

Our diverse membership

Protected characteristic data of RCGP members |
June 2022



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Working towards a more inclusive organisation

A key part of the RCGP [Equality Diversity and Inclusion Plan 2020-23](#) is a commitment to monitoring and reporting on data on the protected characteristics of our membership in order to learn how our work can better support them.

Executive summary

In Spring 2021 a report was shared which analysed representation based on race in key representative bodies - the Faculty Boards, Trustee Board, and the UK and Devolved Nation Councils. This report (June 2022) is the first to present our membership data for all protected characteristics and expands upon the previous report in displaying representation across race, gender, and age in these same decision-making bodies. 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 September 2021.

Progress made in representation based on race since April 2021

- 1 UK Council is increasingly more representative of UK membership; the gap between representatives of White - English/Scottish/Welsh/Northern Irish/British heritage and members is now 2.9 percentage points (pp) compared to 4.42 pp in the last report
- 2 The majority of Faculties have decreased the reported disparities between the make up of their Board and their membership by 4 pp on average

Areas needing improvement

- 1 There are a disproportionate number of members on UK and Devolved Nation Councils identifying as men compared to our total UK membership; an average a gap of 15 pp
- 2 Members from a White - English/Welsh/Scottish/Northern Irish/British heritage are over-represented on most Faculty Boards when compared to local membership; in eight Faculties this is a gap of 10 pp or more
- 3 Rates of completion for protected characteristic data remain particularly low among Associate in Training members; on average 28% lower rate of completion across characteristics when compared to other member groups

Publishing this is an important step forward, but we know we have more to do. This first report is a baseline for future reports including more and better quality data. We would encourage all members to [update their details with us](#). This will help us to ensure we have an accurate picture of our membership and can identify areas of progress or those which need improvement, particularly when looking at the makeup of representative bodies.

A note on data

The datasets are extracted from our member database Salesforce. A member's details are captured at the point of registration and members can then subsequently update these through their MyRCGP account at any point. Email campaigns from 2020 and 2021, as well as reminders during the annual renewals cycle, have sought to increase the proportion of members completing protected characteristic fields.

Increased data completion rates mean we now have improved reporting of age (99.7%), gender identity (97.5%) and race (84.8%). However, our trainee community still make up a significant proportion of the members who have not completed data fields across all protected characteristics.

Our aim for 2022 is to increase collection of data on disability, pregnancy/maternity, religion/faith/belief and sexual orientation. Changes to membership renewal fields for April 2022 will have aided in collecting more accurate samples of this data to better understand our membership. Where completion rates are low, we are not able to learn as much from our data and consequently cannot take robust action where needed.



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 September 2021. Terminology used for protected characteristics is as defined in the Equality Act 2010. Where we refer to gender, this includes all reported gender identities. [Page 33 contains a table demonstrating the data fields used in collection.](#)

The first section of the report demonstrates the breakdown of this group 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.

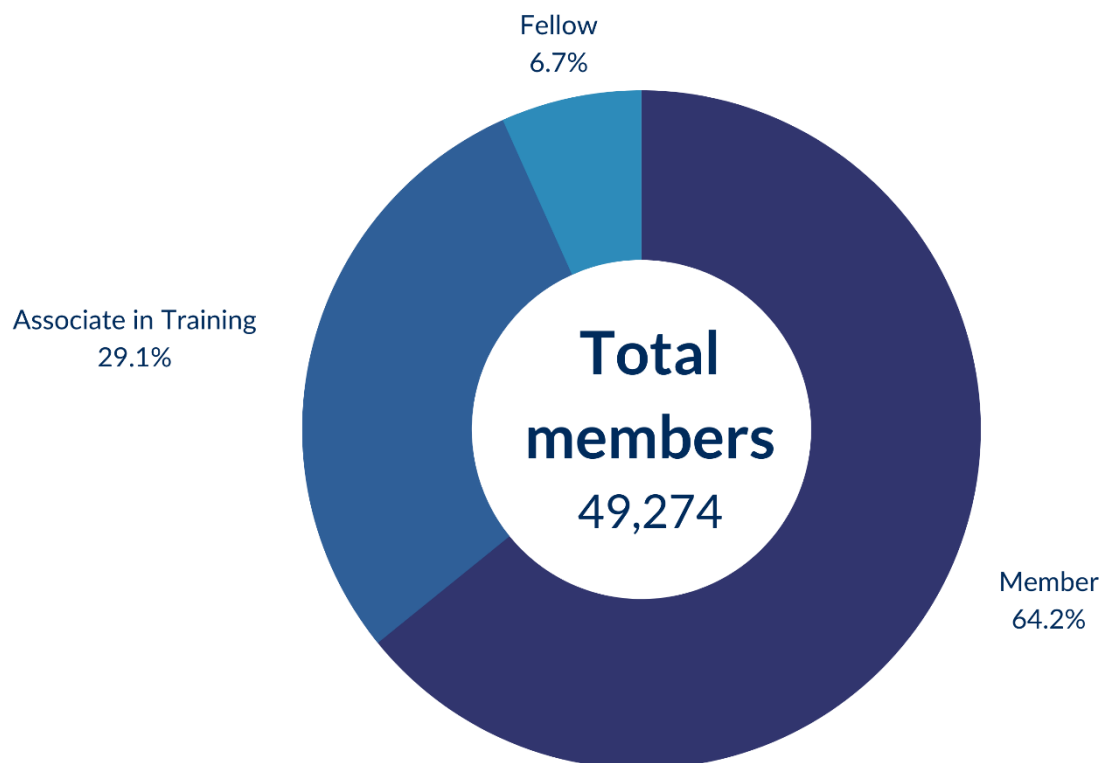
We have intentionally chosen to focus on these characteristics as part of this report through the key areas of representation that exist within structures at the RCGP. Future reports will aim to capture an increasingly detailed picture of both our membership and representative bodies.

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.

If you would like to view the full dataset for the purposes of research please [get in touch](#).

UK membership

This report presents data from our UK membership including the Republic of Ireland faculty (49,274 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

Race - Mixed/multiple ethnic groups:

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

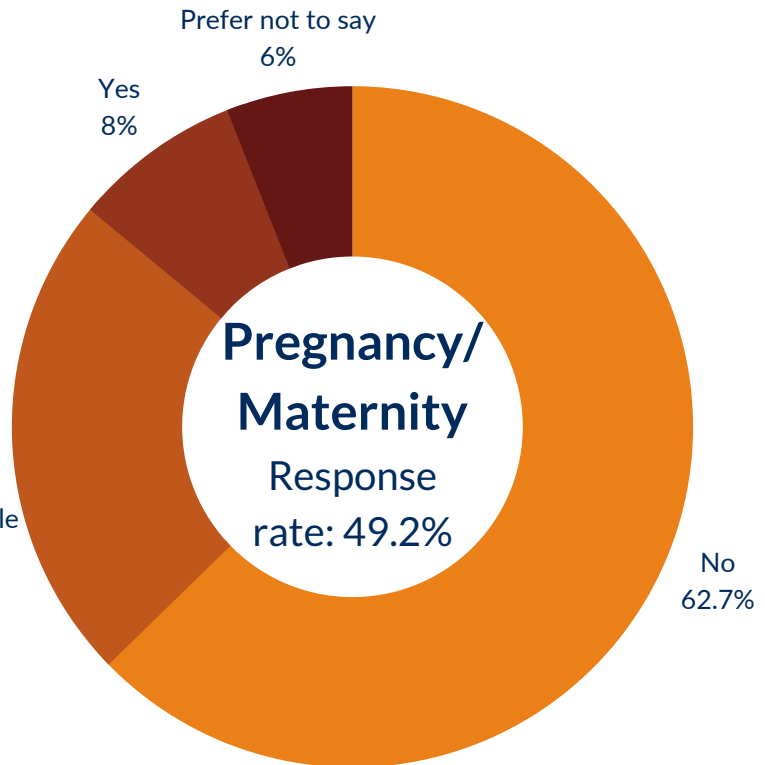
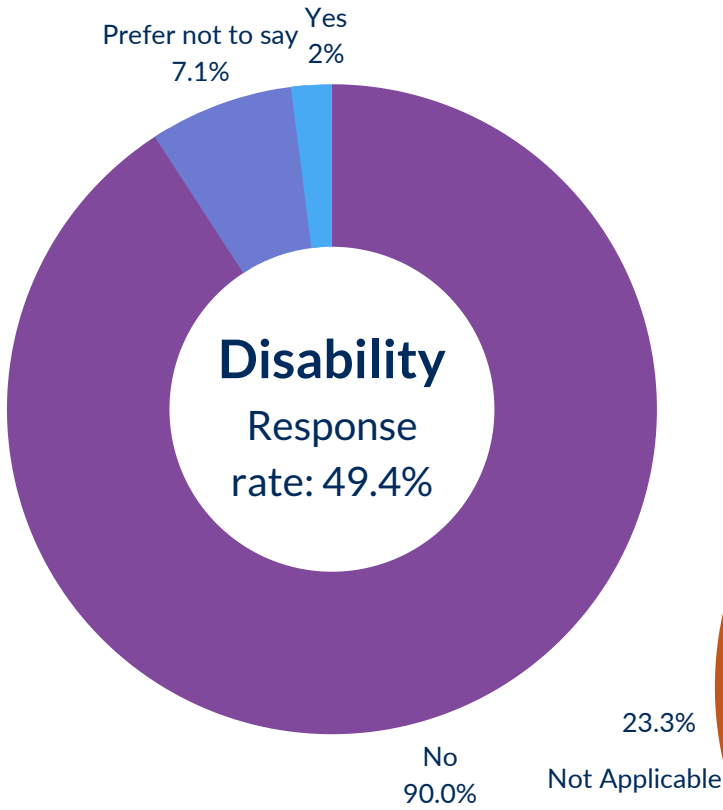
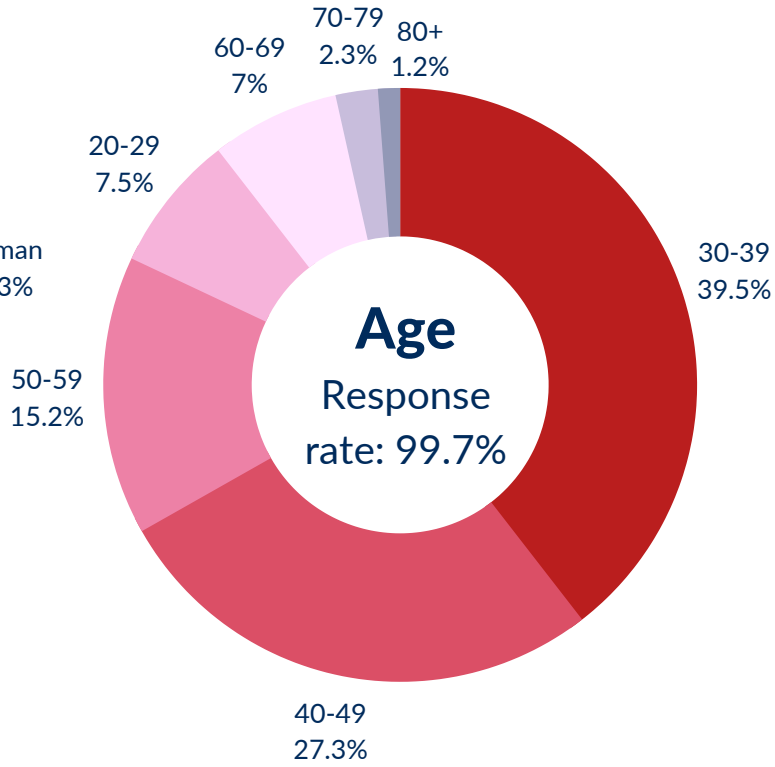
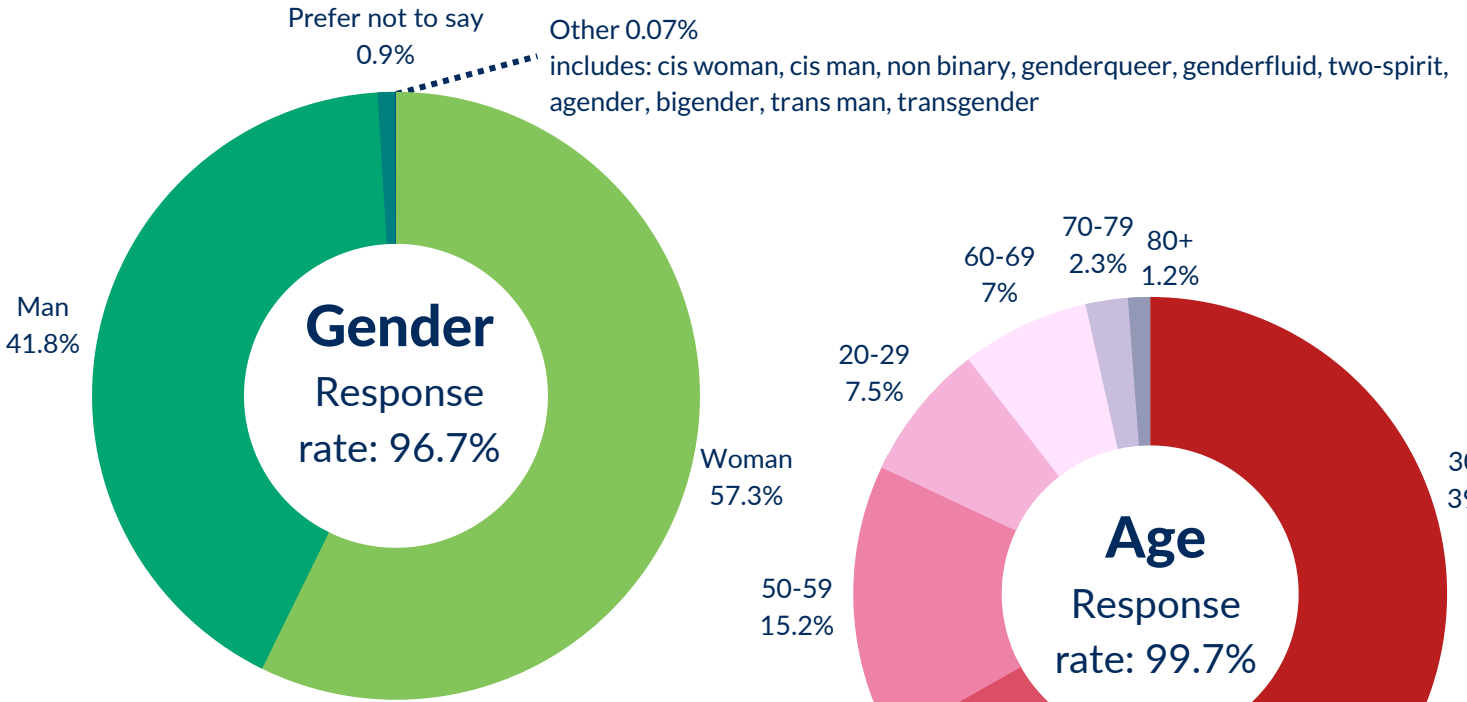
Race - Any other ethnic groups:

