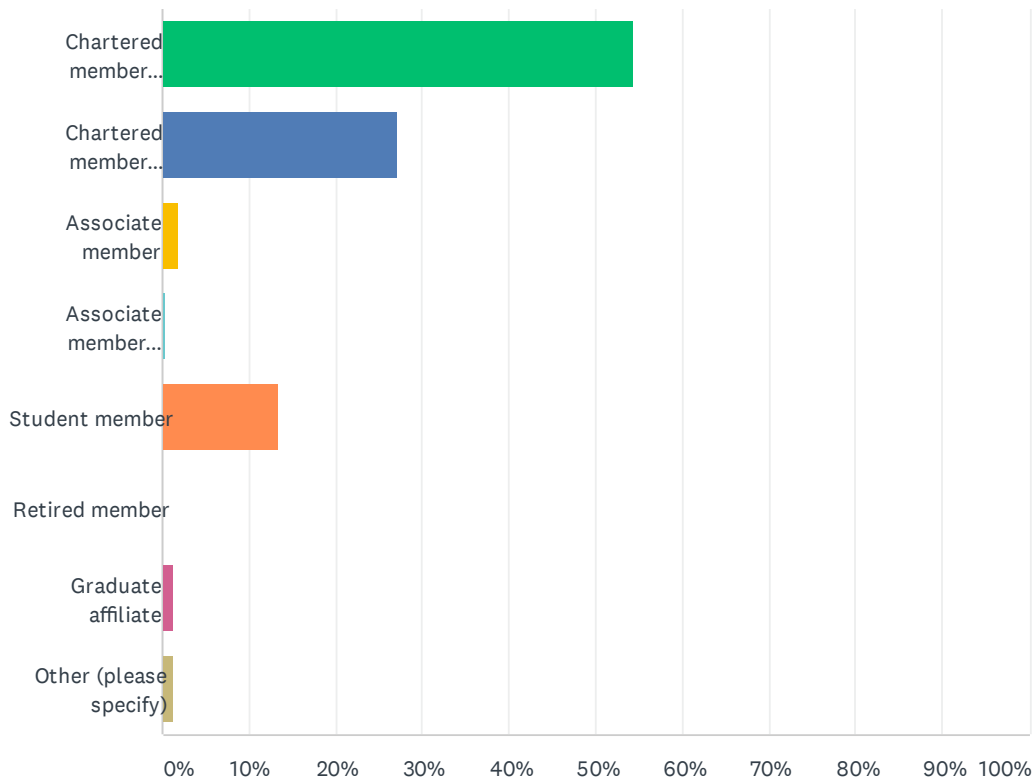
- All responses
- Responses from Black, Asian and Minority Ethnic members
- Responses from LGBTQIA+ members
- Responses from members with a disability or long-term health condition

These reports are available from [www.csp.org.uk/edi](http://www.csp.org.uk/edi).

If you have any questions about the survey, this report, or our equality, diversity and inclusion work, please contact [enquiries@csp.org.uk](mailto:enquiries@csp.org.uk).

## Q1 What CSP membership group do you belong to?

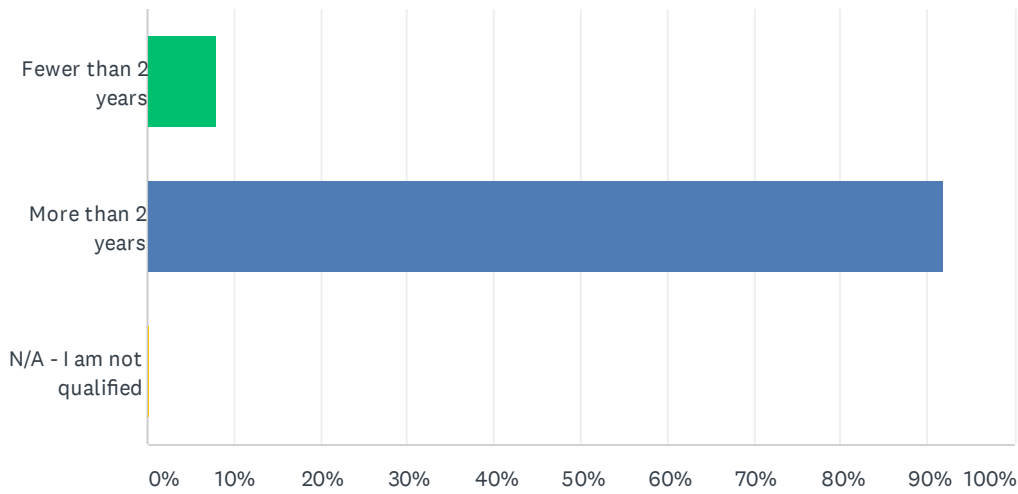
Answered: 403 Skipped: 0



ANSWER CHOICES	RESPONSES	
Chartered member (qualified in the UK)	54.34%	219
Chartered member (qualified overseas)	27.30%	110
Associate member	1.99%	8
Associate member (qualified overseas)	0.50%	2
Student member	13.40%	54
Retired member	0.00%	0
Graduate affiliate	1.24%	5
Other (please specify)	1.24%	5
<b>TOTAL</b>		<b>403</b>

## Q2 How long have you been a qualified physiotherapy professional?

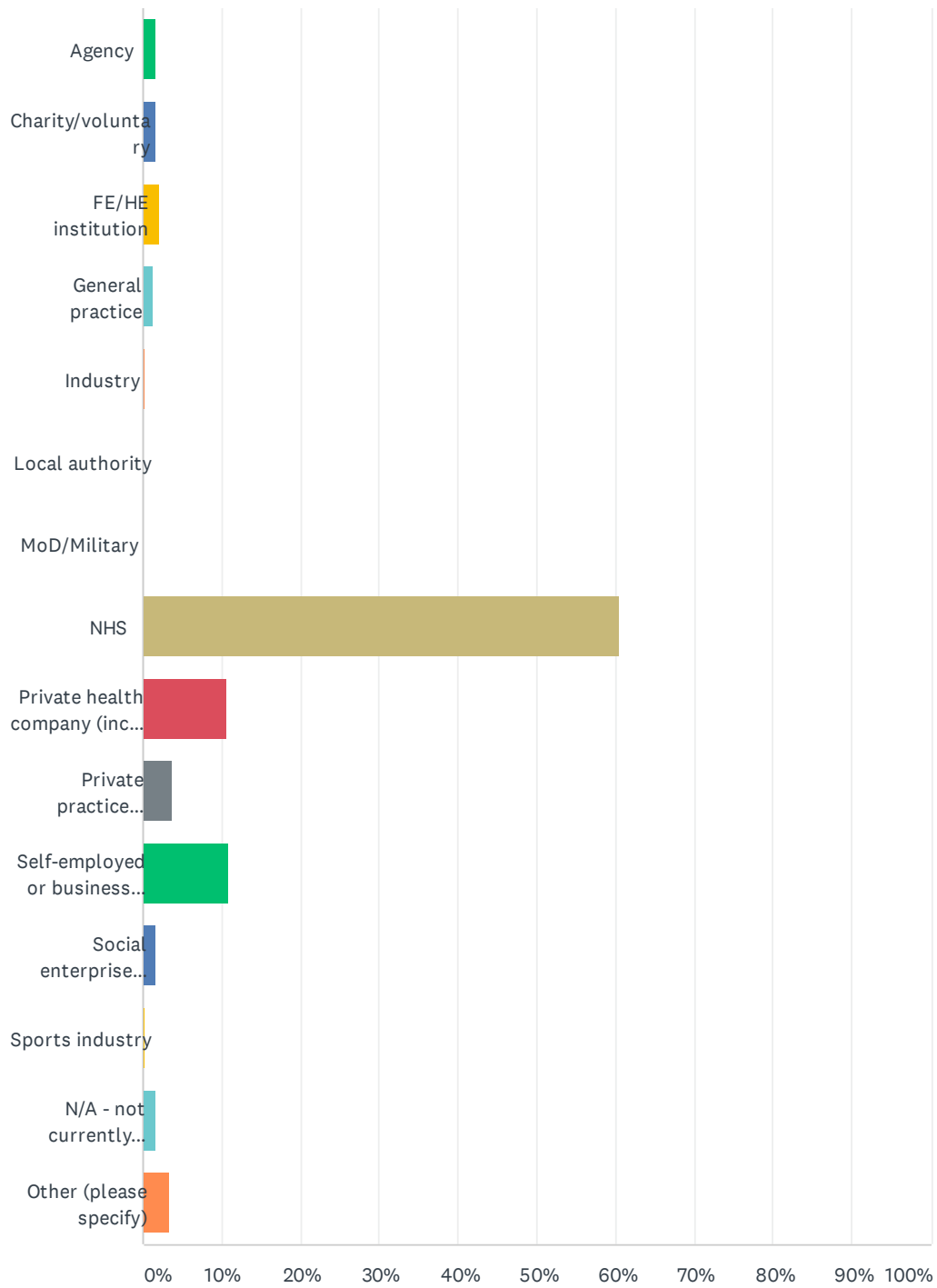
Answered: 329 Skipped: 74



ANSWER CHOICES	RESPONSES	
Fewer than 2 years	7.90%	26
More than 2 years	91.79%	302
N/A - I am not qualified	0.30%	1
<b>TOTAL</b>		<b>329</b>

### Q3 Which best describes your employer for your main or usual job?

Answered: 339 Skipped: 64

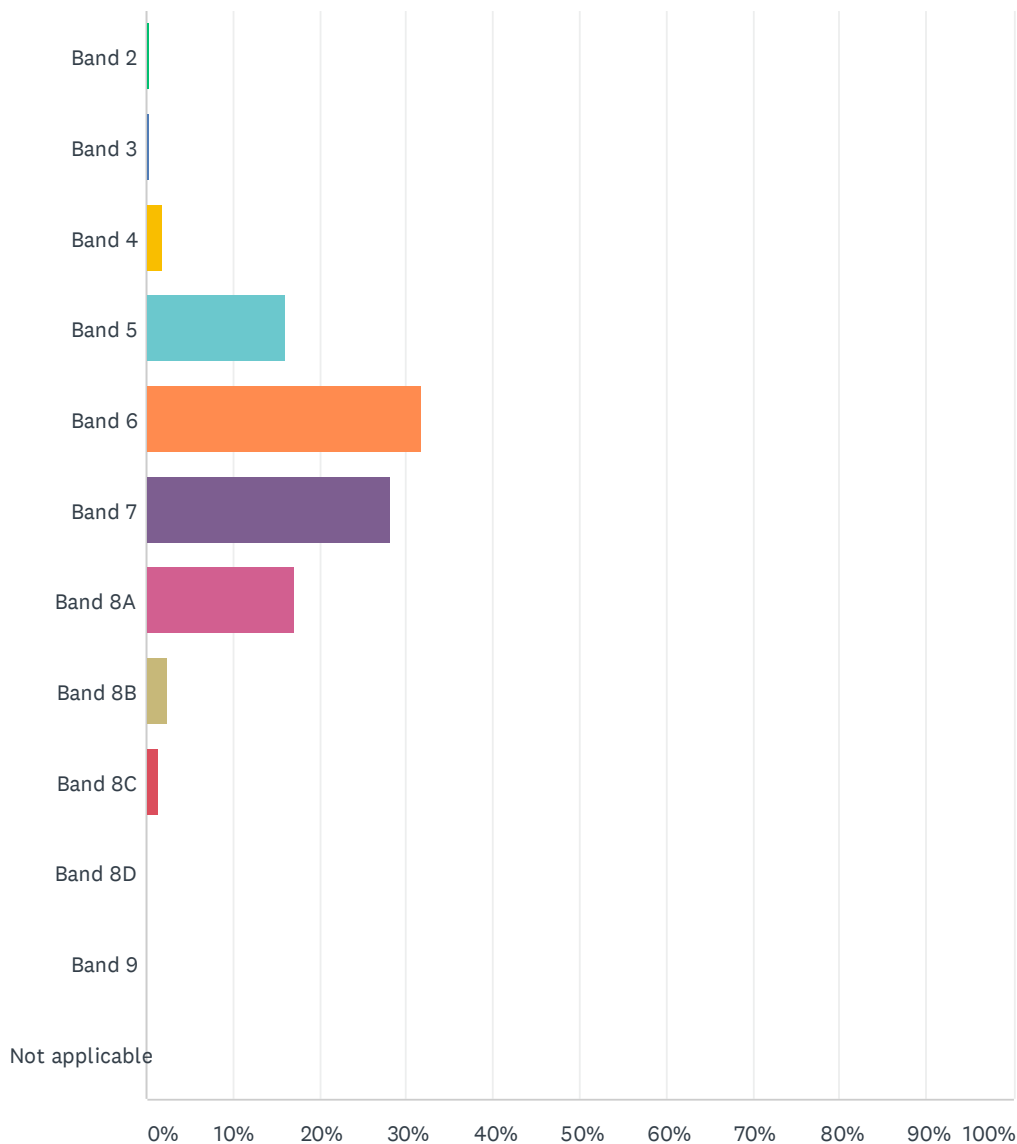


## CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Agency	1.77%	6
Charity/voluntary	1.77%	6
FE/HE institution	2.06%	7
General practice	1.18%	4
Industry	0.29%	1
Local authority	0.00%	0
MoD/Military	0.00%	0
NHS	60.47%	205
Private health company (inc independent hospital)	10.62%	36
Private practice employee	3.83%	13
Self-employed or business owner	10.91%	37
Social enterprise company	1.77%	6
Sports industry	0.29%	1
N/A - not currently working	1.77%	6
Other (please specify)	3.24%	11
<b>TOTAL</b>		<b>339</b>

