

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

## All responses

The report shows the results from all respondents. It is one of a set that report on:

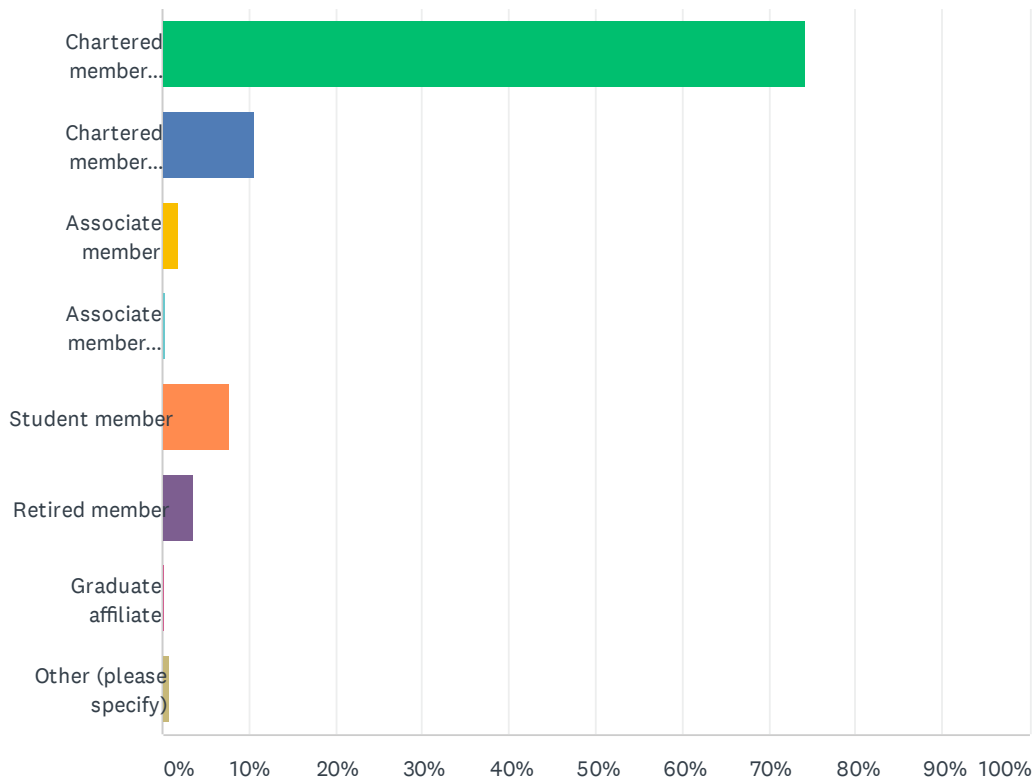
- All responses
- Responses from Black, Asian and Minority Ethnic members
- Responses from LGBTQIA+ members
- Responses from members with a disability or long-term health condition

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?

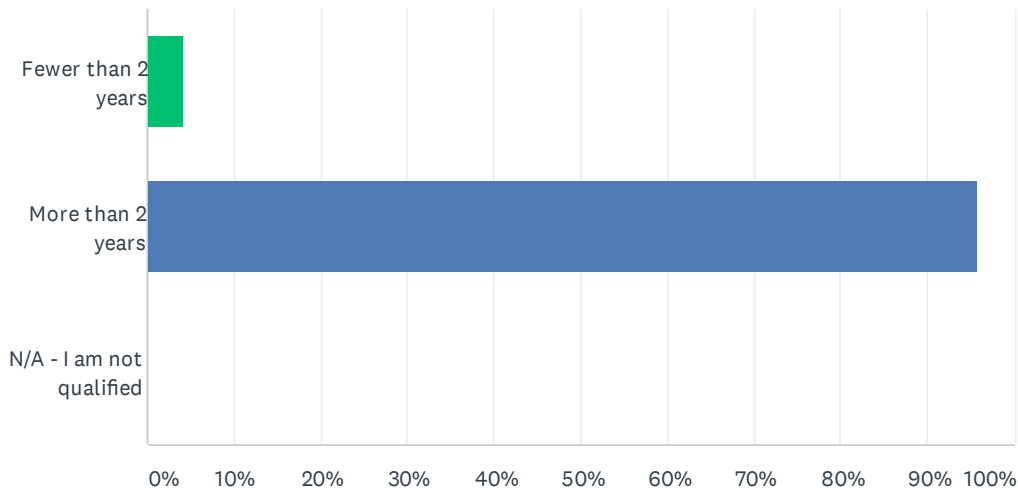
Answered: 2,969 Skipped: 0



ANSWER CHOICES	RESPONSES	
Chartered member (qualified in the UK)	74.33%	2,207
Chartered member (qualified overseas)	10.74%	319
Associate member	1.95%	58
Associate member (qualified overseas)	0.47%	14
Student member	7.81%	232
Retired member	3.64%	108
Graduate affiliate	0.30%	9
Other (please specify)	0.74%	22
<b>TOTAL</b>		<b>2,969</b>

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

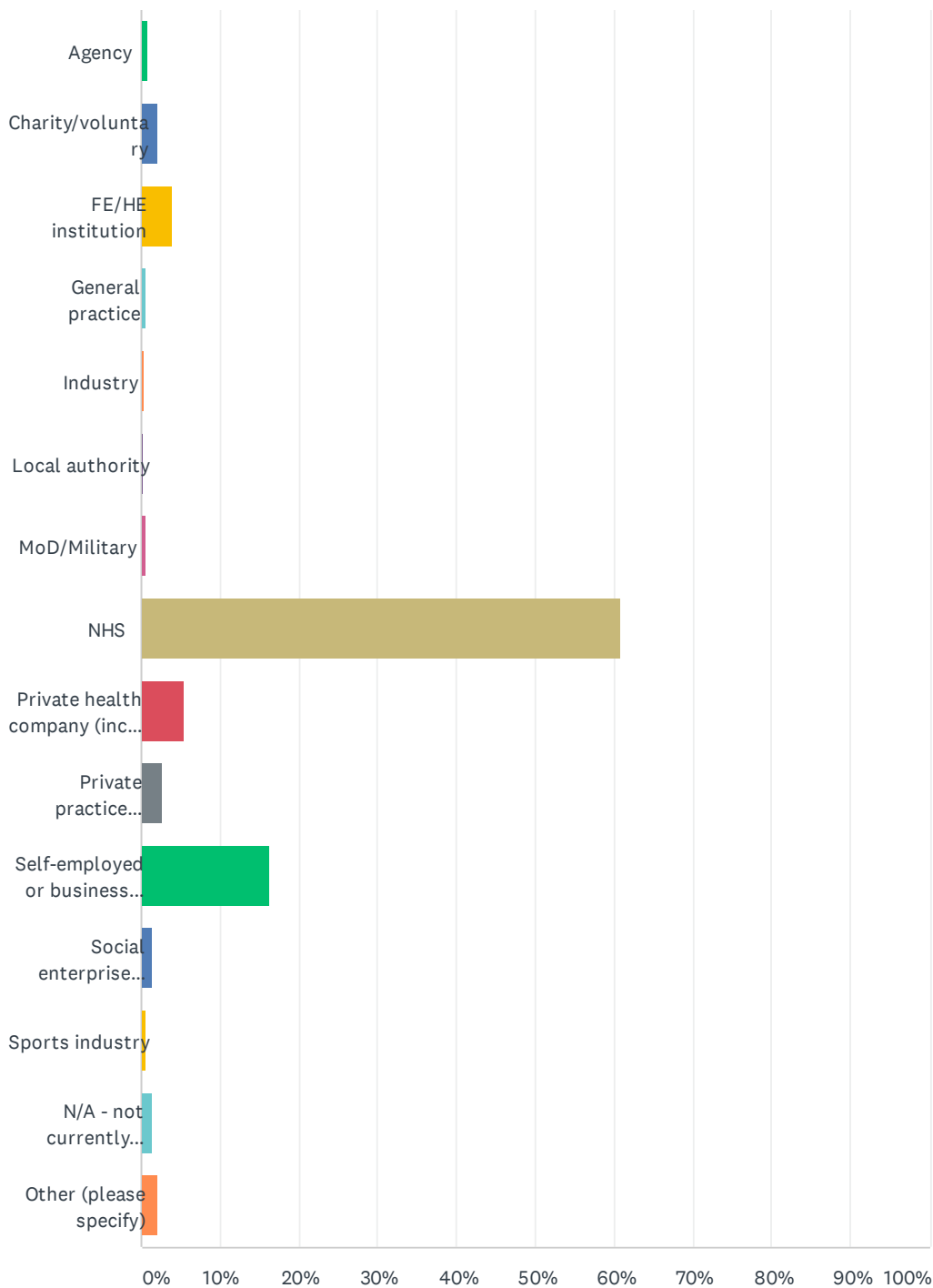
Answered: 2,518 Skipped: 451



ANSWER CHOICES	RESPONSES	
Fewer than 2 years	4.21%	106
More than 2 years	95.75%	2,411
N/A - I am not qualified	0.04%	1
<b>TOTAL</b>		<b>2,518</b>

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

Answered: 2,568 Skipped: 401

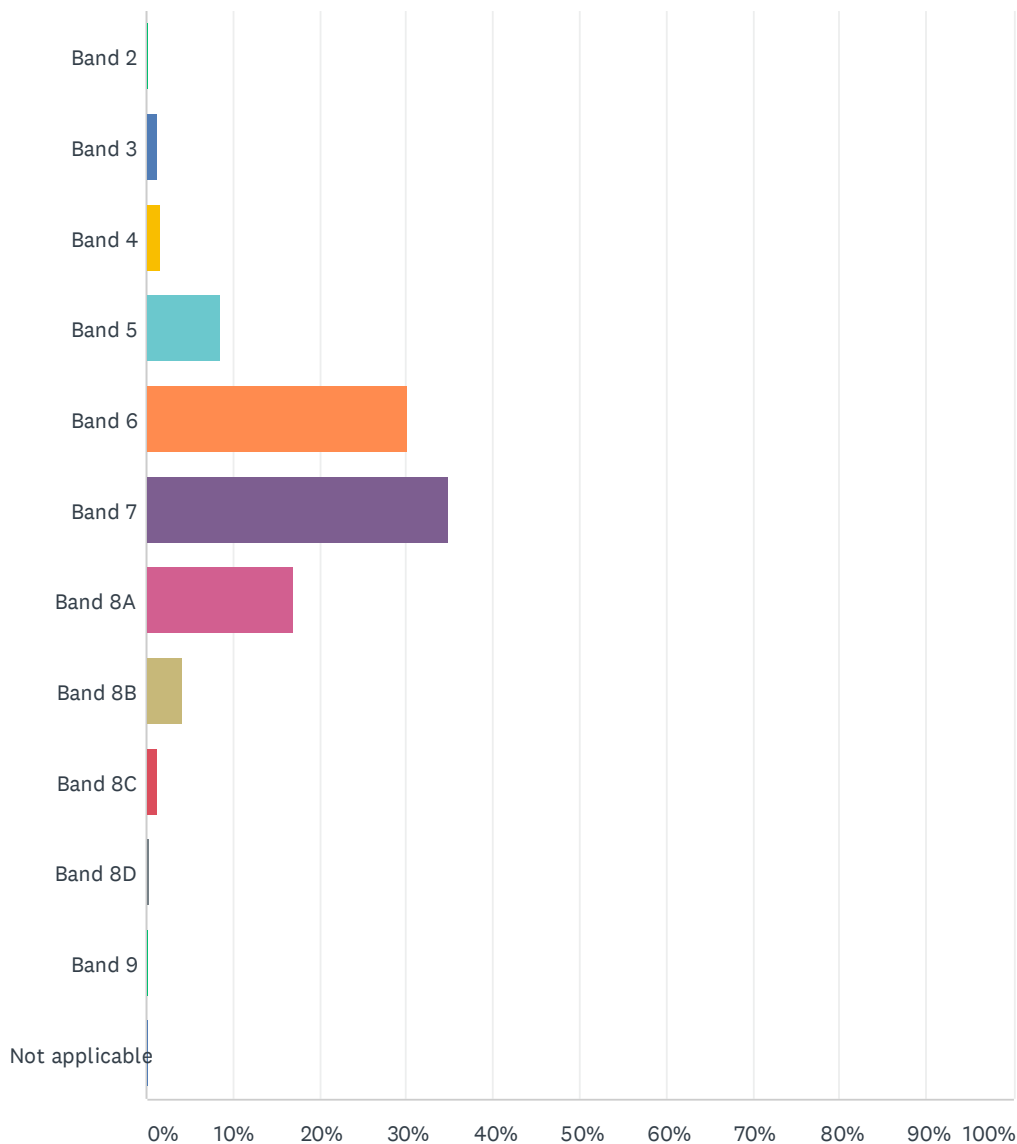


## CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Agency	0.86%	22
Charity/voluntary	2.14%	55
FE/HE institution	4.01%	103
General practice	0.70%	18
Industry	0.35%	9
Local authority	0.27%	7
MoD/Military	0.62%	16
NHS	60.86%	1,563
Private health company (inc independent hospital)	5.37%	138
Private practice employee	2.76%	71
Self-employed or business owner	16.39%	421
Social enterprise company	1.44%	37
Sports industry	0.66%	17
N/A - not currently working	1.52%	39
Other (please specify)	2.02%	52
<b>TOTAL</b>		<b>2,568</b>