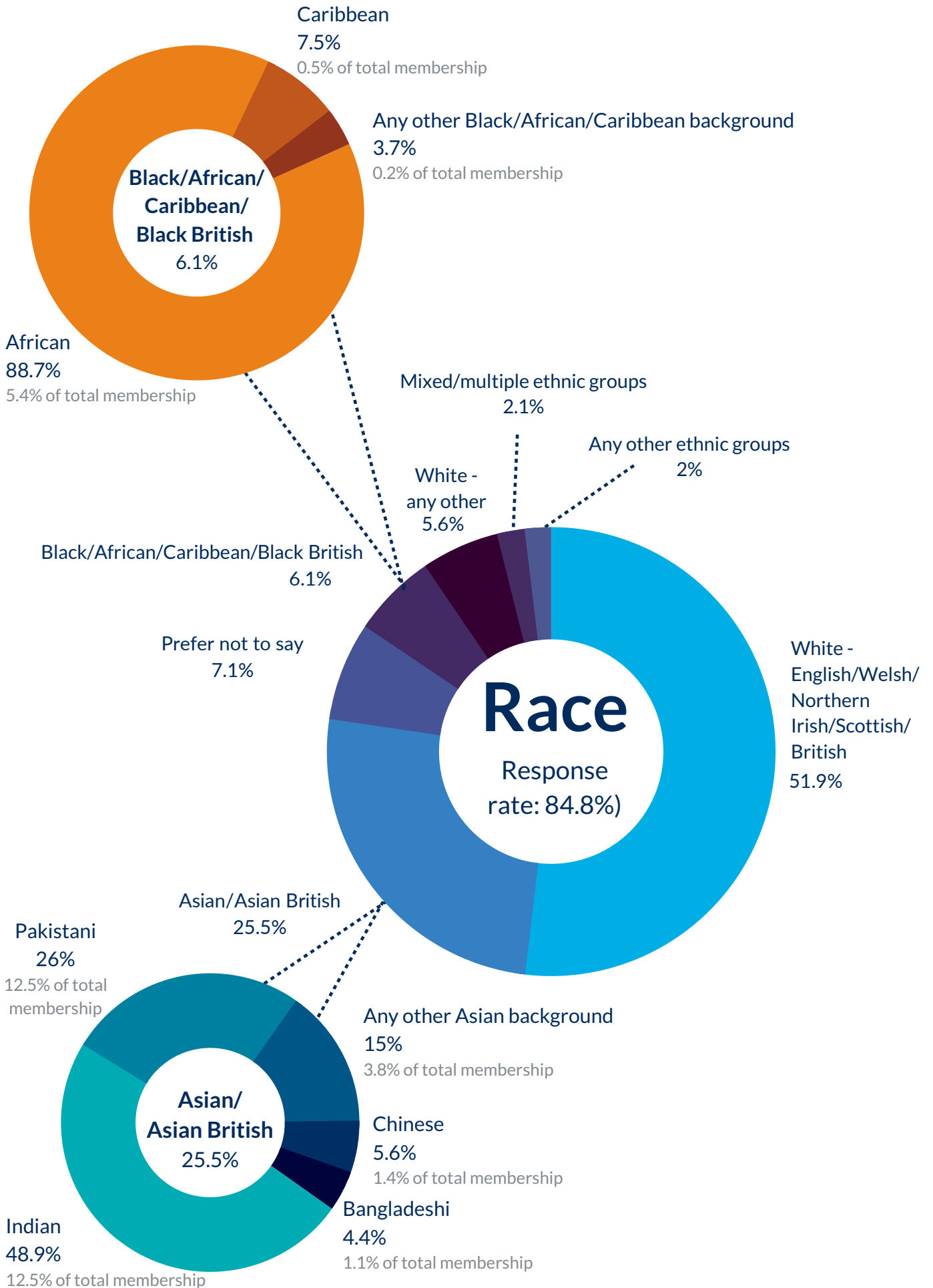
Arab, any other ethnic group

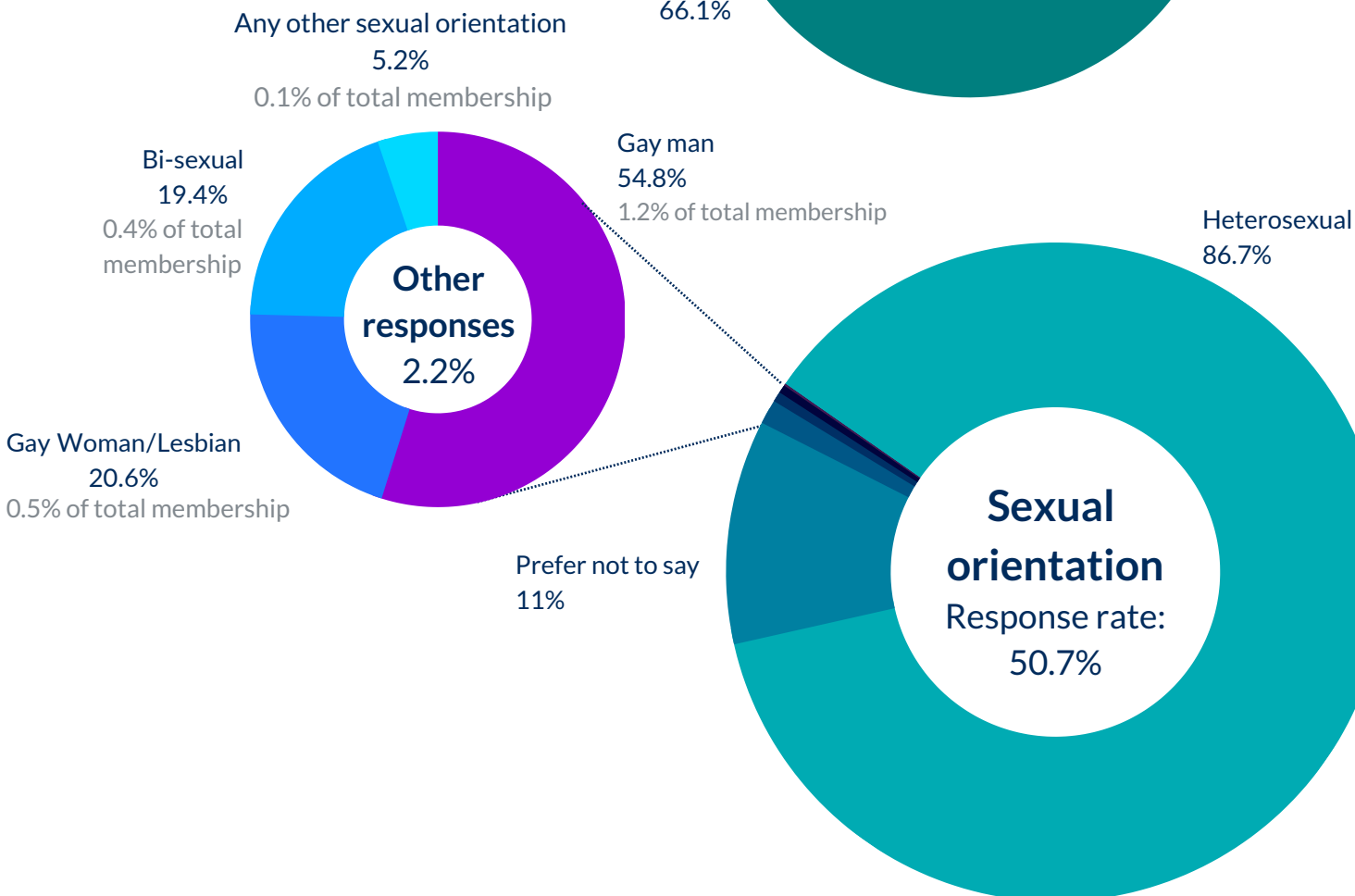
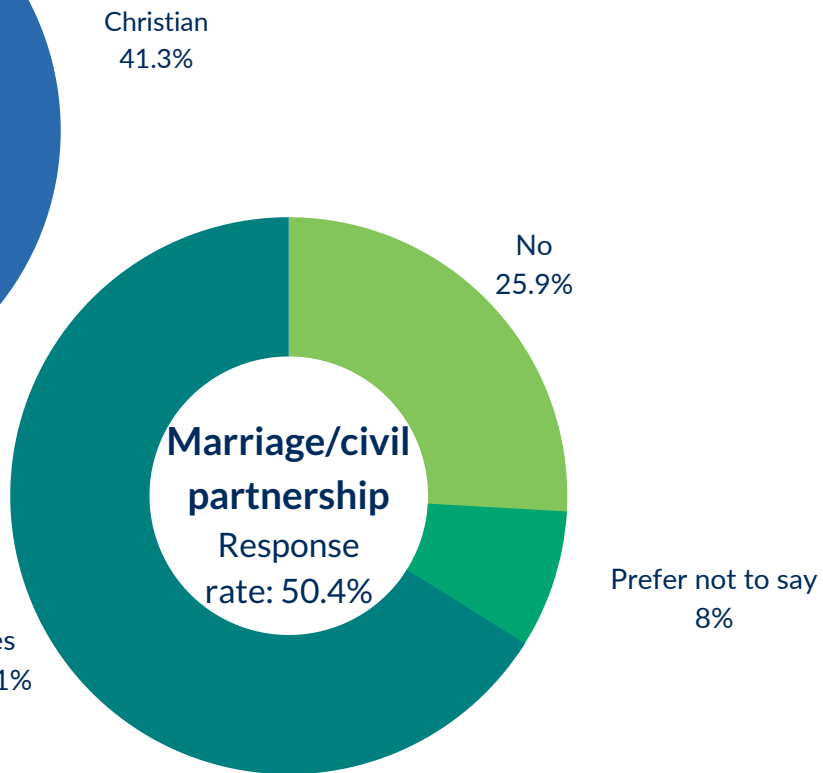
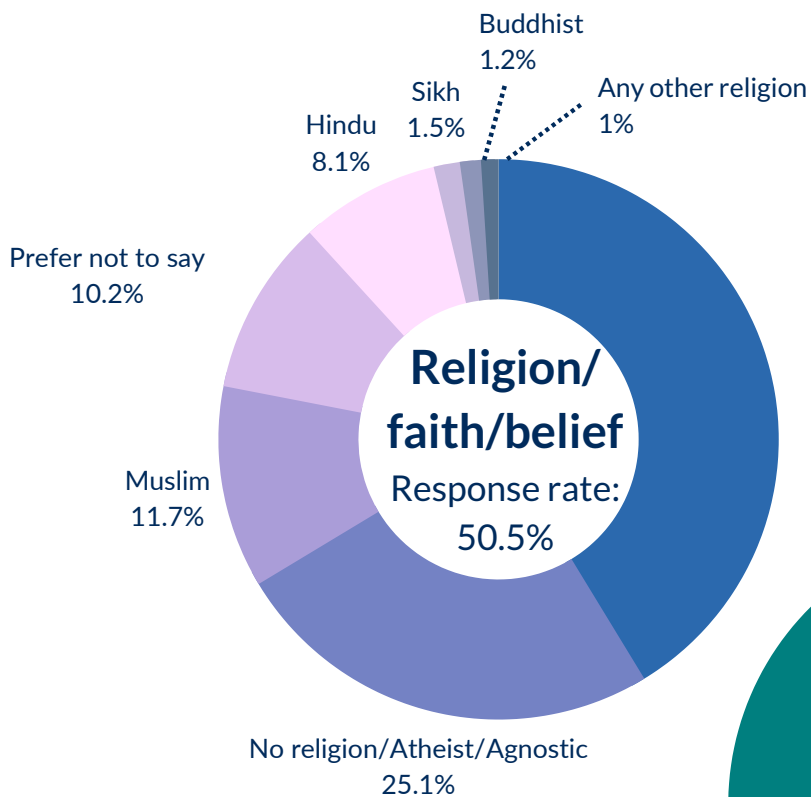
Sexual orientation - other:

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

UK membership by protected characteristic







Representation

This report focuses on representation of three protected characteristics - age, gender, and race - within the membership served by each Council and Faculty Board. Further reports will capture representation relating to all protected characteristics to give a fuller picture.

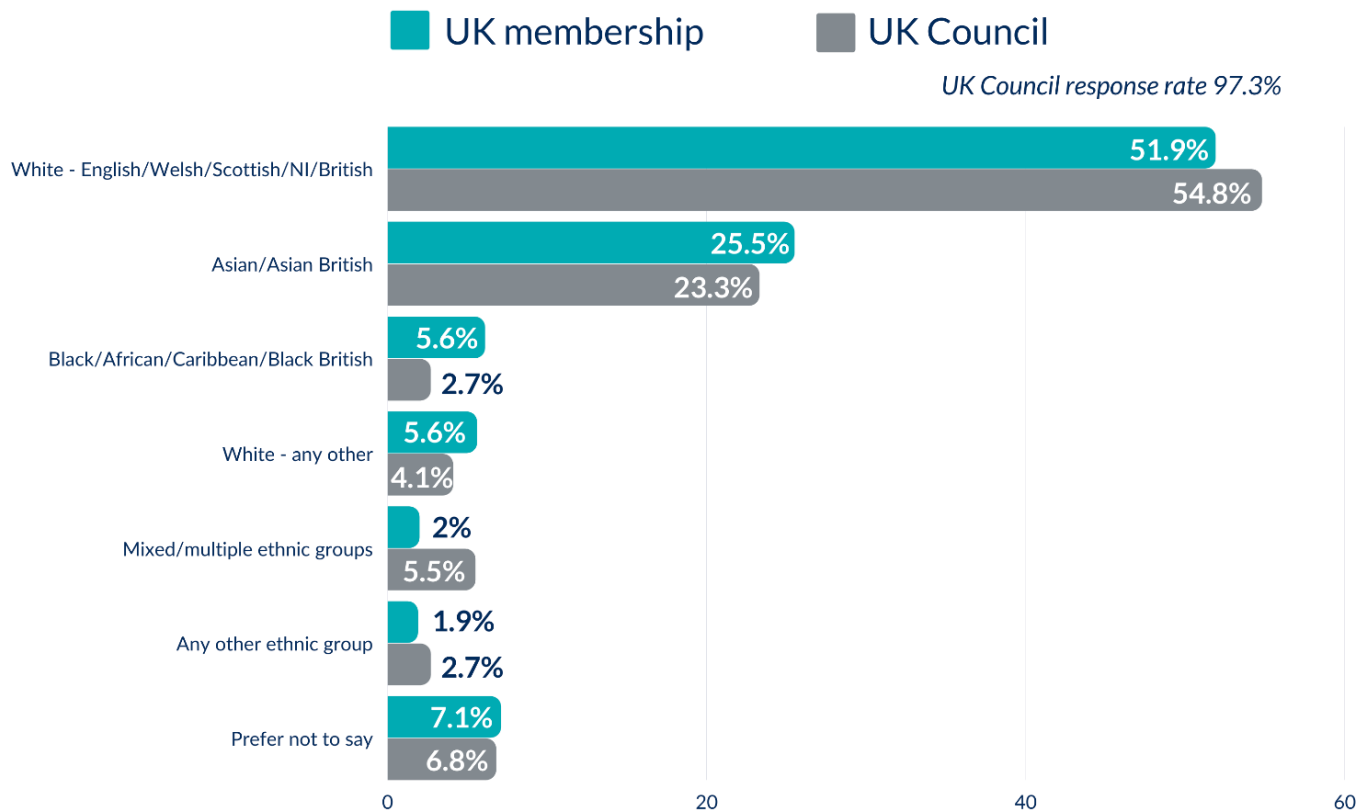
NB. some Boards and Councils also include representatives from external stakeholders and non-voting members. This will in most cases mean that we (RCGP) do not nominate or elect that individual.

UK Council | race

The 2020 Council elections had a marked impact on the make up of UK Council when it comes to race, increasing Black, Asian, and Minority Ethnic representation compared to the total membership.

There are still a higher number of representatives of White - English/Scottish/Welsh/Northern Irish/British heritage on the UK Council when compared to the total membership (3% difference). However, this is an improvement from 2020 where the gap was 4.42%.

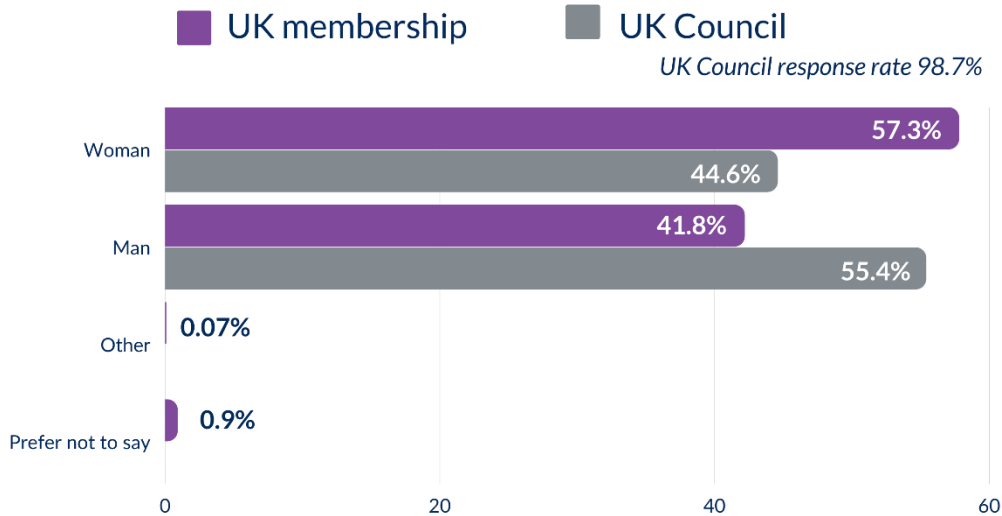
While not captured in these statistics, the 2021 November elections also saw more members from Black and Asian heritage elected to UK Council.



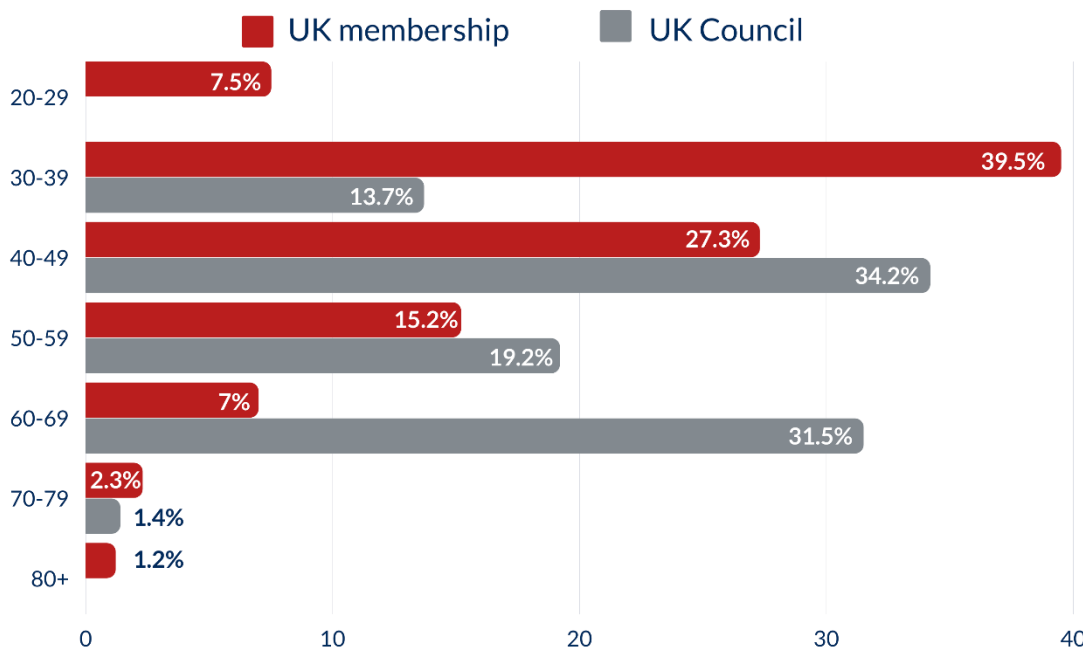
UK Council | gender and age

The gender split between men and women in UK Council is roughly the reverse distribution when compared to the total UK membership. While 57.3% of our members identify as women, just over half of Council representatives identify as men (51.7%).

Representation of other gender identities is still lacking although this is challenging to increase due to the relative low numbers of these members.

