

Summary of impact on the CPD scheme on people with particular characteristics

Table 1: Protected characteristics gender and age compared with aspects of the CPD scheme

CPD scheme theme	Majority total sample	Gender		Age
		Female	Male	
Mapping to OPS	More likely to use and less inclined to map	No difference	Slightly higher tendency to map	Higher tendency to map among those age 60-65+
Communication and consent activity	Likely to undertake activity in a variety of ways	No difference	No difference	No difference with any age group
Objective activity	If undertaken, more likely to try others. Case based most popular, followed by peer observation	PROMs more popular (third most popular with this group). Slightly more likely to never have tried clinical audit.	Patient feedback more popular (second most popular for this group)	The likelihood of never having undertaken an objective activity appears to steadily increase with age, particularly with case based, PROMs and observation. Patient feedback more popular with those age 40-49 and 60-65+ (second most popular with these groups)
Keeping a CPD record	Barriers to reflection are mainly time and	Higher significance	No difference	Not sure how to reflect a more significant barrier for those age 60-60+ (third most popular for this group)

CPD scheme theme	Majority total sample	Gender		Age
	that it gets in the way of practice. Keep hard copy record folder alongside GOsC summary form	of not being sure how to reflect (third most popular with this group)		
Peer Discussion Review	More likely to not have made plans to prepare for, PDR. Those that have more likely to try it out in year 1 using the template	No difference	No difference	Those aged 20-29 more likely to find a peer to work with, but wait towards the end of the CPD cycle to undertake their PDR
Giving and receiving feedback	Concerned more about giving feedback than receiving it	No difference	No difference	More concerned about receiving feedback than giving for those age 60-65+

Table 2: Protected characteristics ethnicity, religion and sexual orientation compared with aspects of the CPD scheme

CPD scheme theme	Majority total sample	Ethnicity	Religion	Sexual Orientation
Mapping to OPS	More likely to use and less inclined to map	No difference	No difference	No difference
Communication and consent activity	Likely to undertake activity in a variety of ways	Certain ethnicities had a greater tendency to not have undertaken a	No difference	Greater tendency to not have undertaken a communication

Annex C to 5

CPD scheme theme	Majority total sample	Ethnicity	Religion	Sexual Orientation
		communication and consent based activity yet		and consent based activity yet
Objective activity	If undertaken, more likely to try others. Case based most popular, followed by peer observation	Certain ethnicities had a greater tendency to not have undertaken an objective activity, particularly, never having undertaken. Observation as a learning with others based activity	No difference	Greater tendency to not have undertaken an objective activity, apart from case based discussion
Keeping a CPD record	Barriers to reflection are mainly time and that it gets in the way of practice. Keep hard copy record folder alongside GOsC summary form	For certain ethnicities not sure how to reflect was a significant barrier Certain ethnicities had a greater tendency to keep an electronic record folder of evidence	No difference	More inclined to not be sure how to reflect (second most popular barrier with this group)
Peer Discussion Review	More likely to not have made plans to prepare for, PDR. Those that have more likely to try it out in year 1 using the template	For certain ethnicities it was more likely that they would find a peer to work with, but wait towards the	No difference	More likely to find a peer to work with, but wait towards the end of the CPD cycle

Annex C to 5

CPD scheme theme	Majority total sample	Ethnicity	Religion	Sexual Orientation
		end of the CPD cycle to undertake their PDR		to undertake their PDR
Giving and receiving feedback	Concerned more about giving feedback than receiving it	More concerned about receiving feedback than giving some ethnicities Equal concerns raised in giving and receiving feedback amongst some ethnicities No concerns reported from some ethnicities	No difference	More concerned about receiving feedback than giving