

CSP equality, diversity and inclusion membership survey – December 2020

Responses from members with a disability or long-term health condition

The report shows the results from members with a disability or long-term health condition. It is one of a set that report on:

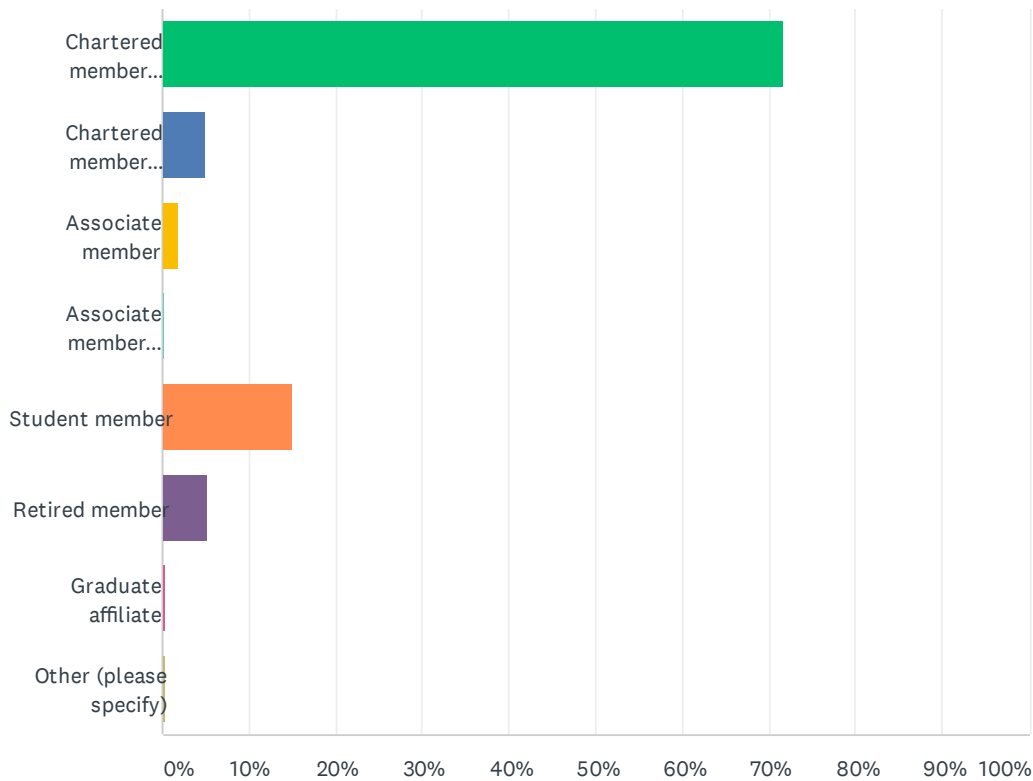
- All responses
- Responses from Black, Asian and Minority Ethnic members
- Responses from LGBTQIA+ members
- Responses from members with a disability or long-term health condition

These reports are available from www.csp.org.uk/edi.

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

Q1 What CSP membership group do you belong to?

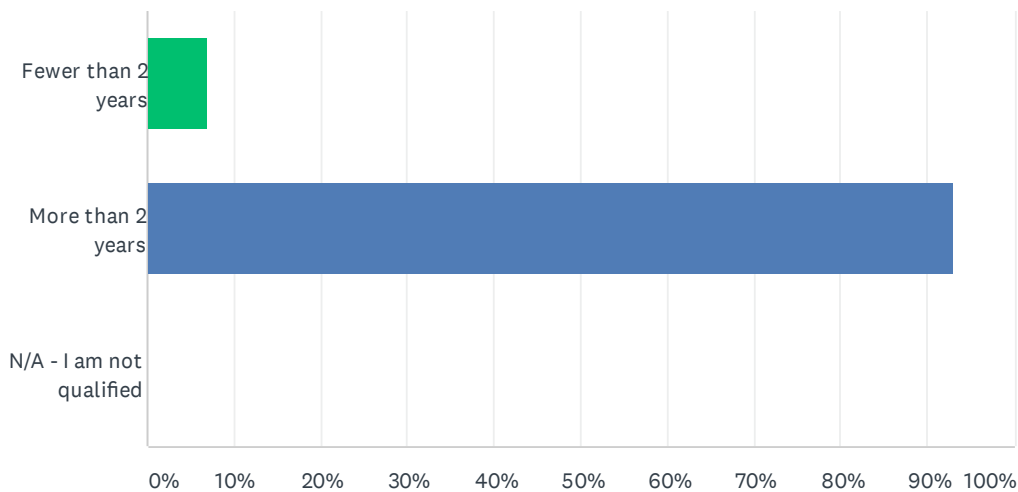
Answered: 438 Skipped: 0



ANSWER CHOICES	RESPONSES	
Chartered member (qualified in the UK)	71.69%	314
Chartered member (qualified overseas)	5.02%	22
Associate member	1.83%	8
Associate member (qualified overseas)	0.23%	1
Student member	15.07%	66
Retired member	5.25%	23
Graduate affiliate	0.46%	2
Other (please specify)	0.46%	2
TOTAL		438

Q2 How long have you been a qualified physiotherapy professional?

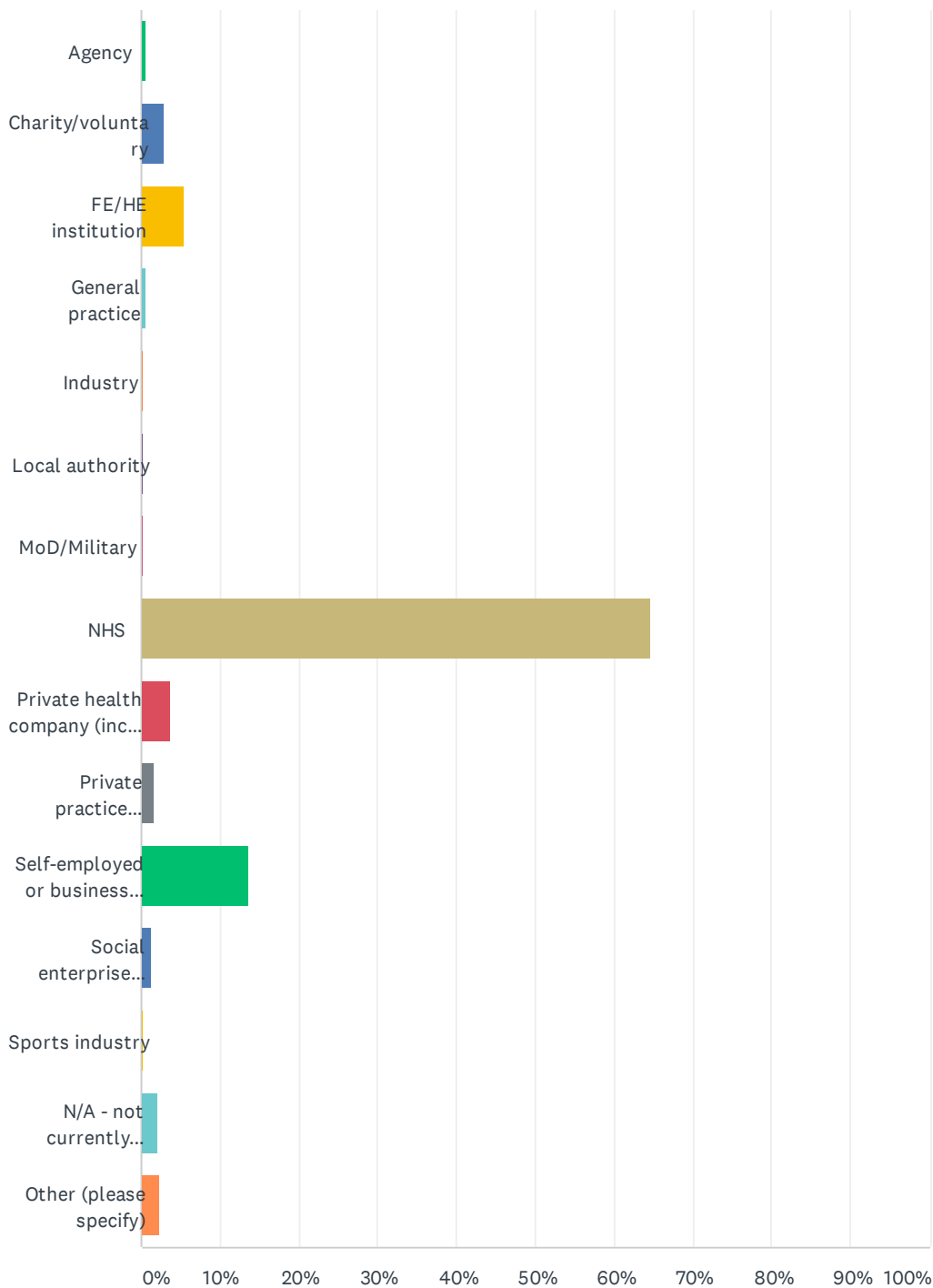
Answered: 336 Skipped: 102



ANSWER CHOICES	RESPONSES	
Fewer than 2 years	6.85%	23
More than 2 years	93.15%	313
N/A - I am not qualified	0.00%	0
TOTAL		336