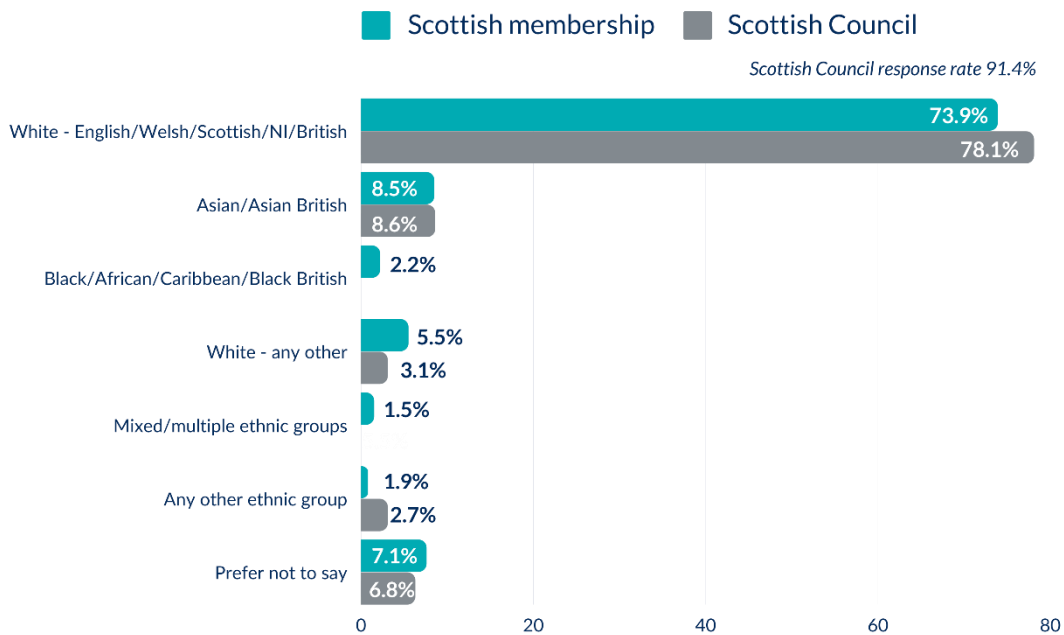


Some discrepancy in age is to be expected as members tend to be more advanced in their careers and thus older when taking on Officer or leadership roles. However, the most notable discrepancies are between members aged 30-39 and Council representatives of the same age (25.8% difference) and between members aged 60-69 and Council representatives of the same age (24.5% difference).

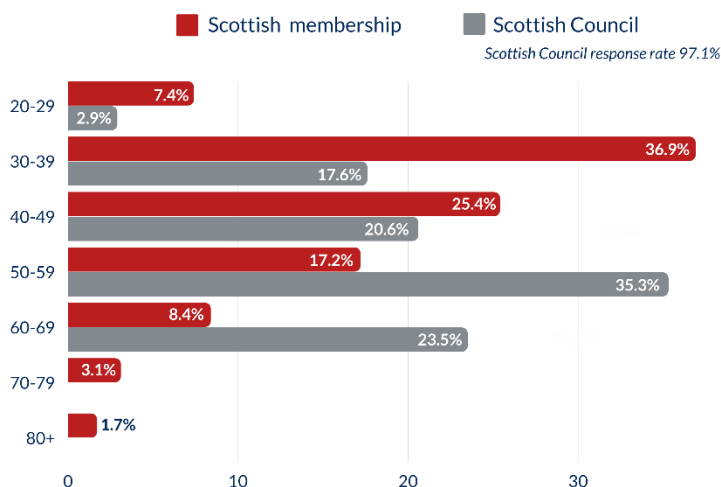
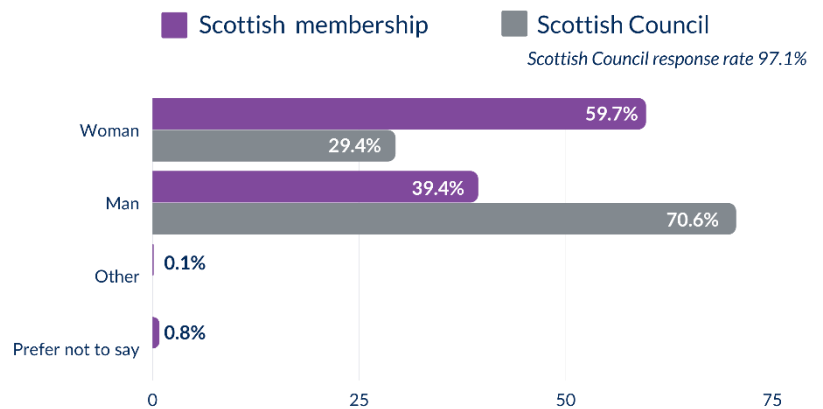


Scottish Council | race, age, and gender

The gap between representation relating to race on Scottish Council and membership is fairly narrow but there is currently a significant lack of representation of members from Black/African/Caribbean/Black British heritage compared to members in Scotland.



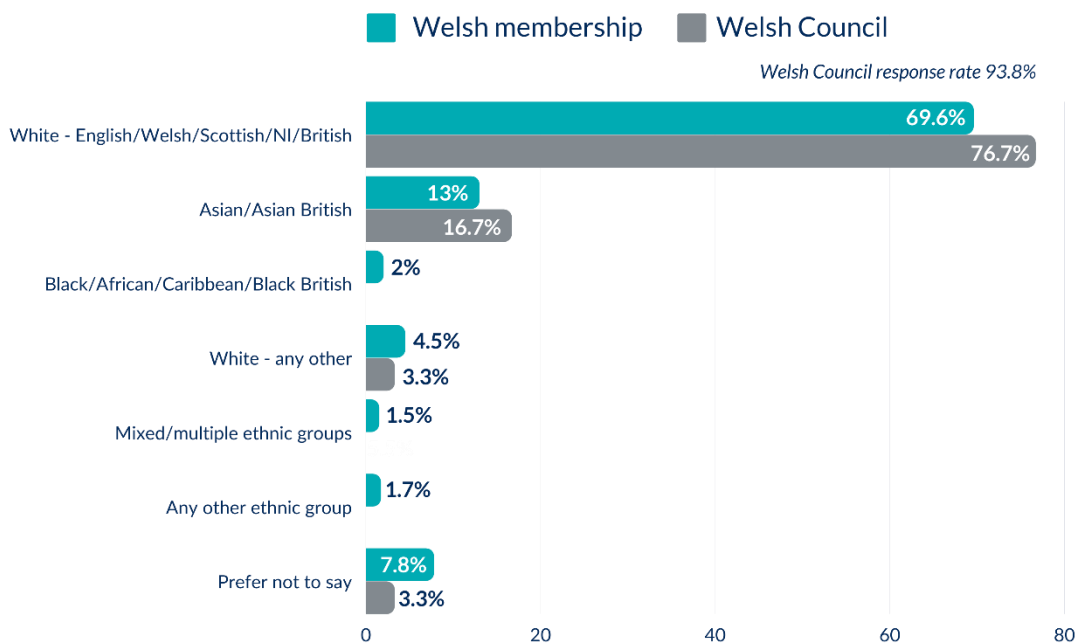
When it comes to gender representation, there is a similar disparity as within UK Council; members identifying as men are over-represented (by almost double) in Scottish Council when compared to members in Scotland.



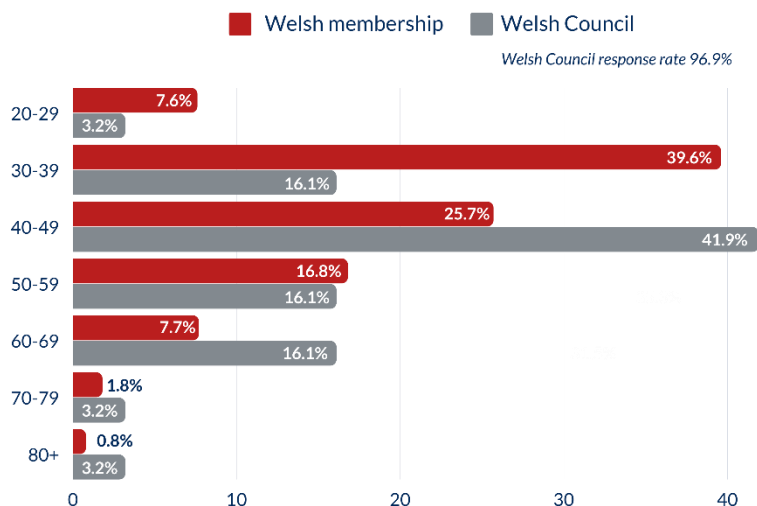
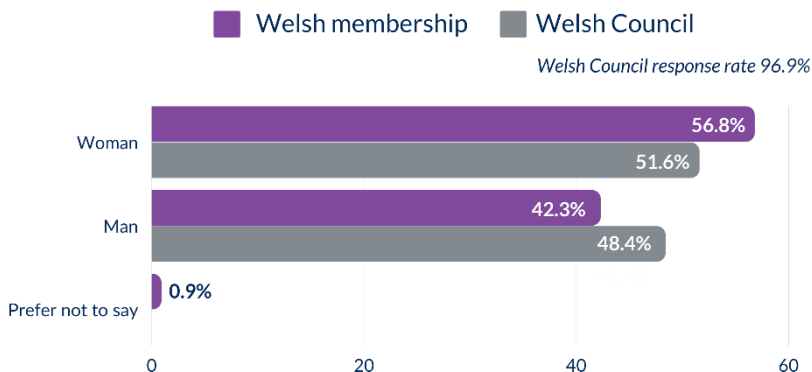
Scottish Council also largely mirrors UK Council in terms of split by age; again the largest discrepancies are found in the 30-39 and 50-59 age brackets between membership and Council (19.3% and 18.1% respectively).

Welsh Council | race, age, and gender

There are still a higher number of representatives from White - English/Scottish/Welsh/Northern Irish/British heritage on the Welsh Council when compared to the total membership (7.1% difference). There is again a lack of representation of members from a Black/African/Caribbean/Black British heritage compared to the membership in Wales.



In terms of gender representation, Welsh Council members are generally more representative of the gender split in the membership than for other Councils (within 6.1%).

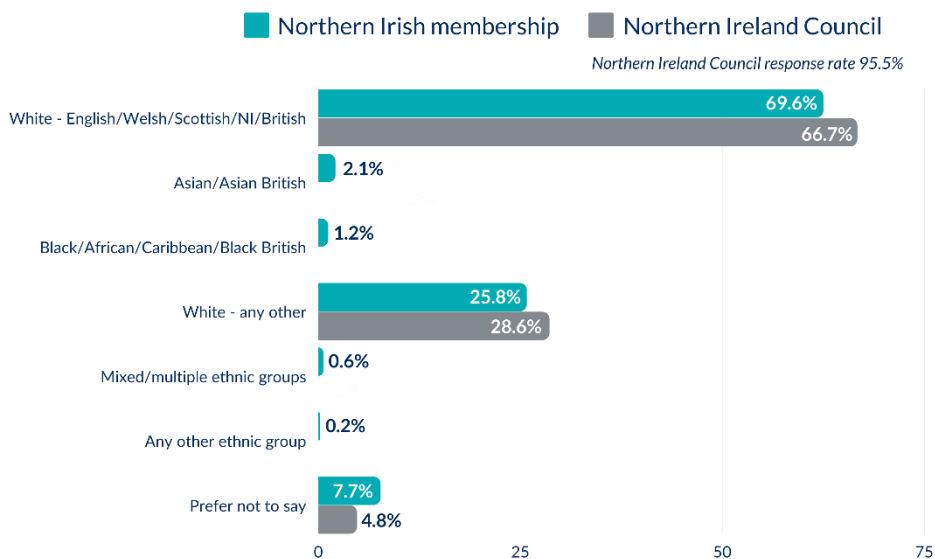


Looking at breakdown according to age, the most notable discrepancies between Welsh Council and membership are in the 30-39 and 40-49 age brackets (23.5% and 16.2%).

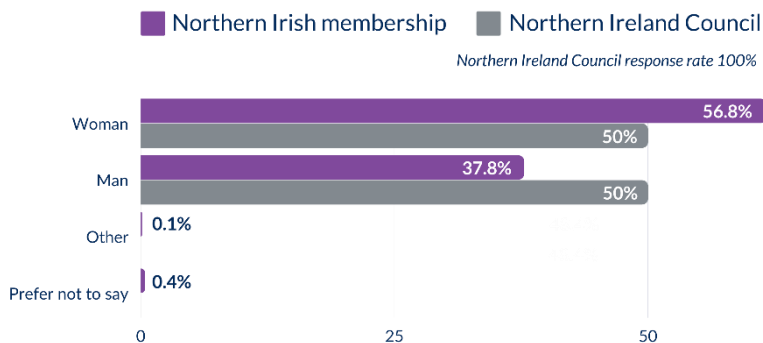
Northern Ireland Council | race, age, and gender

There is currently a lack of representation of members from Asian/Asian British, 'Black/Caribbean/Black British, mixed or other ethnic heritage on the Northern Ireland Council.

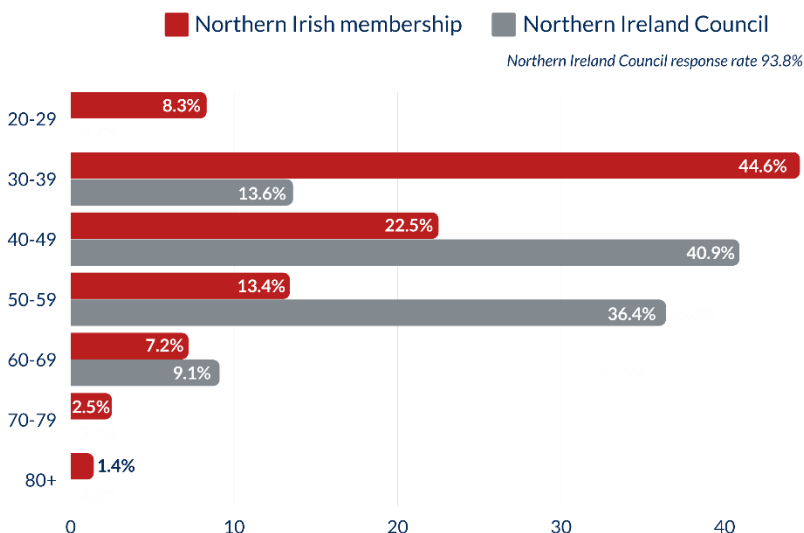
In this dataset, the 'White - any other' group of Council members only signifies 'White - Irish'. There are therefore a relatively higher number of members of White - Irish/English/Welsh/Scottish/Northern Irish/ British heritage on Council compared to membership (7.8% difference).



There remains some discrepancy in gender balance on Northern Ireland Council with members identifying as men over-represented when compared to the membership (12.2% difference).

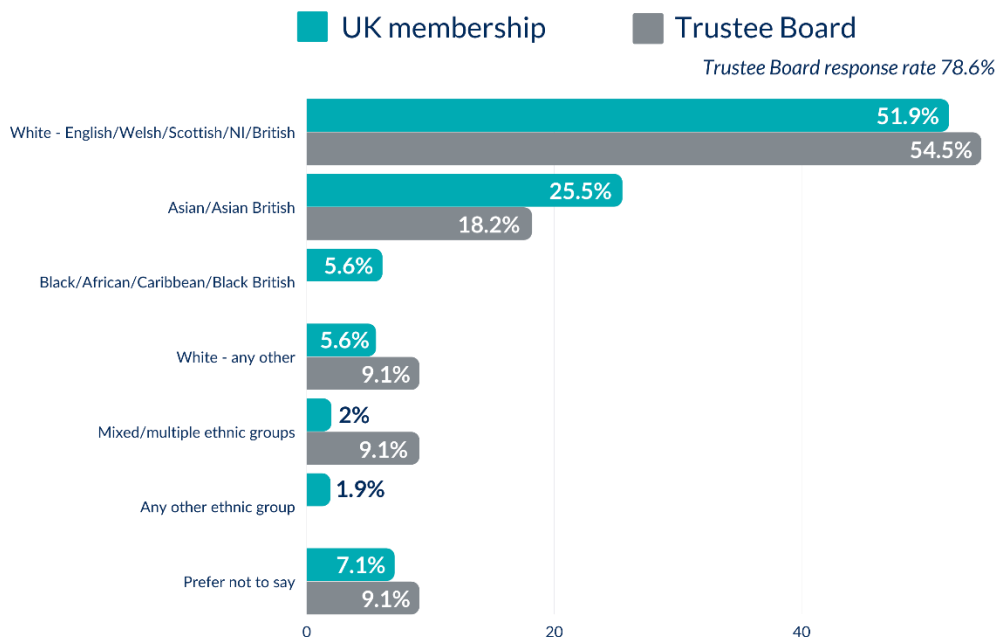


The most significant discrepancy in age is between members aged 30-39 and the representation of this age bracket in Council members (31% difference). This reflects that a greater percentage of Northern Ireland members are aged 30-39 than in other nations (44.6% vs 39.6% average).