### Q4 Please tell us which NHS pay band applies to your main role

Answered: 205 Skipped: 198

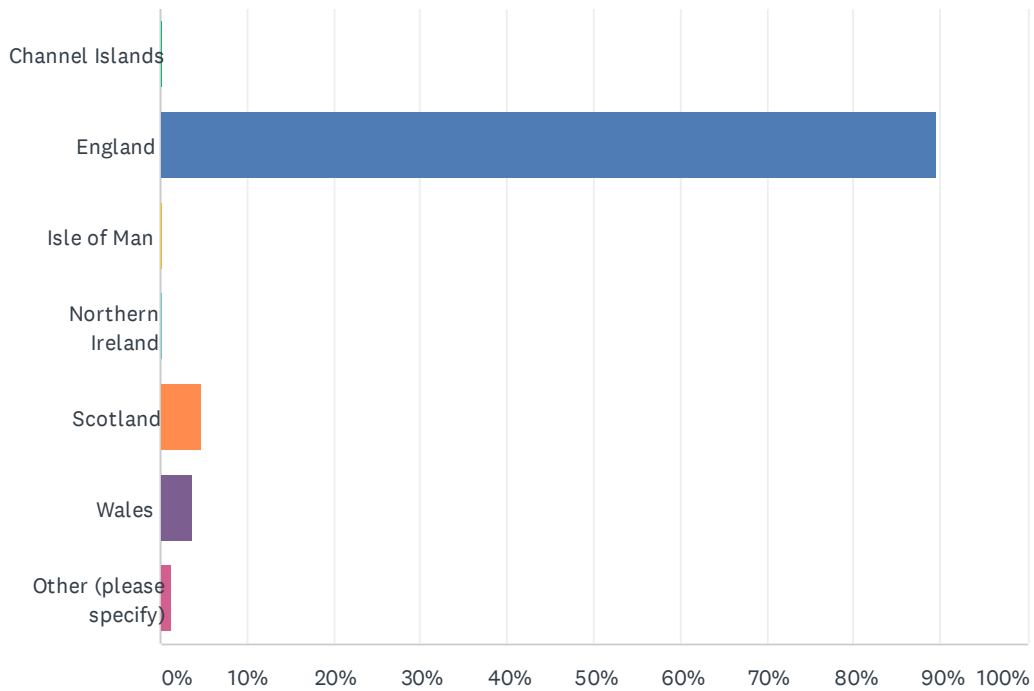


## CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Band 2	0.49%	1
Band 3	0.49%	1
Band 4	1.95%	4
Band 5	16.10%	33
Band 6	31.71%	65
Band 7	28.29%	58
Band 8A	17.07%	35
Band 8B	2.44%	5
Band 8C	1.46%	3
Band 8D	0.00%	0
Band 9	0.00%	0
Not applicable	0.00%	0
<b>TOTAL</b>		<b>205</b>

## Q5 Where do you study or perform your usual work?

Answered: 403 Skipped: 0

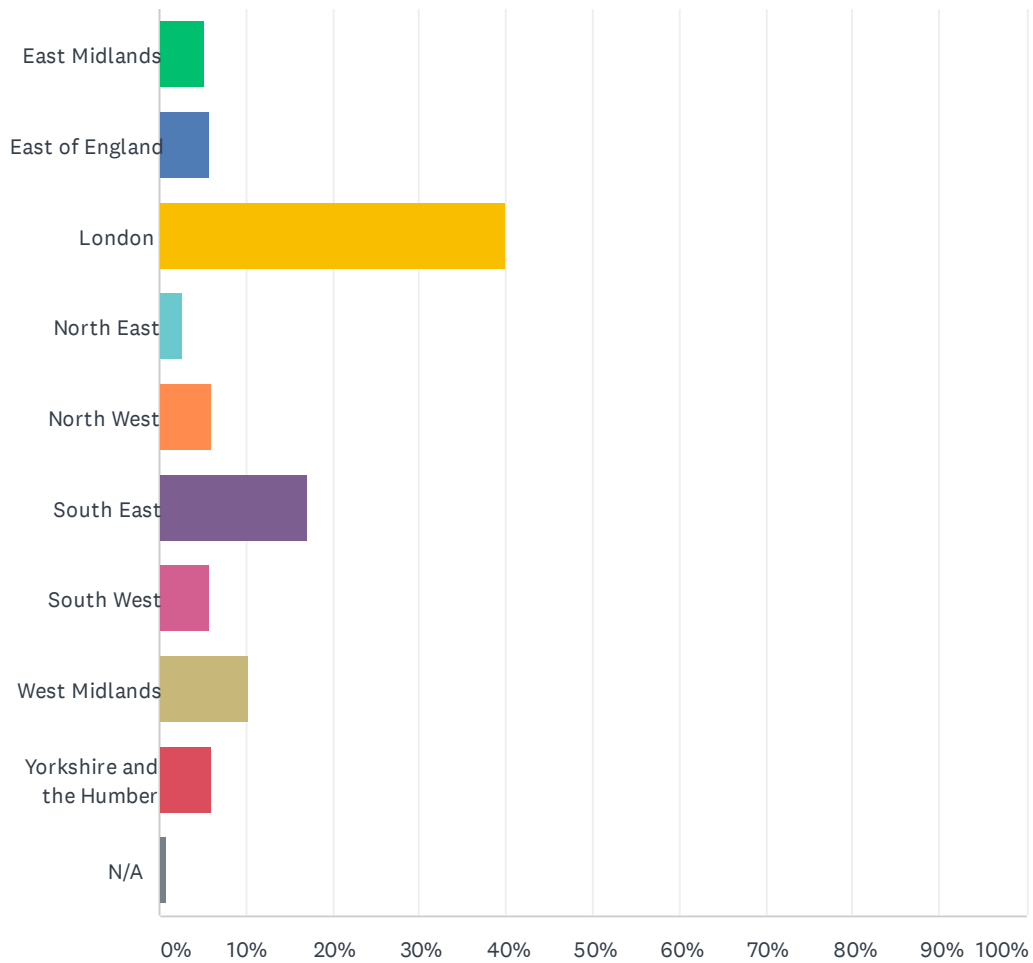


ANSWER CHOICES	RESPONSES
Channel Islands	0.25% 1
England	89.58% 361
Isle of Man	0.25% 1
Northern Ireland	0.25% 1
Scotland	4.71% 19
Wales	3.72% 15
Other (please specify)	1.24% 5
<b>TOTAL</b>	<b>403</b>



## Q6 In which region do you study or perform your usual work?

Answered: 361 Skipped: 42

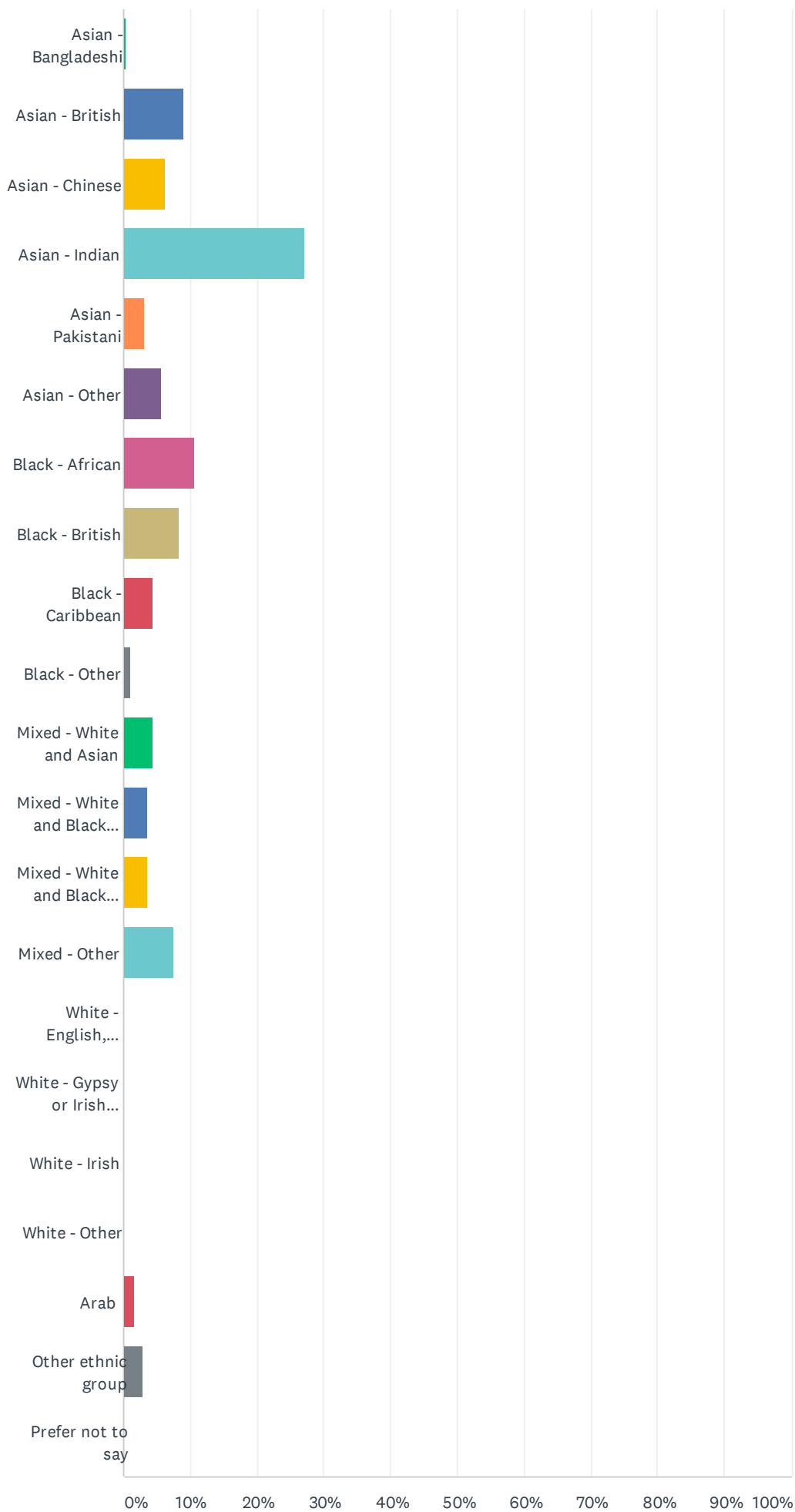


ANSWER CHOICES	RESPONSES	
East Midlands	5.26%	19
East of England	5.82%	21
London	39.89%	144
North East	2.77%	10
North West	6.09%	22
South East	17.17%	62
South West	5.82%	21
West Midlands	10.25%	37
Yorkshire and the Humber	6.09%	22
N/A	0.83%	3
<b>TOTAL</b>		<b>361</b>

## Q7 How would you describe your ethnicity?

Answered: 403 Skipped: 0

# CSP equality, diversity and inclusion membership survey

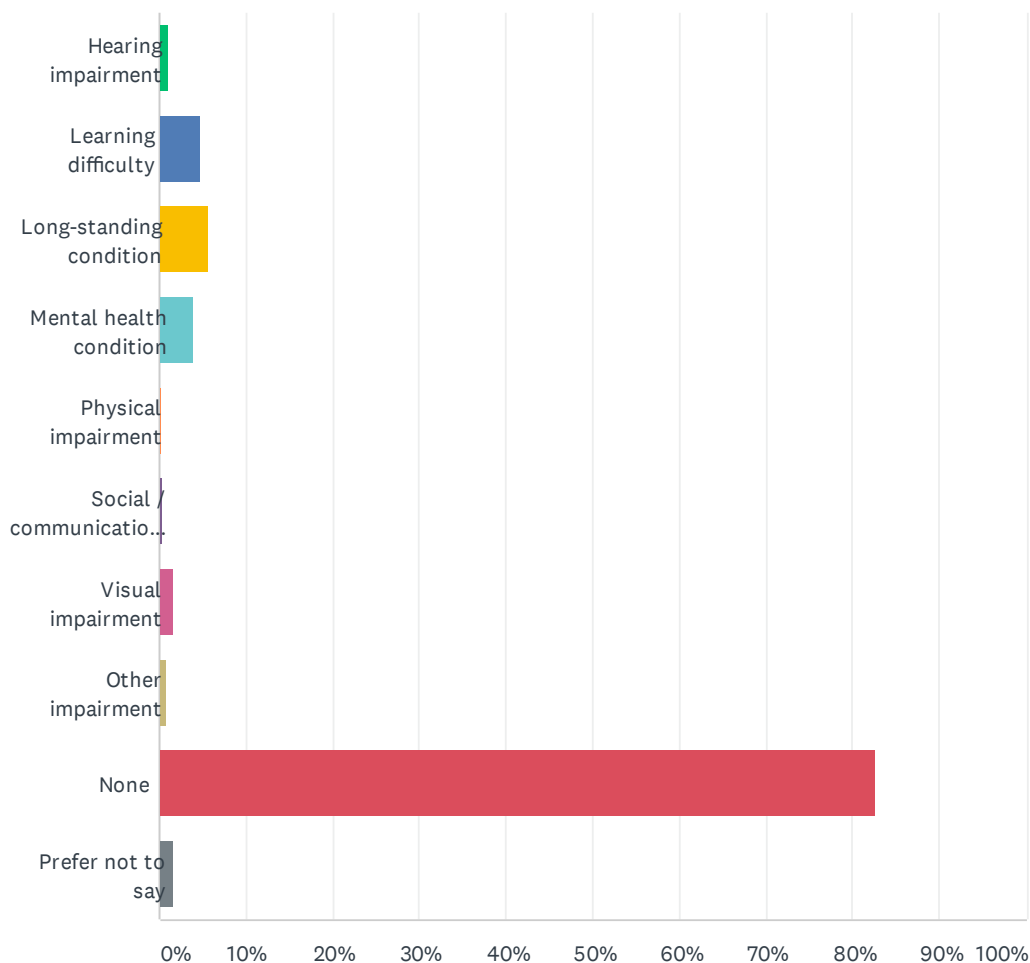


CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Asian - Bangladeshi	0.50%	2
Asian - British	8.93%	36
Asian - Chinese	6.20%	25
Asian - Indian	27.30%	110
Asian - Pakistani	3.23%	13
Asian - Other	5.71%	23
Black - African	10.67%	43
Black - British	8.44%	34
Black - Caribbean	4.47%	18
Black - Other	0.99%	4
Mixed - White and Asian	4.47%	18
Mixed - White and Black African	3.47%	14
Mixed - White and Black Caribbean	3.47%	14
Mixed - Other	7.44%	30
White - English, Northern Irish, Scottish, Welsh or British	0.00%	0
White - Gypsy or Irish Traveller	0.00%	0
White - Irish	0.00%	0
White - Other	0.00%	0
Arab	1.74%	7
Other ethnic group	2.98%	12
Prefer not to say	0.00%	0
<b>TOTAL</b>		<b>403</b>