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

Answered: 1,556 Skipped: 1,413

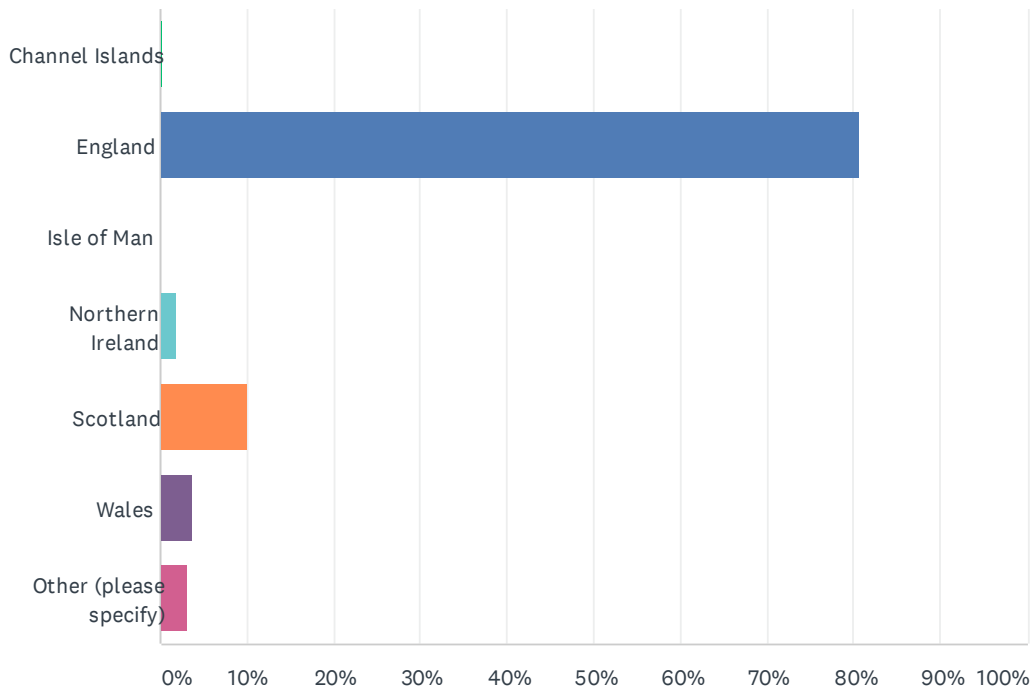


## CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Band 2	0.26%	4
Band 3	1.16%	18
Band 4	1.67%	26
Band 5	8.68%	135
Band 6	30.08%	468
Band 7	35.03%	545
Band 8A	16.90%	263
Band 8B	4.11%	64
Band 8C	1.16%	18
Band 8D	0.51%	8
Band 9	0.19%	3
Not applicable	0.26%	4
<b>TOTAL</b>		<b>1,556</b>

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

Answered: 2,915 Skipped: 54

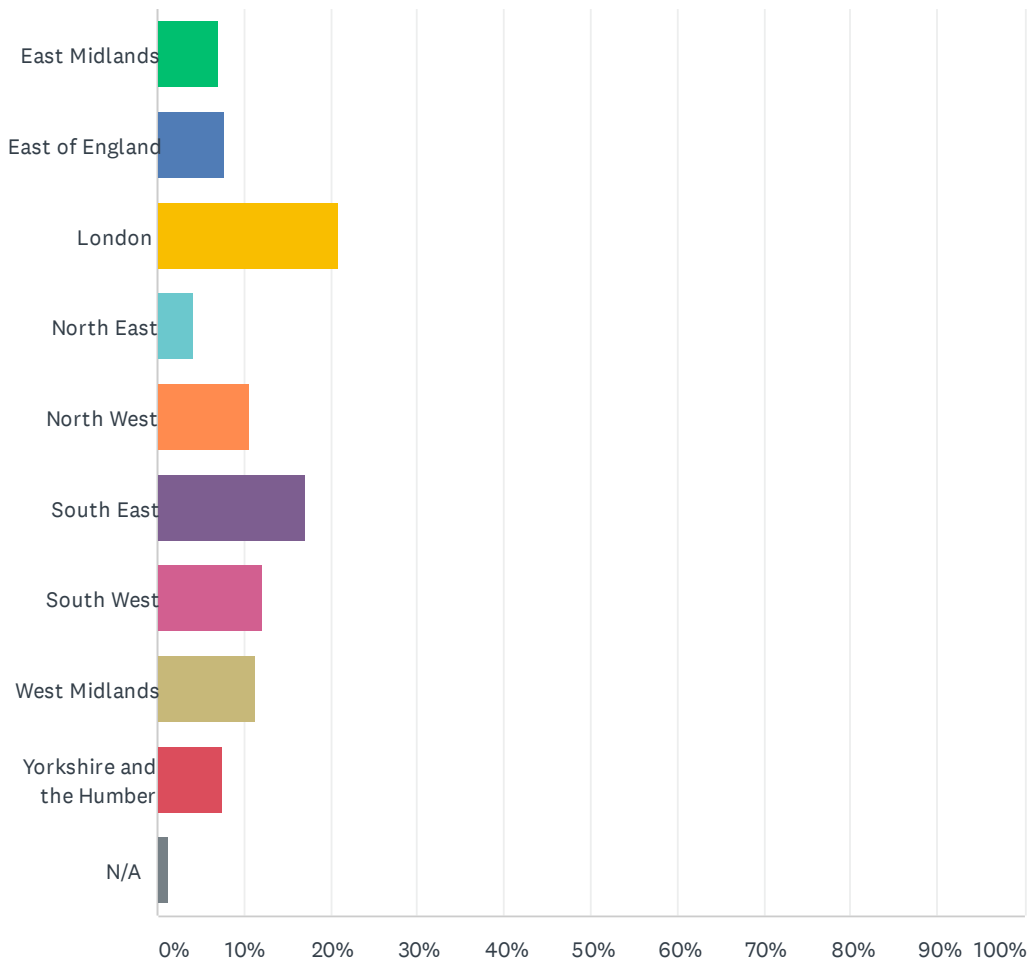


ANSWER CHOICES	RESPONSES
Channel Islands	0.17% 5
England	80.75% 2,354
Isle of Man	0.10% 3
Northern Ireland	1.96% 57
Scotland	10.12% 295
Wales	3.81% 111
Other (please specify)	3.09% 90
<b>TOTAL</b>	<b>2,915</b>



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

Answered: 2,347 Skipped: 622

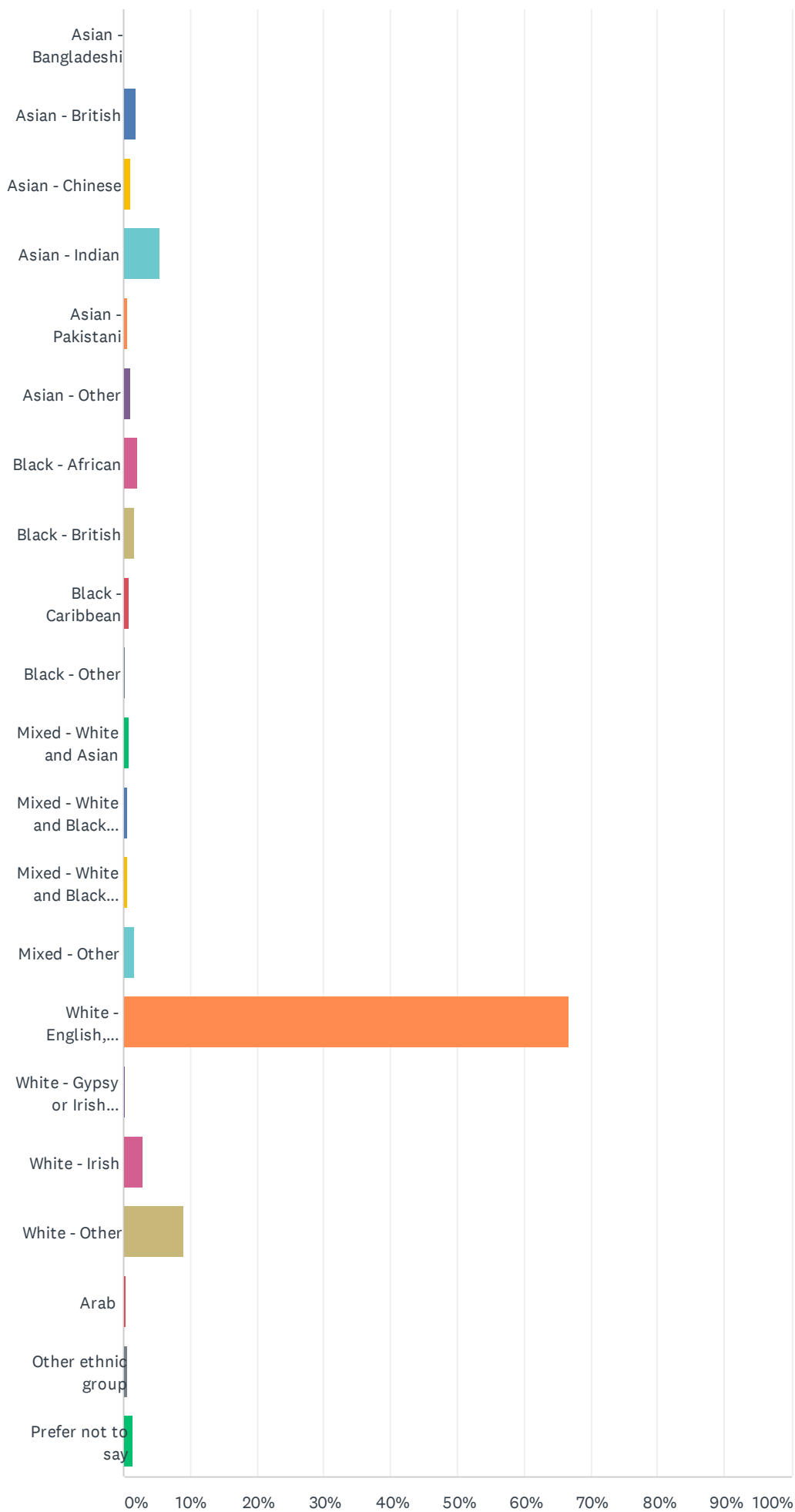


ANSWER CHOICES	RESPONSES	
East Midlands	7.20%	169
East of England	7.80%	183
London	20.84%	489
North East	4.13%	97
North West	10.69%	251
South East	17.26%	405
South West	12.06%	283
West Midlands	11.21%	263
Yorkshire and the Humber	7.54%	177
N/A	1.28%	30
<b>TOTAL</b>		<b>2,347</b>

## Q7 How would you describe your ethnicity?

Answered: 1,942 Skipped: 1,027

# CSP equality, diversity and inclusion membership survey

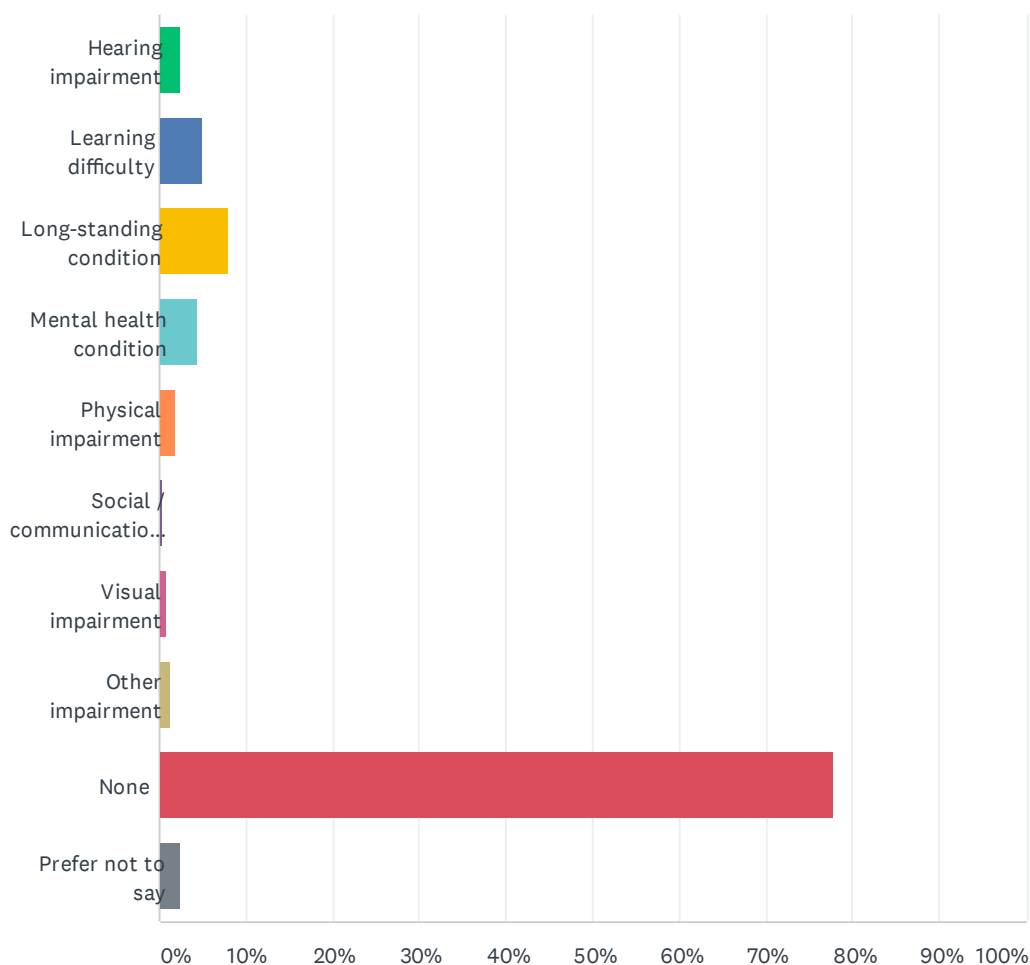


## CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Asian - Bangladeshi	0.10%	2
Asian - British	1.80%	35
Asian - Chinese	1.08%	21
Asian - Indian	5.36%	104
Asian - Pakistani	0.67%	13
Asian - Other	1.13%	22
Black - African	2.11%	41
Black - British	1.60%	31
Black - Caribbean	0.82%	16
Black - Other	0.21%	4
Mixed - White and Asian	0.82%	16
Mixed - White and Black African	0.72%	14
Mixed - White and Black Caribbean	0.67%	13
Mixed - Other	1.60%	31
White - English, Northern Irish, Scottish, Welsh or British	66.84%	1,298
White - Gypsy or Irish Traveller	0.21%	4
White - Irish	2.94%	57
White - Other	8.96%	174
Arab	0.36%	7
Other ethnic group	0.57%	11
Prefer not to say	1.44%	28
<b>TOTAL</b>		<b>1,942</b>