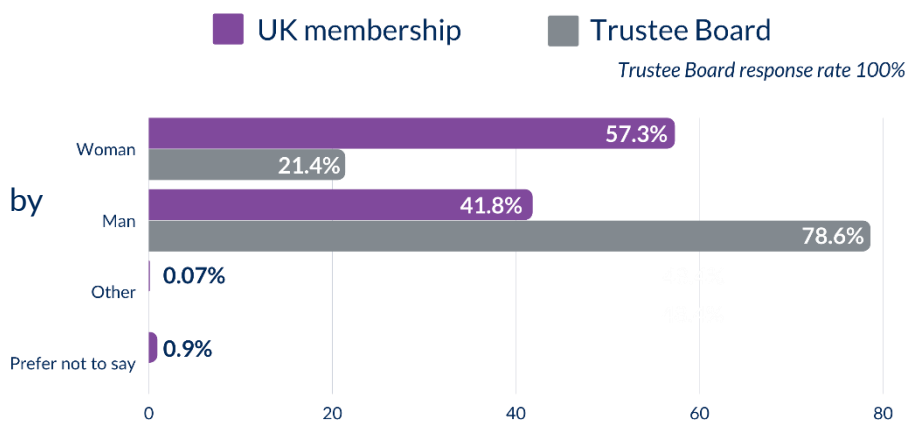


Trustee Board | race, age, and gender

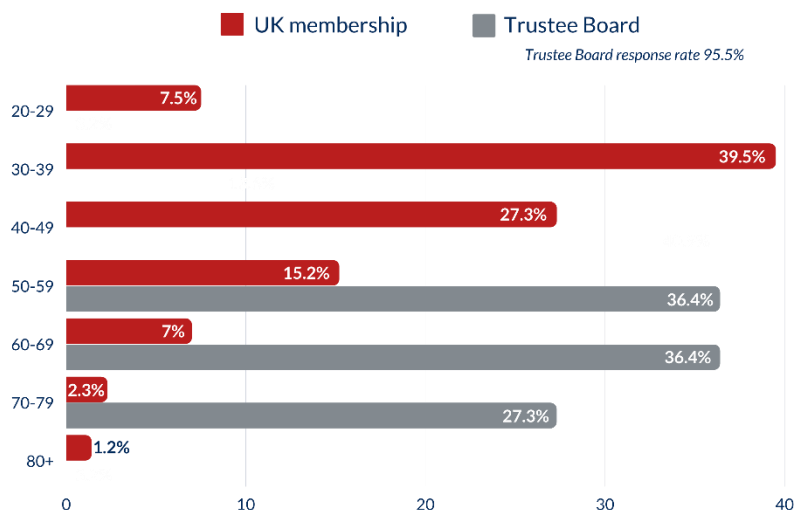
Trustee Board currently does not have a member from a Black/African/Caribbean/Black British heritage in its membership (<15 people) . This has not changed since the previous report in 2021.



In terms of gender, members identifying as men are significantly over-represented on Trustee Board; by 36.8% compared to members as a whole.



Notably, there are no members of Trustee Board aged below 50; while more than two thirds of UK membership as a whole fall into the 30-39 or 40-49 age brackets.

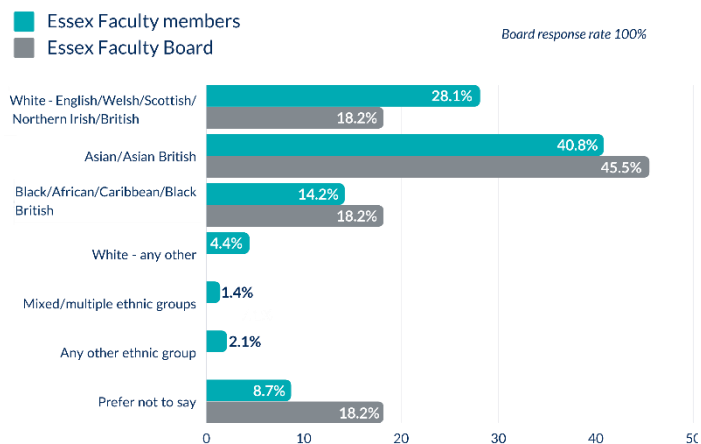
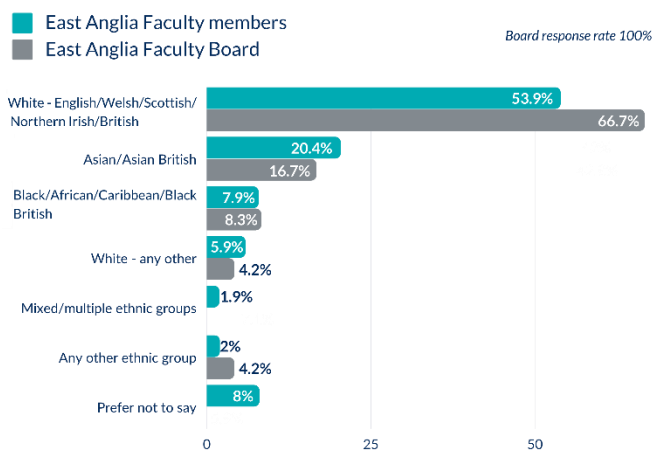
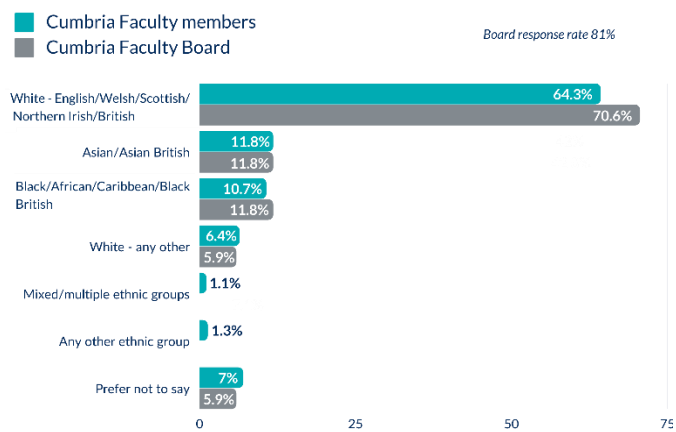
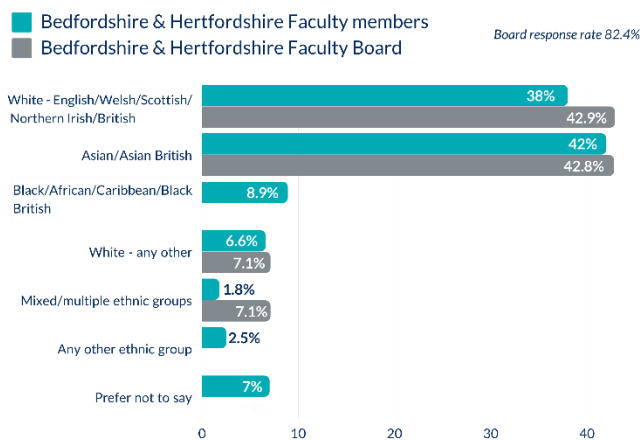


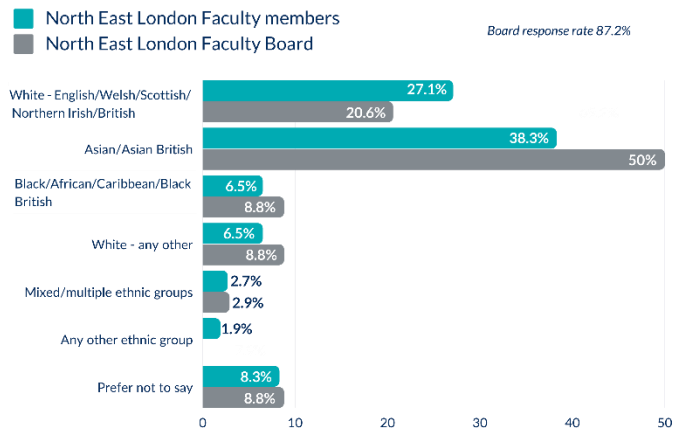
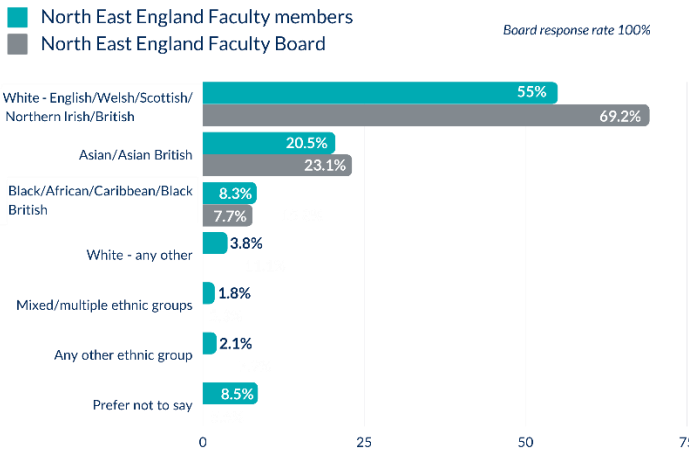
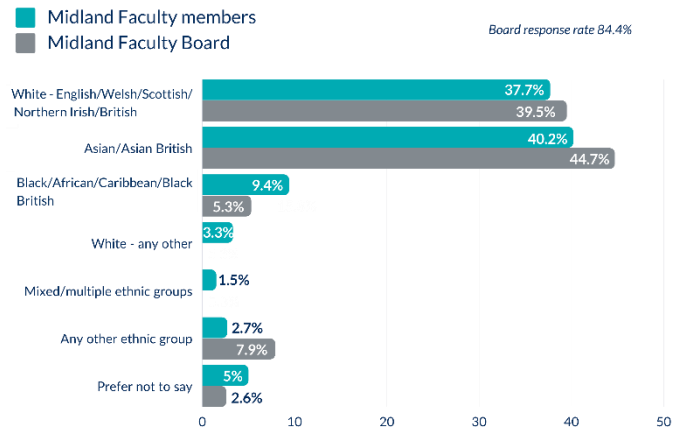
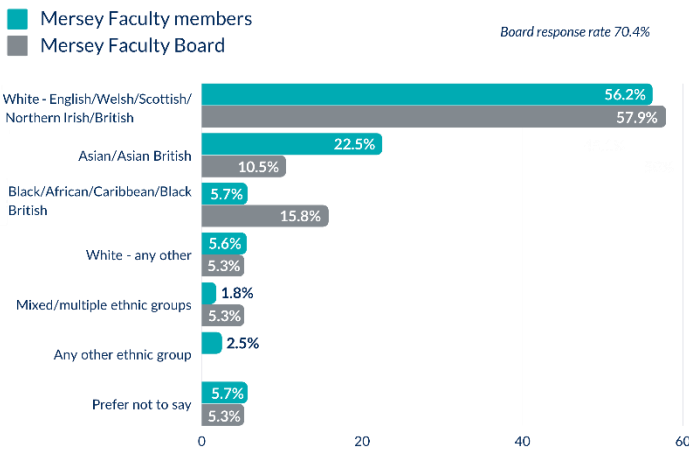
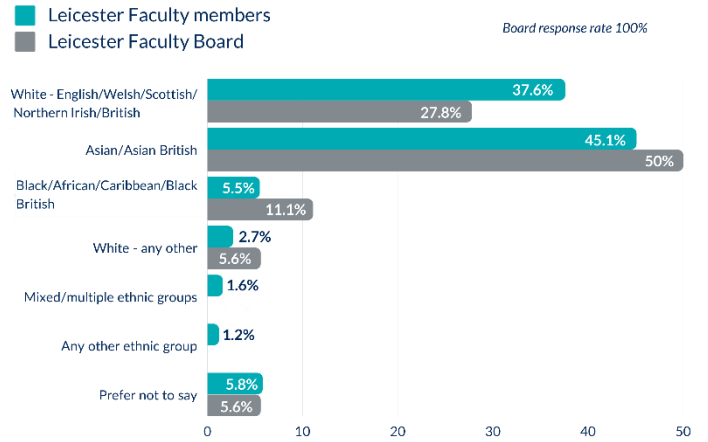
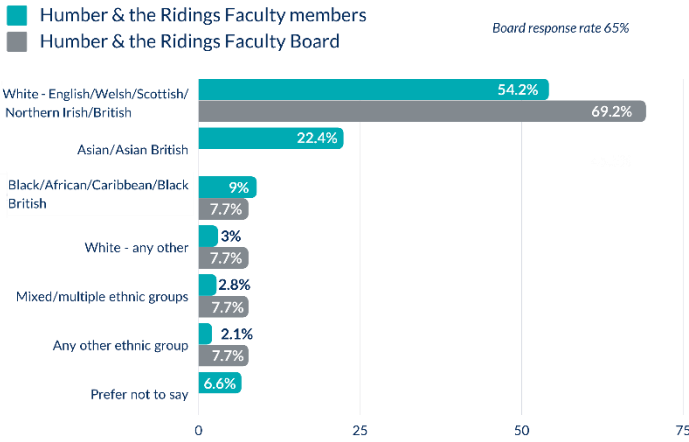
English Faculty Boards | race

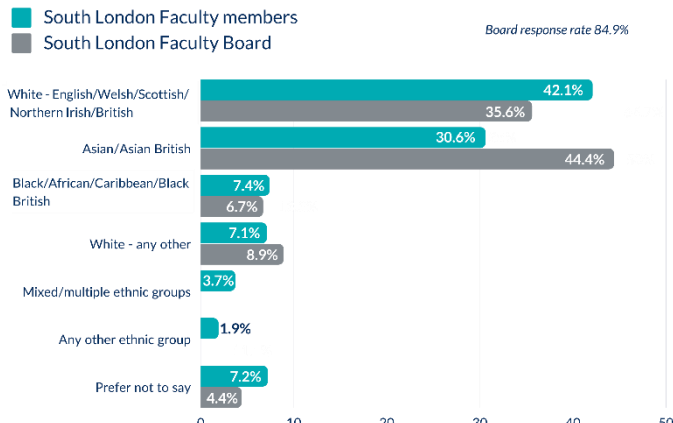
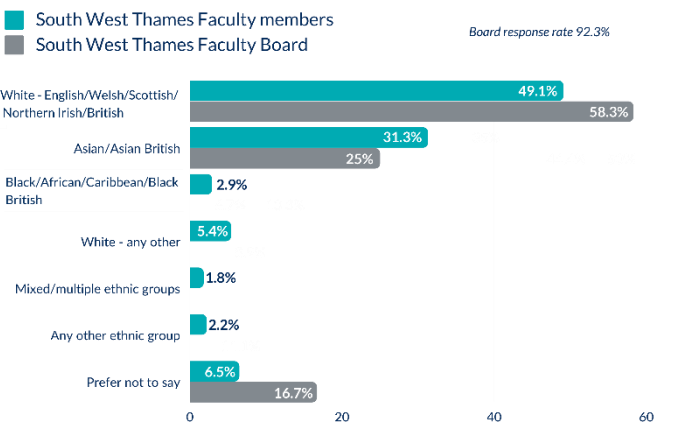
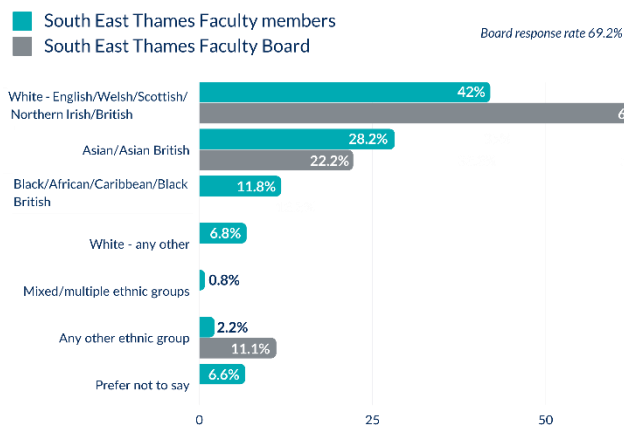
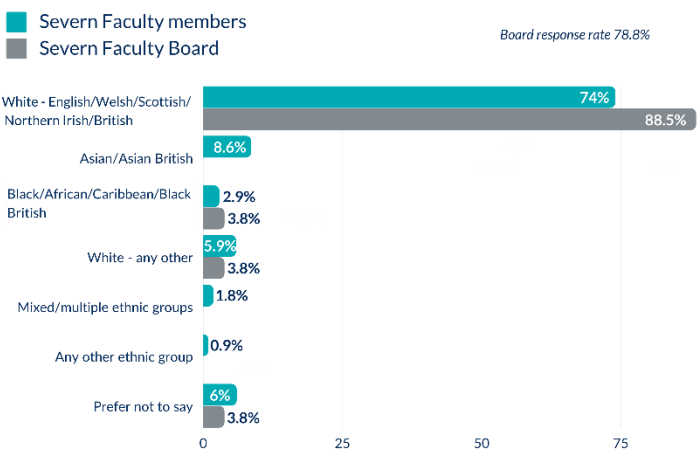
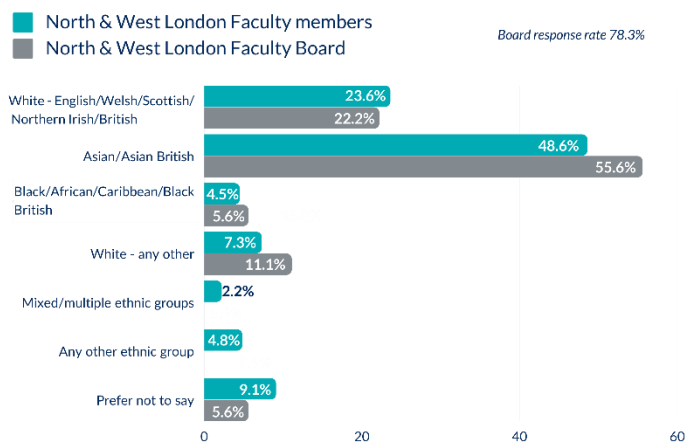
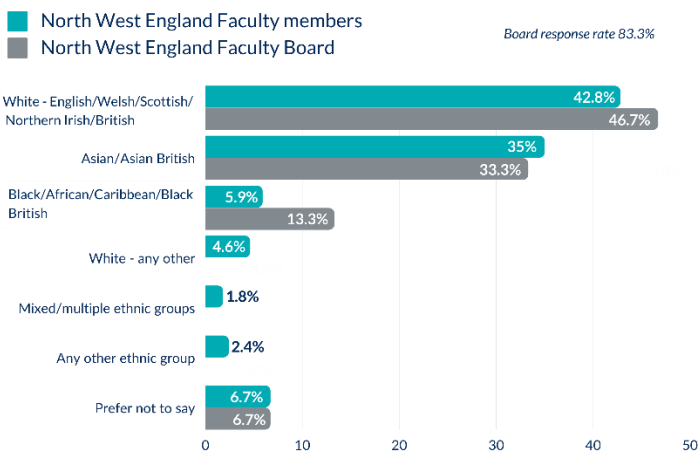
The majority of Faculty Boards in England have some disparity between their members and the members in that area.