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

Answered: 345 Skipped: 93

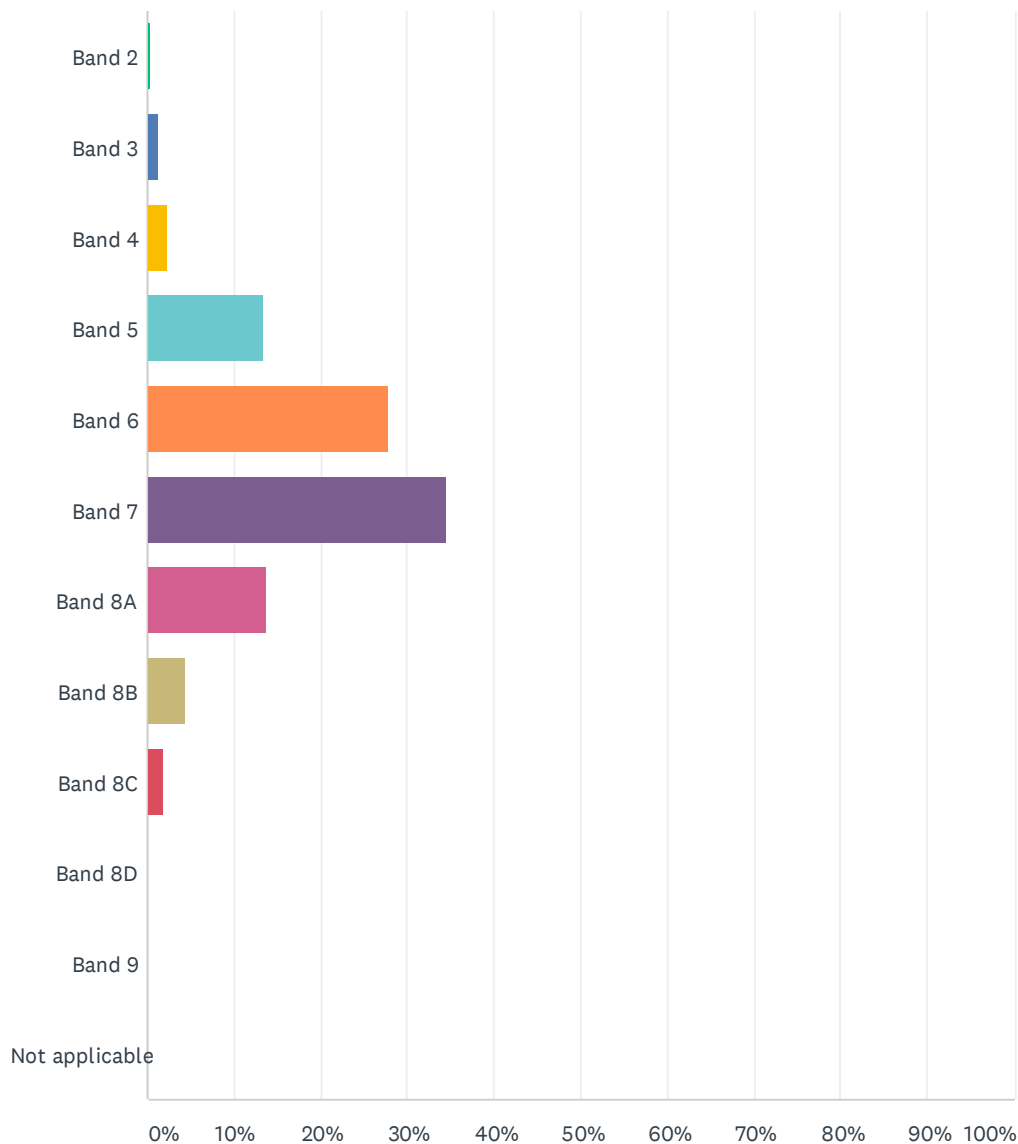


CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Agency	0.58%	2
Charity/voluntary	2.90%	10
FE/HE institution	5.51%	19
General practice	0.58%	2
Industry	0.29%	1
Local authority	0.29%	1
MoD/Military	0.29%	1
NHS	64.64%	223
Private health company (inc independent hospital)	3.77%	13
Private practice employee	1.74%	6
Self-employed or business owner	13.62%	47
Social enterprise company	1.16%	4
Sports industry	0.29%	1
N/A - not currently working	2.03%	7
Other (please specify)	2.32%	8
TOTAL		345

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

Answered: 223 Skipped: 215

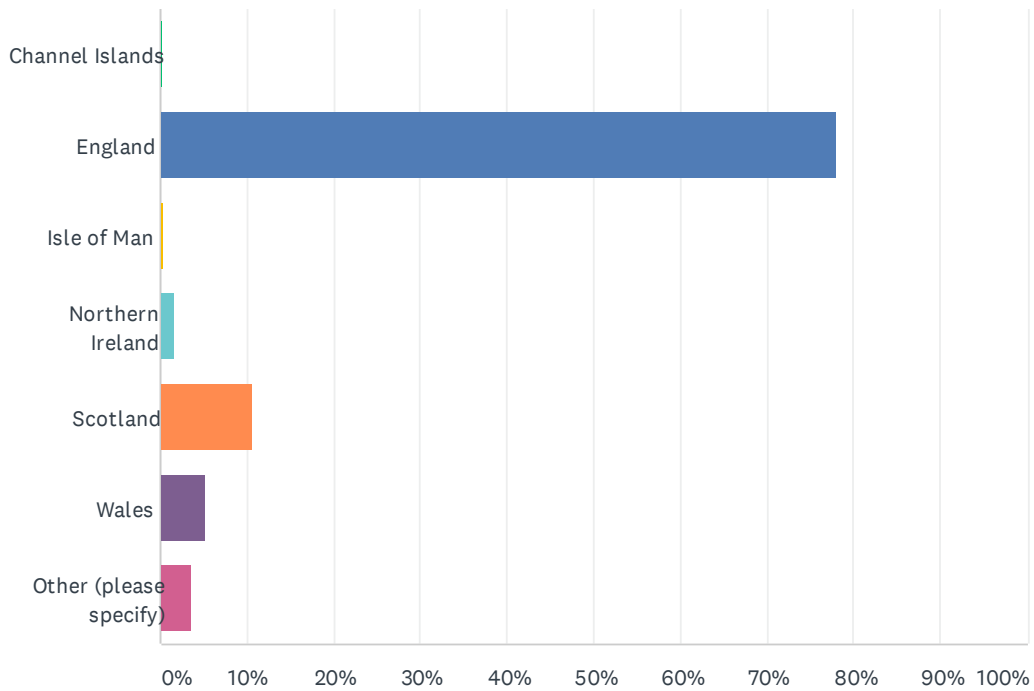


CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Band 2	0.45%	1
Band 3	1.35%	3
Band 4	2.24%	5
Band 5	13.45%	30
Band 6	27.80%	62
Band 7	34.53%	77
Band 8A	13.90%	31
Band 8B	4.48%	10
Band 8C	1.79%	4
Band 8D	0.00%	0
Band 9	0.00%	0
Not applicable	0.00%	0
TOTAL		223

Q5 Where do you study or perform your usual work?

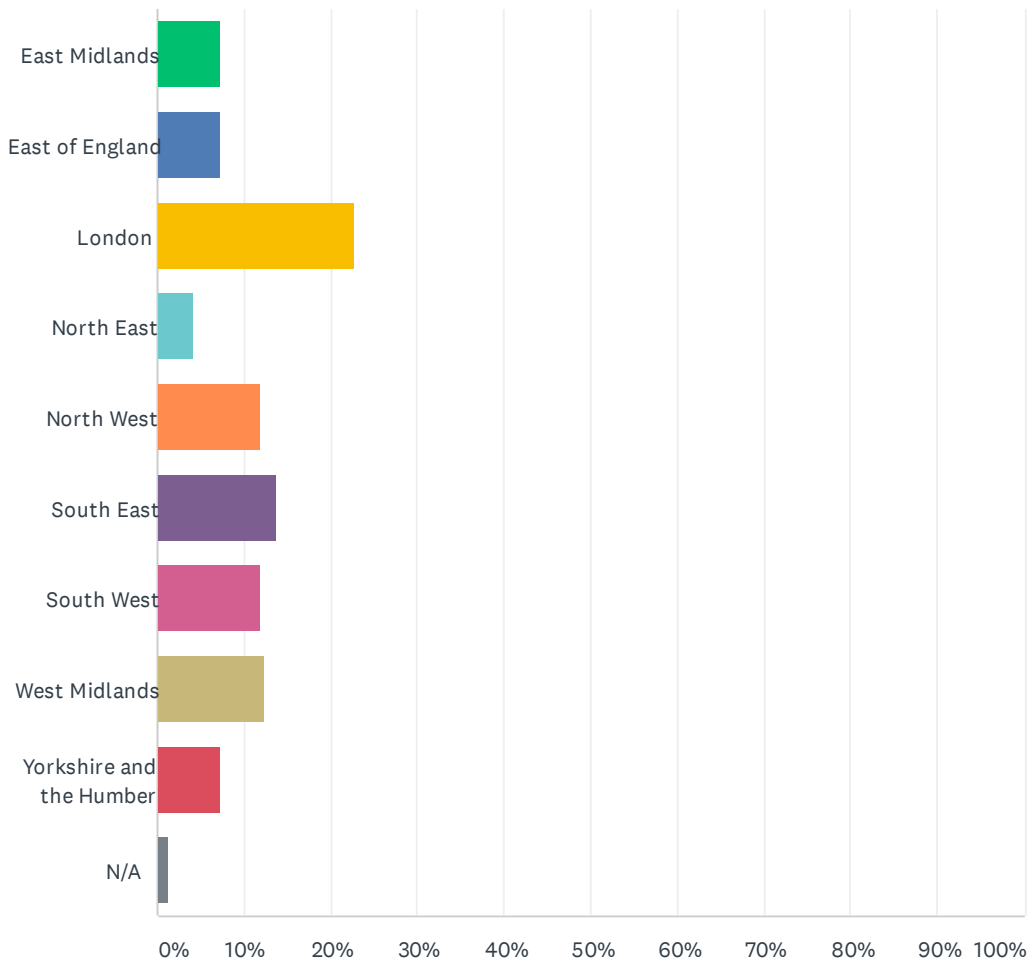
Answered: 438 Skipped: 0



ANSWER CHOICES	RESPONSES
Channel Islands	0.23% 1
England	78.08% 342
Isle of Man	0.46% 2
Northern Ireland	1.60% 7
Scotland	10.73% 47
Wales	5.25% 23
Other (please specify)	3.65% 16
TOTAL	438