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

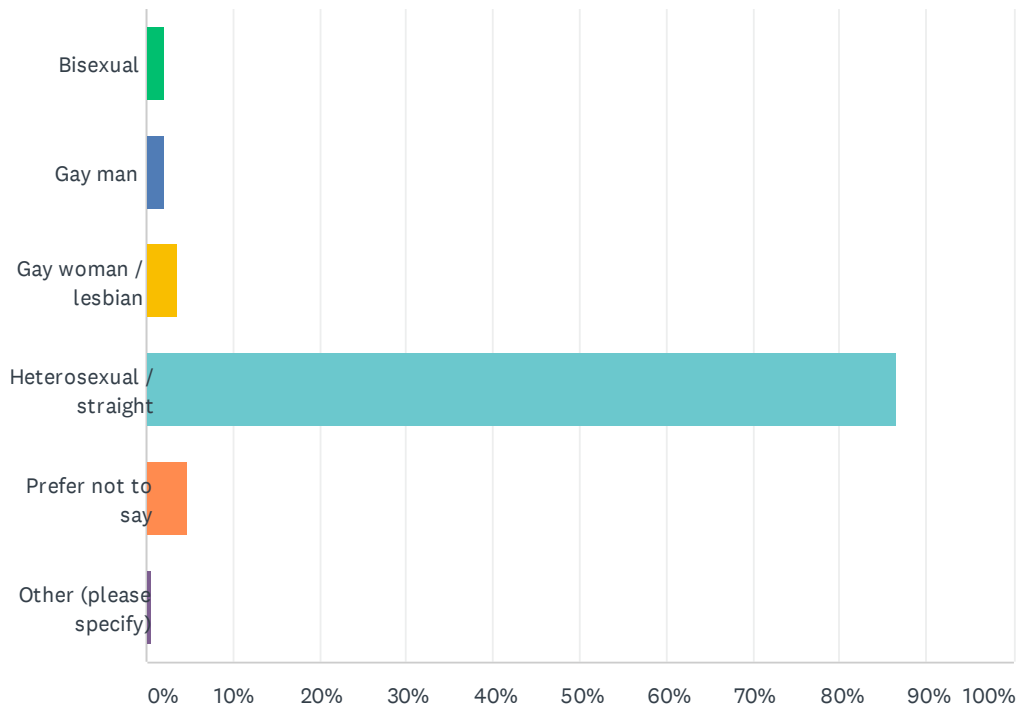
Answered: 1,937 Skipped: 1,032



ANSWER CHOICES	RESPONSES	
Hearing impairment	2.53%	49
Learning difficulty	5.06%	98
Long-standing condition	7.95%	154
Mental health condition	4.49%	87
Physical impairment	1.86%	36
Social / communication impairment	0.41%	8
Visual impairment	0.83%	16
Other impairment	1.29%	25
None	77.75%	1,506
Prefer not to say	2.43%	47
Total Respondents: 1,937		

## Q9 What is your sexual orientation?

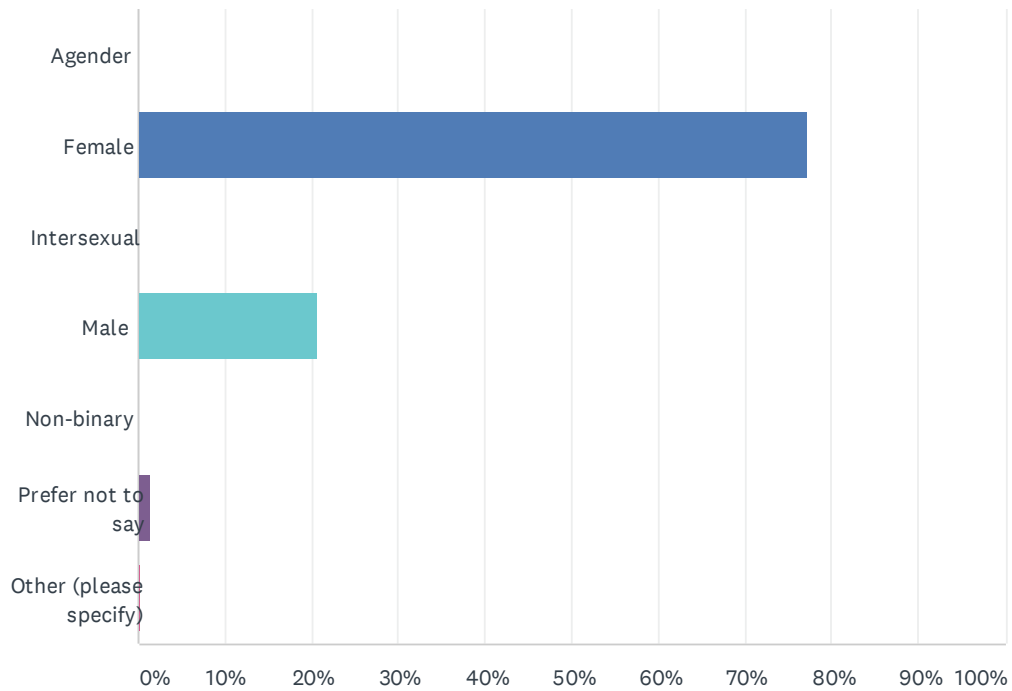
Answered: 1,934 Skipped: 1,035



ANSWER CHOICES	RESPONSES	
Bisexual	2.12%	41
Gay man	2.07%	40
Gay woman / lesbian	3.52%	68
Heterosexual / straight	86.71%	1,677
Prefer not to say	4.86%	94
Other (please specify)	0.72%	14
<b>TOTAL</b>		<b>1,934</b>

## Q10 What is your gender identity?

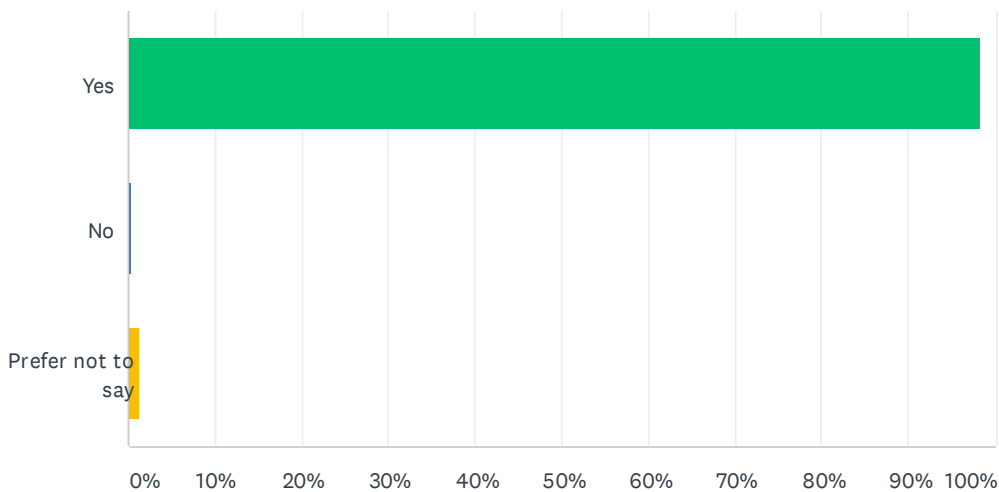
Answered: 1,922 Skipped: 1,047



ANSWER CHOICES	RESPONSES	
Agender	0.00%	0
Female	77.16%	1,483
Intersexual	0.10%	2
Male	20.81%	400
Non-binary	0.10%	2
Prefer not to say	1.56%	30
Other (please specify)	0.26%	5
<b>TOTAL</b>		<b>1,922</b>

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

Answered: 1,922 Skipped: 1,047

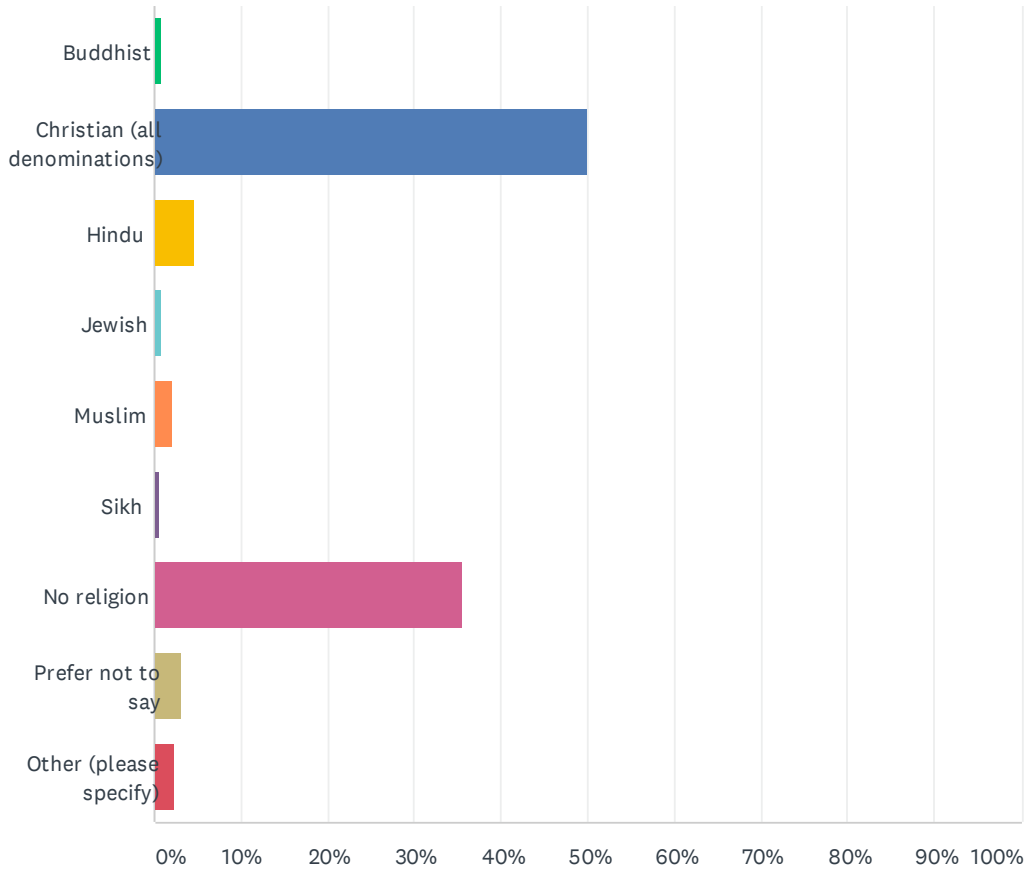


ANSWER CHOICES	RESPONSES	
Yes	98.23%	1,888
No	0.42%	8
Prefer not to say	1.35%	26
<b>TOTAL</b>		<b>1,922</b>



## Q12 What is your religion?

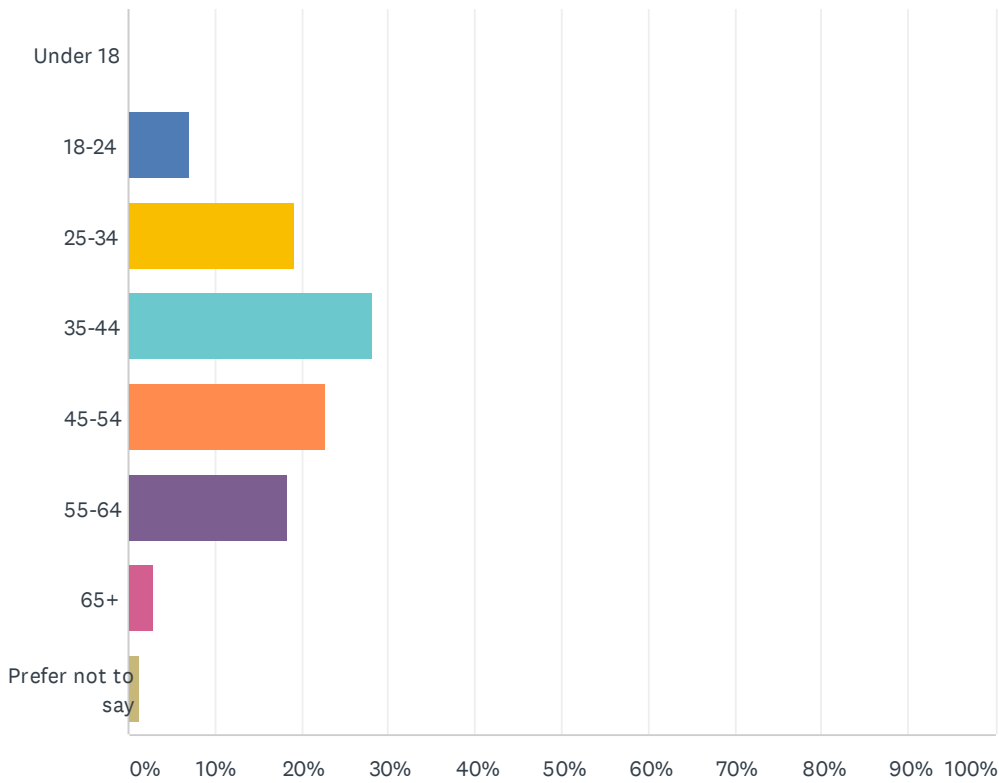
Answered: 1,919 Skipped: 1,050



ANSWER CHOICES	RESPONSES	
Buddhist	0.89%	17
Christian (all denominations)	49.97%	959
Hindu	4.69%	90
Jewish	0.78%	15
Muslim	2.19%	42
Sikh	0.57%	11
No religion	35.54%	682
Prefer not to say	3.07%	59
Other (please specify)	2.29%	44
<b>TOTAL</b>		<b>1,919</b>