There are currently six Boards where Board members from a White - English/Welsh/Scottish/Northern Irish/British heritage are over-represented by more than 10% compared to the racial demographics of the membership in that area: East Anglia, Humber & the Ridings, North East England, Severn, South East Thames and South Yorkshire North Trent. North West England in particular has seen a marked improvement (17.2% difference between Board members of this background and Faculty members in September 2020 to 3.9% in September 2021).

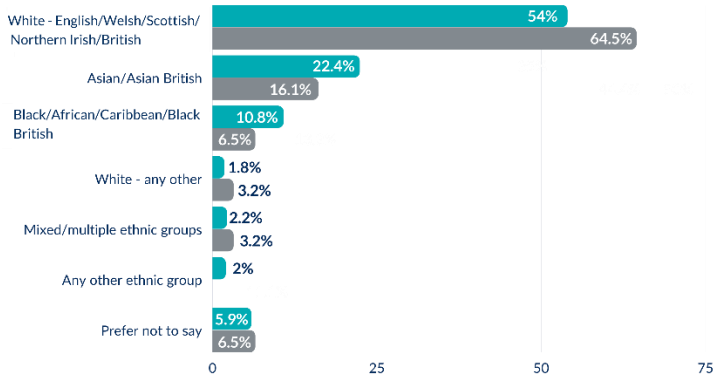
Additionally, Essex, Leicester, South London, and Yorkshire Boards have lower percentages of members from a White - English/Welsh/Scottish/Northern Irish/British heritage compared to the membership in their respective areas.



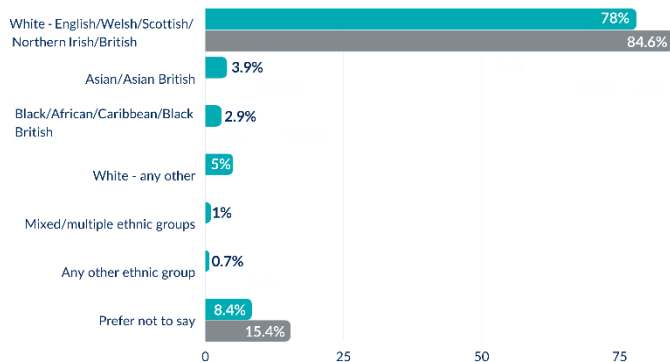




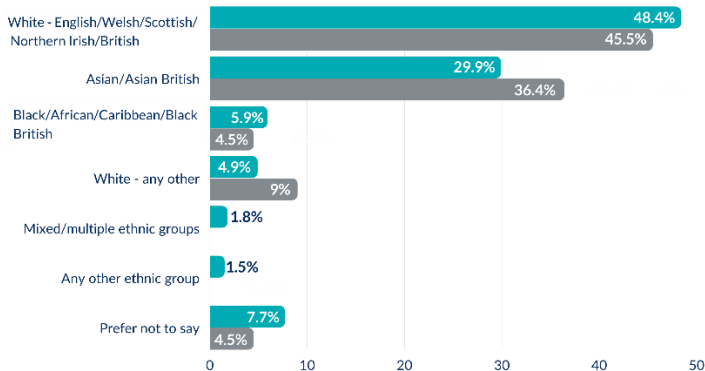
South Yorkshire North Trent Faculty members
South Yorkshire North Trent Faculty Board *Board response rate 91.2%*



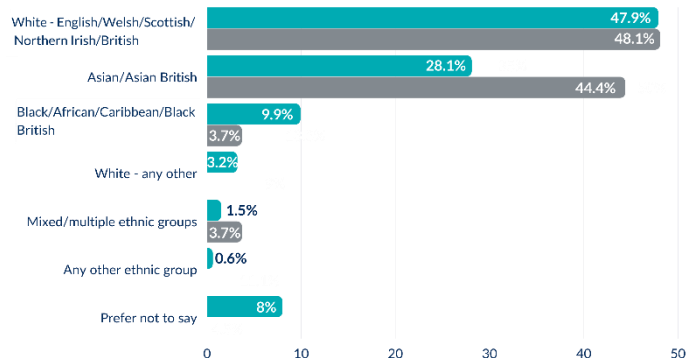
Tamar Faculty members
Tamar Faculty Board *Board response rate 86.7%*



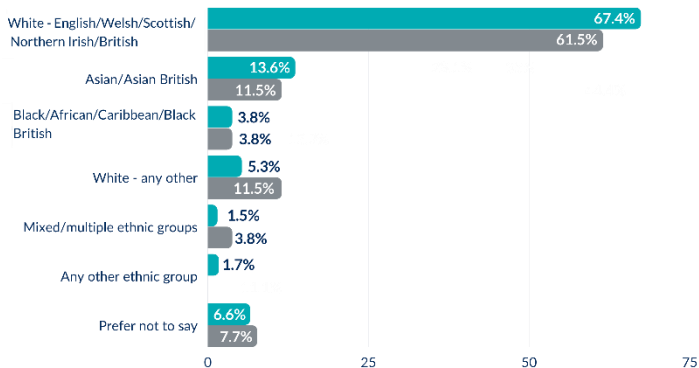
Thames Valley Faculty members
Thames Valley Faculty Board *Board response rate 91.7%*



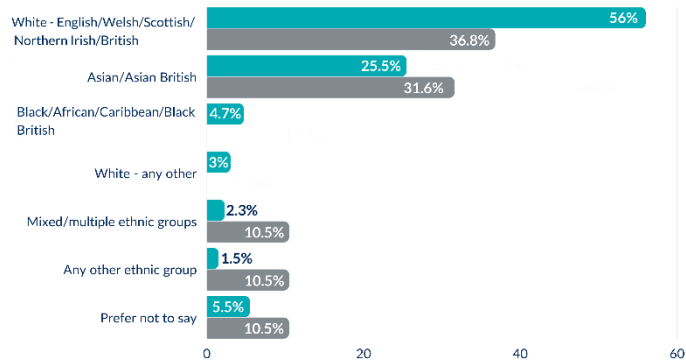
Vale of Trent Faculty members
Vale of Trent Faculty Board *Board response rate 81.8%*



Wessex Faculty members
Wessex Faculty Board *Board response rate 89.7%*



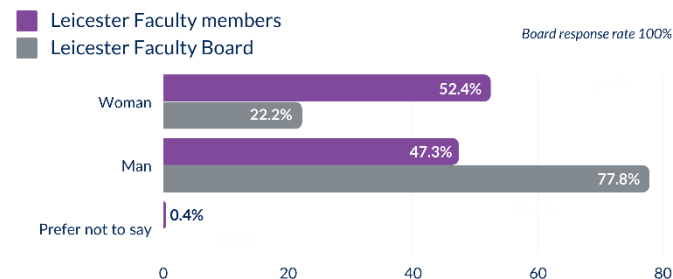
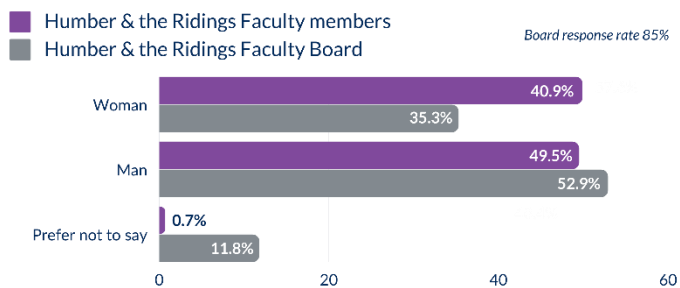
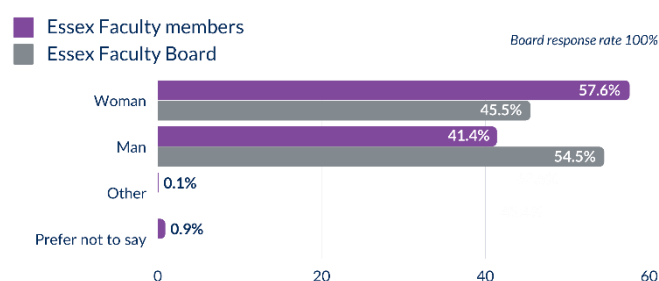
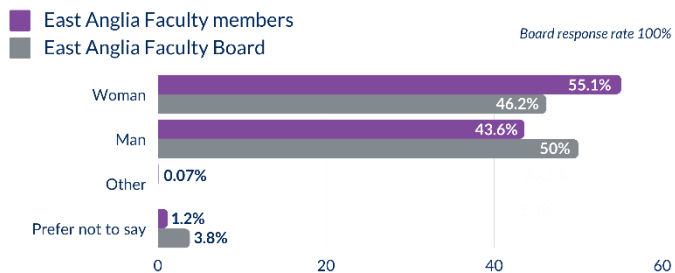
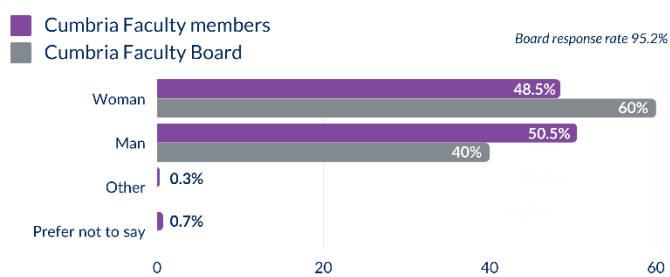
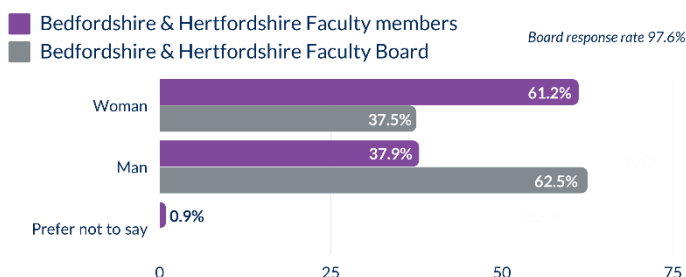
Yorkshire Faculty members
Yorkshire Faculty Board *Board response rate 82.6%*

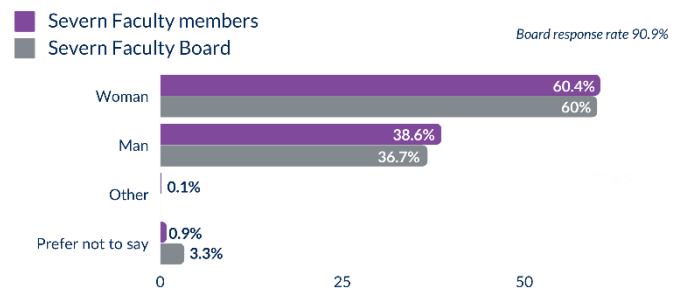
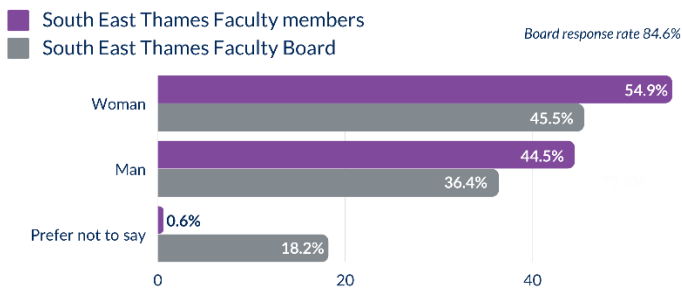
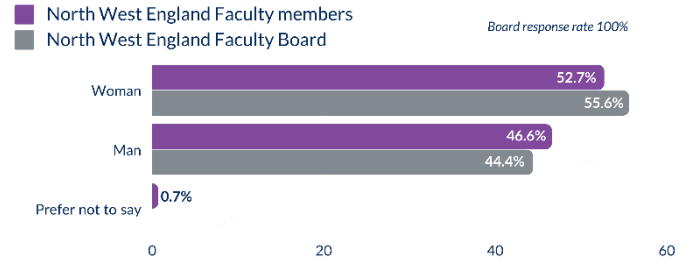
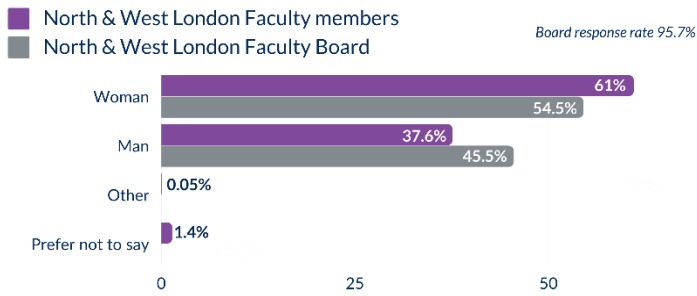
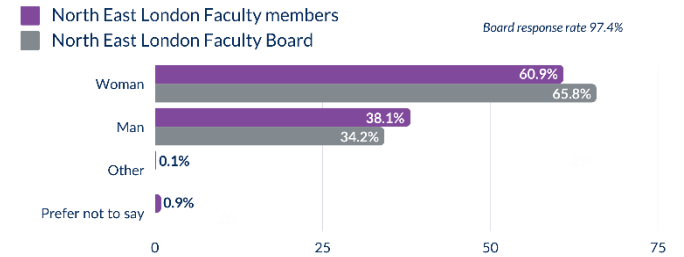
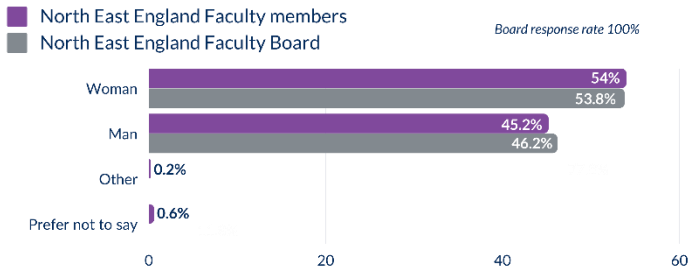
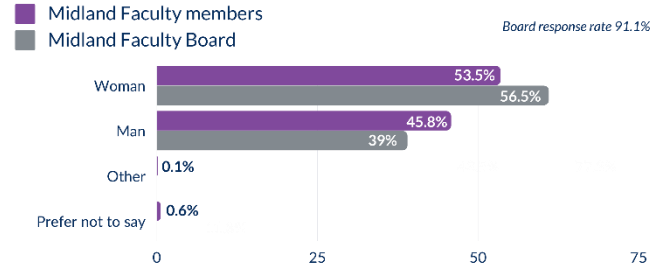
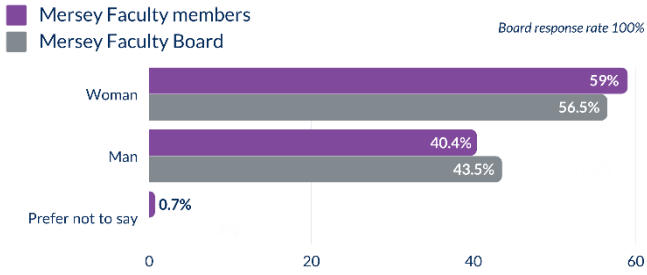


