

EDI Pilot (v3)

Page 1: EDI Pilot - Information Sheet

Updating Equality, Diversity and Inclusion information

Dear osteopath

Thank you for agreeing to take part in this pilot project.

The collection of personal data can be a sensitive issue and we know that sometimes it can feel intrusive. But we want to make sure that the work we do and our processes are fair and free from discrimination, and we can only do this if osteopaths help us to update the data we hold about their protected characteristics.

In the future, we hope to ask all osteopaths on the Register to complete or update their Equality, Diversity and Inclusion (EDI) information as part of their registration and renewal process. (Please note this information will not be published on the register.)

To help us make sure that we are asking the right questions – and in the right way – we are piloting this EDI survey with a small number of osteopaths. The survey asks questions about your experiences and knowledge of equality and discrimination in osteopathy, about your protected characteristics and whether you would be comfortable to give us your name.

Working with osteopaths through this pilot project helps us to be more collaborative, working in partnership with the profession to get this right.

As well as providing useful information about diversity within the profession, compared to society as a whole, more comprehensive data about protected characteristics will allow us to ensure that osteopathic education, standards, CPD and fitness to practise are not having any unintended consequences or discriminating against any particular group. We are also required as an organisation to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.

Why you should take part

By taking part, you can help to:

- Encourage a professional culture that values talent beyond stereotype.
- Identify opportunities to improve equality so individuals with particular characteristics are not treated differently to others or disadvantaged in any way, providing equal opportunities for all.
- Make a change in current processes for the benefit of the profession.
- Minimise the possibility of any particular groups being excluded.
- Make sure you and your colleagues are not excluded from being able to access our services by making sure they are suitable for all.

We thank you very much for considering participation and we hope you will decide to complete this pilot to help us improve on this important area of work.

Read more about our commitments to EDI [in our Equality, Diversity and Inclusion Framework 2021-24](#)

The survey is GDPR General Data Protection Regulation (GDPR) compliant. [Read more about our obligations.](#)

Start the survey

Page 2: Equality and Diversity within the osteopathic profession

Thinking about diversity, inclusion and equity in relation to the osteopathic profession

This section is intended to get you thinking about diversity, inclusion and equity issues in terms of your experiences as a practising osteopath or training to become an osteopath

1. On a scale from 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree, how would you rate the following statements?

	1	2	3	4	5
The osteopathic profession values diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my unique background and identity (i.e. my differences) are valued within the osteopathic profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging within the osteopathic profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel respected by my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People from all backgrounds and with a range of identities have equitable opportunities to advance their careers within osteopathy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Have you or a colleague ever experienced unwelcome comments or conduct whilst in practice as an osteopath or whilst training to be an osteopath that you considered were offensive, embarrassing, or hurtful (e.g., inappropriate jokes, comments, slurs, rumours, hurtful gossip, isolating behaviours)?

☐ Yes

☐ No

2.a. If yes, would you like to tell us more about that situation:

3. Have you or a colleague ever experienced discrimination (i.e., unfair, negative, or adverse treatment) as an osteopath or osteopathic student based on one or more aspects of your background or identity (e.g., age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation or any other characteristic)?

☐ Yes

☐ No

3.a. If yes, would you like to tell us more about that situation:

Page 3: About You

Sex and Gender Identity

Why we ask this question:

Equalities legislation prohibits discrimination in relation to 'sex'. It is a protected characteristic.

[A KPMG report on how osteopaths practise](#) from 2011 indicated that the female employment rate for osteopaths was at 48%. Over the past 10 years, this figure has started to change, with 51% female osteopaths on the Register at the beginning of 2021.

We ask this question so that we will operate consistently and fairly towards everyone we work with, valuing and respecting their views and interests, and we will seek to eliminate any activities that may result in discrimination or exclusion based on individual characteristics. The data collected from this question will enable us to monitor and improve employment and training opportunities for under-represented groups in the osteopathic profession

4. How do you currently identify yourself?

- ☐ Female
- ☐ Male
- ☐ Nonbinary
- ☐ Prefer to self-describe
- ☐ Prefer not to say

Why we ask this question:

Equalities legislation prohibits discrimination in relation to 'gender reassignment'. It is a protected characteristic.

Gender identity data tells us how osteopaths want to be described and how their experiences compare to others in the osteopathic profession. Stonewall (2016) explains more on this in their guidance [Do Ask, Do Tell: Capturing data on sexual orientation and](#)

[gender identity globally.](#)

We ask this question so that we will operate consistently and fairly towards everyone we work with.