## Q8 Do you consider yourself to have a disability or long-term health condition? (Tick all that apply)

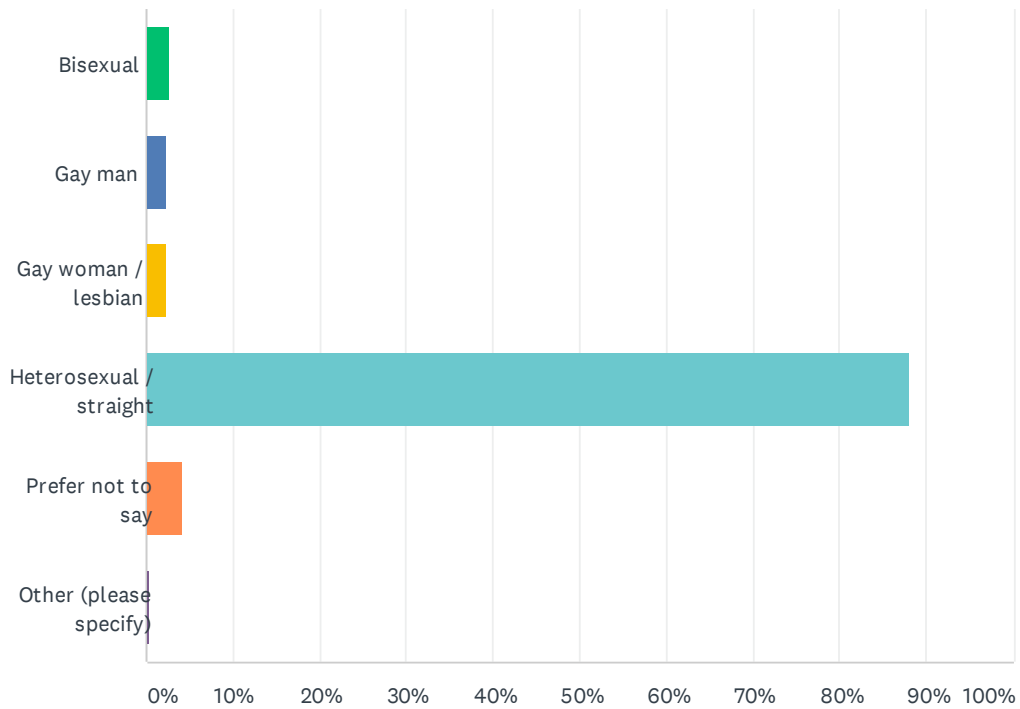
Answered: 402 Skipped: 1



ANSWER CHOICES	RESPONSES	
Hearing impairment	1.00%	4
Learning difficulty	4.73%	19
Long-standing condition	5.72%	23
Mental health condition	3.98%	16
Physical impairment	0.25%	1
Social / communication impairment	0.50%	2
Visual impairment	1.74%	7
Other impairment	0.75%	3
None	82.59%	332
Prefer not to say	1.74%	7
Total Respondents: 402		

## Q9 What is your sexual orientation?

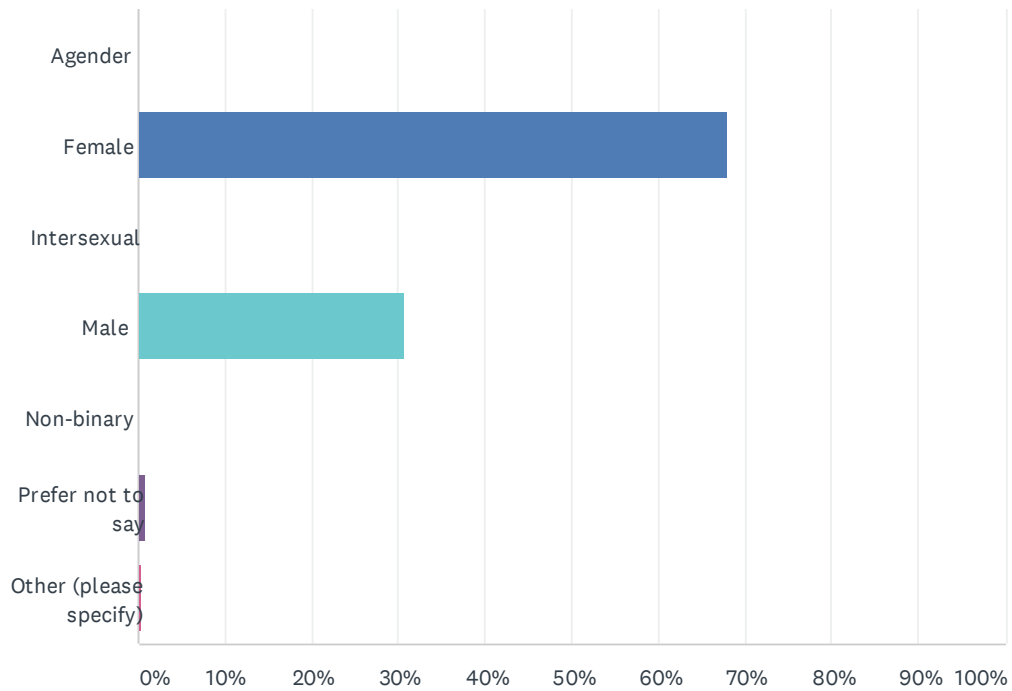
Answered: 402 Skipped: 1



ANSWER CHOICES	RESPONSES	
Bisexual	2.74%	11
Gay man	2.24%	9
Gay woman / lesbian	2.24%	9
Heterosexual / straight	88.06%	354
Prefer not to say	4.23%	17
Other (please specify)	0.50%	2
<b>TOTAL</b>		<b>402</b>

## Q10 What is your gender identity?

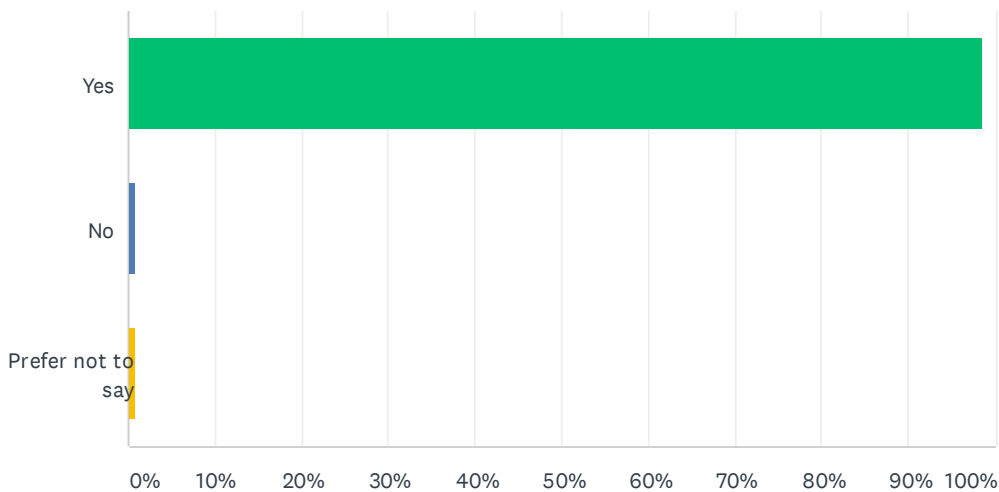
Answered: 400 Skipped: 3



ANSWER CHOICES	RESPONSES	
Agender	0.00%	0
Female	68.00%	272
Intersexual	0.00%	0
Male	30.75%	123
Non-binary	0.00%	0
Prefer not to say	0.75%	3
Other (please specify)	0.50%	2
<b>TOTAL</b>		<b>400</b>

## Q11 Is your gender identity the same as assigned to you at birth?

Answered: 400 Skipped: 3

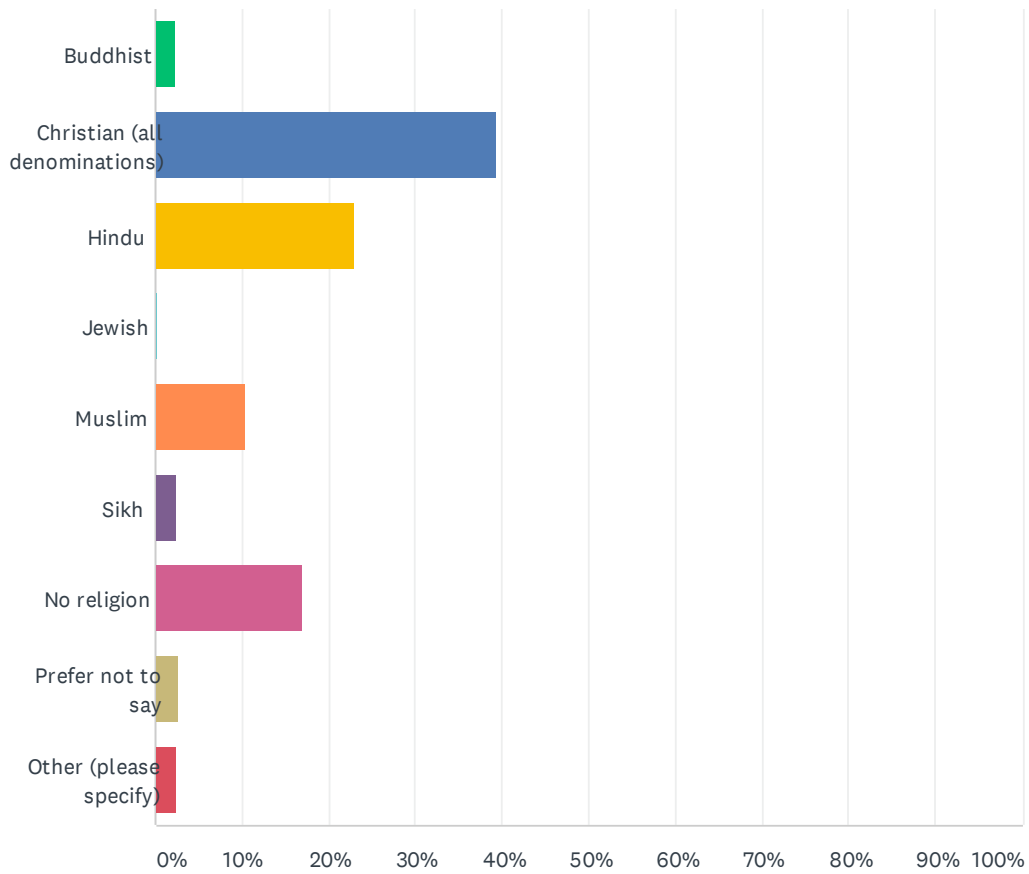


ANSWER CHOICES	RESPONSES	
Yes	98.50%	394
No	0.75%	3
Prefer not to say	0.75%	3
<b>TOTAL</b>		<b>400</b>



## Q12 What is your religion?

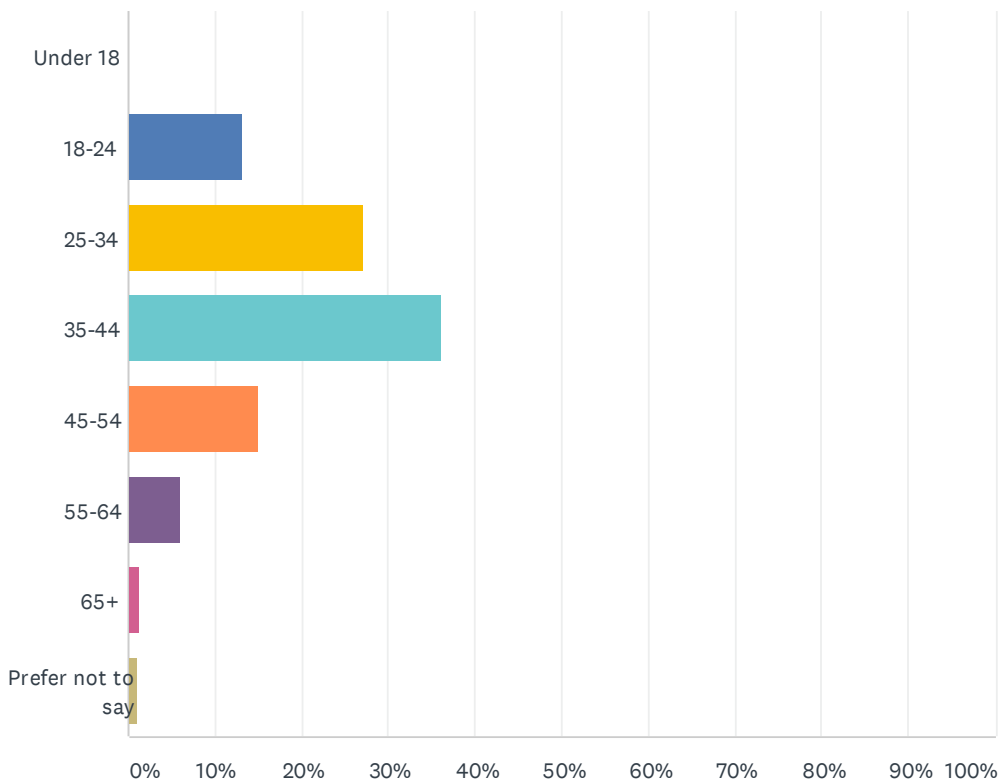
Answered: 400 Skipped: 3



ANSWER CHOICES	RESPONSES	
Buddhist	2.25%	9
Christian (all denominations)	39.25%	157
Hindu	23.00%	92
Jewish	0.25%	1
Muslim	10.50%	42
Sikh	2.50%	10
No religion	17.00%	68
Prefer not to say	2.75%	11
Other (please specify)	2.50%	10
<b>TOTAL</b>		<b>400</b>