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

Answered: 342 Skipped: 96

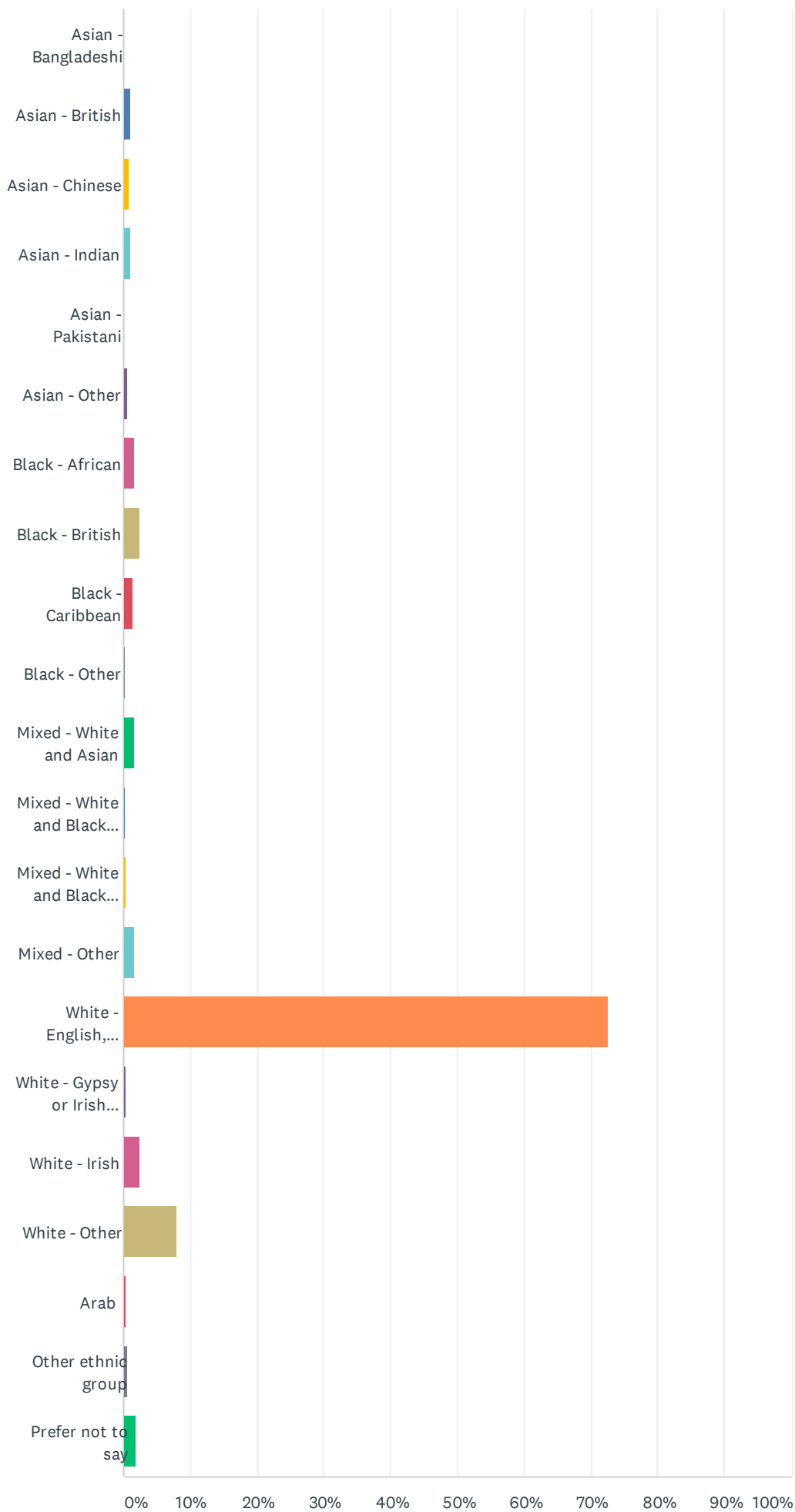


ANSWER CHOICES	RESPONSES	
East Midlands	7.31%	25
East of England	7.31%	25
London	22.81%	78
North East	4.09%	14
North West	11.99%	41
South East	13.74%	47
South West	11.99%	41
West Midlands	12.28%	42
Yorkshire and the Humber	7.31%	25
N/A	1.17%	4
TOTAL		342

Q7 How would you describe your ethnicity?

Answered: 438 Skipped: 0

CSP equality, diversity and inclusion membership survey

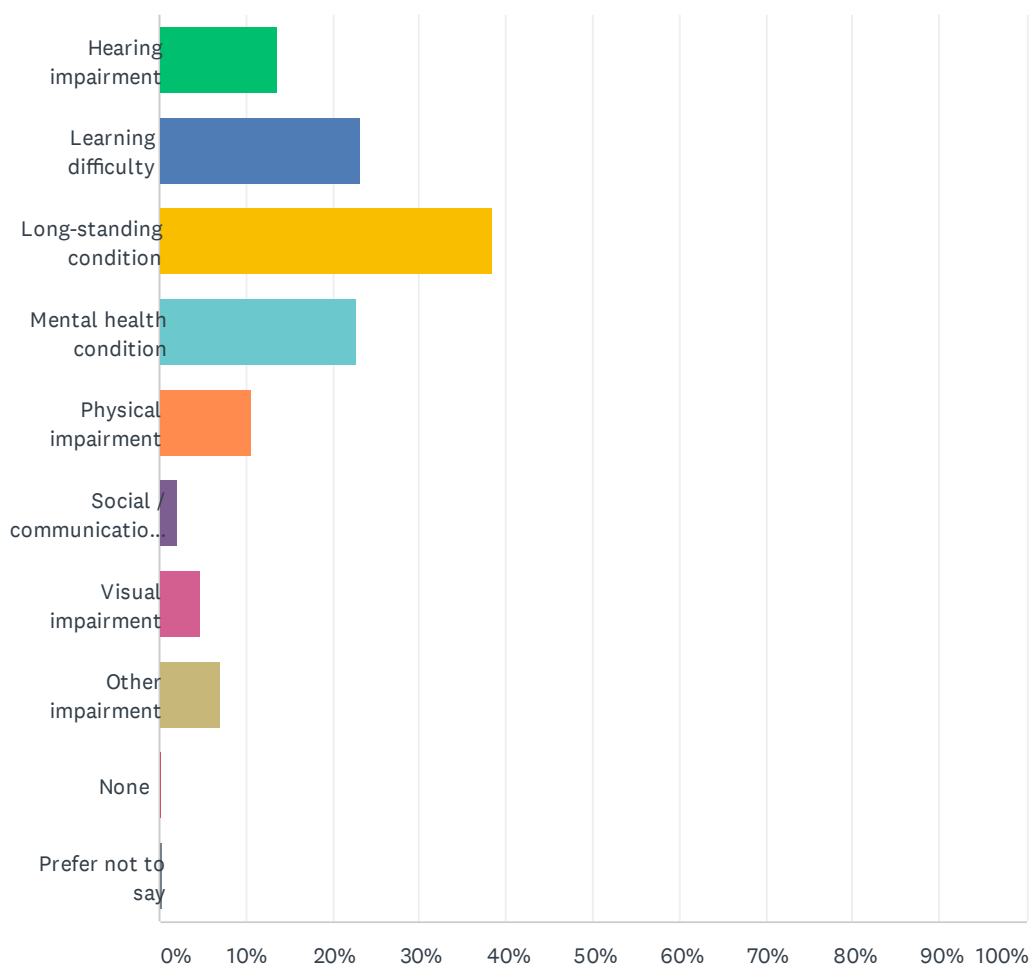


CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Asian - Bangladeshi	0.00%	0
Asian - British	1.14%	5
Asian - Chinese	0.91%	4
Asian - Indian	1.14%	5
Asian - Pakistani	0.00%	0
Asian - Other	0.68%	3
Black - African	1.60%	7
Black - British	2.51%	11
Black - Caribbean	1.37%	6
Black - Other	0.23%	1
Mixed - White and Asian	1.60%	7
Mixed - White and Black African	0.23%	1
Mixed - White and Black Caribbean	0.46%	2
Mixed - Other	1.60%	7
White - English, Northern Irish, Scottish, Welsh or British	72.60%	318
White - Gypsy or Irish Traveller	0.46%	2
White - Irish	2.51%	11
White - Other	7.99%	35
Arab	0.46%	2
Other ethnic group	0.68%	3
Prefer not to say	1.83%	8
TOTAL		438

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

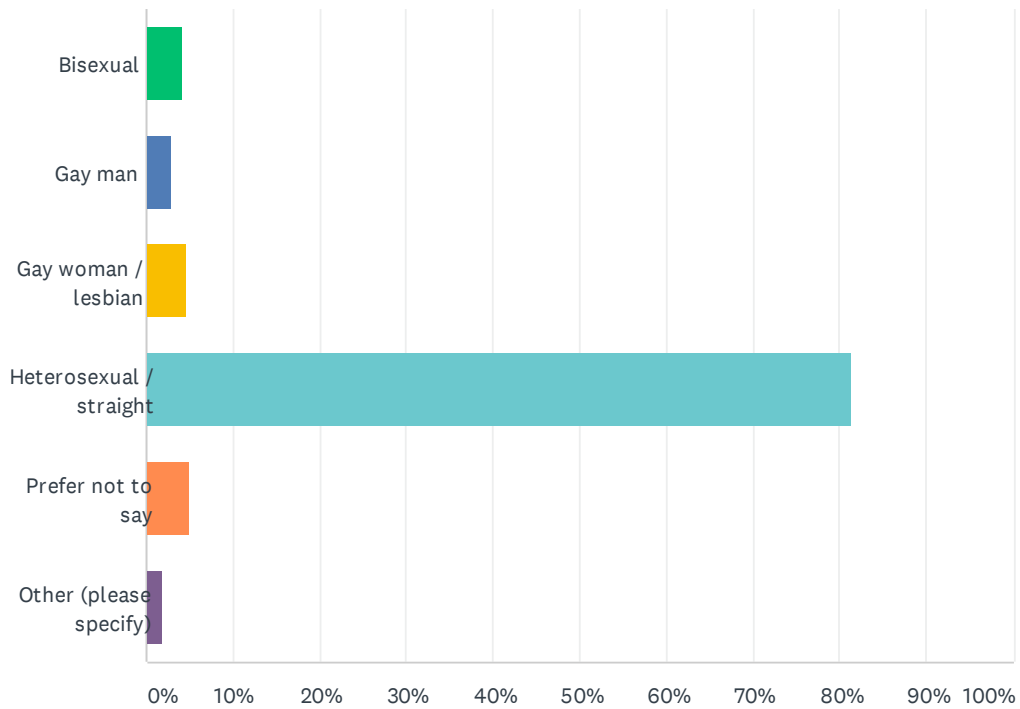
Answered: 438 Skipped: 0



ANSWER CHOICES	RESPONSES	
Hearing impairment	13.70%	60
Learning difficulty	23.29%	102
Long-standing condition	38.58%	169
Mental health condition	22.83%	100
Physical impairment	10.73%	47
Social / communication impairment	2.05%	9
Visual impairment	4.79%	21
Other impairment	7.08%	31
None	0.23%	1
Prefer not to say	0.46%	2
Total Respondents: 438		

Q9 What is your sexual orientation?

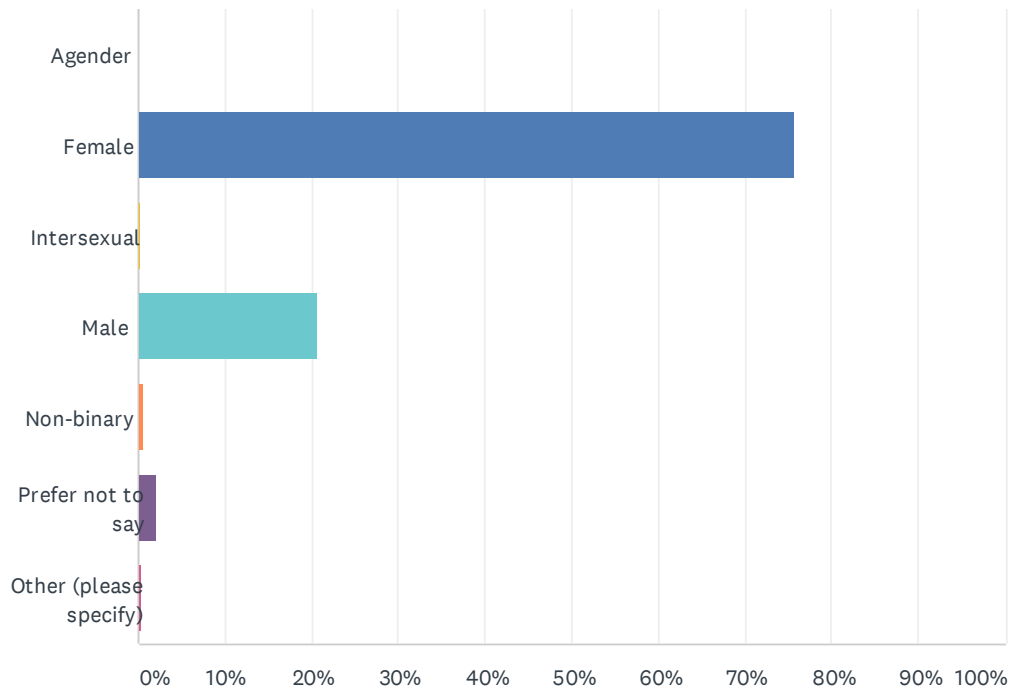
Answered: 437 Skipped: 1



ANSWER CHOICES	RESPONSES	
Bisexual	4.12%	18
Gay man	2.97%	13
Gay woman / lesbian	4.58%	20
Heterosexual / straight	81.46%	356
Prefer not to say	5.03%	22
Other (please specify)	1.83%	8
TOTAL		437

Q10 What is your gender identity?