### Q13 How old are you?

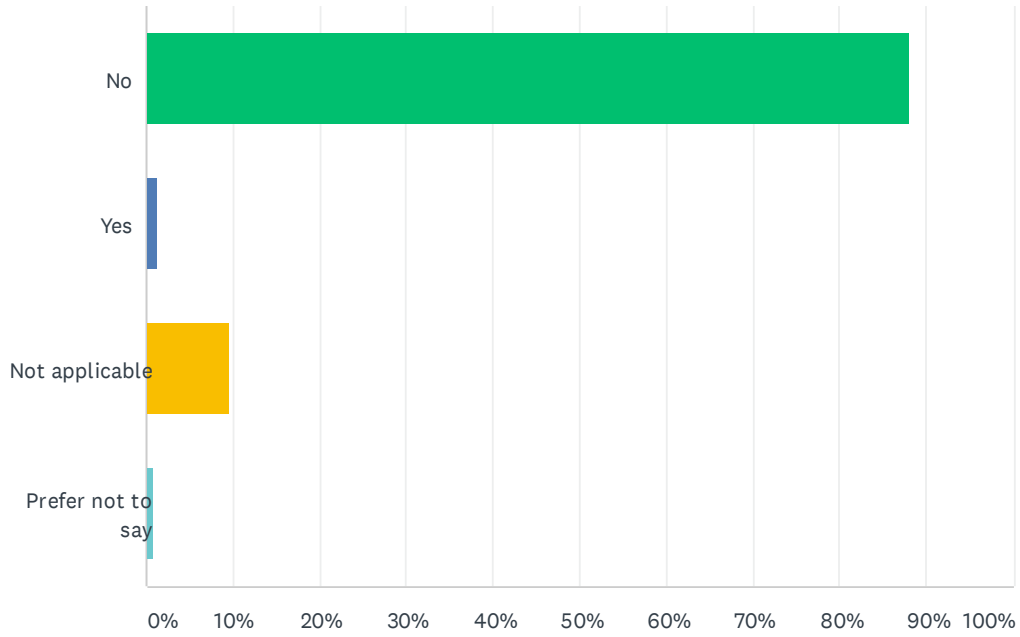
Answered: 1,917 Skipped: 1,052



ANSWER CHOICES	RESPONSES	
Under 18	0.05%	1
18-24	7.20%	138
25-34	19.20%	368
35-44	28.27%	542
45-54	22.74%	436
55-64	18.31%	351
65+	3.03%	58
Prefer not to say	1.20%	23
<b>TOTAL</b>		<b>1,917</b>

## Q14 Are you currently pregnant?

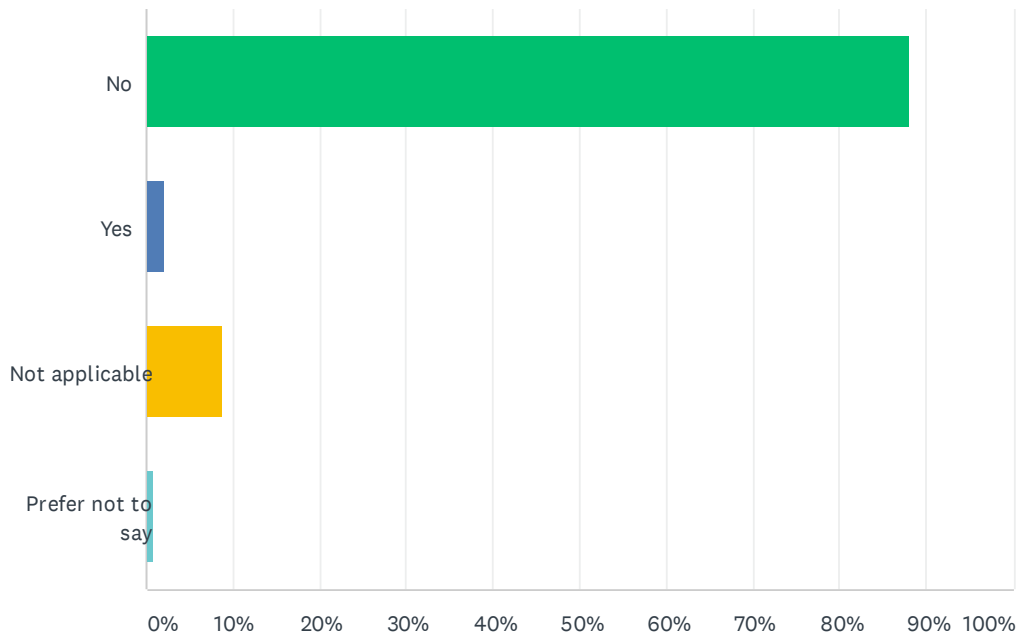
Answered: 1,915 Skipped: 1,054



ANSWER CHOICES	RESPONSES	
No	88.15%	1,688
Yes	1.36%	26
Not applicable	9.66%	185
Prefer not to say	0.84%	16
<b>TOTAL</b>		<b>1,915</b>

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

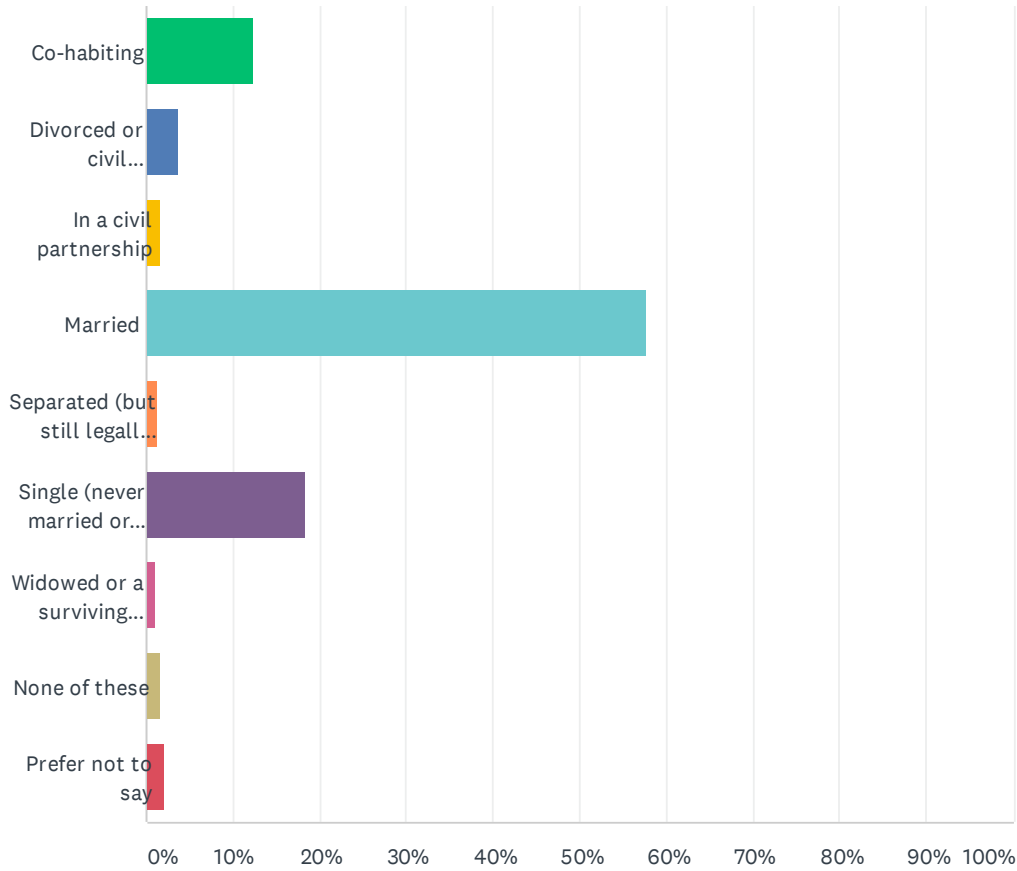
Answered: 1,915 Skipped: 1,054



ANSWER CHOICES	RESPONSES	
No	88.15%	1,688
Yes	2.09%	40
Not applicable	8.88%	170
Prefer not to say	0.89%	17
<b>TOTAL</b>		<b>1,915</b>

## Q16 What best describes your current status?

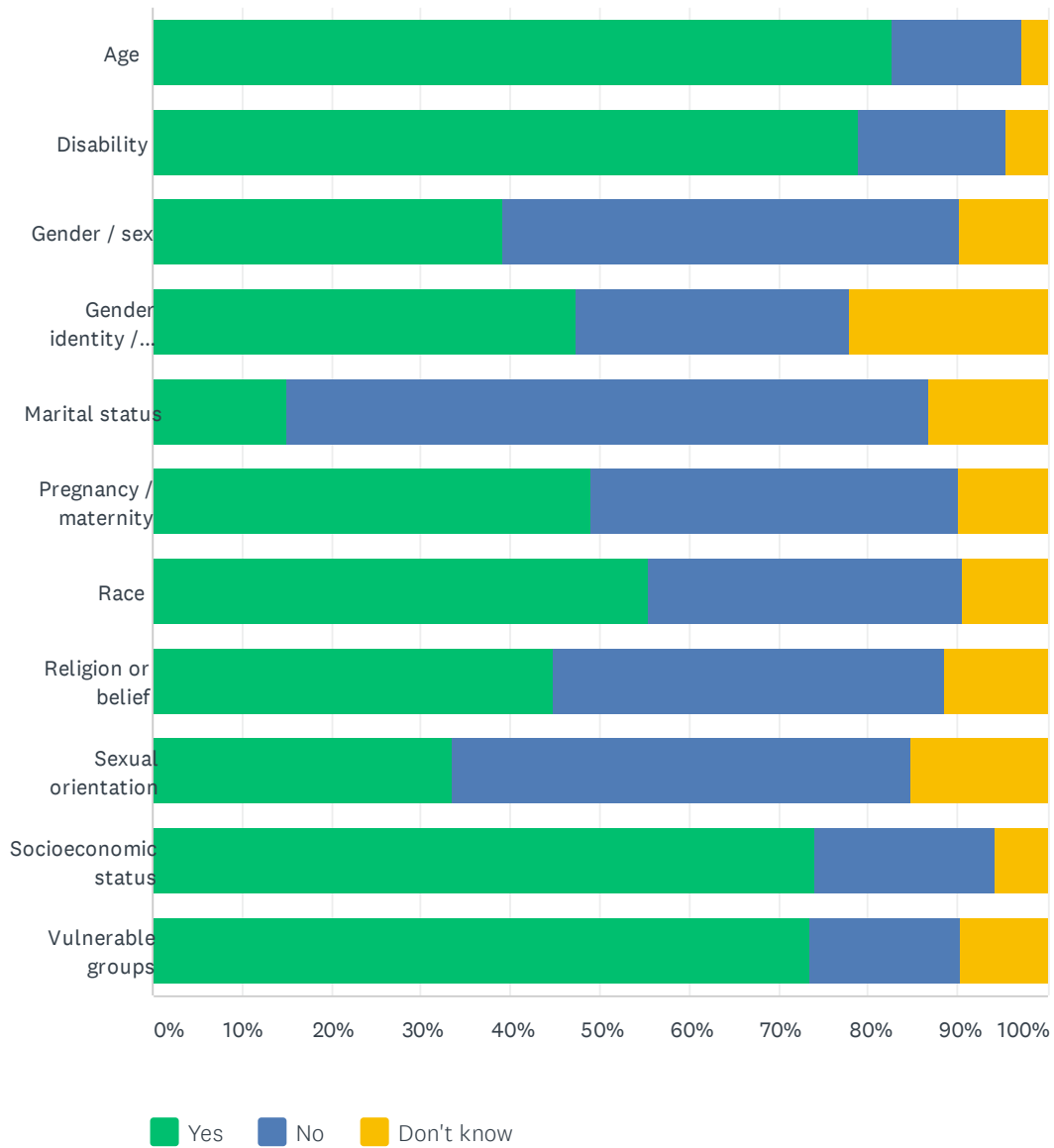
Answered: 1,909 Skipped: 1,060



ANSWER CHOICES	RESPONSES	
Co-habiting	12.41%	237
Divorced or civil partnership dissolved	3.77%	72
In a civil partnership	1.57%	30
Married	57.73%	1,102
Separated (but still legally married or in a civil partnership)	1.31%	25
Single (never married or never in a civil partnership)	18.44%	352
Widowed or a surviving partner from a civil partnership	1.00%	19
None of these	1.68%	32
Prefer not to say	2.10%	40
<b>TOTAL</b>		<b>1,909</b>