### Q13 How old are you?

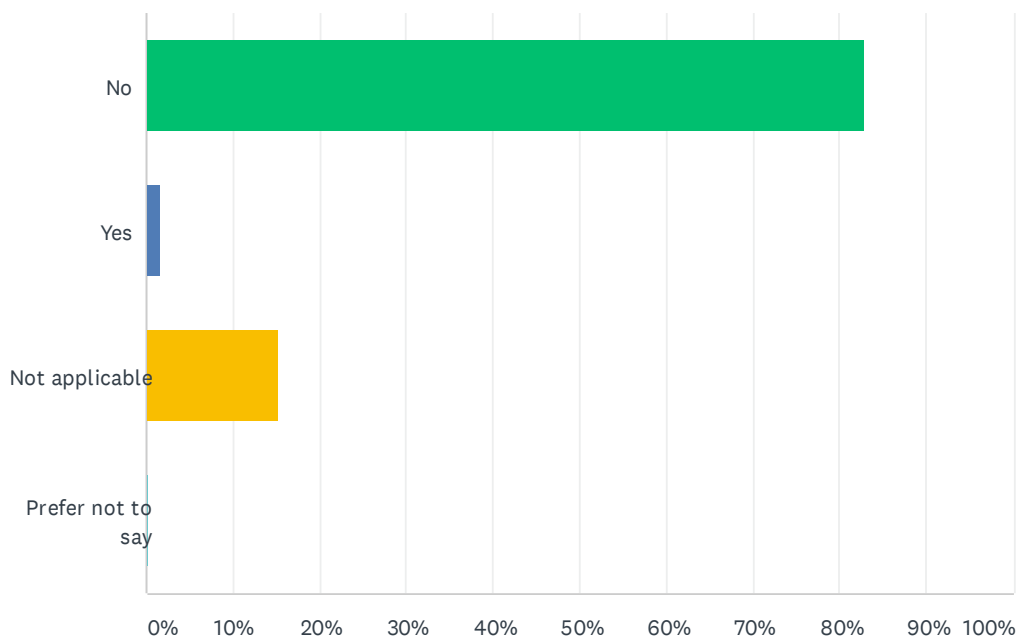
Answered: 400 Skipped: 3



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	13.25%	53
25-34	27.25%	109
35-44	36.25%	145
45-54	15.00%	60
55-64	6.00%	24
65+	1.25%	5
Prefer not to say	1.00%	4
<b>TOTAL</b>		<b>400</b>

### Q14 Are you currently pregnant?

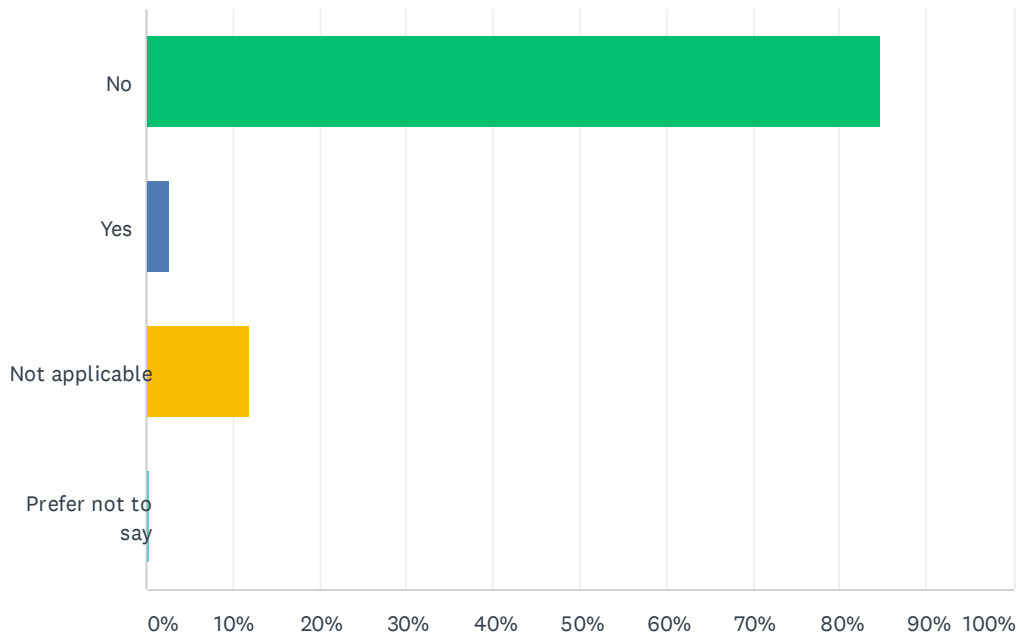
Answered: 400 Skipped: 3



ANSWER CHOICES	RESPONSES	
No	82.75%	331
Yes	1.75%	7
Not applicable	15.25%	61
Prefer not to say	0.25%	1
<b>TOTAL</b>		<b>400</b>

## Q15 Have you had a baby in the last 12 months?

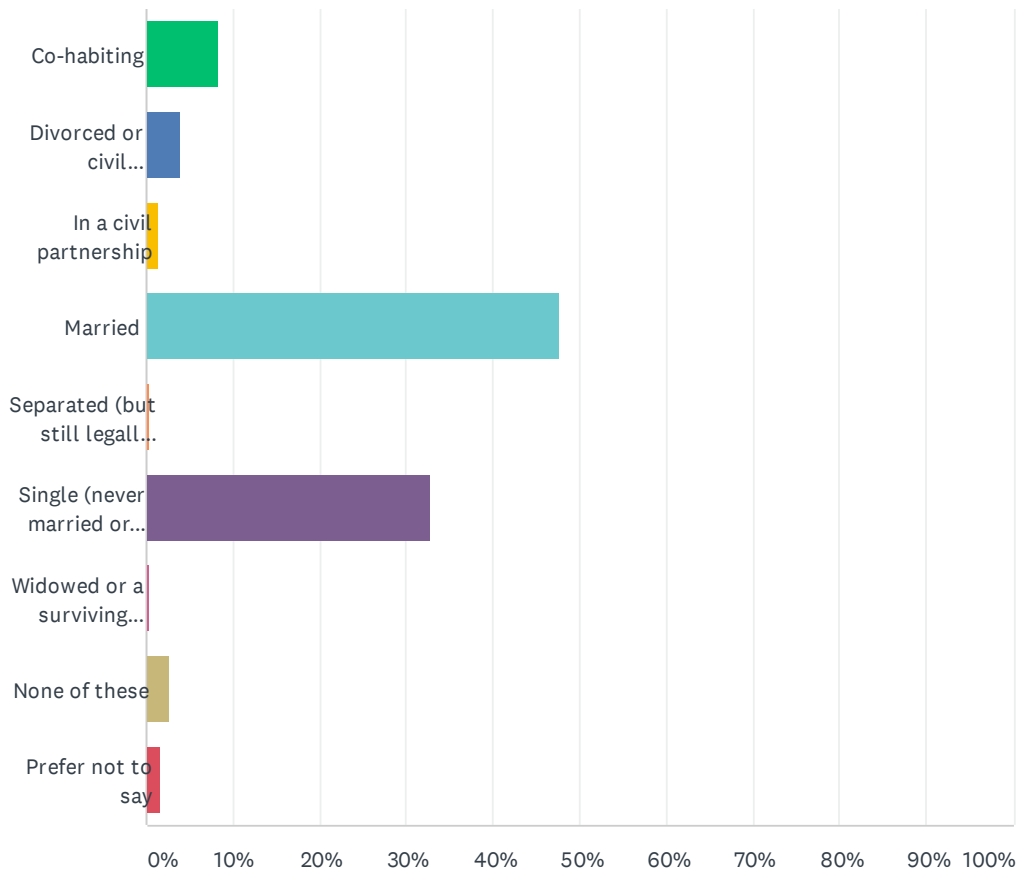
Answered: 400 Skipped: 3



ANSWER CHOICES	RESPONSES	
No	84.75%	339
Yes	2.75%	11
Not applicable	12.00%	48
Prefer not to say	0.50%	2
<b>TOTAL</b>		<b>400</b>

## Q16 What best describes your current status?

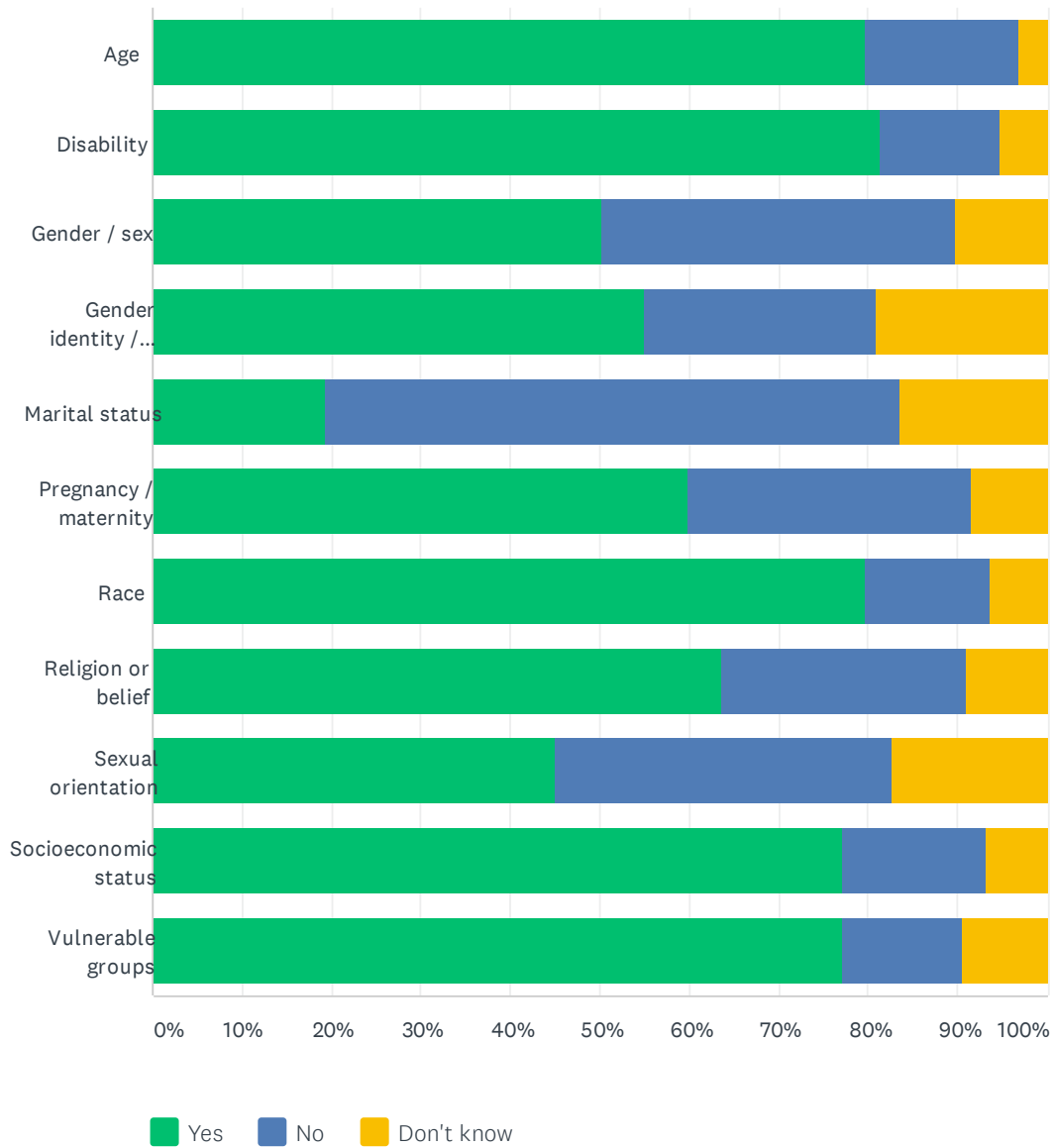
Answered: 398 Skipped: 5



ANSWER CHOICES	RESPONSES	
Co-habiting	8.29%	33
Divorced or civil partnership dissolved	4.02%	16
In a civil partnership	1.51%	6
Married	47.74%	190
Separated (but still legally married or in a civil partnership)	0.50%	2
Single (never married or never in a civil partnership)	32.91%	131
Widowed or a surviving partner from a civil partnership	0.50%	2
None of these	2.76%	11
Prefer not to say	1.76%	7
<b>TOTAL</b>		<b>398</b>