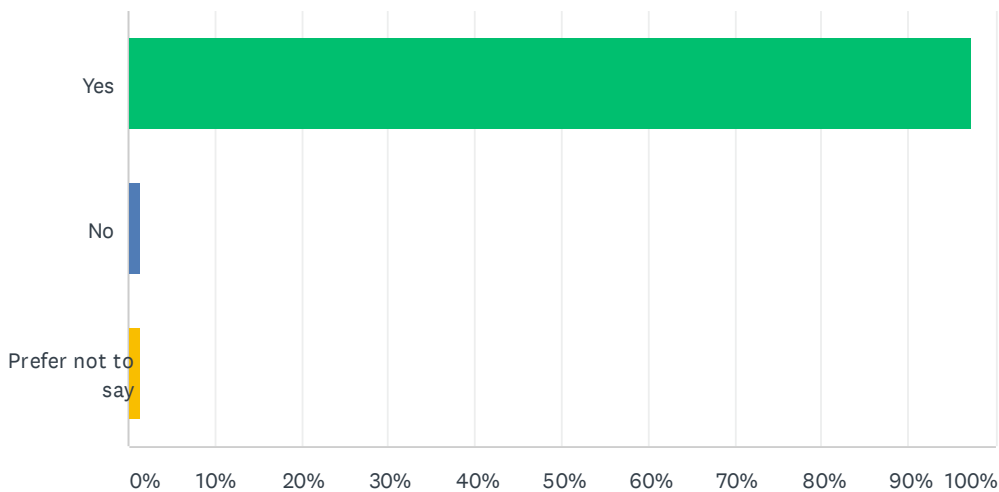
Answered: 433 Skipped: 5



ANSWER CHOICES	RESPONSES	
Agender	0.00%	0
Female	75.75%	328
Intersexual	0.23%	1
Male	20.79%	90
Non-binary	0.69%	3
Prefer not to say	2.08%	9
Other (please specify)	0.46%	2
TOTAL		433

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

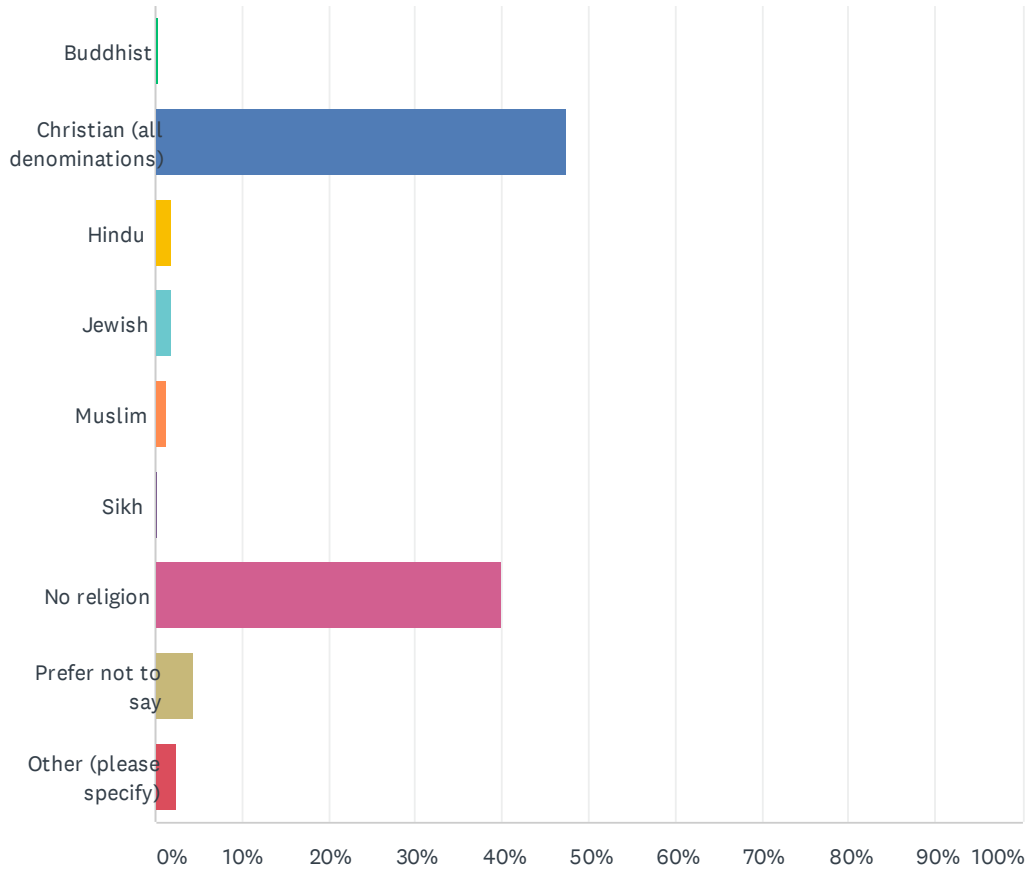
Answered: 433 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	97.23%	421
No	1.39%	6
Prefer not to say	1.39%	6
TOTAL		433

Q12 What is your religion?

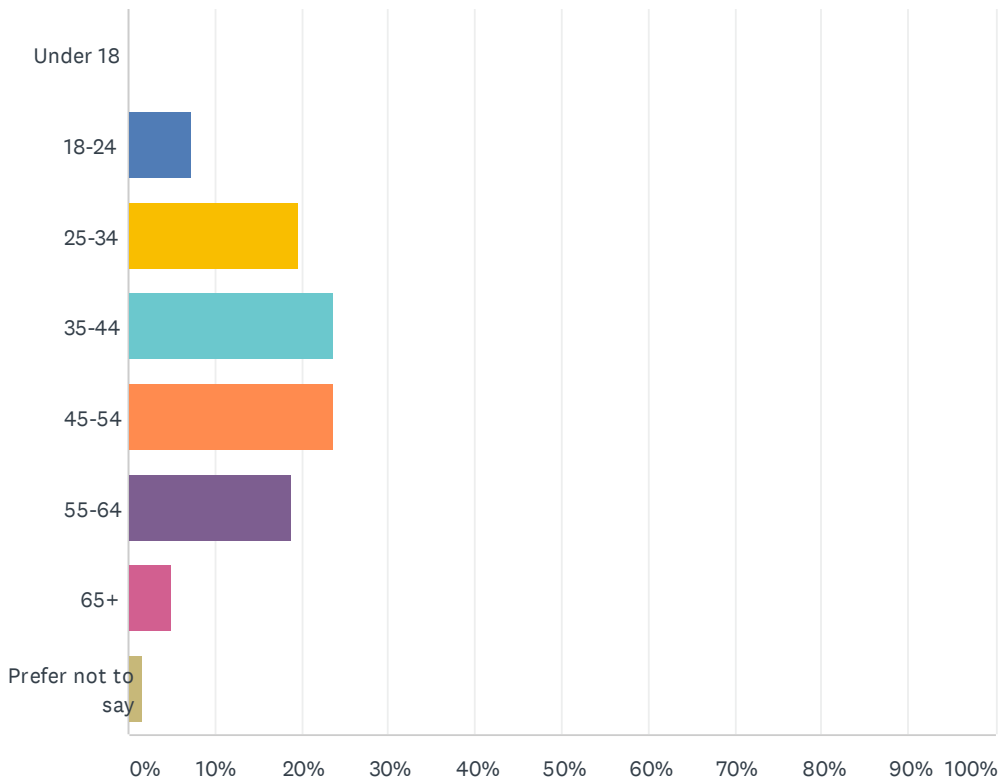
Answered: 431 Skipped: 7



ANSWER CHOICES	RESPONSES
Buddhist	0.46% 2
Christian (all denominations)	47.56% 205
Hindu	1.86% 8
Jewish	1.86% 8
Muslim	1.16% 5
Sikh	0.23% 1
No religion	39.91% 172
Prefer not to say	4.41% 19
Other (please specify)	2.55% 11
TOTAL	431

Q13 How old are you?

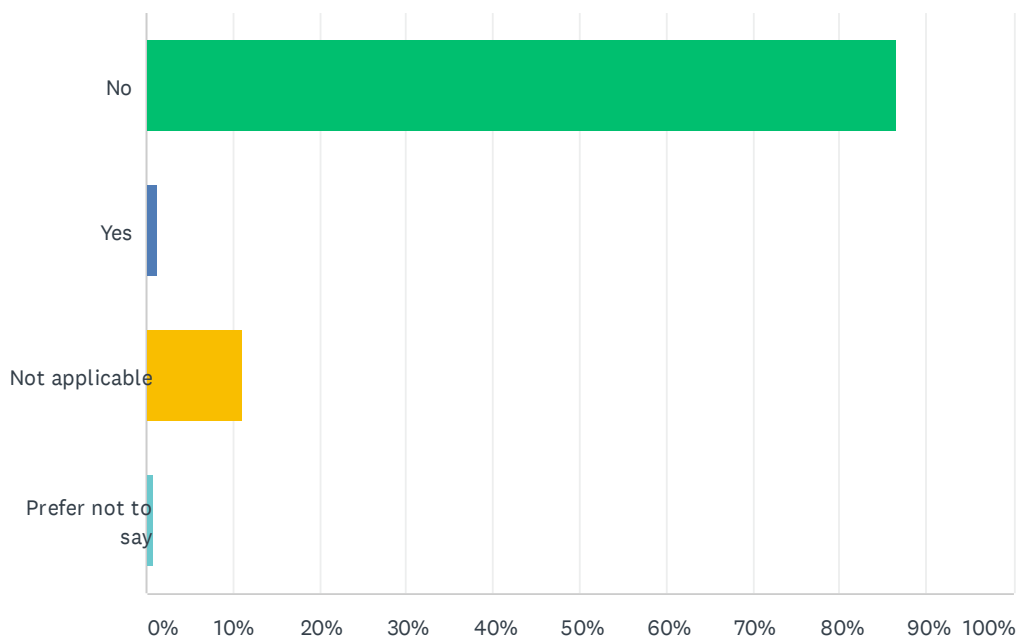
Answered: 431 Skipped: 7



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	7.42%	32
25-34	19.72%	85
35-44	23.67%	102
45-54	23.67%	102
55-64	18.79%	81
65+	5.10%	22
Prefer not to say	1.62%	7
TOTAL		431

Q14 Are you currently pregnant?