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

Answered: 2,755 Skipped: 214

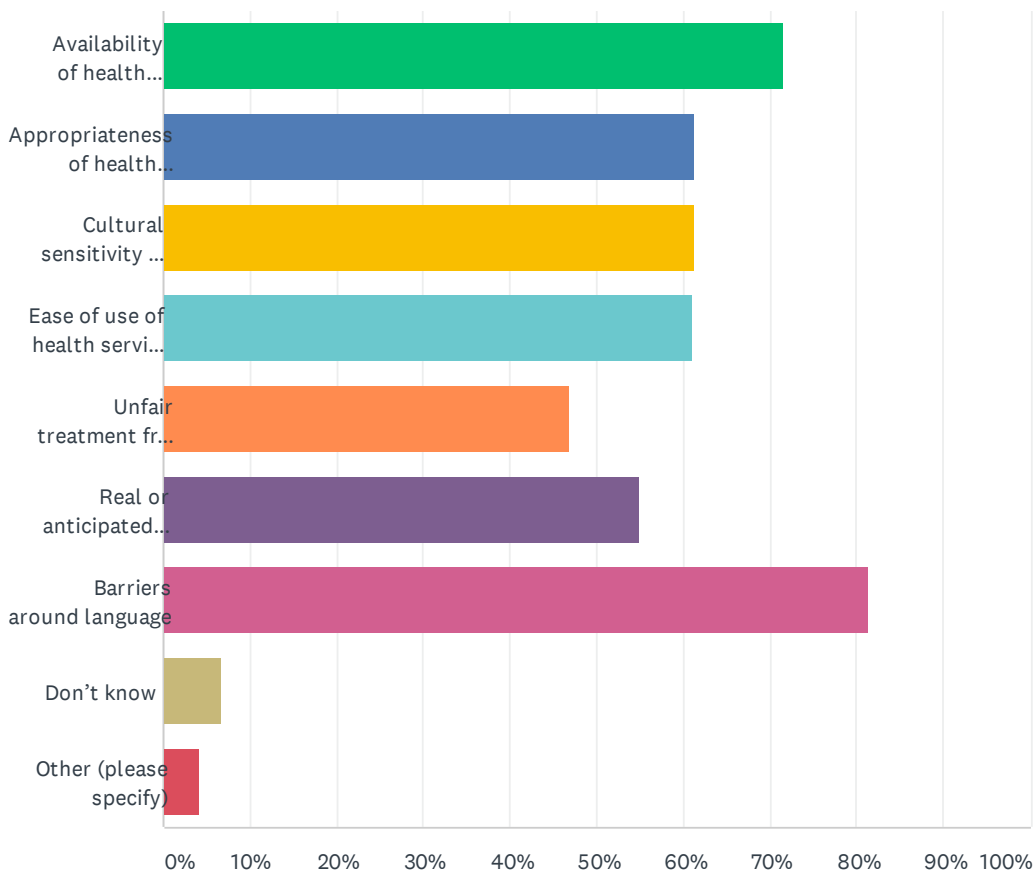


CSP equality, diversity and inclusion membership survey

	YES	NO	DON'T KNOW	TOTAL
Age	82.63% 2,255	14.62% 399	2.75% 75	2,729
Disability	79.00% 2,155	16.31% 445	4.69% 128	2,728
Gender / sex	39.24% 1,057	51.00% 1,374	9.76% 263	2,694
Gender identity / trans status	47.43% 1,282	30.56% 826	22.01% 595	2,703
Marital status	15.16% 407	71.66% 1,924	13.18% 354	2,685
Pregnancy / maternity	49.09% 1,320	41.13% 1,106	9.78% 263	2,689
Race	55.38% 1,502	35.21% 955	9.40% 255	2,712
Religion or belief	44.86% 1,213	43.75% 1,183	11.39% 308	2,704
Sexual orientation	33.49% 904	51.32% 1,385	15.19% 410	2,699
Socioeconomic status	74.01% 2,022	20.13% 550	5.86% 160	2,732
Vulnerable groups	73.50% 1,997	16.78% 456	9.72% 264	2,717

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

Answered: 2,664 Skipped: 305

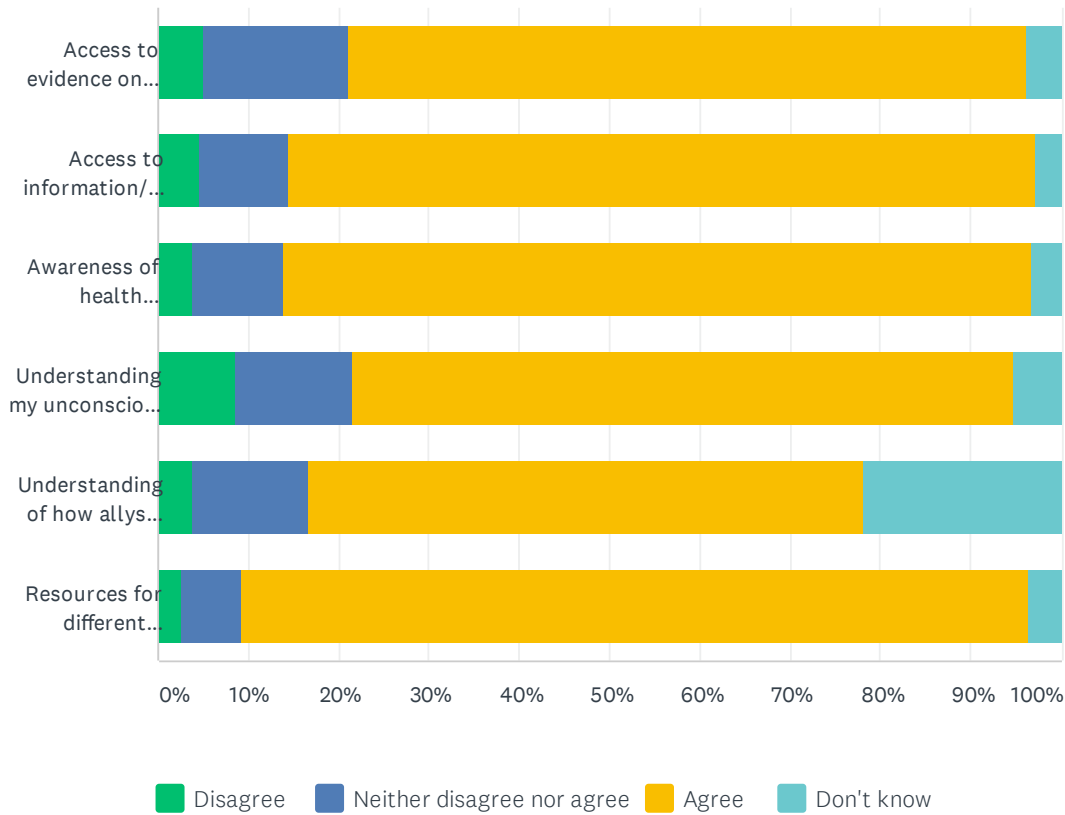


ANSWER CHOICES	RESPONSES	
Availability of health services to populations	71.55%	1,906
Appropriateness of health services to population needs	61.30%	1,633
Cultural sensitivity of delivery of health services	61.26%	1,632
Ease of use of health services by communities	61.07%	1,627
Unfair treatment from health care staff	46.77%	1,246
Real or anticipated discrimination	54.99%	1,465
Barriers around language	81.34%	2,167
Don't know	6.61%	176
Other (please specify)	4.13%	110
Total Respondents: 2,664		



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

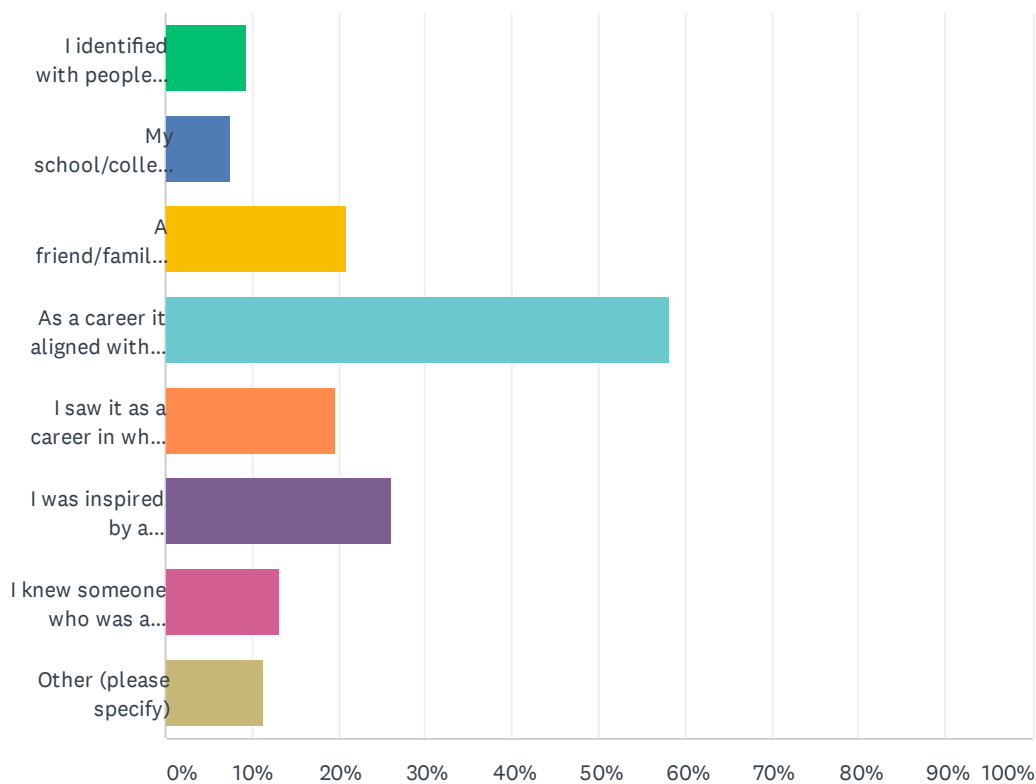
Answered: 2,557 Skipped: 412



	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Access to evidence on healthcare inequalities	5.08% 129	16.02% 407	75.05% 1,907	3.86% 98	2,541	0.70
Access to information/tools/guidance on how to reduce discrimination and/or barriers to access	4.56% 116	9.87% 251	82.78% 2,106	2.79% 71	2,544	0.78
Awareness of health inequalities and discrimination directed to different patient groups	3.78% 96	10.11% 257	82.85% 2,106	3.27% 83	2,542	0.79
Understanding my unconscious biases / personal prejudice – such as whiteness, Eurocentricity, heteronormative approaches	8.73% 222	12.81% 326	73.19% 1,862	5.27% 134	2,544	0.64
Understanding of how allyship can improve equality	3.91% 99	12.70% 322	61.46% 1,558	21.93% 556	2,535	0.58
Resources for different communities - including language, imagery, format	2.59% 66	6.64% 169	87.15% 2,217	3.62% 92	2,544	0.85

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

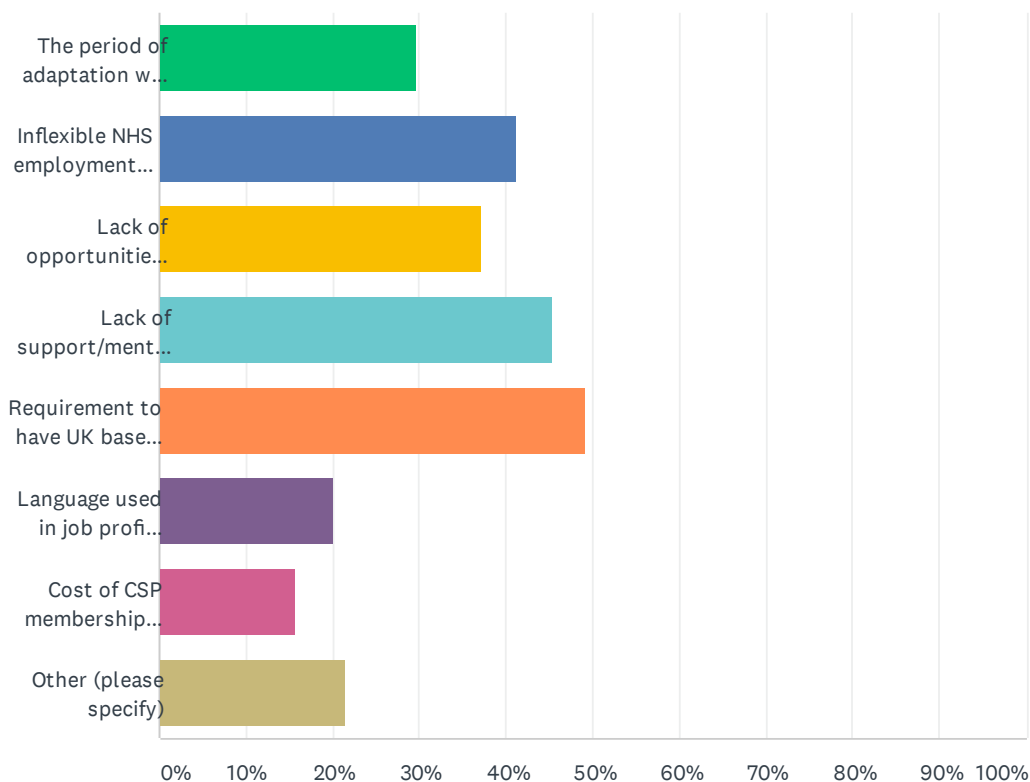
Answered: 2,049 Skipped: 920



ANSWER CHOICES	RESPONSES	
I identified with people similar to myself in the profession	9.32%	191
My school/college suggested it as a career	7.61%	156
A friend/family member suggested it as a career	20.84%	427
As a career it aligned with my passion	58.08%	1,190
I saw it as a career in which I could progress	19.72%	404
I was inspired by a physiotherapist/support worker who provided me/family with treatment	26.16%	536
I knew someone who was a physiotherapist/support worker	13.27%	272
Other (please specify)	11.22%	230
Total Respondents: 2,049		