We will also value and respect everyone's views and interests, and we will seek to eliminate any activities that may result in discrimination or exclusion based on individual characteristics. The data collected from this question will enable us to provide advice and support in areas where required.

5. Is your gender identity the same as the sex you were assigned at birth?

- ☐ Yes
- ☐ No
- ☐ prefer not to say

Age

Why we ask this question:

Equalities legislation prohibits discrimination in relation to 'age'. It is a protected characteristic.

[A KPMG report on how osteopaths practise](#) from 2011 indicated that 64% of osteopaths were aged 31-50 compared to 22% aged 51-70.

According to [Age UK](#), Ageism, also called age discrimination, is when someone treats you unfairly because of your age. If you experience ageism, it can impact on your confidence, job prospects, financial situation and your quality of life.

We ask this question to gain insight into the age range of osteopaths on our Register and to ensure that our activities do not inadvertently discriminate against or exclude osteopaths based on their age.

6. Your age:

- ☐ 20-24
- ☐ 25-29
- ☐ 30-34
- ☐ 35-39
- ☐ 40-44
- ☐ 45-49
- ☐ 50-54
- ☐ 55-59
- ☐ 60-64
- ☐ 65+
- ☐ Prefer not to say

Page 4: About you (continued)

Disability

Why we ask these questions:

Equalities legislation prohibits discrimination in relation to 'disability'. It is a protected characteristic. It is defined as follows 'when a person has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.'

According to the disability charity [Scope](#), disabled people are under-represented in today's workforce, with just half of disabled people in employment. Respondents to our surveys describing themselves as disabled have never exceeded 5%. Yet we know that in the population as a whole up to 20% of individuals may describe themselves as disabled.

In GOsC's [Guidance for applicants and students with a disability or health condition](#) (2017), we highlight that there have been many disabled students and students with health conditions who have successfully completed their course and gone on to practise osteopathy. Current and previous students in osteopathic education include those with learning difficulties (such as dyslexia), sensory impairments (both visual and auditory), physical disabilities (such as impaired mobility), health conditions (such as cancer), a variety of long-term illnesses (including diabetes and epilepsy) and mental health.

We realise that osteopaths may not disclose information about disability and health conditions for fear of discrimination

We ask these questions in order to monitor and improve our services provided to all of the osteopaths on our Register, and to ensure we can offer support where required.

7. Equalities legislation defines disability as a physical or mental impairment which is substantial and long-term (i.e. has lasted or is expected to last at least 12 months) adverse effects on their ability to carry out day-to-day activities. Taking this into account, do you consider yourself to be a person with a disability?

☐ Yes

☐ No

☐ Prefer not to say

8. Do you have any of the following disabilities, long term conditions or impairments?

- ☐ I do not have a disability, long term condition or impairment
- ☐ Neurodiverse (e.g. autism, ADHD, Aspergers etc)
- ☐ Long term/chronic physical health condition
- ☐ Mobility impairment or musculoskeletal condition
- ☐ Hearing impairment
- ☐ Visual impairment
- ☐ Speech impairment
- ☐ Mental health condition
- ☐ I have an impairment, health condition or learning difficulty that is not listed above
(Please specify if you wish)
- ☐ Dyslexia, dyscalculia, dyspraxia

8.a. I have an impairment, health condition or learning difficulty that is not listed above.
Please specify if you wish:

Page 5: About you (continued)

Ethnicity and race

Why we ask this question:

Equalities legislation prohibits discrimination in relation to 'race'. It is a protected characteristic. The [Equality and Human Rights Commission website states the following about race](#) 'race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality. For example, you may have Chinese national origins and be living in Britain with a British passport.

Race also covers ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race.

A racial group can be made up of two or more distinct racial groups, for example black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.

You may be discriminated against because of one or more aspects of your race, for example people born in Britain to Jamaican parents could be discriminated against because they are British citizens, or because of their Jamaican national origins.

We hold very limited information about race and ethnicity. [A KPMG report on how osteopaths practise](#) from 2011 indicated that 82% of osteopaths described themselves as White, 1.4% as mixed, 5.3% as Asian or Asian British, 1.4% as Black or Black British, 1.4% as other and 8.2% as prefer not to say.

Equality, diversity and inclusion is a fundamental component of how we meet our over-arching objectives, and taking account of different needs and recognising the diversity of different perspectives, is a strength and brings an added depth to our work. For that reason, we would particularly welcome the opportunity to hear views from underrepresented groups.