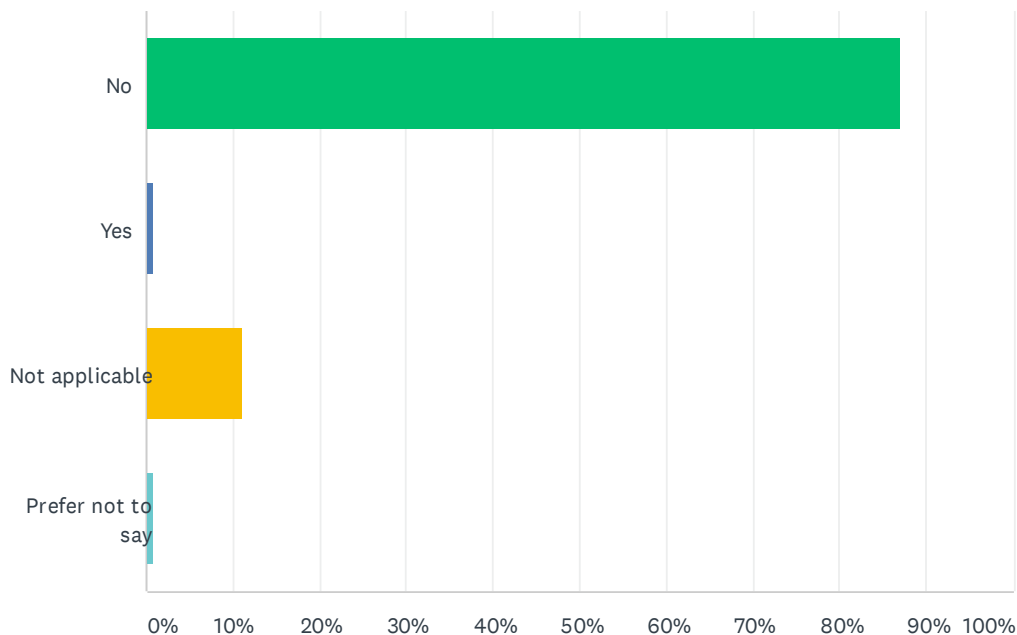
Answered: 429 Skipped: 9



ANSWER CHOICES	RESPONSES	
No	86.71%	372
Yes	1.17%	5
Not applicable	11.19%	48
Prefer not to say	0.93%	4
TOTAL		429

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

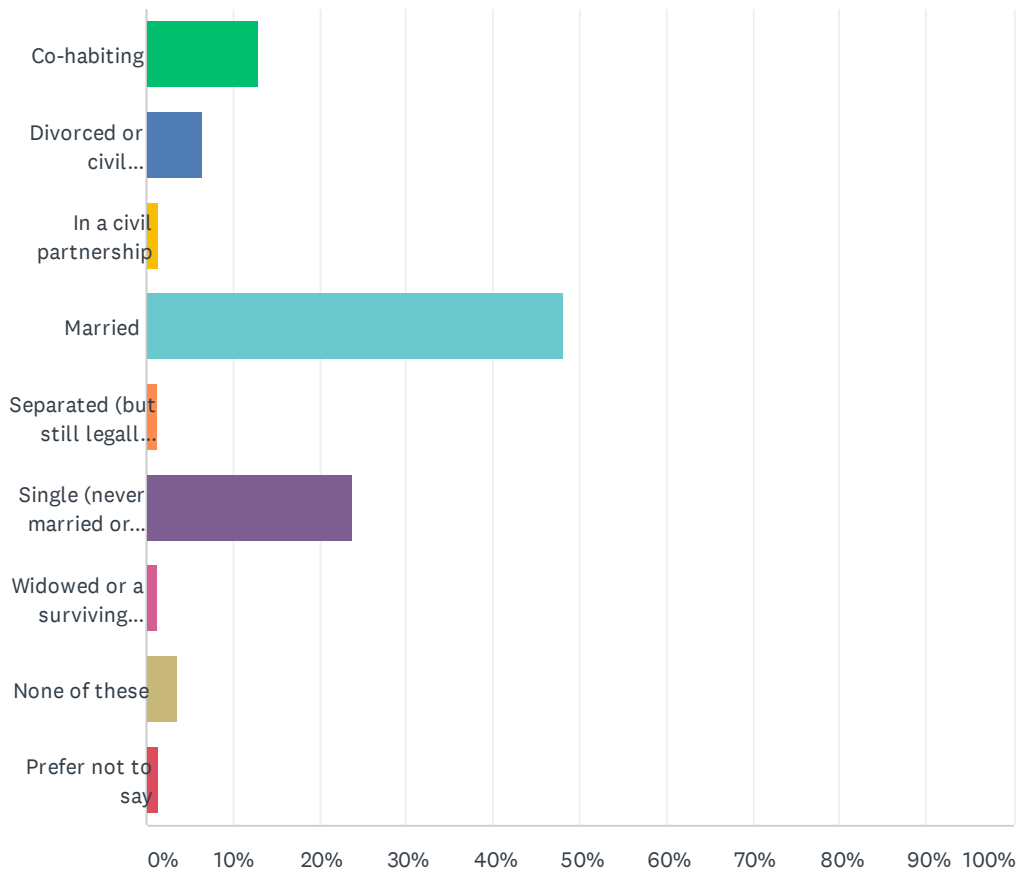
Answered: 429 Skipped: 9



ANSWER CHOICES	RESPONSES	
No	86.95%	373
Yes	0.93%	4
Not applicable	11.19%	48
Prefer not to say	0.93%	4
TOTAL		429

Q16 What best describes your current status?

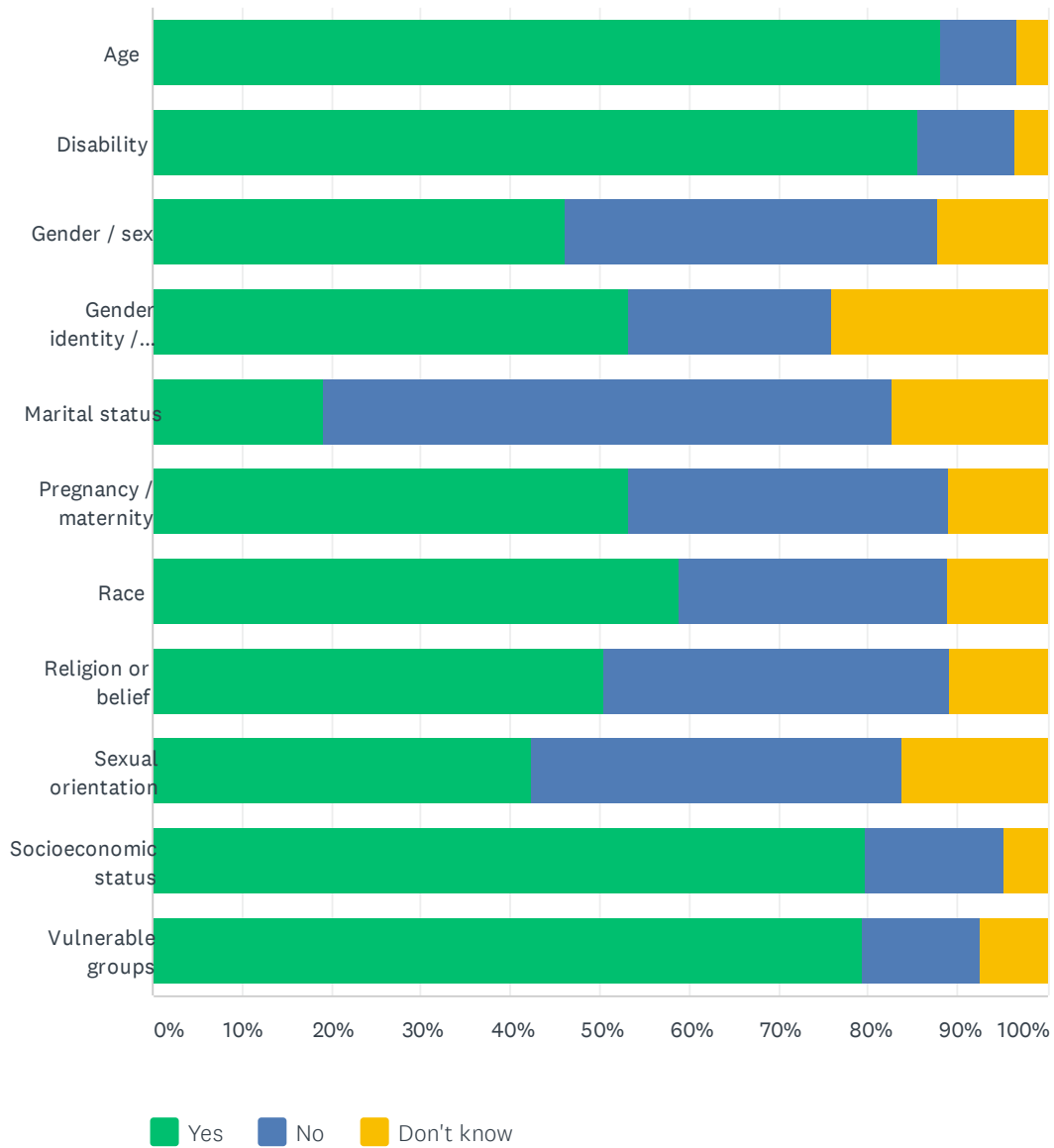
Answered: 429 Skipped: 9



ANSWER CHOICES	RESPONSES	
Co-habiting	13.05%	56
Divorced or civil partnership dissolved	6.53%	28
In a civil partnership	1.40%	6
Married	48.02%	206
Separated (but still legally married or in a civil partnership)	1.17%	5
Single (never married or never in a civil partnership)	23.78%	102
Widowed or a surviving partner from a civil partnership	1.17%	5
None of these	3.50%	15
Prefer not to say	1.40%	6
TOTAL		429