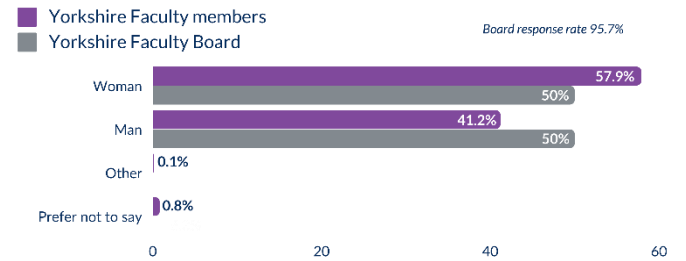
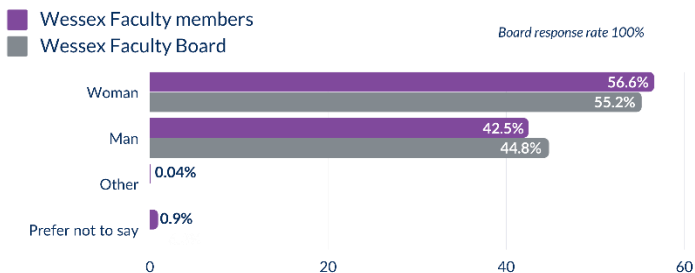
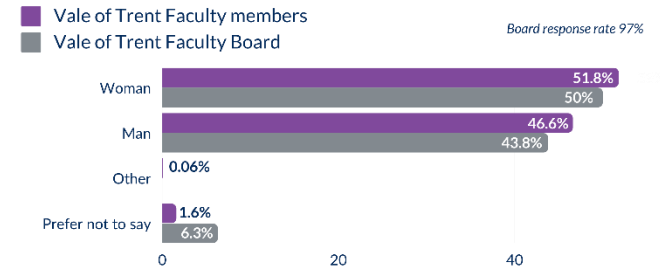
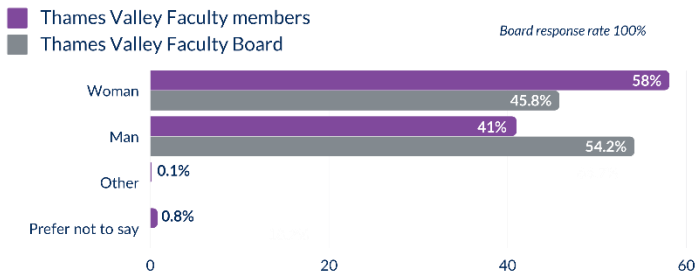
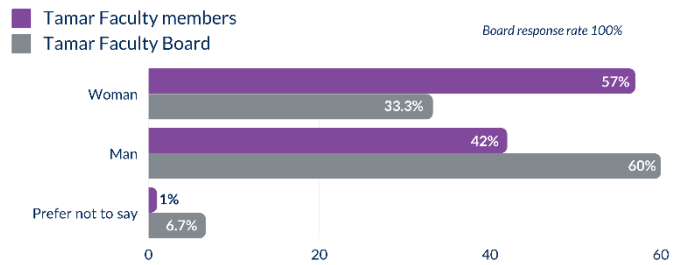
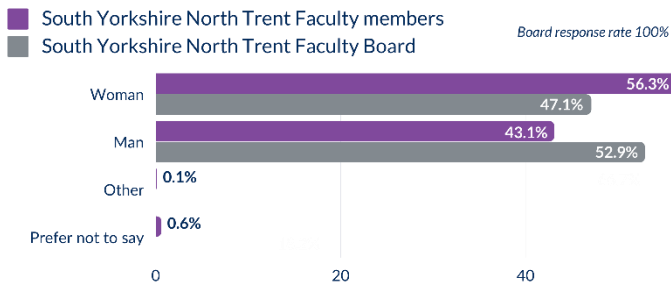
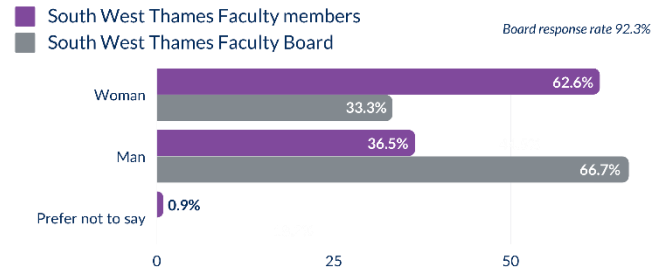
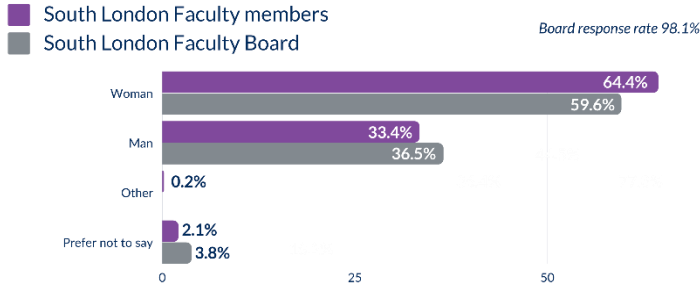
English Faculty Boards | gender

Several Boards are relatively close to their membership (within 10%) when it comes to gender representation but generally there are consistent disparities. Most significantly, there are currently six Faculties where members identifying as men are over-represented by more than 10% compared to their respective membership: Bedfordshire and Hertfordshire, Essex, Leicester, South West Thames, Tamar, and Thames Valley.

However there are also four Faculties where there are more Board members identifying as women compared to members in that area; Cumbria, Midland, North East London and North West England.



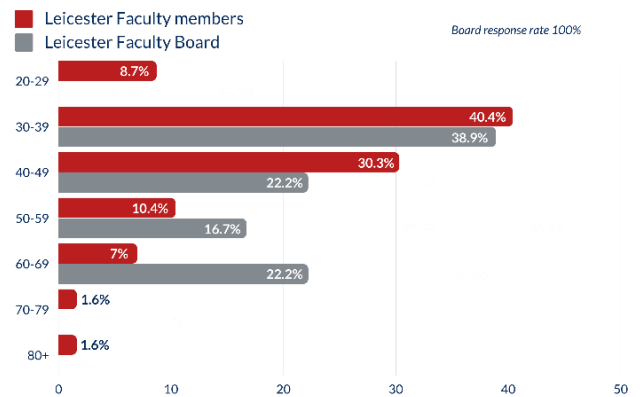
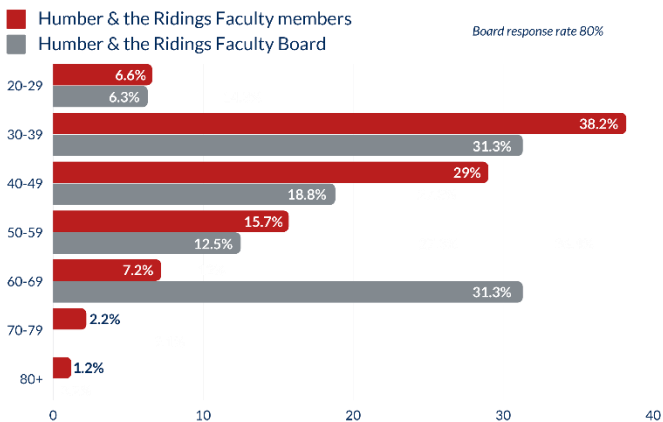
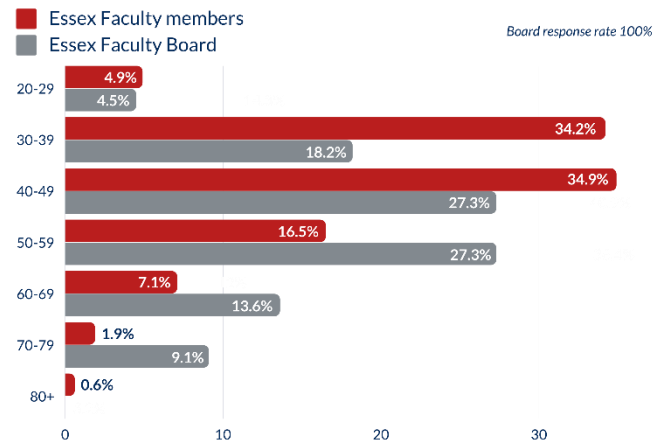
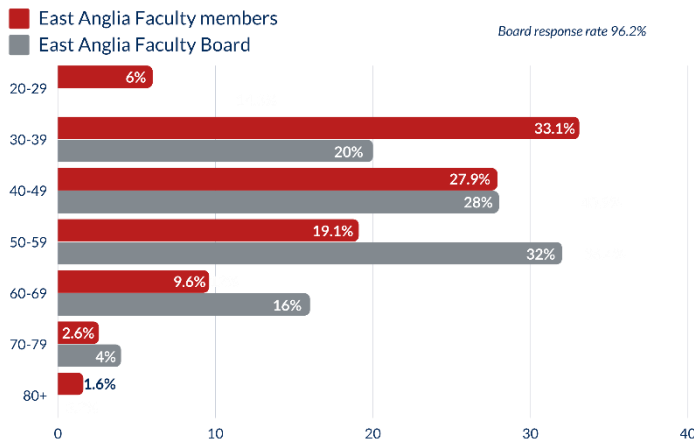
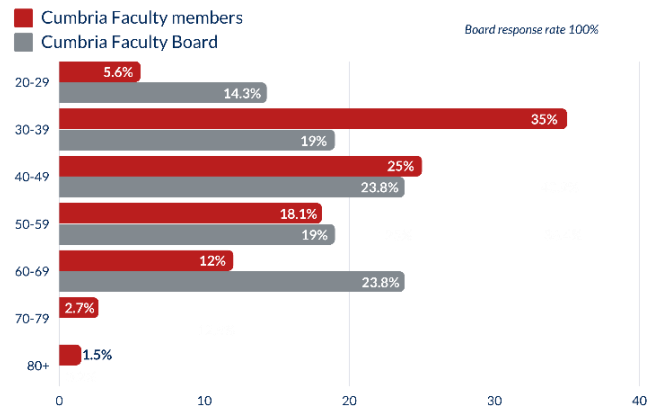
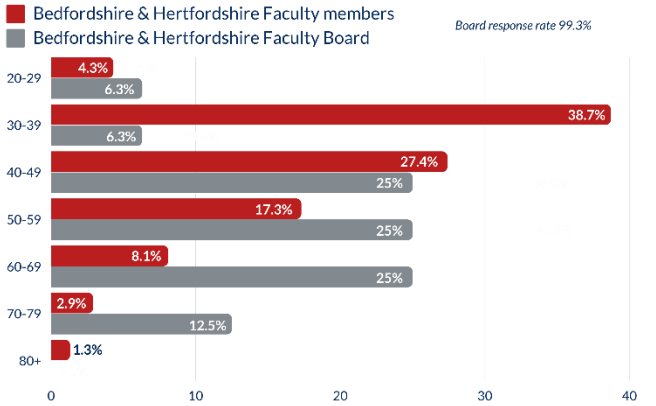


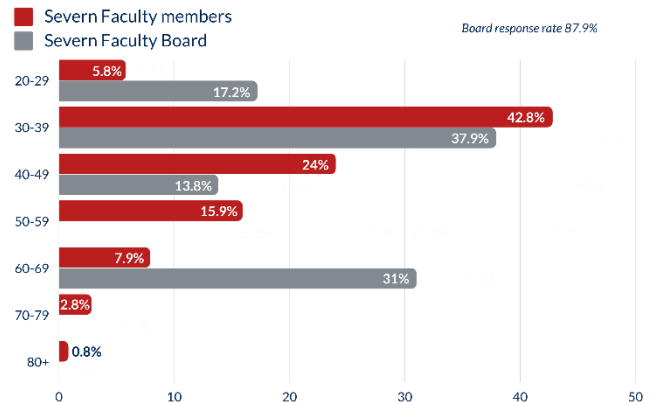
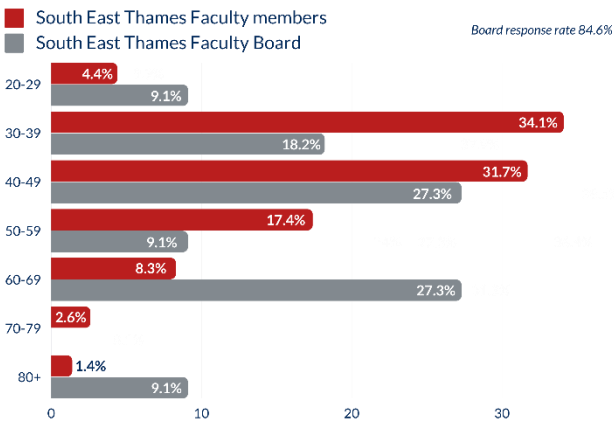
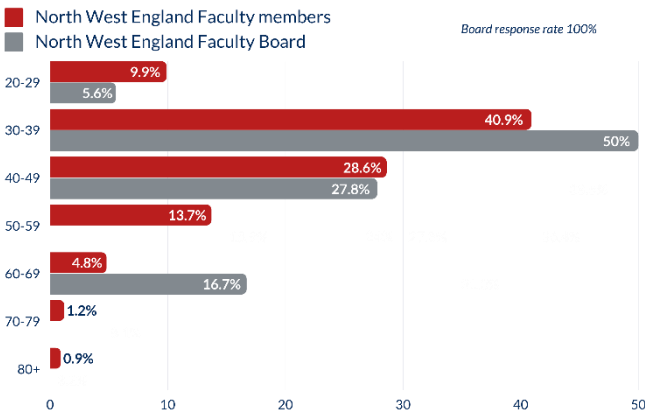
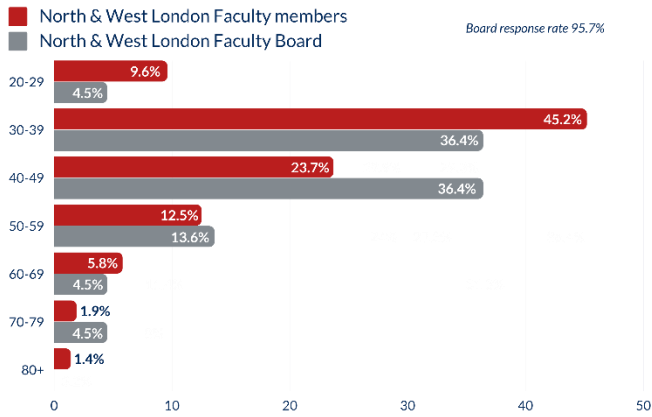
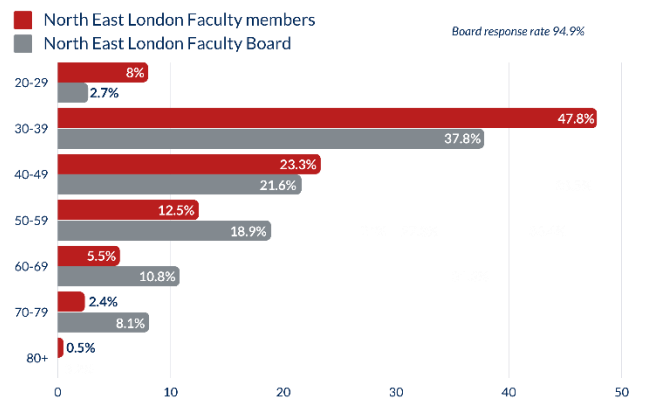
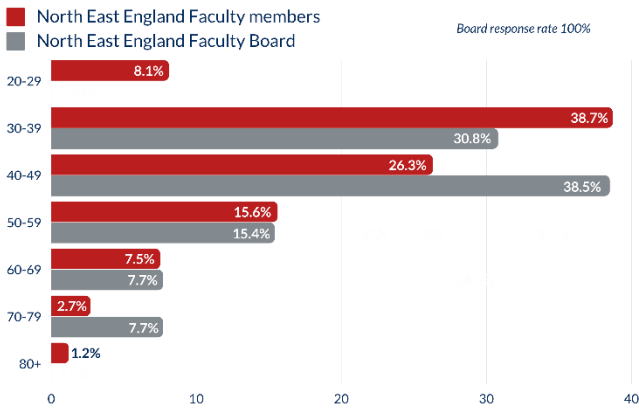
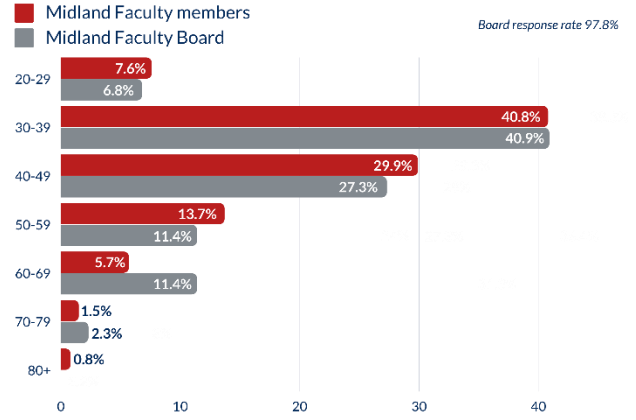
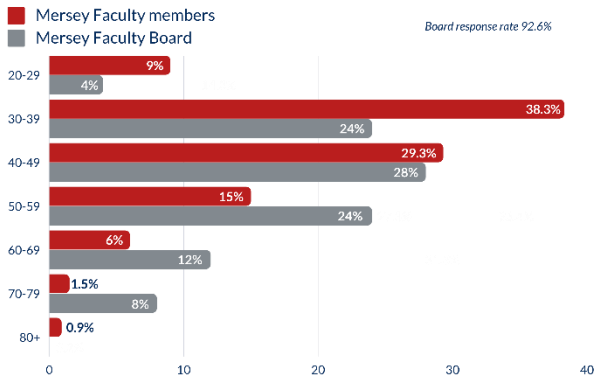