We ask this question so that we will operate consistently and fairly towards everyone we work with, valuing and respecting their views and interests, and we will seek to eliminate any activities that may result in discrimination or exclusion based on individual characteristics.

The data collected from this question will enable us to monitor diversity issues and improve opportunities and support where appropriate.

9. Ethnic origin:

- ☐ Asian or Asian British
- ☐ Black or Black British
- ☐ Mixed Ethnic Background
- ☐ White or White British
- ☐ Other Ethnic Group
- ☐ Prefer not to say

9.a. Asian or Asian British:

- ☐ Bangladeshi
- ☐ Indian
- ☐ Pakistani
- ☐ Chinese
- ☐ Any other Asian or Asian British background

9.a.i. Any other Asian or Asian British background, please specify:

9.b. Black or Black British

- ☐ African
- ☐ Caribbean
- ☐ Any other Black, Black British, Caribbean or African background

9.b.i. Any other Black, Black British, Caribbean or African background, please specify:

9.c. Mixed Ethnic Background:

- ☐ White and Asian
- ☐ White and Black African
- ☐ White and Black Caribbean
- ☐ White and Chinese
- ☐ Any other mixed or multiple ethnic background

9.c.i. Any other mixed or multiple ethnic background, please specify:

9.d. White or White British:

- ☐ British
- ☐ English
- ☐ Irish
- ☐ Northern Irish
- ☐ Scottish
- ☐ Welsh
- ☐ Gypsy/Traveller
- ☐ Polish
- ☐ Roma
- ☐ Any other White or White British background

9.d.i. Any other White or White British background, please specify:

9.e. Other Ethnic Group:

- ☐ Arab
- ☐ Filipino
- ☐ Any other ethnic background

9.e.i. Any other ethnic background, please specify:

Religion

Why we ask this question:

Equalities legislation prohibits discrimination in relation to 'religion'. It is a protected characteristic. Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

[A KPMG report on how osteopaths practise](#) indicates that 92% of the osteopathic profession either declared that they were Christian (51%) or had No religious affiliation (41%)

The report also indicates that less than 2% of the osteopathic profession declared that they are Muslim. According to a parliamentary report from 2016 on [Employment opportunities for Muslims in the UK](#), Muslims have the lowest employment rate at 47.2% of all religious groups and face the highest pay gap compared with those classified as having no religion, earning 22.5% less. Only 16% are in managerial and professional roles, against an average of 30% of the general population.

Equality, diversity and inclusion is a fundamental component of how we meet our overarching objectives, and taking account of different needs and recognising the diversity of different perspectives, is a strength and brings an added depth to our work.

We ask this question so that we will operate consistently and fairly towards everyone we work with, valuing and respecting their views and interests, and we will seek to eliminate any activities that may result in discrimination or exclusion based on individual characteristics.

The data collected from this question will enable us to monitor and improve opportunities where appropriate, and provide advice and support in areas where required.

10. Which group do you identify with? Please tick one box. The options are listed alphabetically

- ☐ Buddhist
- ☐ Christian
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ No religion or belief
- ☐ Pagan
- ☐ Sikh
- ☐ Spiritual
- ☐ Any other religion or belief
- ☐ Prefer not to say

10.a. Any other religion or belief, please specify:

Page 6: About you (continued)

Sexual Orientation

Why we ask this question:

Equalities legislation prohibits discrimination in relation to 'sexual orientation'. It is a protected characteristic.

[A KPMG report from 2011 on how osteopaths practise](#) indicates that 4% of the osteopathic profession define themselves as LGBT. We know from sources such as Stonewall's [LGBT in Britain – Work Report \(2018\)](#), more than a third of LGBT staff (35%) have hidden that they are LGBT at work for fear of discrimination, and one in ten Black, Asian and minority ethnic LGBT employees (10%) have been physically attacked by customers or colleagues in the past year.

We ask this question so that we will operate consistently and fairly towards everyone we work with.

We will also value and respect their views and interests, and we will seek to eliminate any activities that may result in discrimination or exclusion based on individual characteristics.

The data collected from this question will enable us to monitor and improve opportunities where appropriate, and provide advice and support in areas where required.

11. .Which group do you identify with? Please tick one box. The options are listed alphabetically.

- ☐ Bi/ Bisexual
- ☐ Gay/lesbian
- ☐ Heterosexual/straight
- ☐ Asexual
- ☐ Pansexual
- ☐ Queer

- ☐ Prefer to self-describe
- ☐ Prefer not to say

Marriage/Civil partnership status

Why we ask this question:

Equalities legislation prohibits discrimination in relation to 'marriage and civil partnership'. It is a protected characteristic. Marriage and civil partnership means someone who is legally married or in a civil partnership. A marriage can either be between a man and a woman, or between partners of the same sex. A civil partnership is between partners of the same sex.