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

Answered: 419 Skipped: 19

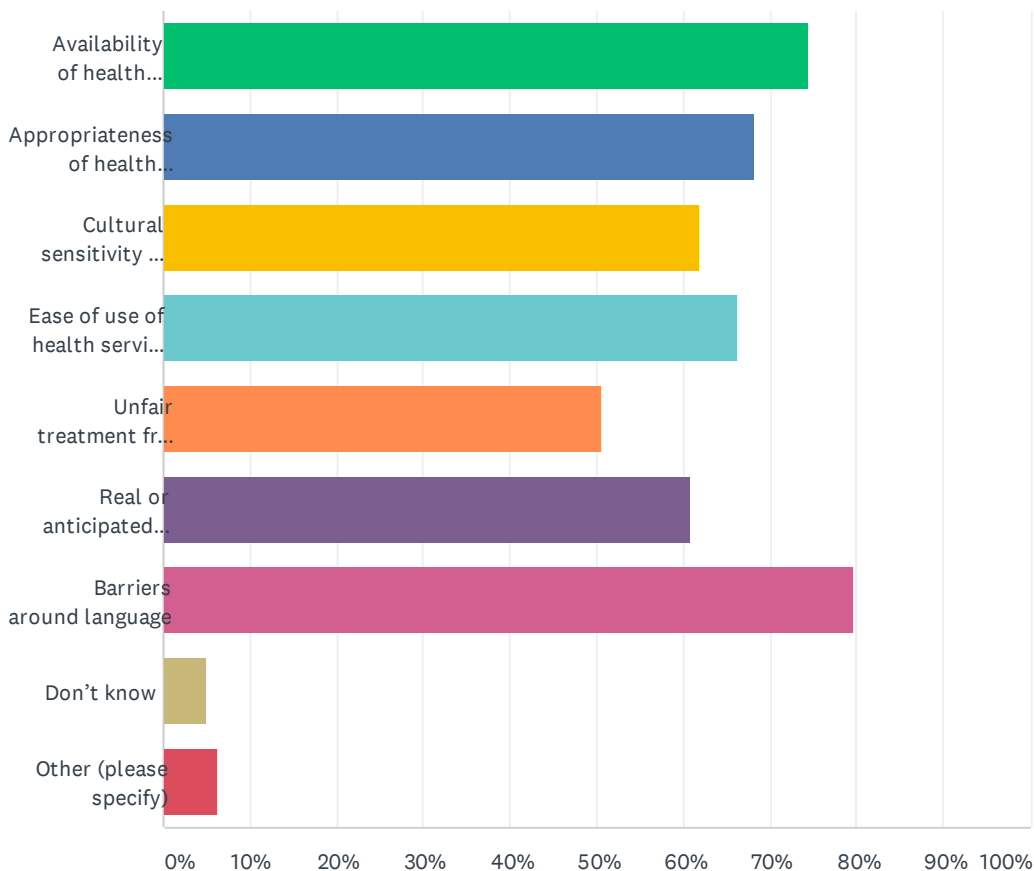


CSP equality, diversity and inclusion membership survey

	YES	NO	DON'T KNOW	TOTAL
Age	88.16% 365	8.45% 35	3.38% 14	414
Disability	85.58% 356	10.82% 45	3.61% 15	416
Gender / sex	46.25% 191	41.40% 171	12.35% 51	413
Gender identity / trans status	53.16% 219	22.82% 94	24.03% 99	412
Marital status	18.98% 78	63.75% 262	17.27% 71	411
Pregnancy / maternity	53.19% 217	35.78% 146	11.03% 45	408
Race	58.80% 244	30.12% 125	11.08% 46	415
Religion or belief	50.48% 209	38.65% 160	10.87% 45	414
Sexual orientation	42.37% 175	41.40% 171	16.22% 67	413
Socioeconomic status	79.67% 333	15.55% 65	4.78% 20	418
Vulnerable groups	79.23% 328	13.29% 55	7.49% 31	414

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

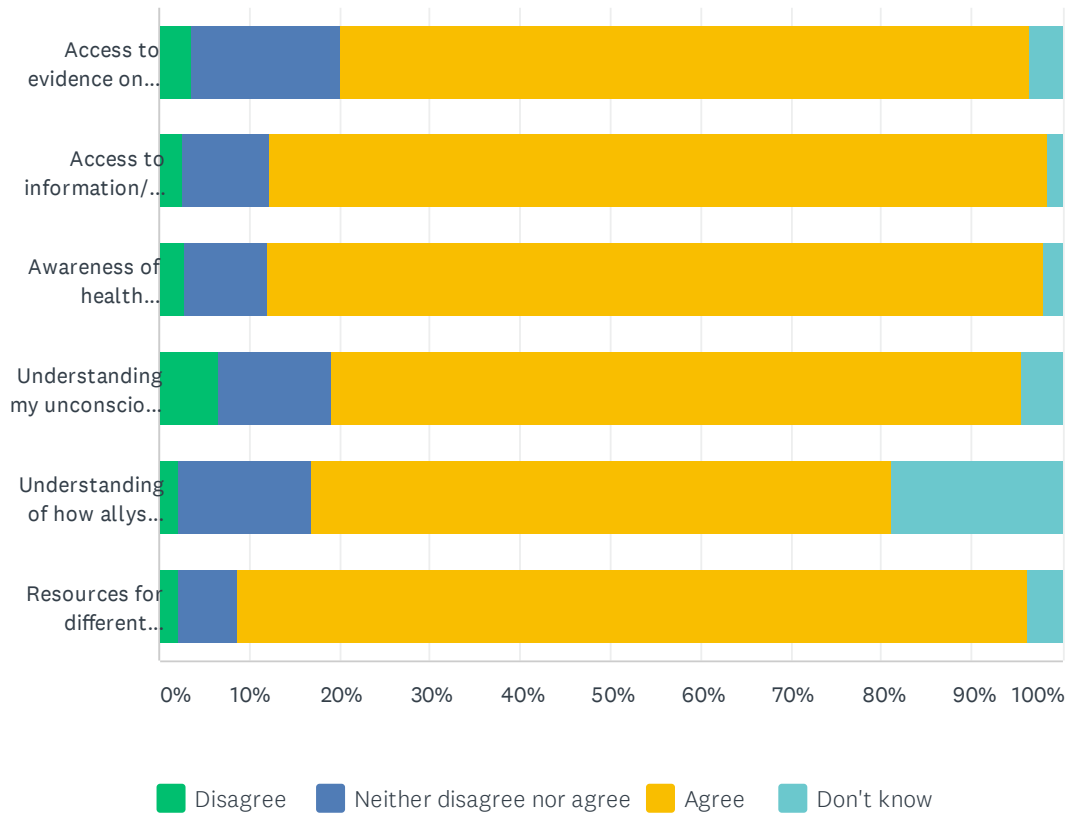
Answered: 416 Skipped: 22



ANSWER CHOICES	RESPONSES	
Availability of health services to populations	74.52%	310
Appropriateness of health services to population needs	68.27%	284
Cultural sensitivity of delivery of health services	62.02%	258
Ease of use of health services by communities	66.35%	276
Unfair treatment from health care staff	50.72%	211
Real or anticipated discrimination	60.82%	253
Barriers around language	79.81%	332
Don't know	5.05%	21
Other (please specify)	6.25%	26
Total Respondents: 416		

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

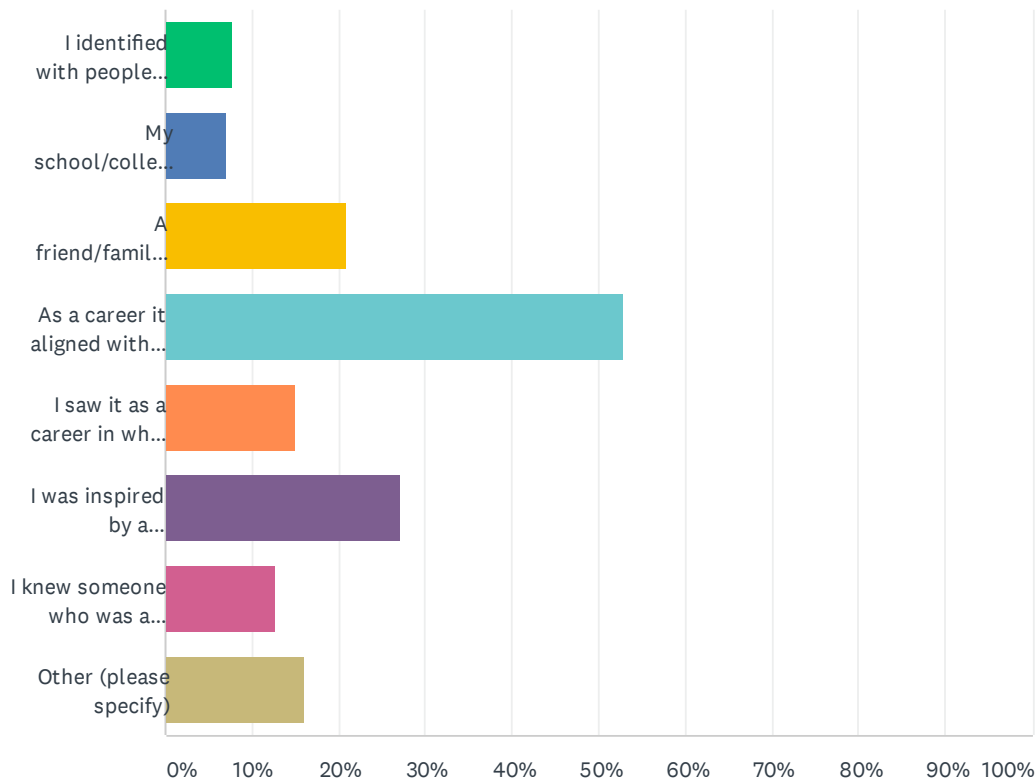
Answered: 394 Skipped: 44



	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Access to evidence on healthcare inequalities	3.57% 14	16.58% 65	76.28% 299	3.57% 14	392	0.73
Access to information/tools/guidance on how to reduce discrimination and/or barriers to access	2.54% 10	9.64% 38	86.29% 340	1.52% 6	394	0.84
Awareness of health inequalities and discrimination directed to different patient groups	2.81% 11	9.18% 36	85.97% 337	2.04% 8	392	0.83
Understanding my unconscious biases / personal prejudice – such as whiteness, Eurocentricity, heteronormative approaches	6.63% 26	12.50% 49	76.53% 300	4.34% 17	392	0.70
Understanding of how allyship can improve equality	2.29% 9	14.50% 57	64.38% 253	18.83% 74	393	0.62
Resources for different communities - including language, imagery, format	2.28% 9	6.35% 25	87.56% 345	3.81% 15	394	0.85

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

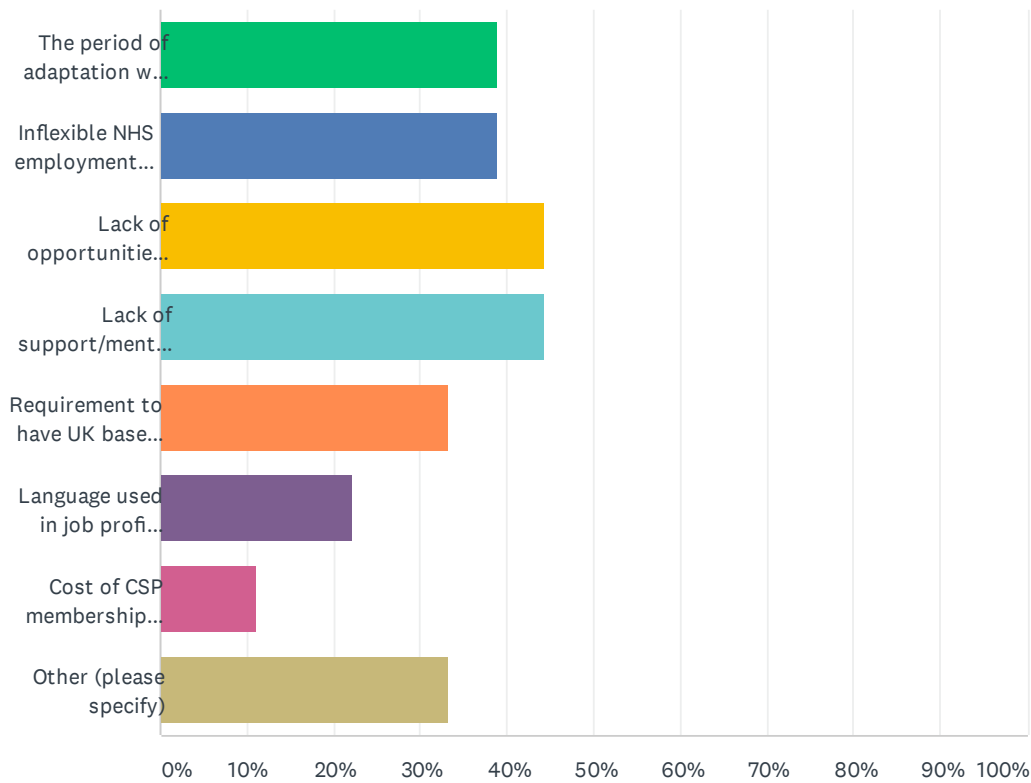
Answered: 306 Skipped: 132



ANSWER CHOICES	RESPONSES	
I identified with people similar to myself in the profession	7.84%	24
My school/college suggested it as a career	7.19%	22
A friend/family member suggested it as a career	20.92%	64
As a career it aligned with my passion	52.94%	162
I saw it as a career in which I could progress	15.03%	46
I was inspired by a physiotherapist/support worker who provided me/family with treatment	27.12%	83
I knew someone who was a physiotherapist/support worker	12.75%	39
Other (please specify)	16.01%	49
Total Respondents: 306		