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

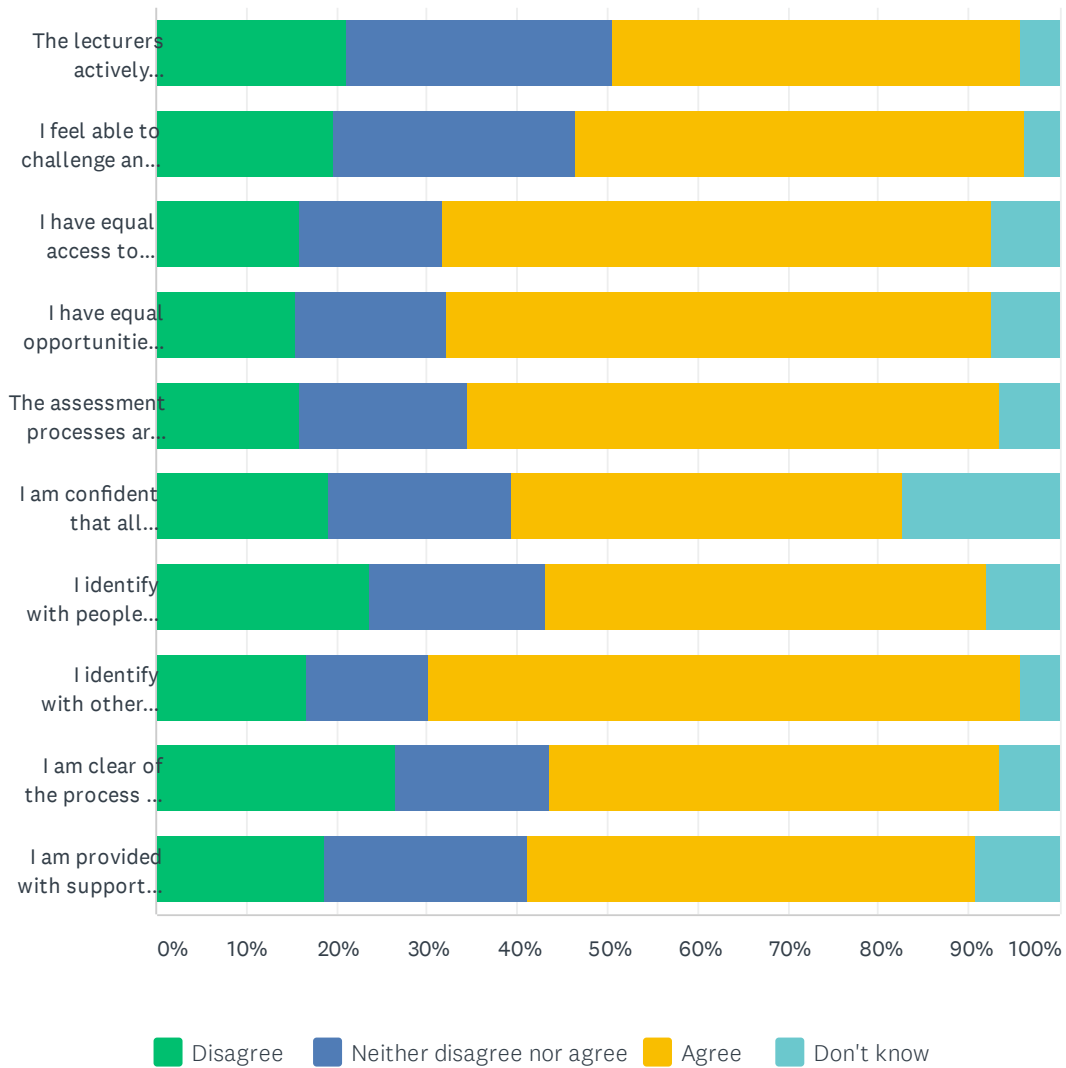
Answered: 260 Skipped: 2,709



ANSWER CHOICES	RESPONSES	
The period of adaptation with the HCPC prior to gaining registration	29.62%	77
Inflexible NHS employment systems/processes	41.15%	107
Lack of opportunities for networking/building contacts	37.31%	97
Lack of support/mentoring opportunities	45.38%	118
Requirement to have UK based work experience to get work/work experience	49.23%	128
Language used in job profiles and required skills/experience	20.00%	52
Cost of CSP membership while seeking employment	15.77%	41
Other (please specify)	21.54%	56
Total Respondents: 260		

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

Answered: 285 Skipped: 2,684

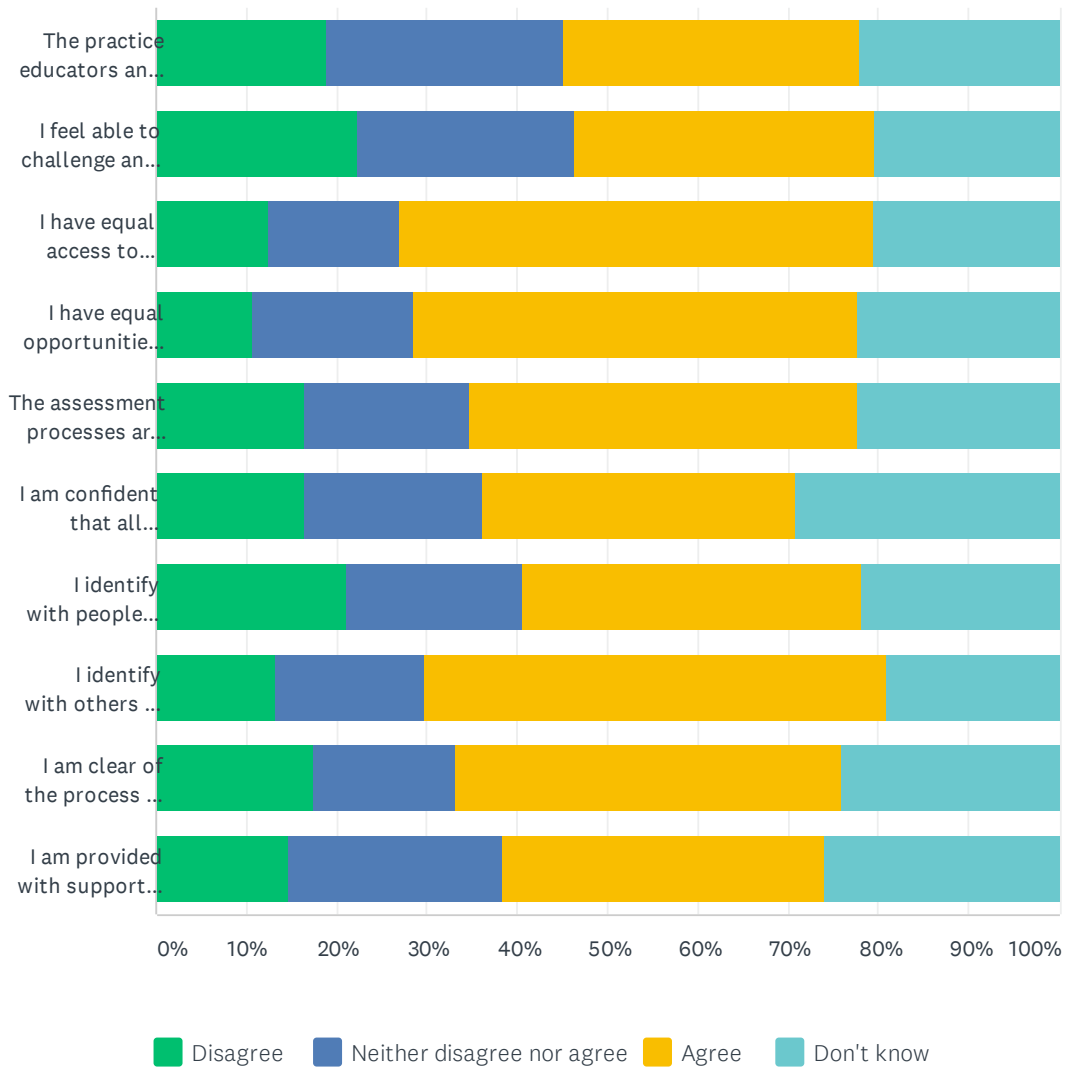


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The lecturers actively champion equality, diversity and inclusion	21.05% 60	29.47% 84	45.26% 129	4.21% 12	285	0.24
I feel able to challenge and speak out against discrimination	19.65% 56	26.67% 76	49.82% 142	3.86% 11	285	0.30
I have equal access to opportunities and awards	15.90% 45	15.90% 45	60.78% 172	7.42% 21	283	0.45
I have equal opportunities to develop a network / contacts	15.55% 44	16.61% 47	60.42% 171	7.42% 21	283	0.45
The assessment processes are fair and transparent	15.90% 45	18.73% 53	58.66% 166	6.71% 19	283	0.43
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	19.01% 54	20.42% 58	43.31% 123	17.25% 49	284	0.24
I identify with people similar to myself in educator positions	23.67% 67	19.43% 55	48.76% 138	8.13% 23	283	0.25
I identify with other students who are similar to me	16.61% 47	13.43% 38	65.72% 186	4.24% 12	283	0.49
I am clear of the process to use if I feel harassed, victimised, or discriminated against	26.41% 75	17.25% 49	49.65% 141	6.69% 19	284	0.23
I am provided with support to raise concerns and challenge discriminatory behaviour	18.66% 53	22.54% 64	49.65% 141	9.15% 26	284	0.31

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

Answered: 275 Skipped: 2,694

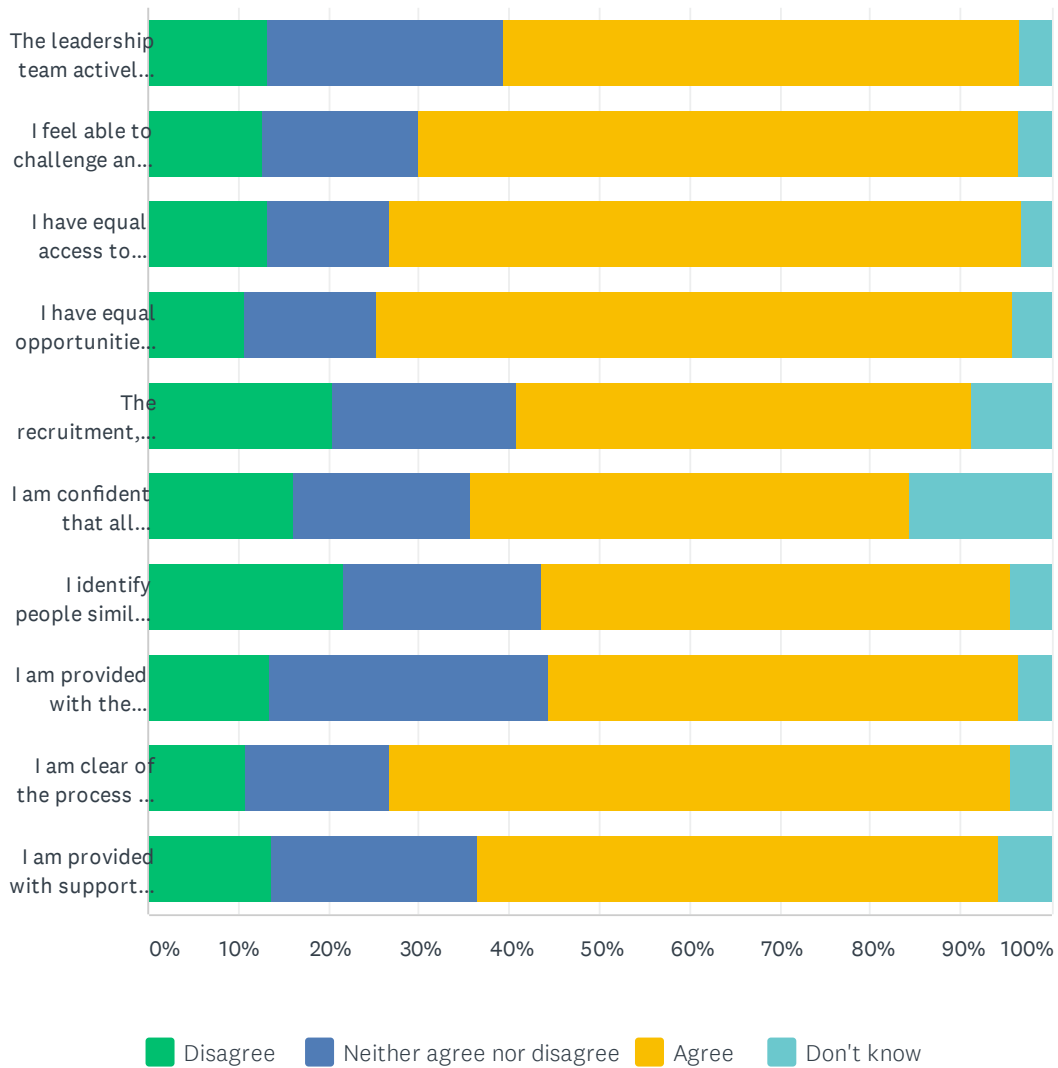


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The practice educators and placement supervisors actively champion equality, diversity and inclusion	18.91% 52	26.18% 72	32.73% 90	22.18% 61	275	0.14
I feel able to challenge and speak out against discrimination	22.26% 61	24.09% 66	33.21% 91	20.44% 56	274	0.11
I have equal access to opportunities	12.41% 34	14.60% 40	52.55% 144	20.44% 56	274	0.40
I have equal opportunities to develop a network / contacts	10.58% 29	17.88% 49	49.27% 135	22.26% 61	274	0.39
The assessment processes are fair and transparent	16.48% 45	18.32% 50	42.86% 117	22.34% 61	273	0.26
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	16.42% 45	19.71% 54	34.67% 95	29.20% 80	274	0.18
I identify with people similar to myself in educator/supervisor positions	21.17% 58	19.34% 53	37.59% 103	21.90% 60	274	0.16
I identify with others who are similar to me	13.19% 36	16.48% 45	51.28% 140	19.05% 52	273	0.38
I am clear of the process to use if I feel harassed, victimised, or discriminated against	17.52% 48	15.69% 43	42.70% 117	24.09% 66	274	0.25
I am provided with support to raise concerns and challenge discriminatory behaviour	14.60% 40	23.72% 65	35.77% 98	25.91% 71	274	0.21