## Q17 Which of these characteristics do you believe can lead to differences in the healthcare that people receive?

Answered: 386 Skipped: 17

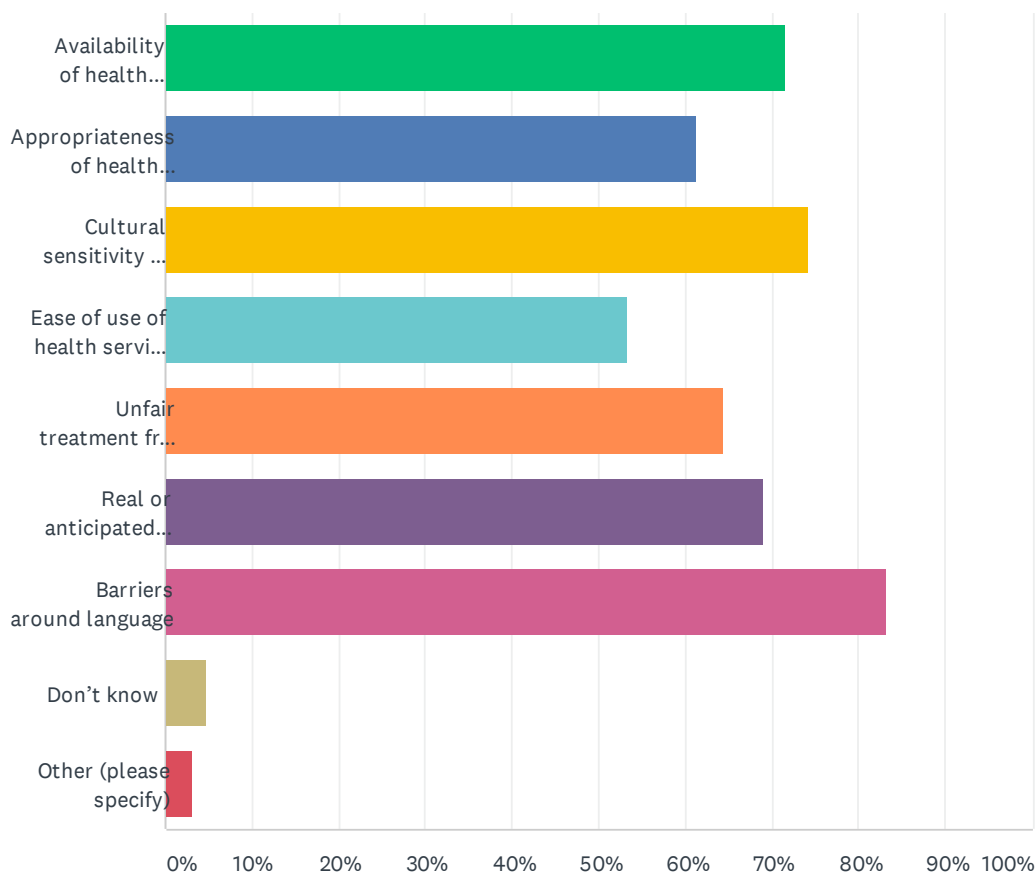


CSP equality, diversity and inclusion membership survey

	YES	NO	DON'T KNOW	TOTAL
Age	79.79% 300	17.02% 64	3.19% 12	376
Disability	81.27% 308	13.46% 51	5.28% 20	379
Gender / sex	50.13% 186	39.62% 147	10.24% 38	371
Gender identity / trans status	54.99% 204	25.88% 96	19.14% 71	371
Marital status	19.19% 71	64.32% 238	16.49% 61	370
Pregnancy / maternity	59.84% 222	31.81% 118	8.36% 31	371
Race	79.68% 302	13.98% 53	6.33% 24	379
Religion or belief	63.68% 242	27.37% 104	8.95% 34	380
Sexual orientation	45.07% 169	37.60% 141	17.33% 65	375
Socioeconomic status	77.17% 294	16.01% 61	6.82% 26	381
Vulnerable groups	77.11% 293	13.42% 51	9.47% 36	380

## Q18 Which of the following health inequalities are you aware of?

Answered: 382 Skipped: 21

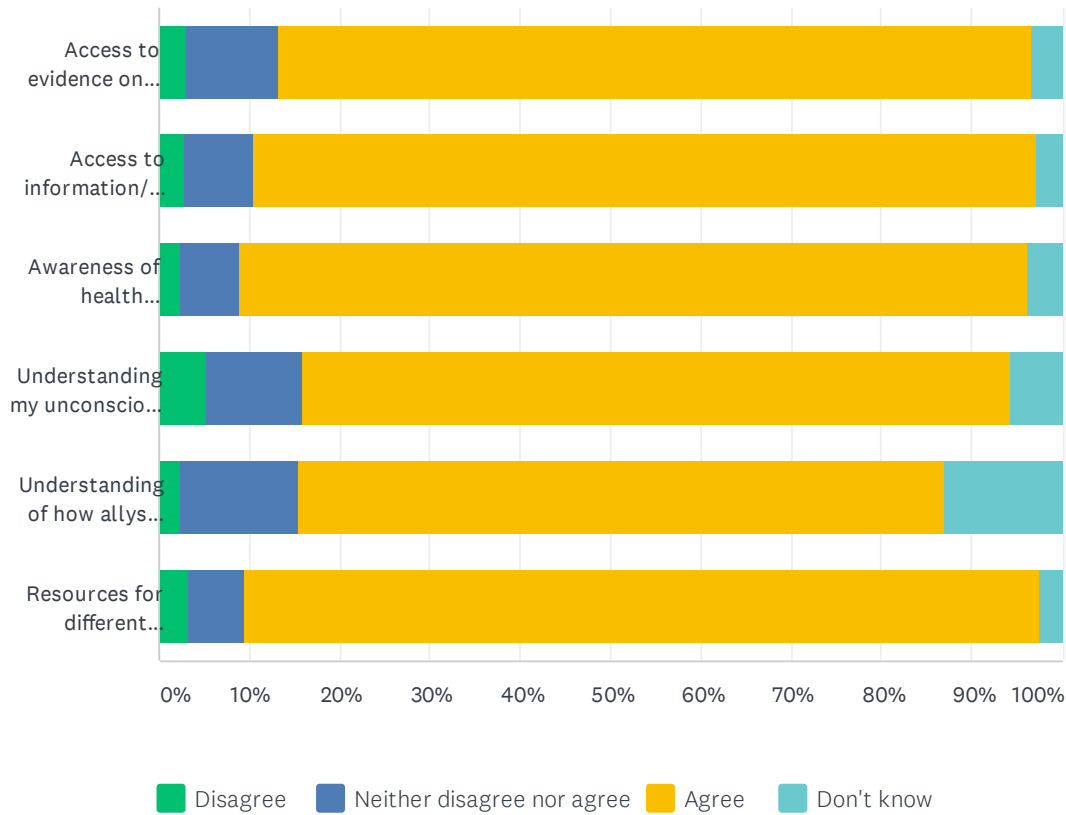


ANSWER CHOICES	RESPONSES	
Availability of health services to populations	71.47%	273
Appropriateness of health services to population needs	61.26%	234
Cultural sensitivity of delivery of health services	74.35%	284
Ease of use of health services by communities	53.40%	204
Unfair treatment from health care staff	64.40%	246
Real or anticipated discrimination	69.11%	264
Barriers around language	83.25%	318
Don't know	4.71%	18
Other (please specify)	3.14%	12
<b>Total Respondents: 382</b>		



## Q19 To what extent to you agree the following will better equip you to improve equality in the healthcare people receive?

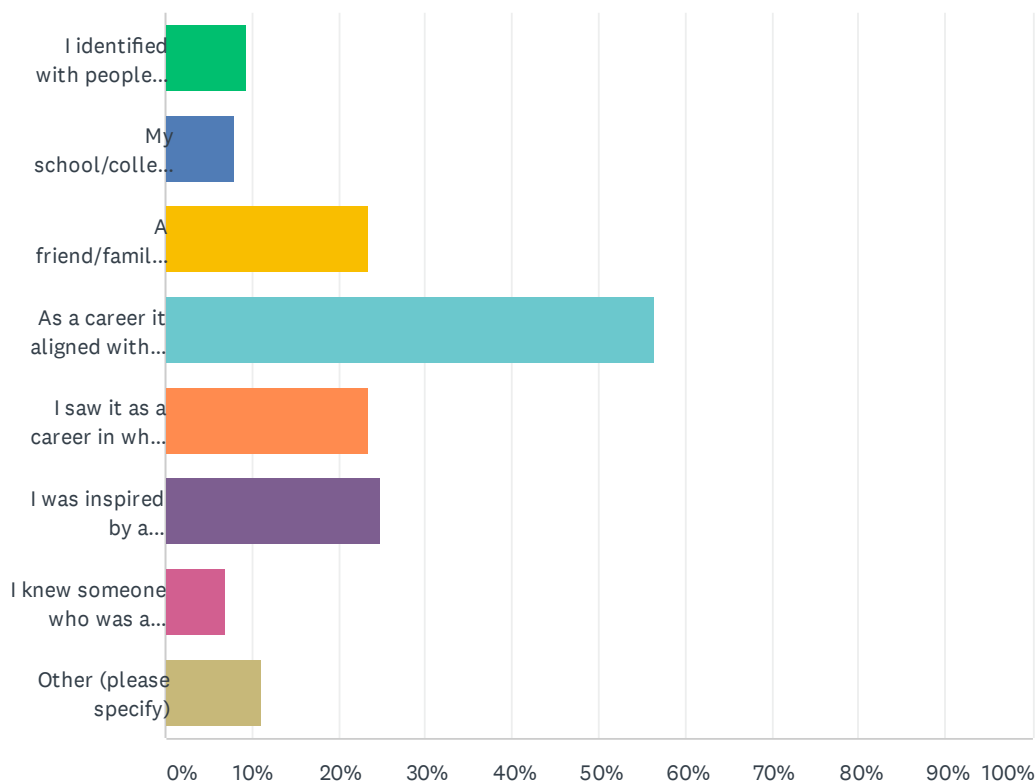
Answered: 366 Skipped: 37



	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Access to evidence on healthcare inequalities	3.04% 11	10.22% 37	83.43% 302	3.31% 12	362	0.80
Access to information/tools/guidance on how to reduce discrimination and/or barriers to access	2.75% 10	7.71% 28	86.78% 315	2.75% 10	363	0.84
Awareness of health inequalities and discrimination directed to different patient groups	2.49% 9	6.37% 23	87.26% 315	3.88% 14	361	0.85
Understanding my unconscious biases / personal prejudice – such as whiteness, Eurocentricity, heteronormative approaches	5.28% 19	10.56% 38	78.61% 283	5.56% 20	360	0.73
Understanding of how allyship can improve equality	2.49% 9	13.02% 47	71.47% 258	13.02% 47	361	0.69
Resources for different communities - including language, imagery, format	3.30% 12	6.04% 22	88.19% 321	2.47% 9	364	0.85

## Q20 Which of the following influenced your decision to become a physiotherapist / support worker?

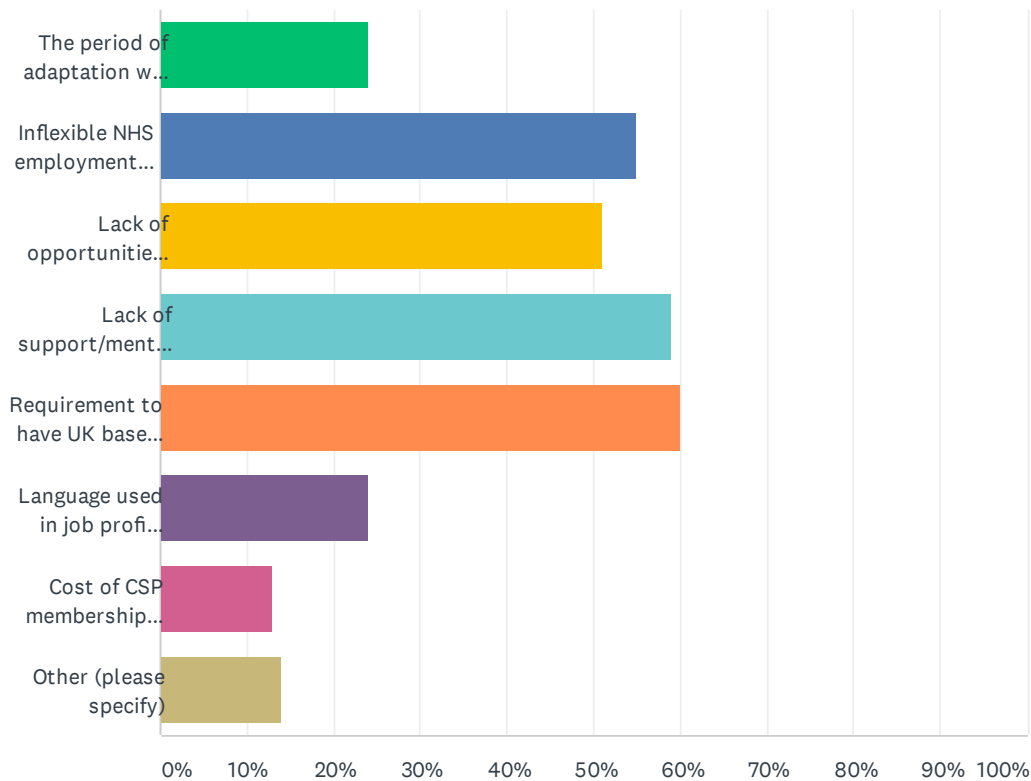
Answered: 200 Skipped: 203



ANSWER CHOICES	RESPONSES	
I identified with people similar to myself in the profession	9.50%	19
My school/college suggested it as a career	8.00%	16
A friend/family member suggested it as a career	23.50%	47
As a career it aligned with my passion	56.50%	113
I saw it as a career in which I could progress	23.50%	47
I was inspired by a physiotherapist/support worker who provided me/family with treatment	25.00%	50
I knew someone who was a physiotherapist/support worker	7.00%	14
Other (please specify)	11.00%	22
Total Respondents: 200		