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

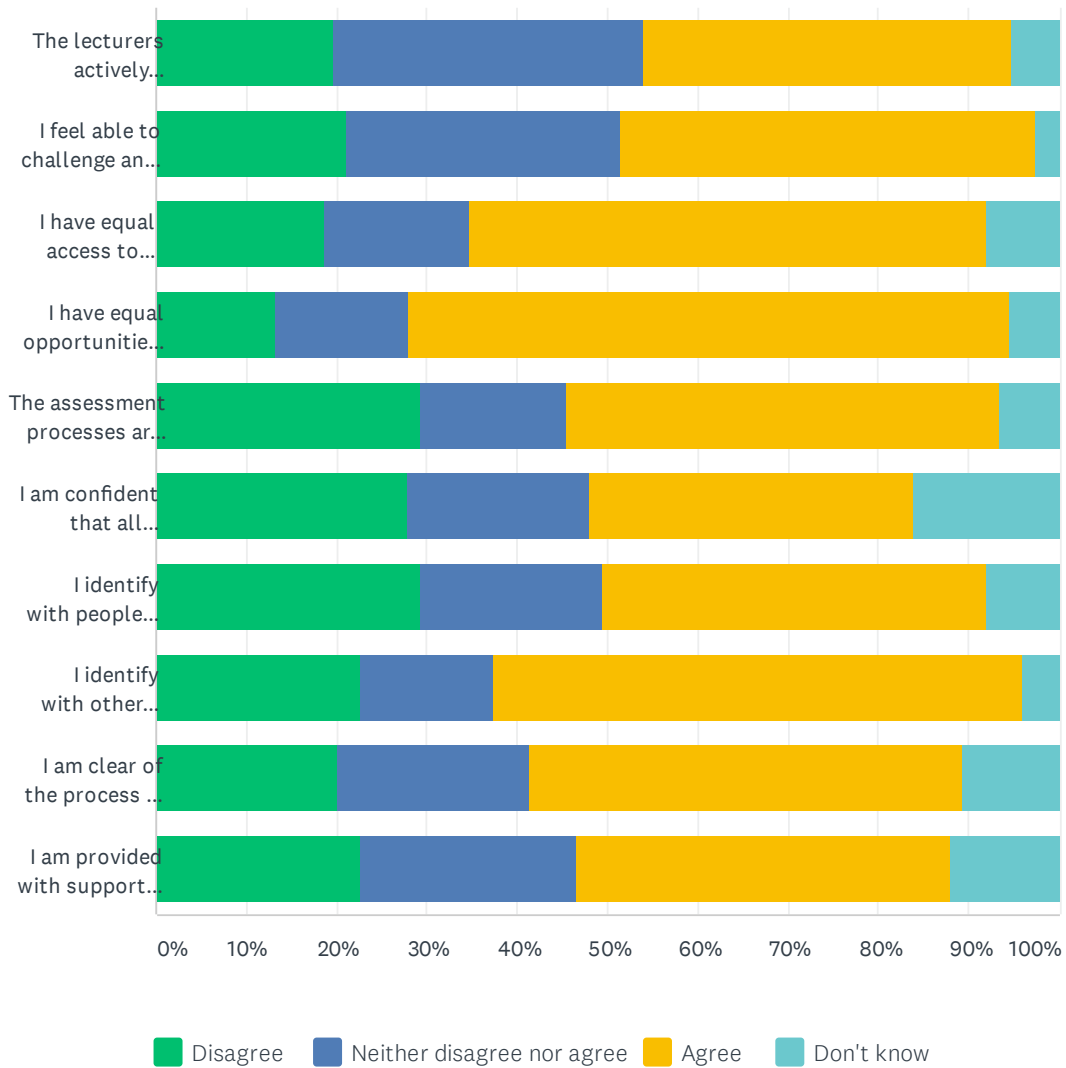
Answered: 18 Skipped: 420



ANSWER CHOICES	RESPONSES	
The period of adaptation with the HCPC prior to gaining registration	38.89%	7
Inflexible NHS employment systems/processes	38.89%	7
Lack of opportunities for networking/building contacts	44.44%	8
Lack of support/mentoring opportunities	44.44%	8
Requirement to have UK based work experience to get work/work experience	33.33%	6
Language used in job profiles and required skills/experience	22.22%	4
Cost of CSP membership while seeking employment	11.11%	2
Other (please specify)	33.33%	6
Total Respondents: 18		

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

Answered: 76 Skipped: 362

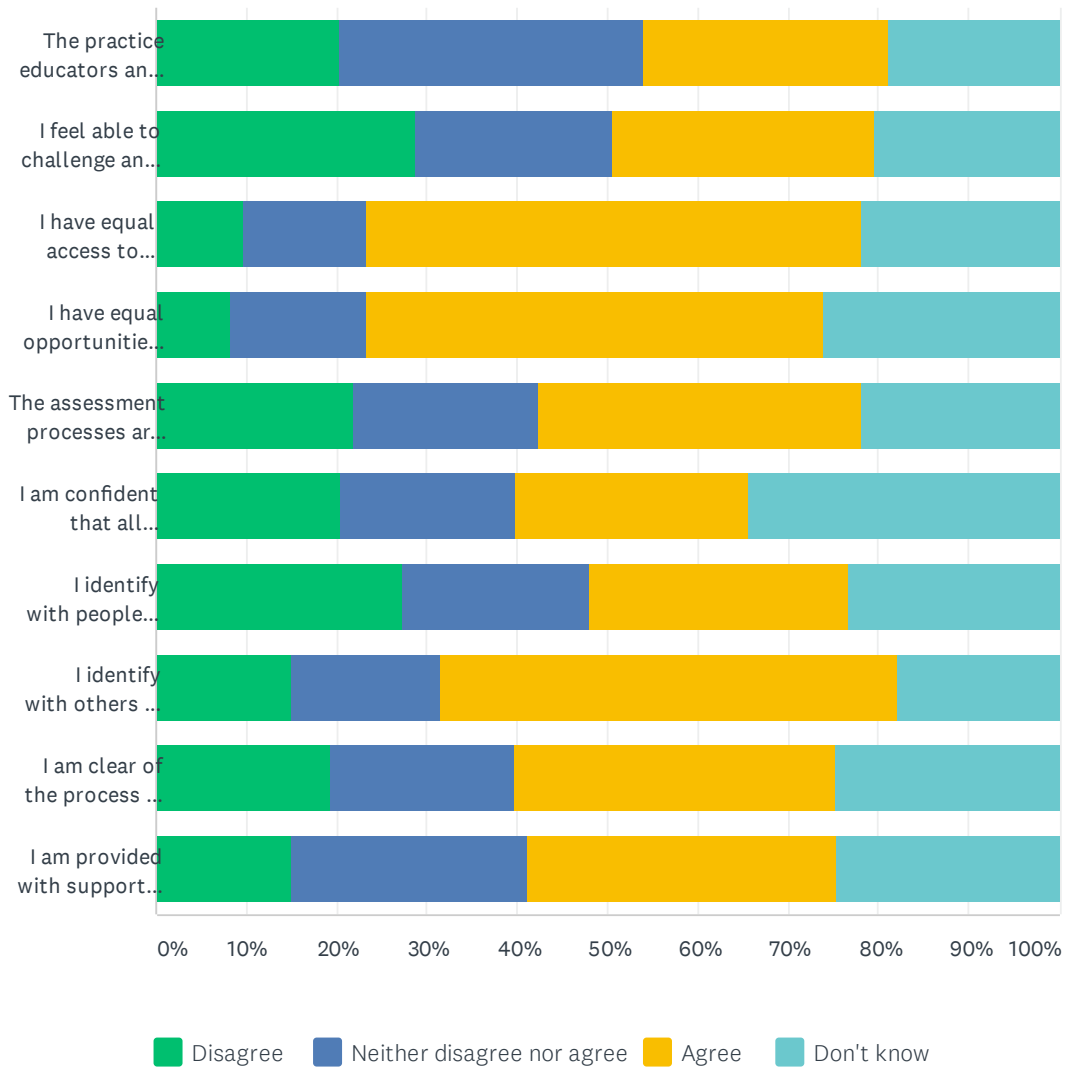


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The lecturers actively champion equality, diversity and inclusion	19.74% 15	34.21% 26	40.79% 31	5.26% 4	76	0.21
I feel able to challenge and speak out against discrimination	21.05% 16	30.26% 23	46.05% 35	2.63% 2	76	0.25
I have equal access to opportunities and awards	18.67% 14	16.00% 12	57.33% 43	8.00% 6	75	0.39
I have equal opportunities to develop a network / contacts	13.33% 10	14.67% 11	66.67% 50	5.33% 4	75	0.53
The assessment processes are fair and transparent	29.33% 22	16.00% 12	48.00% 36	6.67% 5	75	0.19
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	28.00% 21	20.00% 15	36.00% 27	16.00% 12	75	0.08
I identify with people similar to myself in educator positions	29.33% 22	20.00% 15	42.67% 32	8.00% 6	75	0.13
I identify with other students who are similar to me	22.67% 17	14.67% 11	58.67% 44	4.00% 3	75	0.36
I am clear of the process to use if I feel harassed, victimised, or discriminated against	20.00% 15	21.33% 16	48.00% 36	10.67% 8	75	0.28
I am provided with support to raise concerns and challenge discriminatory behaviour	22.67% 17	24.00% 18	41.33% 31	12.00% 9	75	0.19