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

Answered: 2,175 Skipped: 794



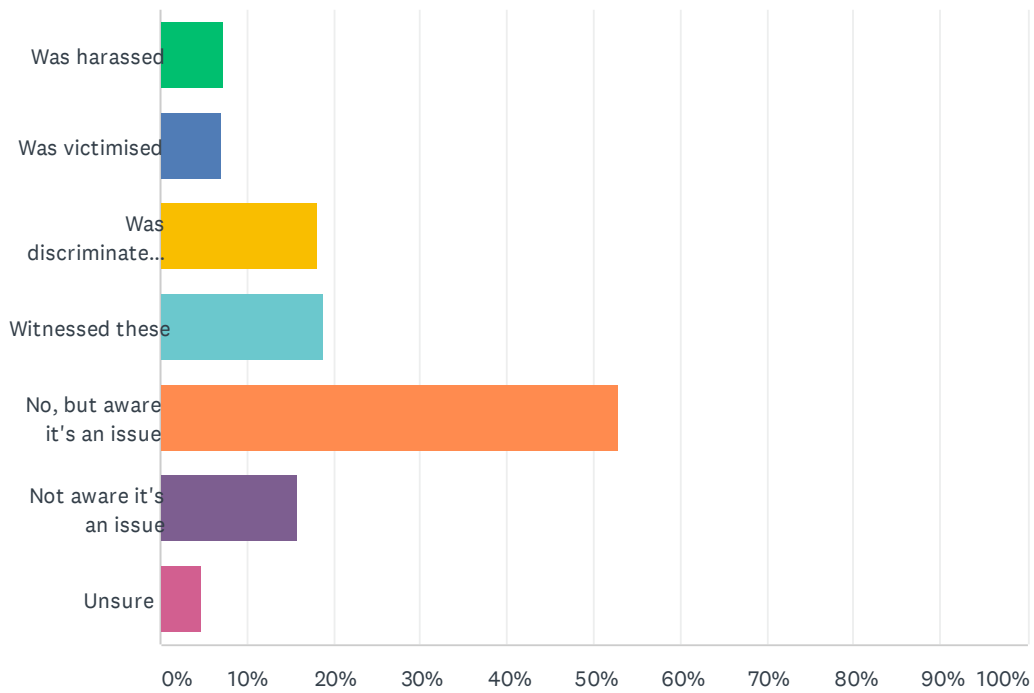


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The leadership team actively champion equality, diversity and inclusion	13.32% 289	26.13% 567	57.10% 1,239	3.46% 75	2,170	0.44
I feel able to challenge and speak out against discrimination	12.56% 272	17.27% 374	66.48% 1,440	3.69% 80	2,166	0.54
I have equal access to training, mentoring and development opportunities	13.29% 288	13.34% 289	70.24% 1,522	3.14% 68	2,167	0.57
I have equal opportunities to develop a network / contacts	10.61% 230	14.76% 320	70.39% 1,526	4.24% 92	2,168	0.60
The recruitment, promotion, progression and disciplinary processes are fair and transparent	20.46% 442	20.23% 437	50.56% 1,092	8.75% 189	2,160	0.30
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	16.03% 347	19.77% 428	48.59% 1,052	15.61% 338	2,165	0.33
I identify people similar to myself in leadership positions	21.77% 471	21.90% 474	51.94% 1,124	4.39% 95	2,164	0.30
I am provided with the support to engage with people from all backgrounds and experiences	13.42% 290	30.96% 669	52.06% 1,125	3.56% 77	2,161	0.39
I am clear of the process to use if I feel harassed, victimised, or discriminated against	10.91% 236	15.71% 340	68.99% 1,493	4.39% 95	2,164	0.58
I am provided with support to raise concerns and challenge discriminatory behaviour	13.66% 295	22.92% 495	57.64% 1,245	5.79% 125	2,160	0.44

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

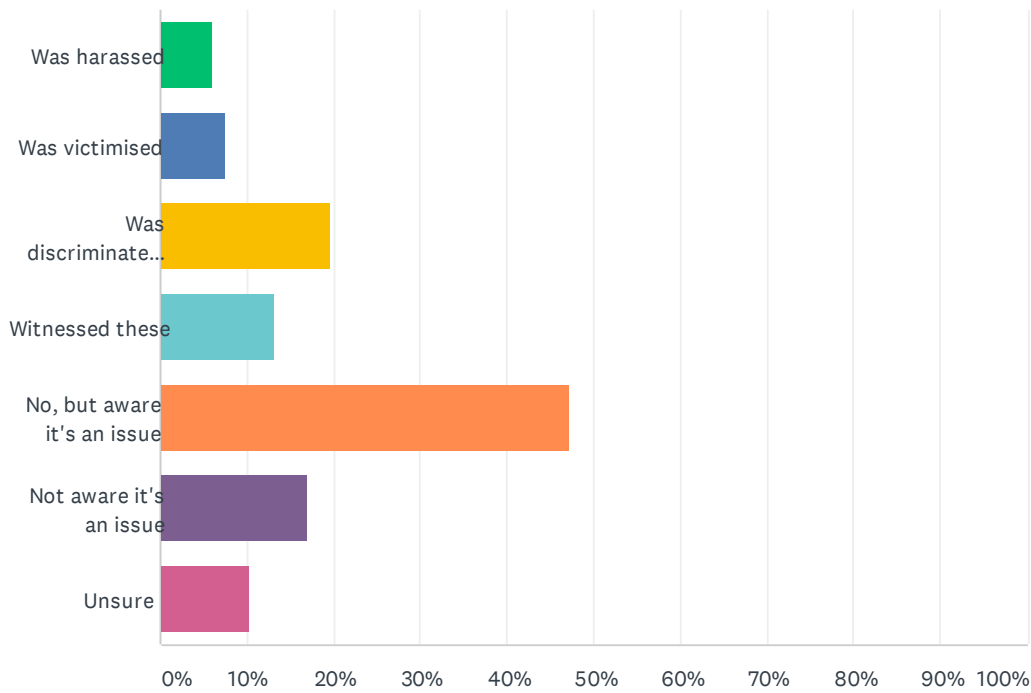
Answered: 270 Skipped: 2,699



ANSWER CHOICES	RESPONSES	
Was harassed	7.41%	20
Was victimised	7.04%	19
Was discriminated against	18.15%	49
Witnessed these	18.89%	51
No, but aware it's an issue	52.96%	143
Not aware it's an issue	15.93%	43
Unsure	4.81%	13
Total Respondents: 270		

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

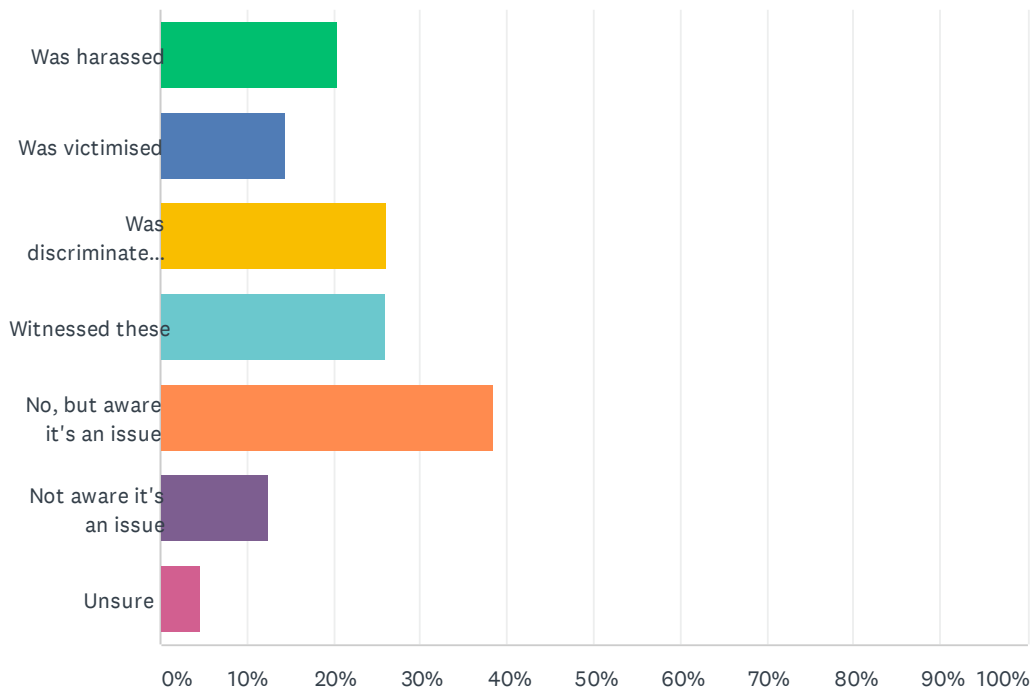
Answered: 264 Skipped: 2,705



ANSWER CHOICES	RESPONSES	
Was harassed	6.06%	16
Was victimised	7.58%	20
Was discriminated against	19.70%	52
Witnessed these	13.26%	35
No, but aware it's an issue	47.35%	125
Not aware it's an issue	17.05%	45
Unsure	10.23%	27
Total Respondents: 264		

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

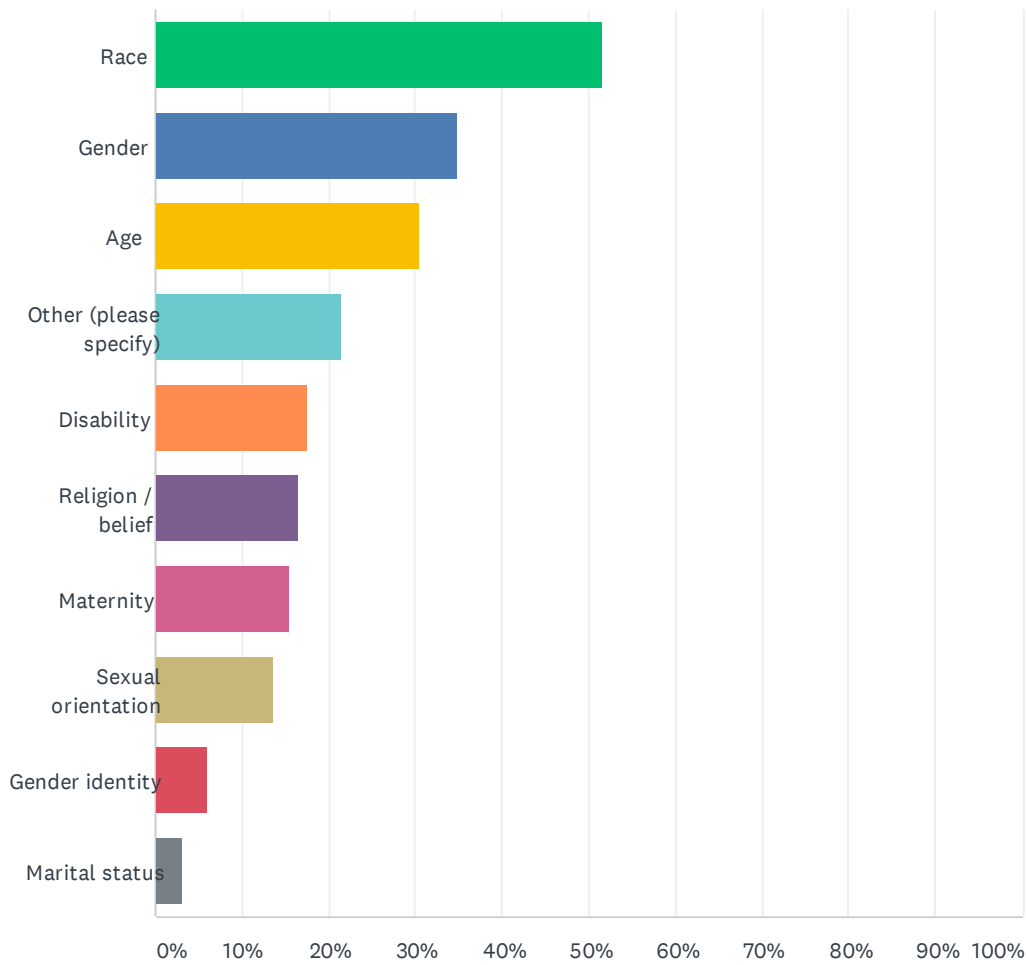
Answered: 2,149 Skipped: 820



ANSWER CHOICES	RESPONSES	
Was harassed	20.43%	439
Was victimised	14.52%	312
Was discriminated against	26.24%	564
Witnessed these	26.01%	559
No, but aware it's an issue	38.44%	826
Not aware it's an issue	12.61%	271
Unsure	4.65%	100
Total Respondents: 2,149		