## Q21 Which of the following has made it harder for you to access employment in the UK?

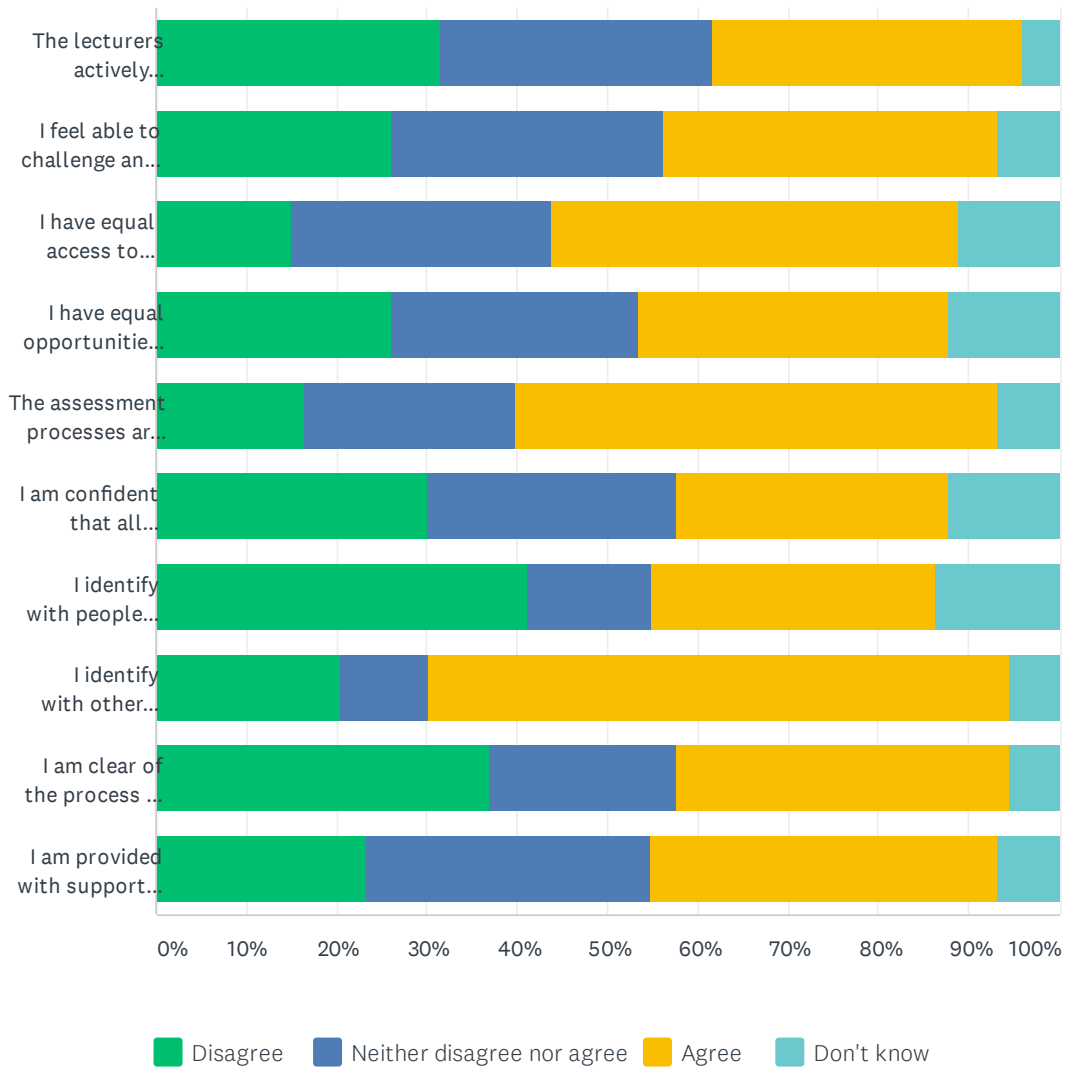
Answered: 100 Skipped: 303



ANSWER CHOICES	RESPONSES	
The period of adaptation with the HCPC prior to gaining registration	24.00%	24
Inflexible NHS employment systems/processes	55.00%	55
Lack of opportunities for networking/building contacts	51.00%	51
Lack of support/mentoring opportunities	59.00%	59
Requirement to have UK based work experience to get work/work experience	60.00%	60
Language used in job profiles and required skills/experience	24.00%	24
Cost of CSP membership while seeking employment	13.00%	13
Other (please specify)	14.00%	14
Total Respondents: 100		

## Q22 Please indicate whether you agree with these statements relating to your time as a student

Answered: 73 Skipped: 330

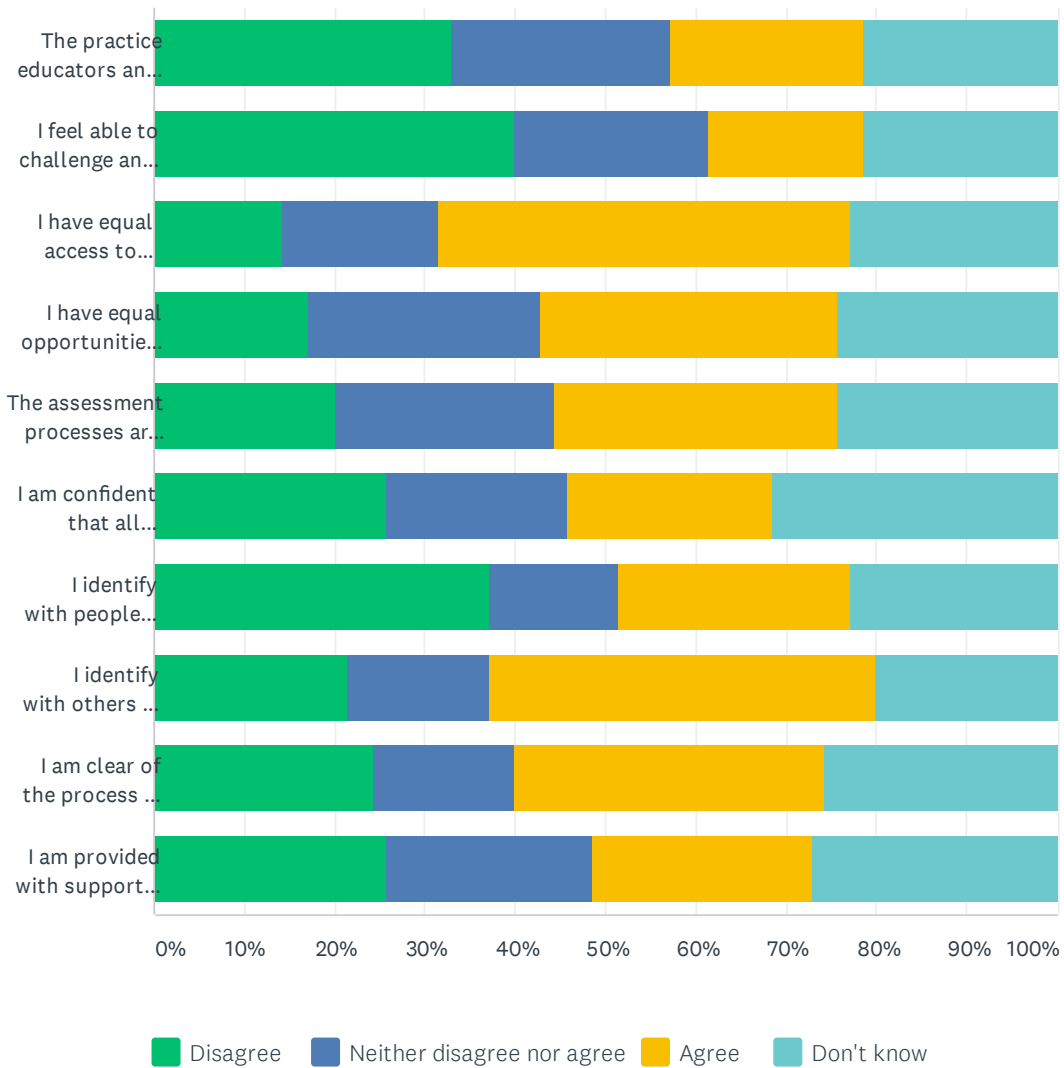


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The lecturers actively champion equality, diversity and inclusion	31.51% 23	30.14% 22	34.25% 25	4.11% 3	73	0.03
I feel able to challenge and speak out against discrimination	26.03% 19	30.14% 22	36.99% 27	6.85% 5	73	0.11
I have equal access to opportunities and awards	15.07% 11	28.77% 21	45.21% 33	10.96% 8	73	0.30
I have equal opportunities to develop a network / contacts	26.03% 19	27.40% 20	34.25% 25	12.33% 9	73	0.08
The assessment processes are fair and transparent	16.44% 12	23.29% 17	53.42% 39	6.85% 5	73	0.37
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	30.14% 22	27.40% 20	30.14% 22	12.33% 9	73	0.00
I identify with people similar to myself in educator positions	41.10% 30	13.70% 10	31.51% 23	13.70% 10	73	-0.10
I identify with other students who are similar to me	20.55% 15	9.59% 7	64.38% 47	5.48% 4	73	0.44
I am clear of the process to use if I feel harassed, victimised, or discriminated against	36.99% 27	20.55% 15	36.99% 27	5.48% 4	73	0.00
I am provided with support to raise concerns and challenge discriminatory behaviour	23.29% 17	31.51% 23	38.36% 28	6.85% 5	73	0.15

## Q23 Please indicate whether you agree with these statements relating to your time on placement as a student

Answered: 70 Skipped: 333

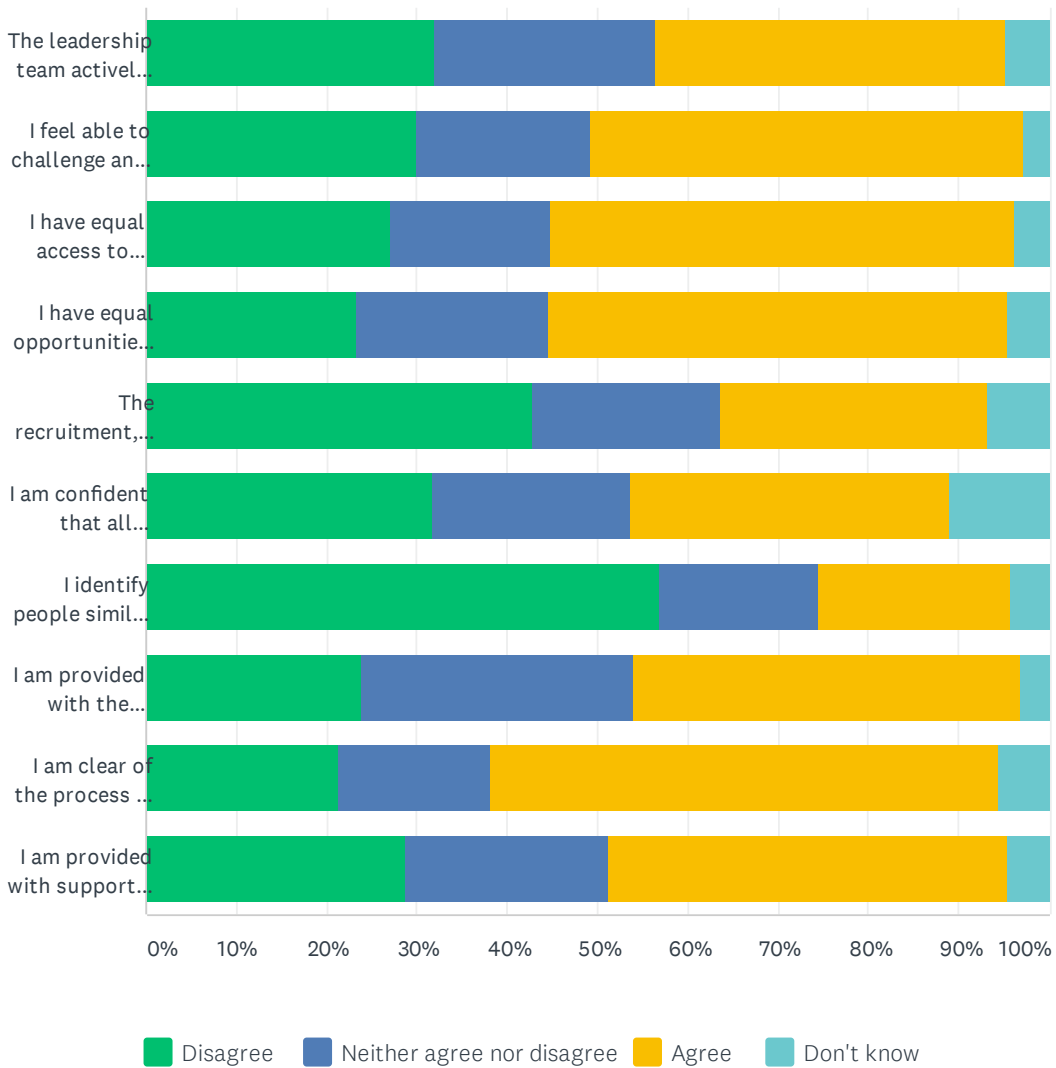


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The practice educators and placement supervisors actively champion equality, diversity and inclusion	32.86% 23	24.29% 17	21.43% 15	21.43% 15	70	-0.11
I feel able to challenge and speak out against discrimination	40.00% 28	21.43% 15	17.14% 12	21.43% 15	70	-0.23
I have equal access to opportunities	14.29% 10	17.14% 12	45.71% 32	22.86% 16	70	0.31
I have equal opportunities to develop a network / contacts	17.14% 12	25.71% 18	32.86% 23	24.29% 17	70	0.16
The assessment processes are fair and transparent	20.00% 14	24.29% 17	31.43% 22	24.29% 17	70	0.11
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	25.71% 18	20.00% 14	22.86% 16	31.43% 22	70	-0.03
I identify with people similar to myself in educator/supervisor positions	37.14% 26	14.29% 10	25.71% 18	22.86% 16	70	-0.11
I identify with others who are similar to me	21.43% 15	15.71% 11	42.86% 30	20.00% 14	70	0.21
I am clear of the process to use if I feel harassed, victimised, or discriminated against	24.29% 17	15.71% 11	34.29% 24	25.71% 18	70	0.10
I am provided with support to raise concerns and challenge discriminatory behaviour	25.71% 18	22.86% 16	24.29% 17	27.14% 19	70	-0.01