[A KPMG report from 2011 on how osteopaths practise](#) indicates that 57% of osteopaths were married compared to 6% in a civil partnership. We ask this question because three types of marriage and civil partnership discrimination may be relevant here: [Direct discrimination](#), [Indirect discrimination](#), [Victimisation](#)

12. Marriage and civil partnership, which group do you identify with?

- ☐ Married
- ☐ Civil partnership
- ☐ Single
- ☐ Divorced
- ☐ Widowed
- ☐ Prefer not to say
- ☐ Other

12.a. If you selected Other, please specify:

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Page 7: About you (continued)

Pregnancy and maternity

Why we ask this question:

Equalities legislation prohibits discrimination in relation to 'pregnancy and maternity'. It is a protected characteristic.

Pregnancy is defined as the condition of being pregnant or expecting a baby. Maternity refers to the period after birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a person unfavourably because they are breastfeeding.

We know that caring responsibilities may impact on meeting requirements in the usual ways for osteopaths in education, and can impact on practise and CPD completion.

We ask this question so that we will operate consistently and fairly towards everyone we work with.

We will also value and respect their views and interests, and we will seek to eliminate any activities that may result in discrimination or exclusion based on individual characteristics.

The data collected from this question will enable us to monitor and improve opportunities where appropriate, and provide advice and support in areas where required.

13. Do you consider yourself to fall under the protected characteristic of 'pregnancy and maternity'? 'Pregnancy' refers to the condition of being pregnant or expecting a baby, and 'maternity' refers to the period of 26 weeks after birth or miscarriage.

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Current Working Pattern

Why we ask this question:

We ask this question so that we will operate consistently and fairly towards everyone we work with, and eliminate any activities that may discriminate against those with certain working patterns. A working pattern may also be affected by other protected characteristics, such as disability, and pregnancy and maternity.

The data collected from this question will enable us to monitor and improve opportunities where appropriate, and provide advice and support in areas where required.

We understand that working pattern can vary widely for osteopaths. To help with this the definition being used here is: Full-time employment is usually considered between 30-40 hours a week, while part-time employment is usually less than 30 hours a week.

14. What best describes your current working pattern?

- ☐ Full time
- ☐ Part time
- ☐ Maternity leave, paternity leave, parental leave, adoption leave due to caring responsibilities
- ☐ Non-practising
- ☐ Prefer not to say

Page 8: Attributable data about you

Attributable Data

Why we ask this question:

We are keen to collect attributable information to ensure that we increase our understanding of our osteopathic registrants and how our activities may be impacting on particular groups.

We want to better understand whether we are being inclusive or whether particular regulatory activities are inadvertently discriminatory. For example, why is our register not representative of the society we serve? Are any groups disproportionately represented or underrepresented or impacted in applying for registration, our CPD auditing procedures or our fitness to practise activities? We can only begin to answer these questions if we have data related to particular osteopaths.

Osteopaths that we have spoken to so far have emphasised the importance of ensuring a safe space for those to share their protected characteristics with us, given the sensitivity of the data requested.

Personal information such as protected characteristics is collected and used by the GOsC to ensure that we comply with our legal obligations to eliminate unlawful discrimination, promote equality of opportunity and foster good relations between those that have particular protected characteristics and those that do not. It is not used for any other purpose and is not shared with third parties, unless there is a legal requirement to do so. (There is no legal requirement to publish protected characteristics on the Register and we are not aware of any other legal requirements that will require us to share with third parties).

For these reasons, the pilot survey is collecting both attributable and non-attributable equality, diversity and inclusion (EDI) data, to help us better understand and sense-check concerns osteopaths may have about this and how we might be able to understand and work with osteopaths to provide reassurance.

Responses to this question will help us to tailor our communication messages further and support osteopaths with a safe space to talk openly about EDI-related issues in the profession and with GOsC.

15. Would you be prepared to put your registration number or name to the demographic information you have provided above?

☐ Yes

☐ No

15.a. If yes, please provide your name and registration number:

15.b. If no, please tell us your reasons for this:

Page 9: Thank you

Thank you for taking the time to complete this survey.

If you have any questions or feedback, please do not hesitate to contact Stacey Clift at sclift@osteopathy.org.uk.