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

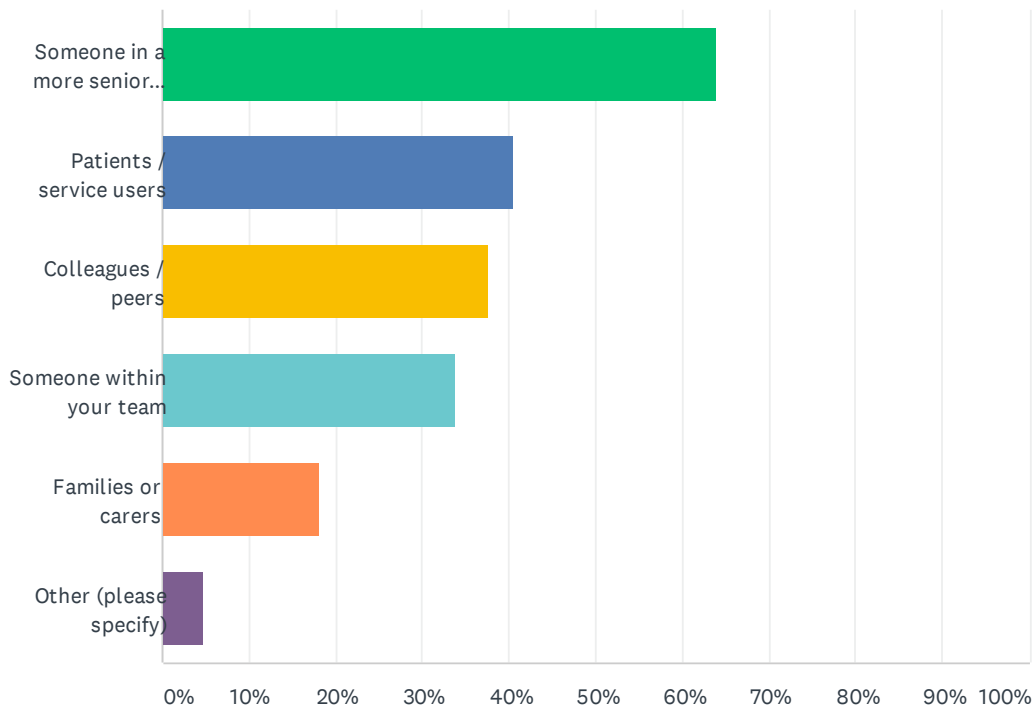
Answered: 1,092 Skipped: 1,877



ANSWER CHOICES	RESPONSES	
Race	51.74%	565
Gender	34.89%	381
Age	30.59%	334
Other (please specify)	21.61%	236
Disability	17.49%	191
Religion / belief	16.48%	180
Maternity	15.48%	169
Sexual orientation	13.64%	149
Gender identity	6.14%	67
Marital status	3.11%	34
<b>Total Respondents: 1,092</b>		

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

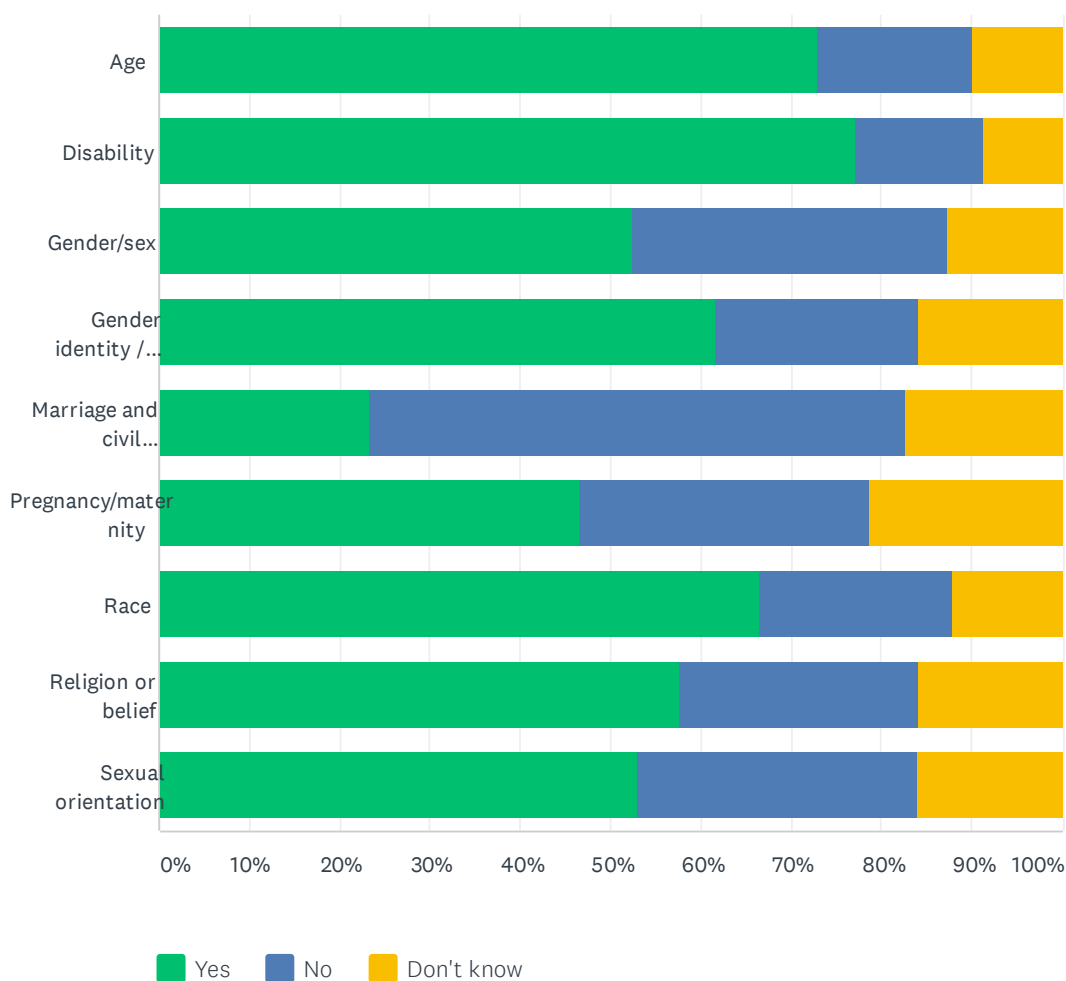
Answered: 1,099 Skipped: 1,870



ANSWER CHOICES	RESPONSES	
Someone in a more senior position	64.06%	704
Patients / service users	40.49%	445
Colleagues / peers	37.58%	413
Someone within your team	33.85%	372
Families or carers	18.20%	200
Other (please specify)	4.91%	54
Total Respondents: 1,099		

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

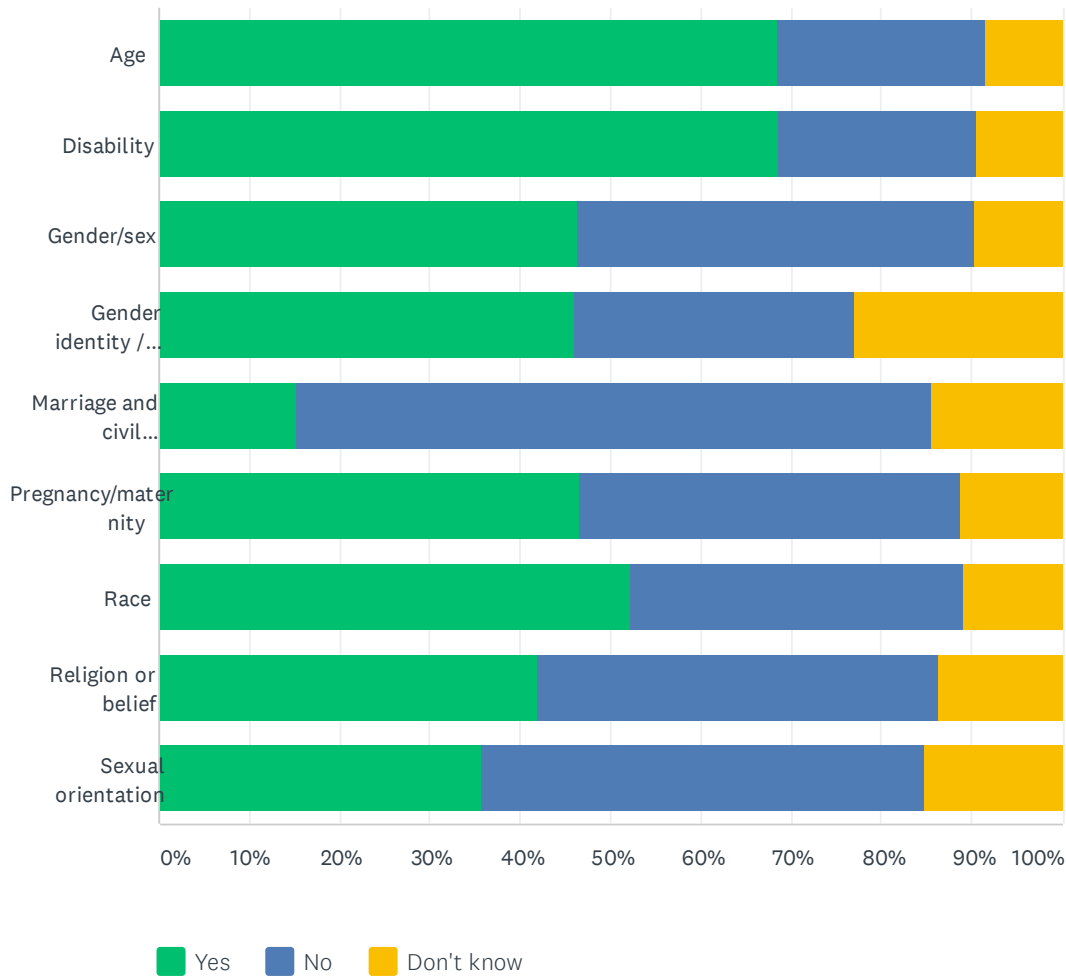
Answered: 223 Skipped: 2,746



	YES	NO	DON'T KNOW	TOTAL
Age	72.97% 162	17.12% 38	9.91% 22	222
Disability	77.03% 171	14.41% 32	8.56% 19	222
Gender/sex	52.49% 116	34.84% 77	12.67% 28	221
Gender identity / trans status	61.71% 137	22.52% 50	15.77% 35	222
Marriage and civil partnership	23.29% 51	59.36% 130	17.35% 38	219
Pregnancy/maternity	46.61% 103	32.13% 71	21.27% 47	221
Race	66.37% 148	21.52% 48	12.11% 27	223
Religion or belief	57.66% 128	26.58% 59	15.77% 35	222
Sexual orientation	52.91% 118	30.94% 69	16.14% 36	223

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

Answered: 1,150 Skipped: 1,819

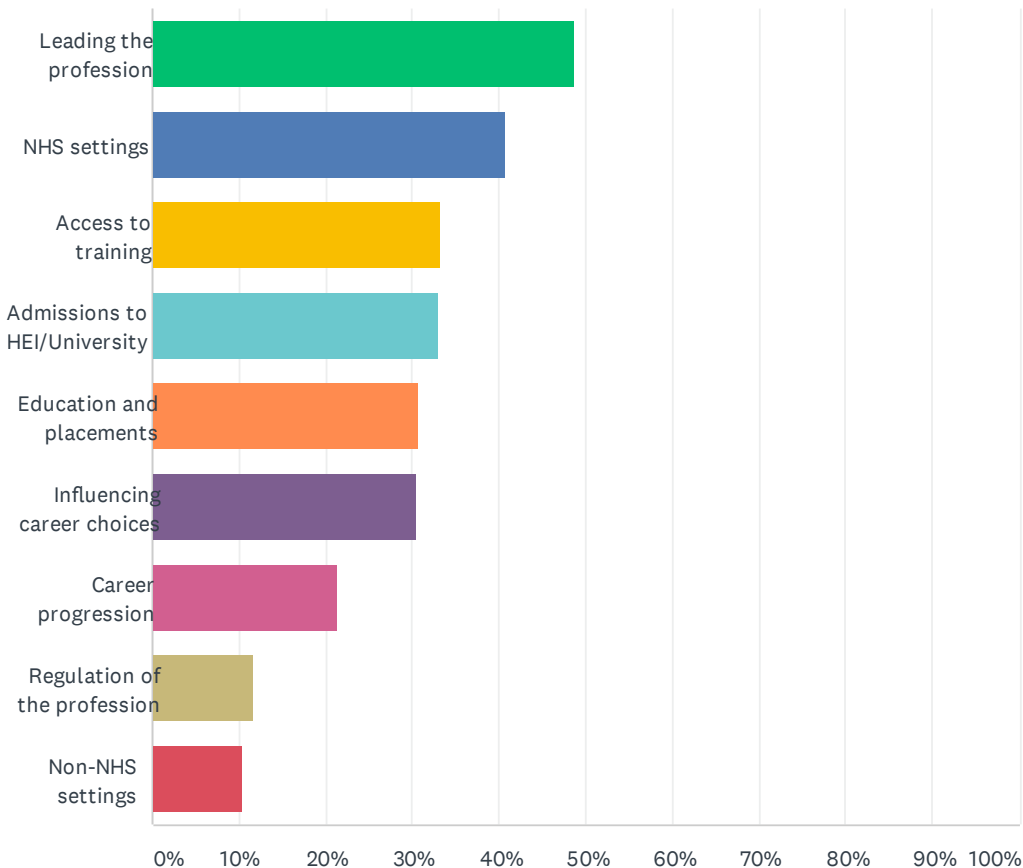


	YES	NO	DON'T KNOW	TOTAL
Age	68.39% 779	23.18% 264	8.43% 96	1,139
Disability	68.71% 784	21.91% 250	9.38% 107	1,141
Gender/sex	46.30% 520	44.08% 495	9.62% 108	1,123
Gender identity / trans status	46.03% 522	31.04% 352	22.93% 260	1,134
Marriage and civil partnership	15.26% 170	70.20% 782	14.54% 162	1,114
Pregnancy/maternity	46.66% 524	42.12% 473	11.22% 126	1,123
Race	52.20% 592	36.95% 419	10.85% 123	1,134
Religion or belief	42.06% 474	44.28% 499	13.66% 154	1,127
Sexual orientation	35.68% 401	49.02% 551	15.30% 172	1,124



**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: 2,417 Skipped: 552



ANSWER CHOICES	RESPONSES	
Leading the profession	48.78%	1,179
NHS settings	40.84%	987
Access to training	33.22%	803
Admissions to HEI/University	33.14%	801
Education and placements	30.82%	745
Influencing career choices	30.53%	738
Career progression	21.43%	518
Regulation of the profession	11.67%	282
Non-NHS settings	10.55%	255
Total Respondents: 2,417		

## Q33 Why do you think that?

Answered: 1,279 Skipped: 1,690

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: 506 Skipped: 2,463