## Q24 Please indicate whether you agree with these statements relating to your main workplace

Answered: 286 Skipped: 117



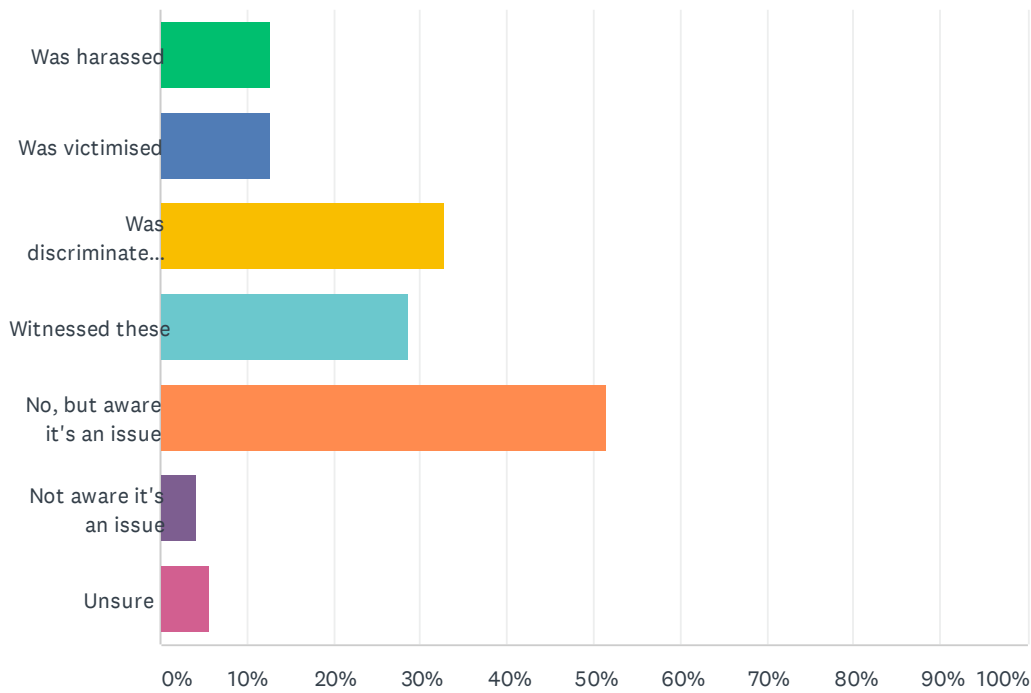


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The leadership team actively champion equality, diversity and inclusion	31.93% 91	24.56% 70	38.60% 110	4.91% 14	285	0.07
I feel able to challenge and speak out against discrimination	29.93% 85	19.37% 55	47.89% 136	2.82% 8	284	0.18
I have equal access to training, mentoring and development opportunities	27.21% 77	17.67% 50	51.24% 145	3.89% 11	283	0.24
I have equal opportunities to develop a network / contacts	23.32% 66	21.20% 60	50.88% 144	4.59% 13	283	0.28
The recruitment, promotion, progression and disciplinary processes are fair and transparent	42.70% 120	21.00% 59	29.54% 83	6.76% 19	281	-0.13
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	31.80% 90	21.91% 62	35.34% 100	10.95% 31	283	0.04
I identify people similar to myself in leadership positions	56.89% 161	17.67% 50	21.20% 60	4.24% 12	283	-0.36
I am provided with the support to engage with people from all backgrounds and experiences	23.84% 67	30.25% 85	42.70% 120	3.20% 9	281	0.19
I am clear of the process to use if I feel harassed, victimised, or discriminated against	21.20% 60	16.96% 48	56.18% 159	5.65% 16	283	0.35
I am provided with support to raise concerns and challenge discriminatory behaviour	28.62% 81	22.61% 64	44.17% 125	4.59% 13	283	0.16

## Q25 Have you experienced harassment, victimisation, or discrimination while at University (not on placement)?

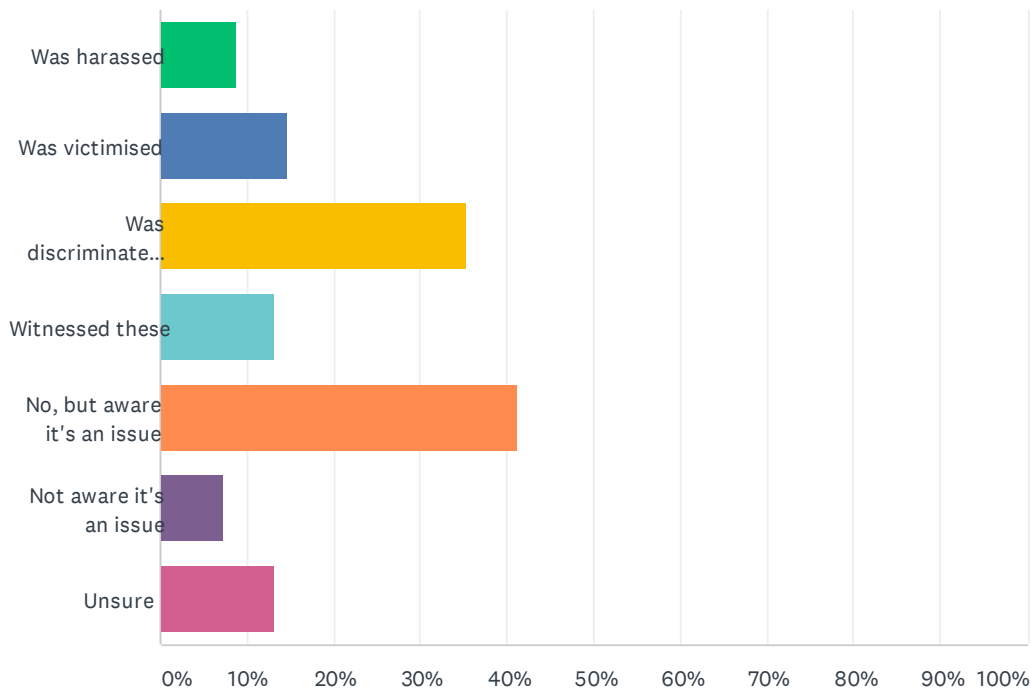
Answered: 70 Skipped: 333



ANSWER CHOICES	RESPONSES
Was harassed	12.86% 9
Was victimised	12.86% 9
Was discriminated against	32.86% 23
Witnessed these	28.57% 20
No, but aware it's an issue	51.43% 36
Not aware it's an issue	4.29% 3
Unsure	5.71% 4
Total Respondents: 70	

## Q26 Have you experienced harassment, victimisation, or discrimination while on clinical placement when studying?

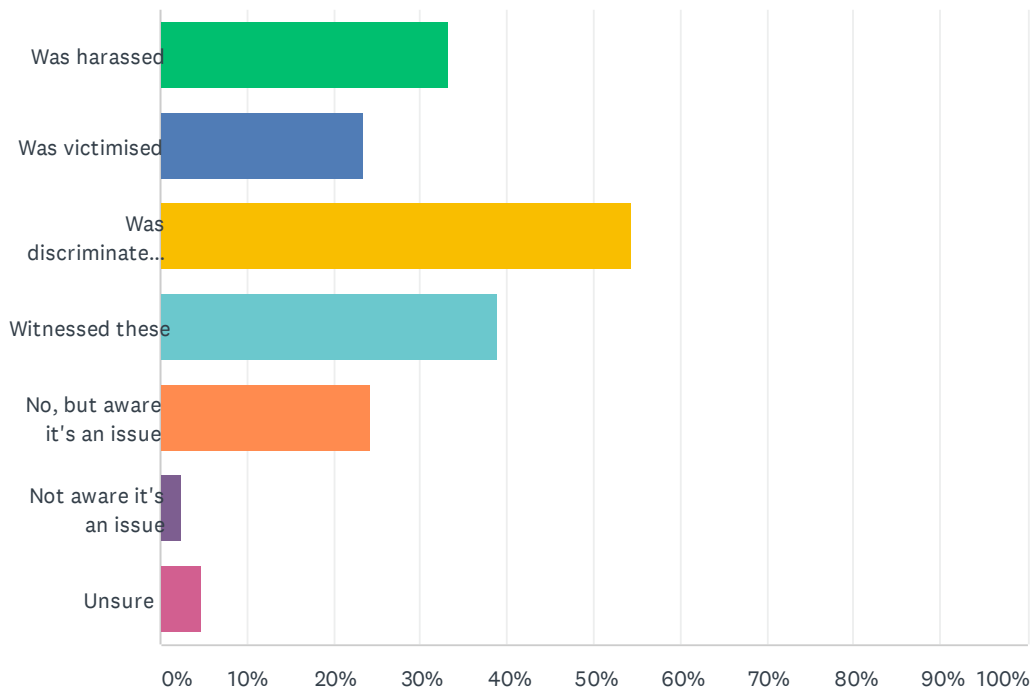
Answered: 68 Skipped: 335



ANSWER CHOICES	RESPONSES
Was harassed	8.82% 6
Was victimised	14.71% 10
Was discriminated against	35.29% 24
Witnessed these	13.24% 9
No, but aware it's an issue	41.18% 28
Not aware it's an issue	7.35% 5
Unsure	13.24% 9
Total Respondents: 68	

## Q27 Have you experienced harassment, victimisation, or discrimination while working?

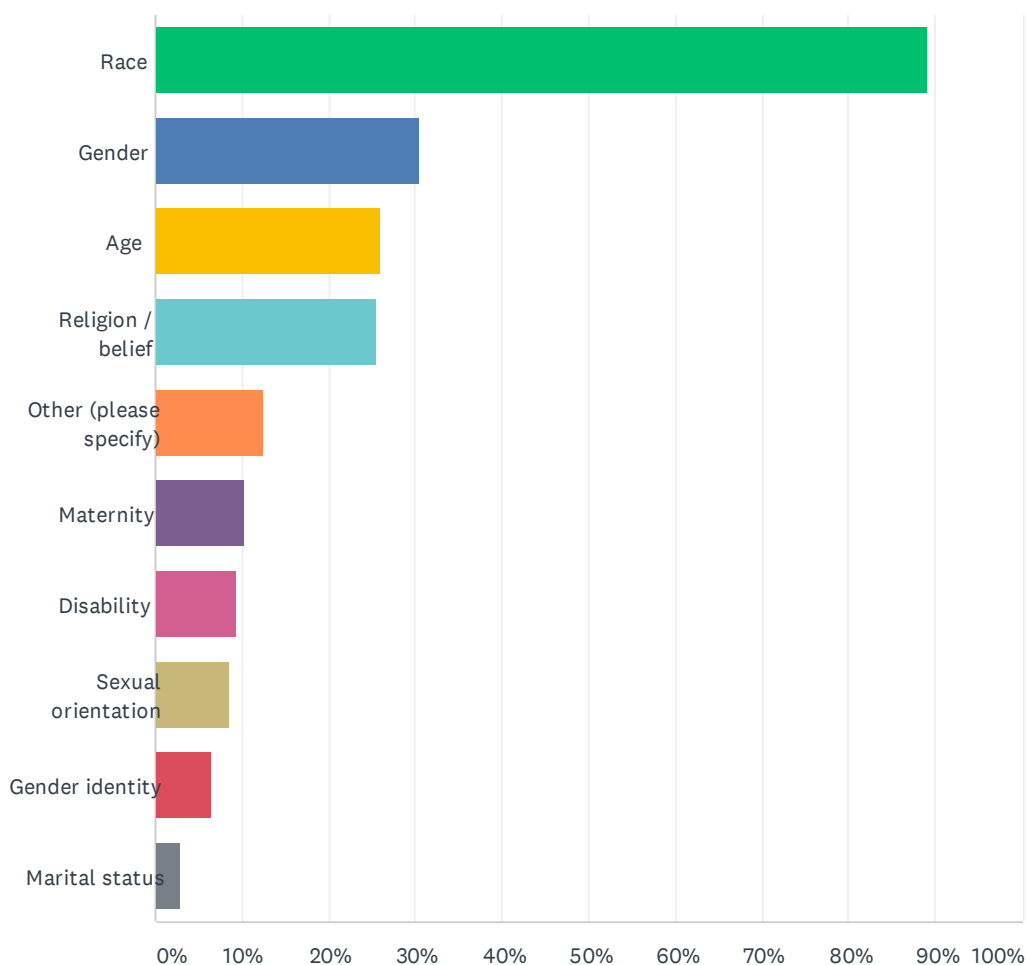
Answered: 285 Skipped: 118



ANSWER CHOICES	RESPONSES	
Was harassed	33.33%	95
Was victimised	23.51%	67
Was discriminated against	54.39%	155
Witnessed these	38.95%	111
No, but aware it's an issue	24.21%	69
Not aware it's an issue	2.46%	7
Unsure	4.91%	14
Total Respondents: 285		

## Q28 Which form of harassment, victimisation, or discrimination did you face/witness?

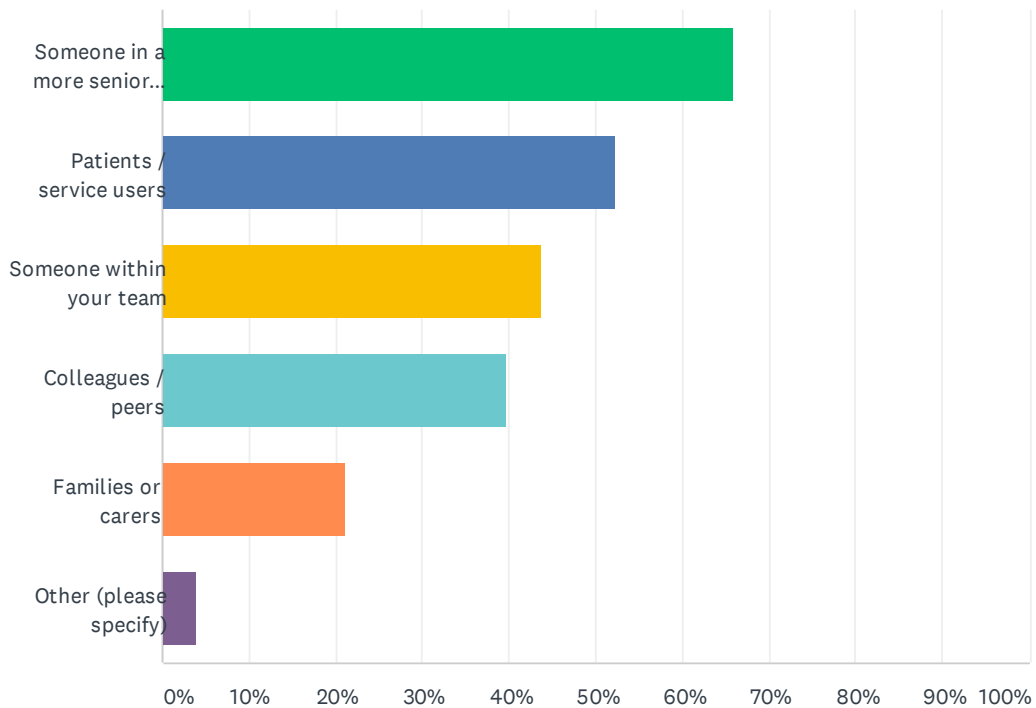
Answered: 232 Skipped: 171



ANSWER CHOICES	RESPONSES	
Race	89.22%	207
Gender	30.60%	71
Age	25.86%	60
Religion / belief	25.43%	59
Other (please specify)	12.50%	29
Maternity	10.34%	24
Disability	9.48%	22
Sexual orientation	8.62%	20
Gender identity	6.47%	15
Marital status	3.02%	7
Total Respondents: 232		