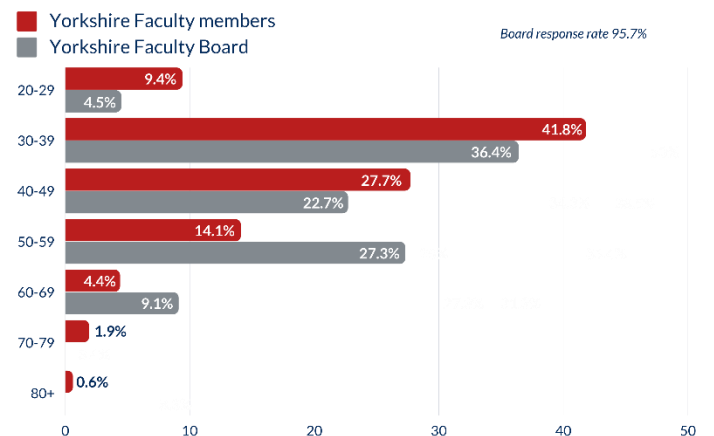
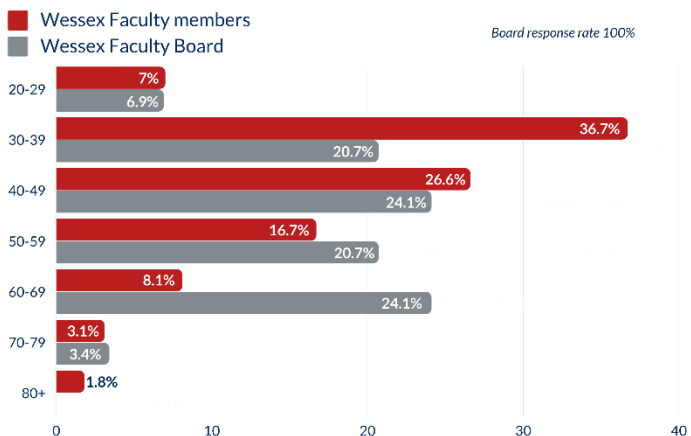
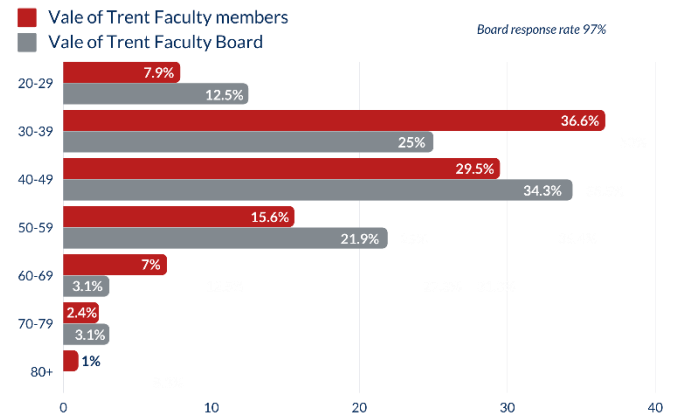
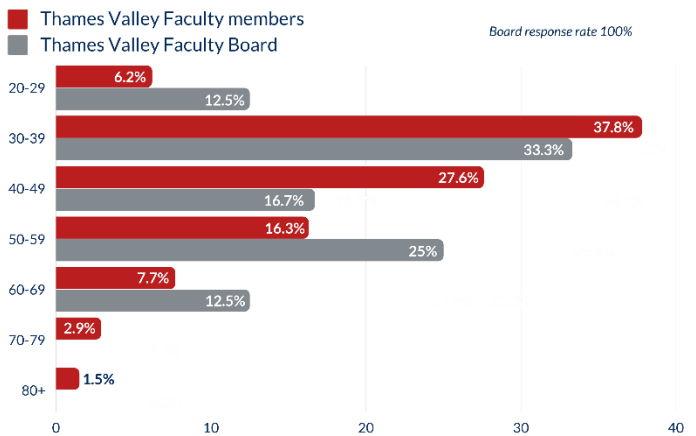
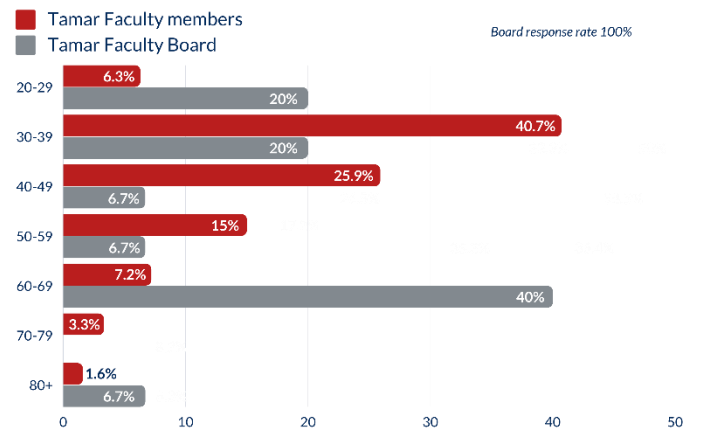
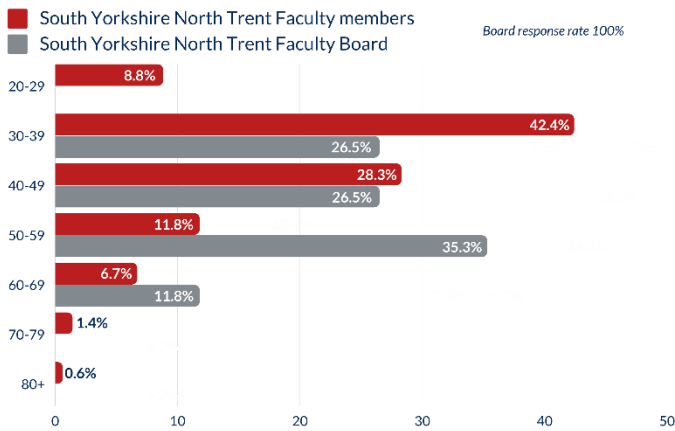
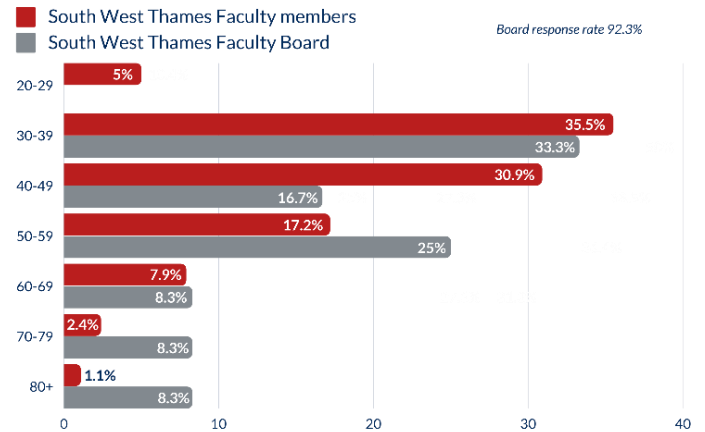
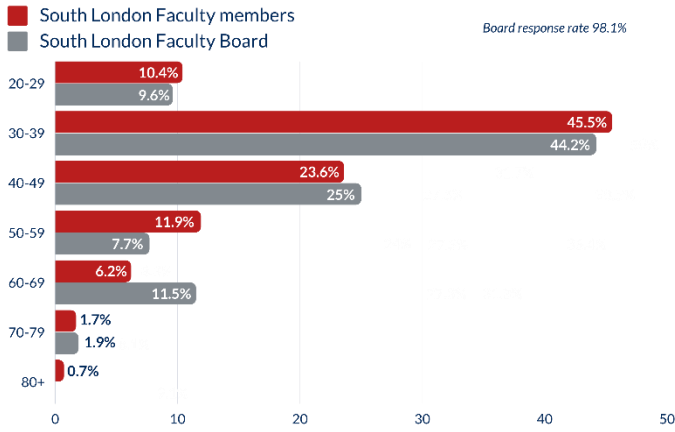
English Faculty Boards | age

The majority of Faculty Boards in England have disparities between Board members and wider membership in that area when it comes to age and in particular in the 30-39 age bracket which the majority of members fall into (average difference of 10.1%).

There are only three Faculties where the percentage difference is 10% or less in every age bracket (except 80+); Midland, North East London and South London. These are also three of the largest Boards, comprising 45 members or more.



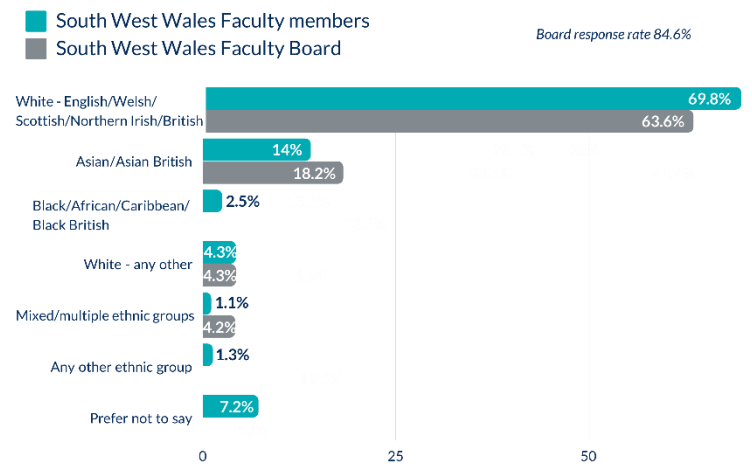
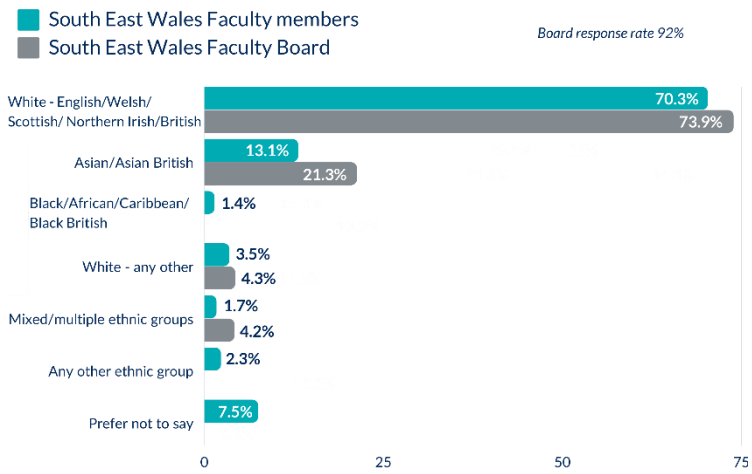
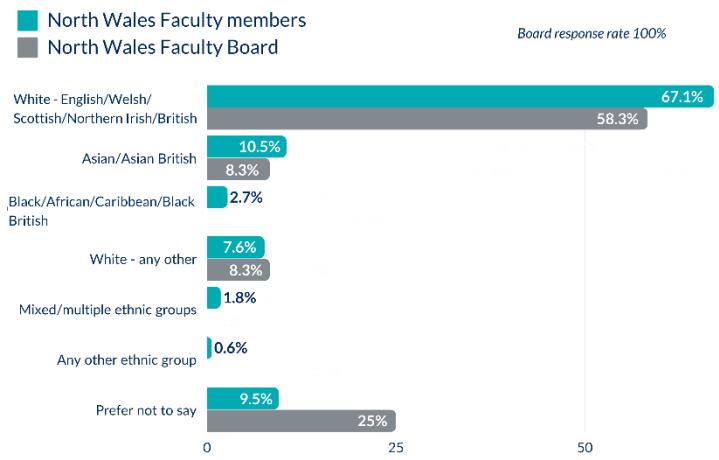




Welsh Faculty Boards | race

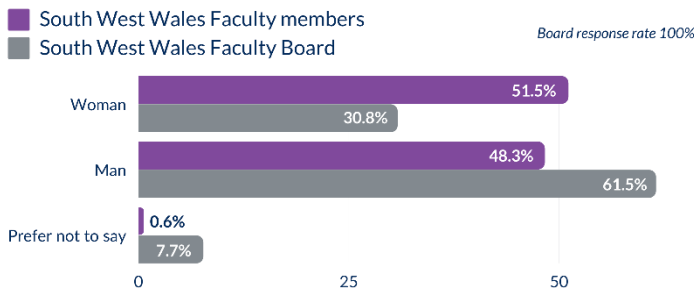
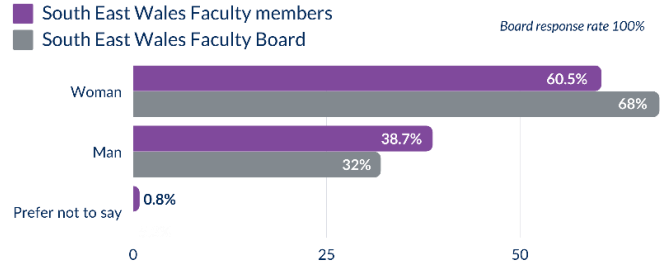
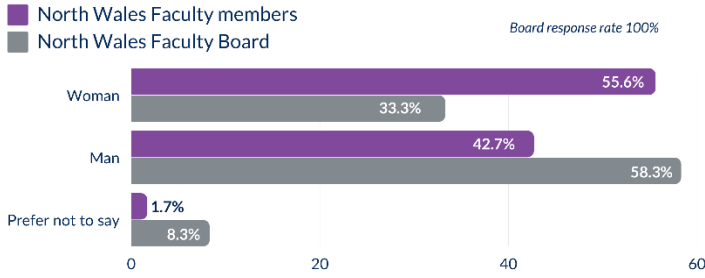
Racial discrepancies between members and Boards in Wales are generally fairly narrow. No Faculties have a discrepancy of more than 10% in terms of members from White - British/Welsh/Scottish/Northern Irish heritage and both South West and North Wales have a lower percentage of members from White - British/Welsh/Scottish/Northern Irish heritage when compared to their area.

However, there is a lack of representation from members of Black/African/Caribbean/Black British heritage, with no Board members from these backgrounds on any Board across the nation.



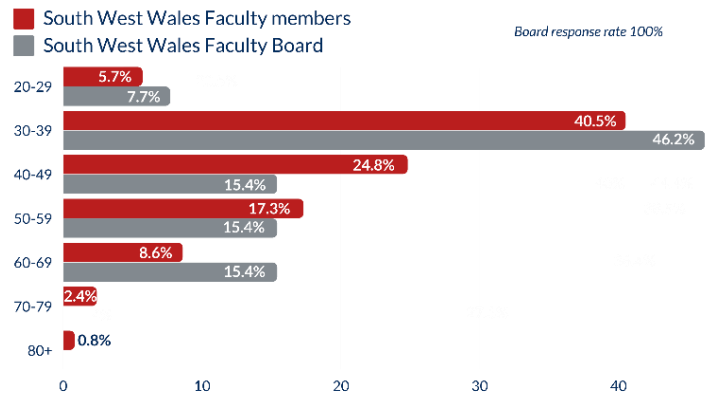
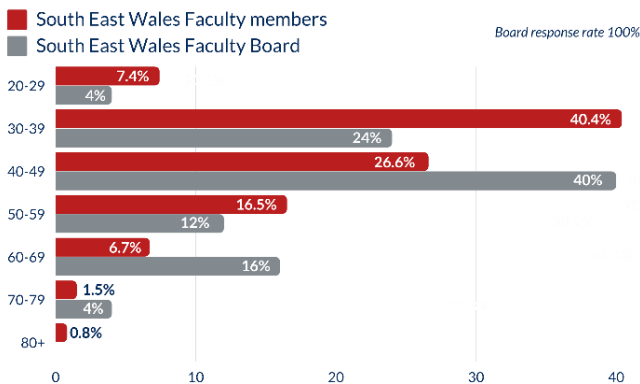
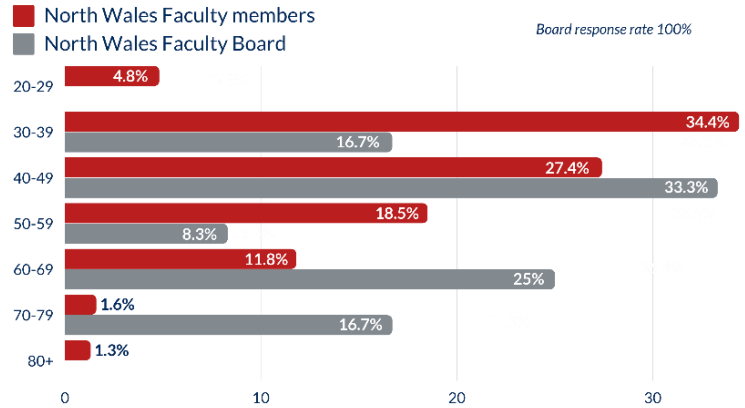
Welsh Faculty Boards | gender and age

Both North and South West Wales Faculties have significant disparities in terms of gender (average 18% difference). South East Wales is the only Board to include more members identifying as women compared to members in that Faculty (7.5%).



There are generally similar disparities when it comes to age as found in the other nations.