## Q29 From whom did you experience/witness harassment, victimisation, or discrimination?

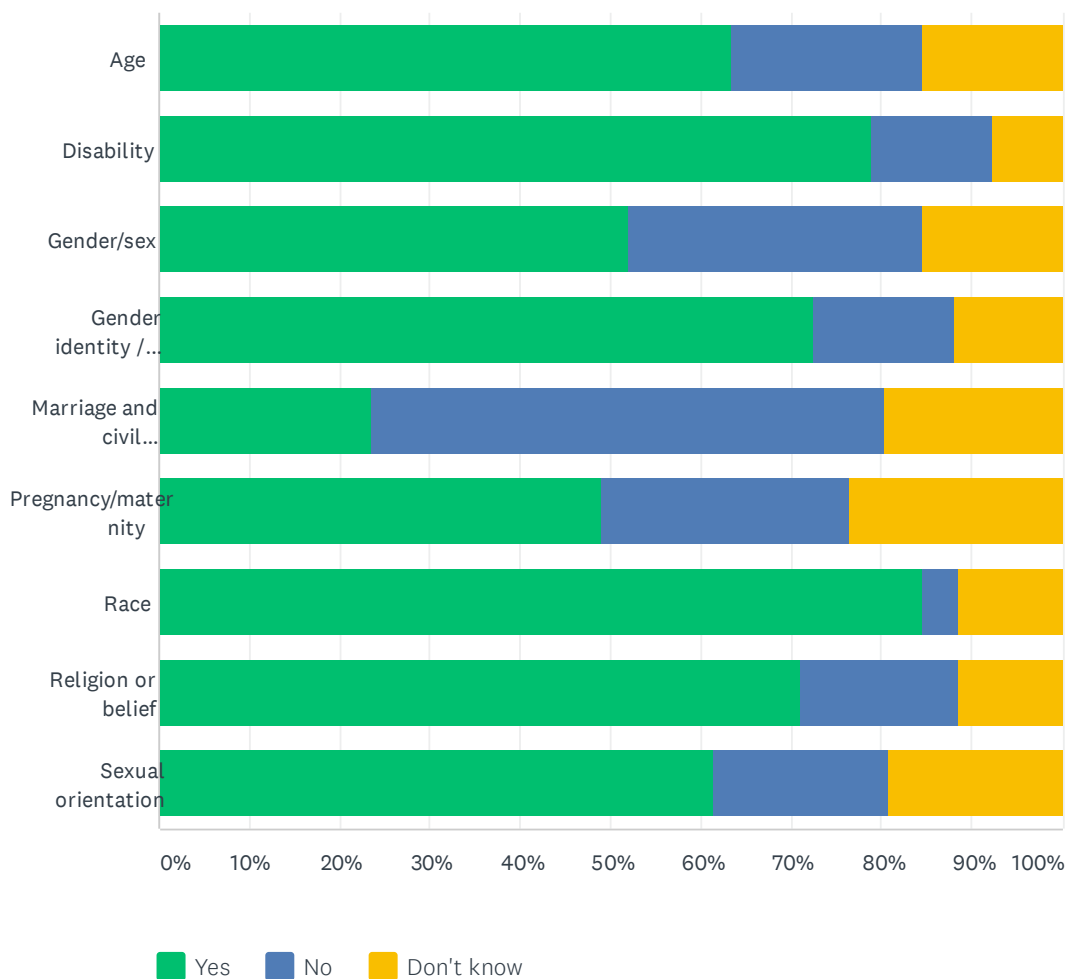
Answered: 231 Skipped: 172



ANSWER CHOICES	RESPONSES	
Someone in a more senior position	65.80%	152
Patients / service users	52.38%	121
Someone within your team	43.72%	101
Colleagues / peers	39.83%	92
Families or carers	21.21%	49
Other (please specify)	3.90%	9
Total Respondents: 231		

### Q30 Which of these characteristics do you believe can lead to students facing discrimination/ disadvantage?

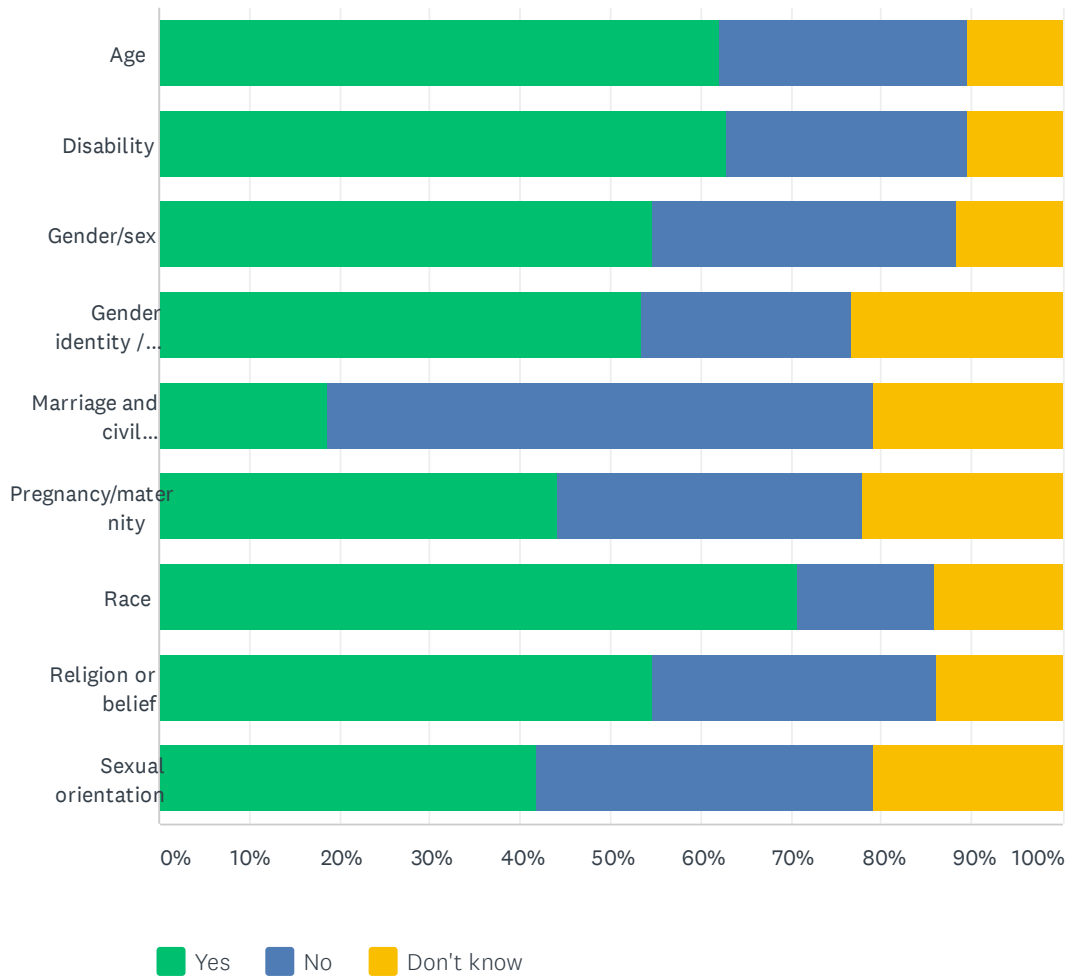
Answered: 52 Skipped: 351



	YES	NO	DON'T KNOW	TOTAL
Age	63.46% 33	21.15% 11	15.38% 8	52
Disability	78.85% 41	13.46% 7	7.69% 4	52
Gender/sex	51.92% 27	32.69% 17	15.38% 8	52
Gender identity / trans status	72.55% 37	15.69% 8	11.76% 6	51
Marriage and civil partnership	23.53% 12	56.86% 29	19.61% 10	51
Pregnancy/maternity	49.02% 25	27.45% 14	23.53% 12	51
Race	84.62% 44	3.85% 2	11.54% 6	52
Religion or belief	71.15% 37	17.31% 9	11.54% 6	52
Sexual orientation	61.54% 32	19.23% 10	19.23% 10	52

### Q31 Which of these characteristics do you believe can lead to fellow workers facing discrimination / disadvantage?

Answered: 87 Skipped: 316

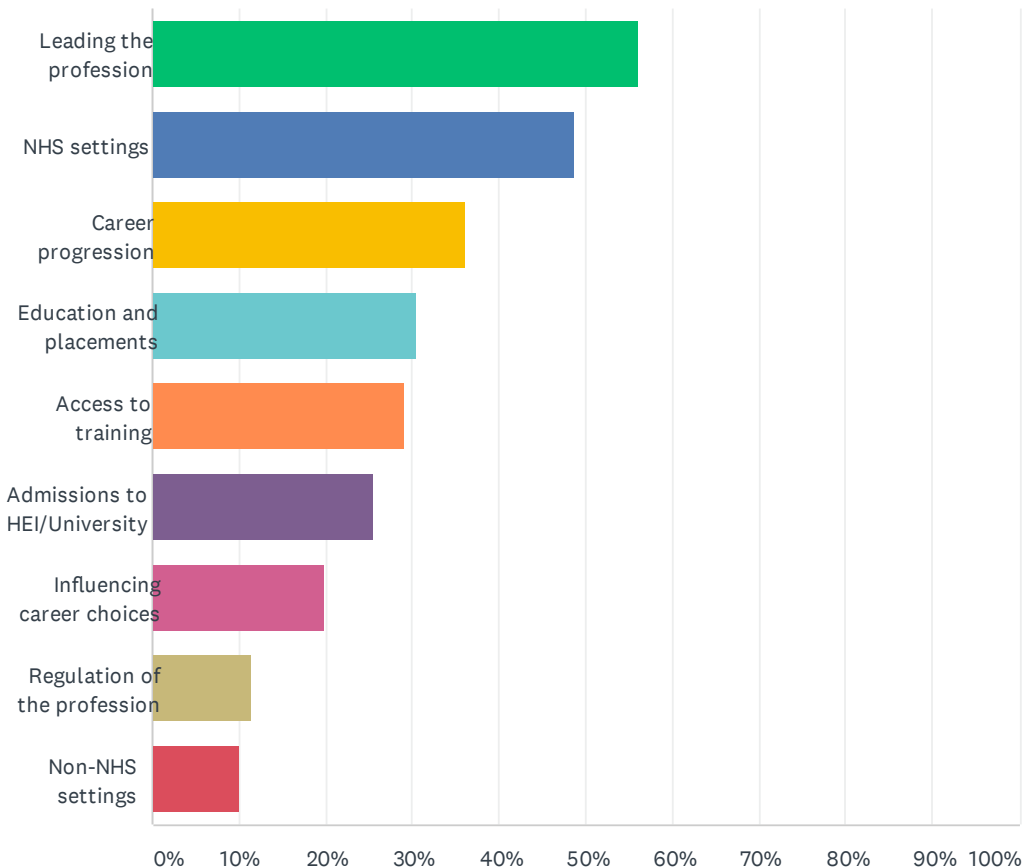


	YES	NO	DON'T KNOW	TOTAL
Age	62.07% 54	27.59% 24	10.34% 9	87
Disability	62.79% 54	26.74% 23	10.47% 9	86
Gender/sex	54.65% 47	33.72% 29	11.63% 10	86
Gender identity / trans status	53.49% 46	23.26% 20	23.26% 20	86
Marriage and civil partnership	18.60% 16	60.47% 52	20.93% 18	86
Pregnancy/maternity	44.19% 38	33.72% 29	22.09% 19	86
Race	70.59% 60	15.29% 13	14.12% 12	85
Religion or belief	54.65% 47	31.40% 27	13.95% 12	86
Sexual orientation	41.86% 36	37.21% 32	20.93% 18	86



**Q32 To help us prioritise where to focus our efforts, where do you think the CSP should have the most impact in improving equality, diversity and inclusion in the Physiotherapy profession? (Choose up to three)**

Answered: 337 Skipped: 66



ANSWER CHOICES	RESPONSES
Leading the profession	56.08% 189
NHS settings	48.66% 164
Career progression	36.20% 122
Education and placements	30.56% 103
Access to training	29.08% 98
Admissions to HEI/University	25.52% 86
Influencing career choices	19.88% 67
Regulation of the profession	11.57% 39
Non-NHS settings	10.09% 34
Total Respondents: 337	

## Q33 Why do you think that?

Answered: 196 Skipped: 207

Q34 Please use this space to say anything else you wish to in relation to the development of our EDI strategy. Please note that we will not respond to any individual comments submitted in this survey as they are anonymous. If you'd like to speak to someone about your feedback, please contact us on 020 7306 6666 or [enquiries@csp.org.uk](mailto:enquiries@csp.org.uk).

Answered: 100 Skipped: 303