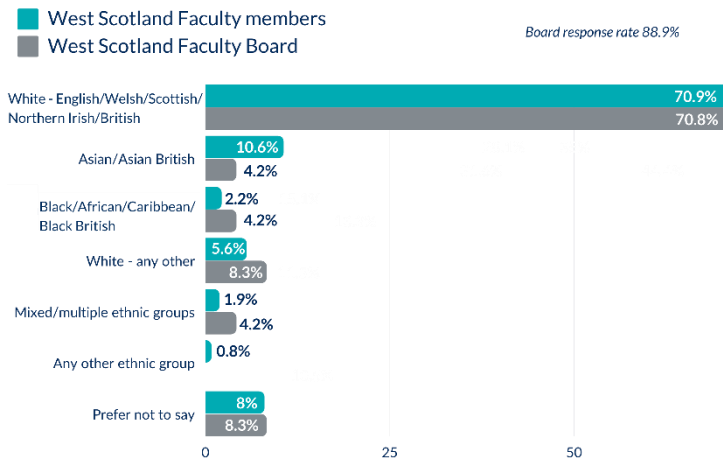
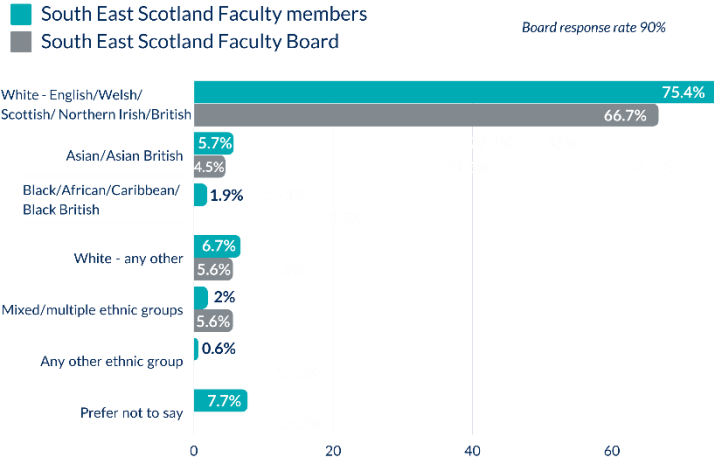
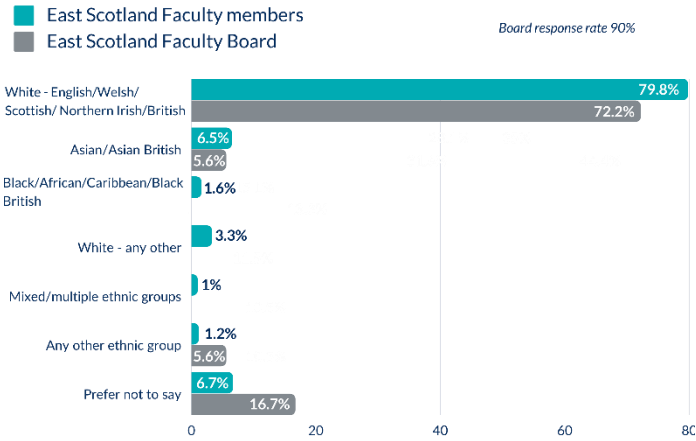
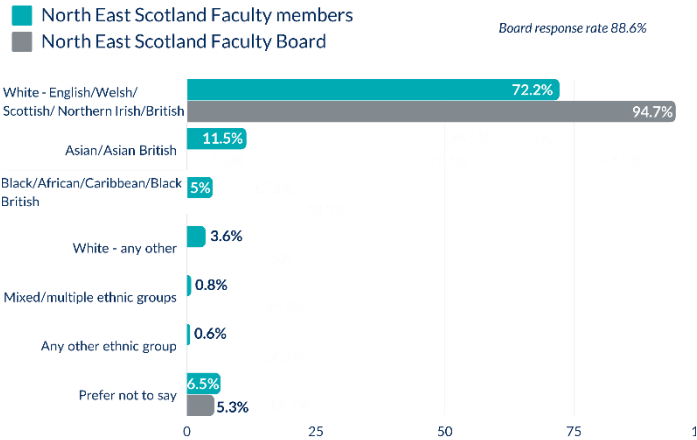
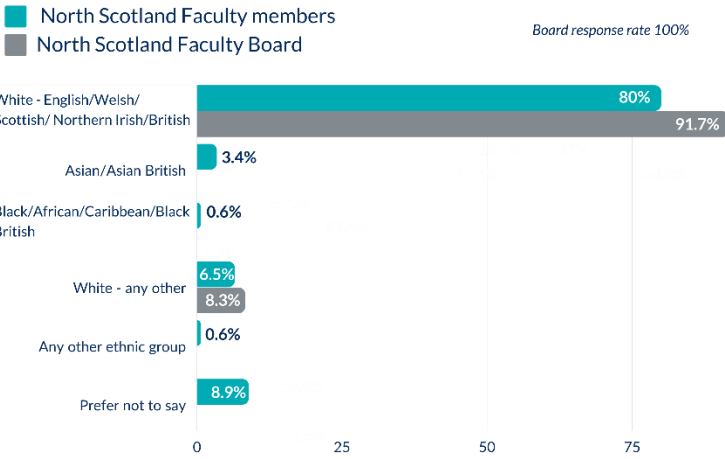
South West Wales is the closest Board to its membership when it comes to age; with a percentage difference of under 10% in most age brackets (except 70-79 and 80+).



Scottish Faculty Boards | race

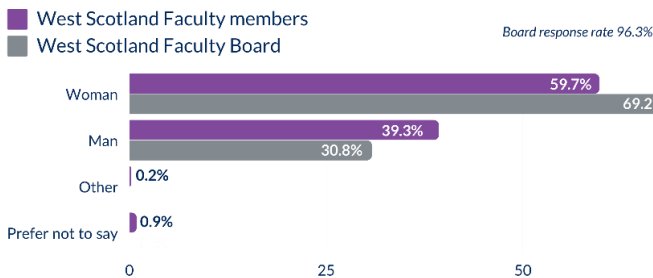
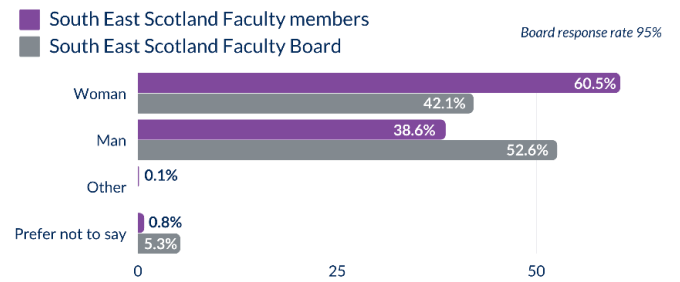
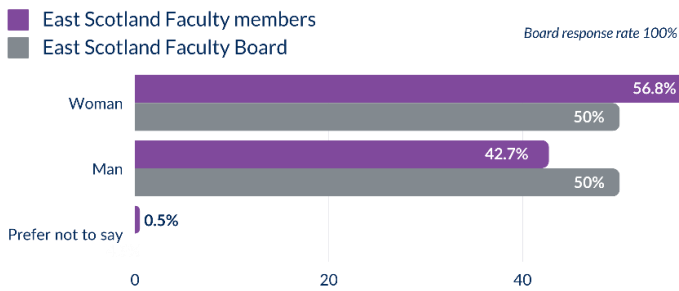
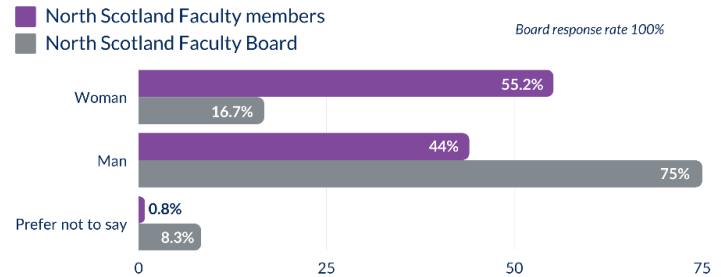
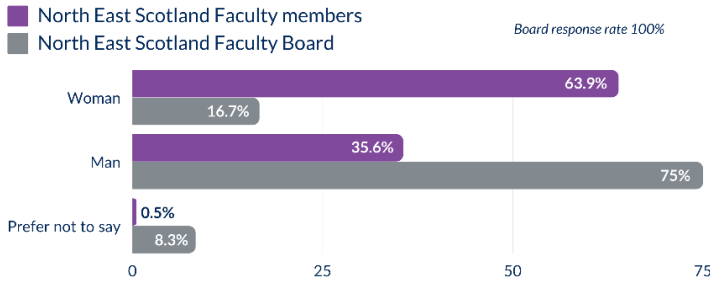
On three Boards, the gap between Board members of White - English/Welsh/ Scottish/Northern Irish/British heritage and members in these areas is less than 10%.

However, in North and North East Scotland, Board members from this heritage are over-represented by more than 10% compared to their membership, and these Boards currently have no members of either Asian/Asian British or Black/Caribbean/Black British heritage.



Scottish Faculty Boards | gender

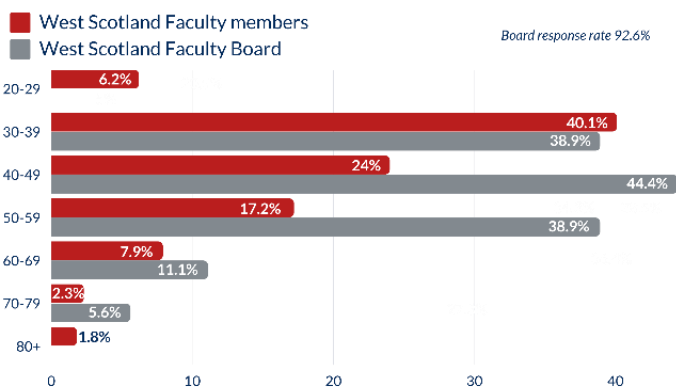
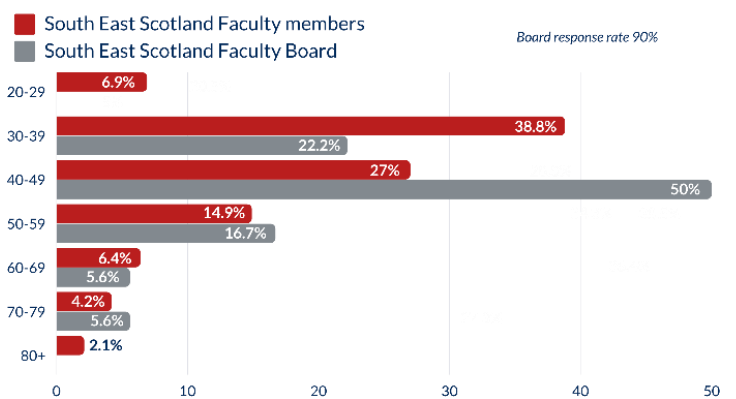
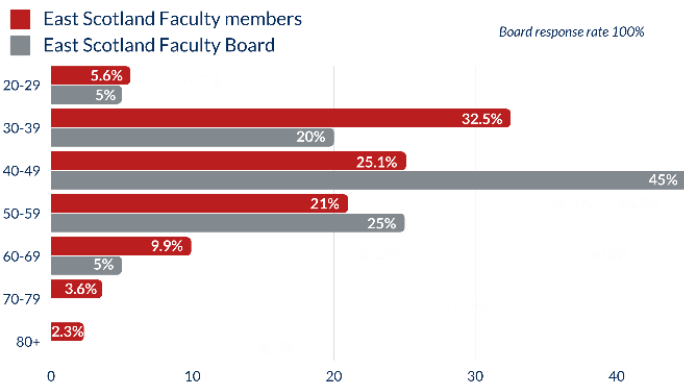
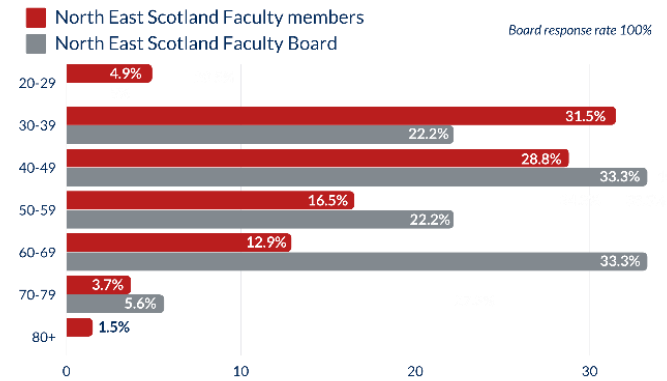
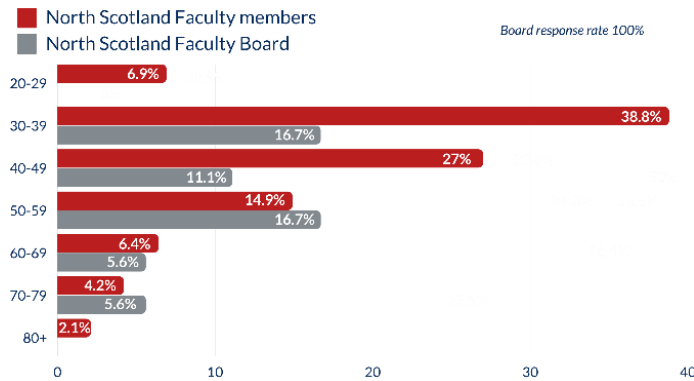
On three of the five Faculty Boards in Scotland, members identifying as men are over-represented by more than 10% compared to their respective membership. West Scotland currently has more Board members identifying as women compared to members in that Faculty (9.5%).



Scottish Faculty Boards | age

Again, most Faculty Boards in Scotland have disparities between Board members and membership in that area when it comes to age.

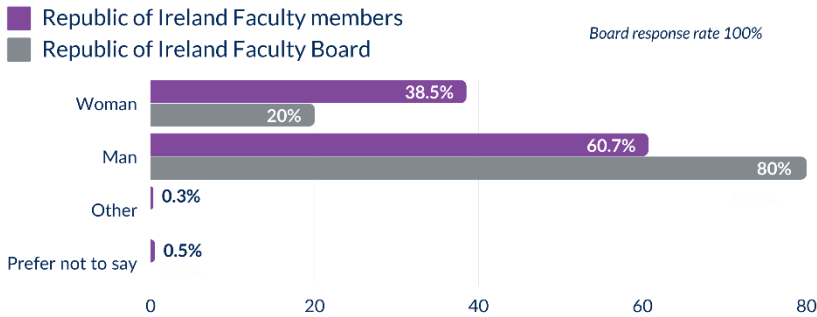
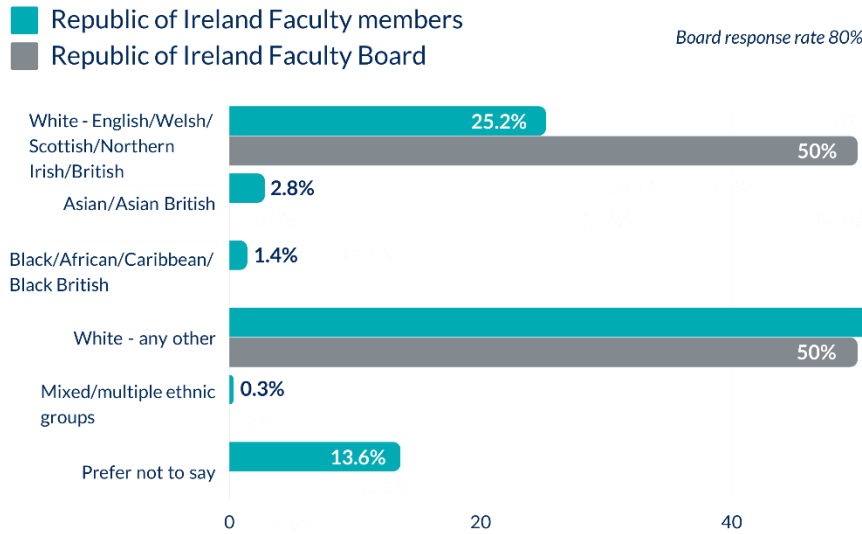
West Scotland is the only Board to have a difference of less than 10% between membership and Board members in the key 30-39 age bracket.



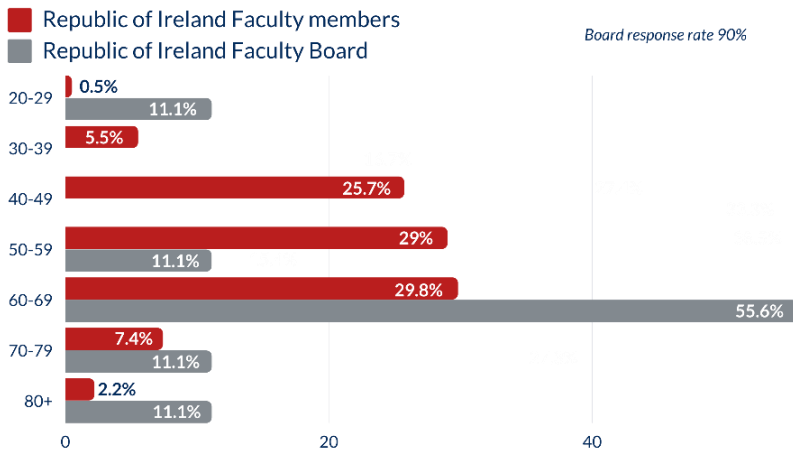
Republic of Ireland Faculty | race, gender, and age

There are currently no members of Asian/Asian British, 'Black/African/Caribbean/Black British, mixed or other ethnic heritage on the ROI Faculty Board.

Again to note here that the 'White - any other' grouping includes 'White - Irish' (totalling 53.5% of the membership).



In terms of gender, members identifying as men are over-represented on the Board, with a disparity of nearly 20% compared to ROI members.



Following discrepancies noted more widely, there is a gap of 25.8% between those Board members aged 60-69 and ROI membership as a whole. Significantly, there are no Faculty Board members in the 30-39 and 40-49 age brackets, whereas 31.2% of ROI members fall within this group.

Our next steps

Data

This report is an important step forward in expanding our reporting around our membership and representation related to protected characteristics in key RCGP representative bodies.

We will:

- Report on members' protected characteristic data annually; these reports will be published and shared with all representative bodies
- Review the terms and categories used in our data collection forms to ensure consistency and relevance
- Explore how we can streamline our data collection processes
- Work to fill gaps in the data ahead of the next reporting cycle; particularly building trust to increase data from Associate in Training (AiT) members where there is a significant shortage
- Build on this reporting by delving deeper into member groups to better understand their needs and tailor delivery of our activity

Governance

As part of the commitments in the EDI Action Plan, we have moved to a “virtual meeting by default” model for all meetings apart from Council and Trustee Board which now both run as hybrid events. These changes have increased attendance and improved inclusion.

We will:

- Continue the Governance Review which began in March 2022 to ensure EDI is hardwired into policies and practices
- Look to investigate and address the age disparities in the composition of UK Council
- Revise the ways in which Officer and Committee vacancies are advertised to broaden the pool of candidates (e.g. clarifying precise skills needed, time commitment, travel, payment/expenses and availability of job share)
- Update current byelaws to better reflect current College practices and structures
- Increase transparency around key leadership bodies, the powers they have and how members can join or communicate with them

Faculties and Devolved Nation leadership

We know we have work to do to increase the diversity of Faculty and Devolved Nation Boards and Councils. We plan to continue virtual meetings and now have EDI Leads in twelve Faculties across the UK. Four of these Leads also sit on the College's EDI Steering Group.

We will:

- Retain virtual meetings for Faculties and Devolved Nation Councils
- Push recruitment of Faculty EDI leads to increase spread across the UK

How you can help

1

A more comprehensive data set will enable richer understanding of and reporting against all 9 protected characteristics. To help us discover and address inequities in representation, it is essential that members share their data with us. [Please do take the time to check or update your personal information here.](#) All data is treated in strictest confidence and in accordance with GDPR law.

2

[Become an EDI Lead in your local Faculty.](#)



List of fields used in data collection for protected characteristics

Disability
Gender identity
Marriage
Race
Religion or belief
Pregnancy - Maternity leave
Sex
Sexual orientation
Transgender

Each field also includes a 'prefer not to say' option. Reporting on age is taken from reported birthdate.