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

Answered: 74 Skipped: 364

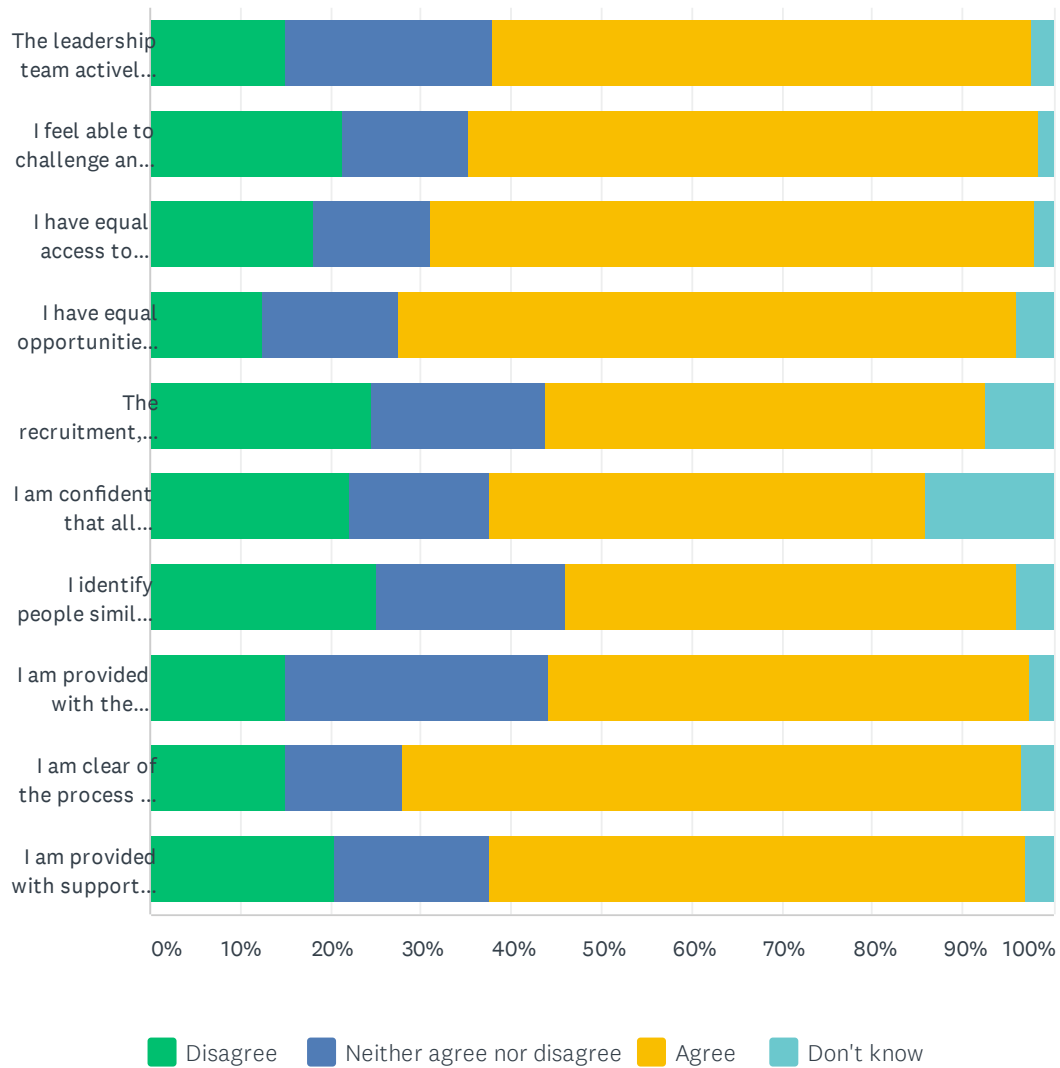


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The practice educators and placement supervisors actively champion equality, diversity and inclusion	20.27% 15	33.78% 25	27.03% 20	18.92% 14	74	0.07
I feel able to challenge and speak out against discrimination	28.77% 21	21.92% 16	28.77% 21	20.55% 15	73	0.00
I have equal access to opportunities	9.59% 7	13.70% 10	54.79% 40	21.92% 16	73	0.45
I have equal opportunities to develop a network / contacts	8.22% 6	15.07% 11	50.68% 37	26.03% 19	73	0.42
The assessment processes are fair and transparent	21.92% 16	20.55% 15	35.62% 26	21.92% 16	73	0.14
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	20.55% 15	19.18% 14	26.03% 19	34.25% 25	73	0.05
I identify with people similar to myself in educator/supervisor positions	27.40% 20	20.55% 15	28.77% 21	23.29% 17	73	0.01
I identify with others who are similar to me	15.07% 11	16.44% 12	50.68% 37	17.81% 13	73	0.36
I am clear of the process to use if I feel harassed, victimised, or discriminated against	19.18% 14	20.55% 15	35.62% 26	24.66% 18	73	0.16
I am provided with support to raise concerns and challenge discriminatory behaviour	15.07% 11	26.03% 19	34.25% 25	24.66% 18	73	0.19

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

Answered: 298 Skipped: 140

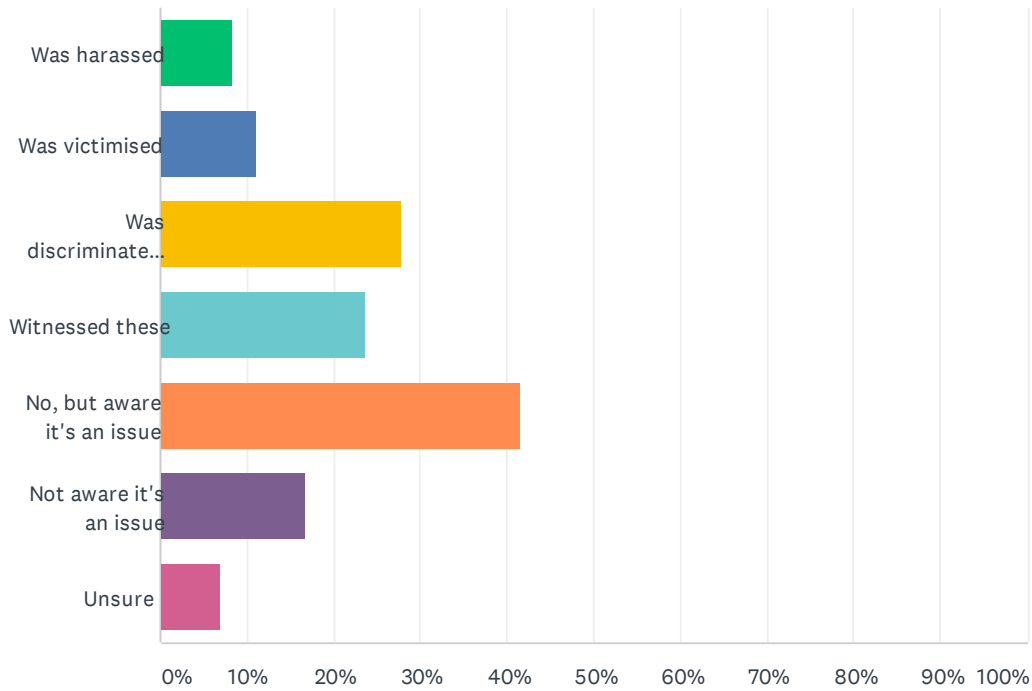


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The leadership team actively champion equality, diversity and inclusion	15.10% 45	22.82% 68	59.73% 178	2.35% 7	298	0.45
I feel able to challenge and speak out against discrimination	21.21% 63	14.14% 42	62.96% 187	1.68% 5	297	0.42
I have equal access to training, mentoring and development opportunities	18.12% 54	13.09% 39	66.78% 199	2.01% 6	298	0.49
I have equal opportunities to develop a network / contacts	12.42% 37	15.10% 45	68.46% 204	4.03% 12	298	0.56
The recruitment, promotion, progression and disciplinary processes are fair and transparent	24.58% 73	19.19% 57	48.82% 145	7.41% 22	297	0.24
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	22.15% 66	15.44% 46	48.32% 144	14.09% 42	298	0.26
I identify people similar to myself in leadership positions	25.17% 75	20.81% 62	50.00% 149	4.03% 12	298	0.25
I am provided with the support to engage with people from all backgrounds and experiences	15.15% 45	28.96% 86	53.20% 158	2.69% 8	297	0.38
I am clear of the process to use if I feel harassed, victimised, or discriminated against	15.10% 45	12.75% 38	68.79% 205	3.36% 10	298	0.54
I am provided with support to raise concerns and challenge discriminatory behaviour	20.47% 61	17.11% 51	59.40% 177	3.02% 9	298	0.39

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

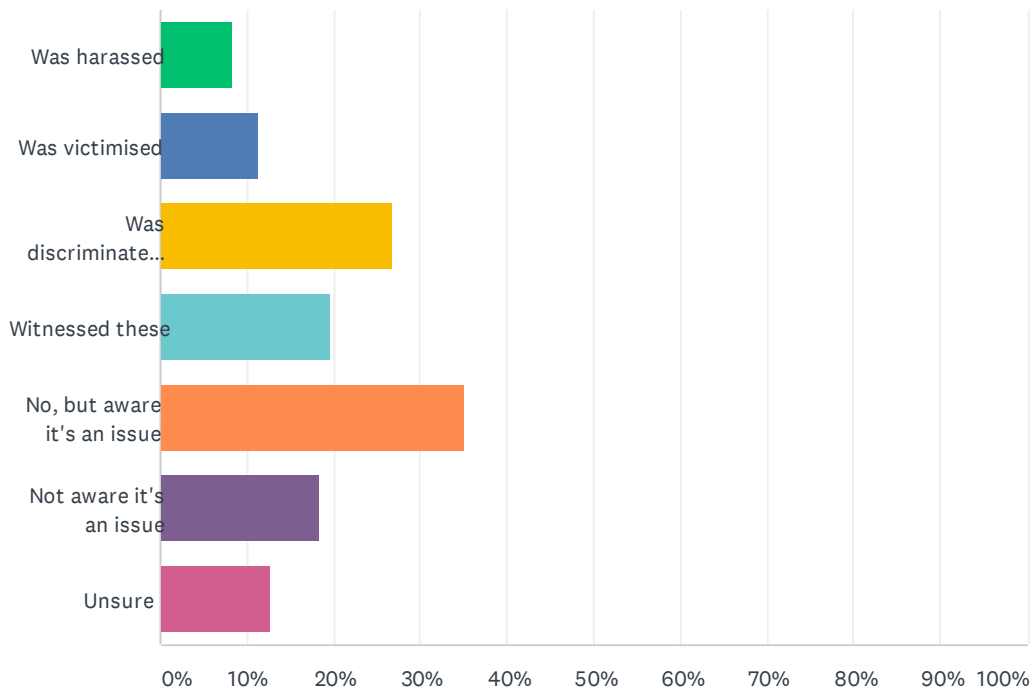
Answered: 72 Skipped: 366



ANSWER CHOICES	RESPONSES	
Was harassed	8.33%	6
Was victimised	11.11%	8
Was discriminated against	27.78%	20
Witnessed these	23.61%	17
No, but aware it's an issue	41.67%	30
Not aware it's an issue	16.67%	12
Unsure	6.94%	5
Total Respondents: 72		

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

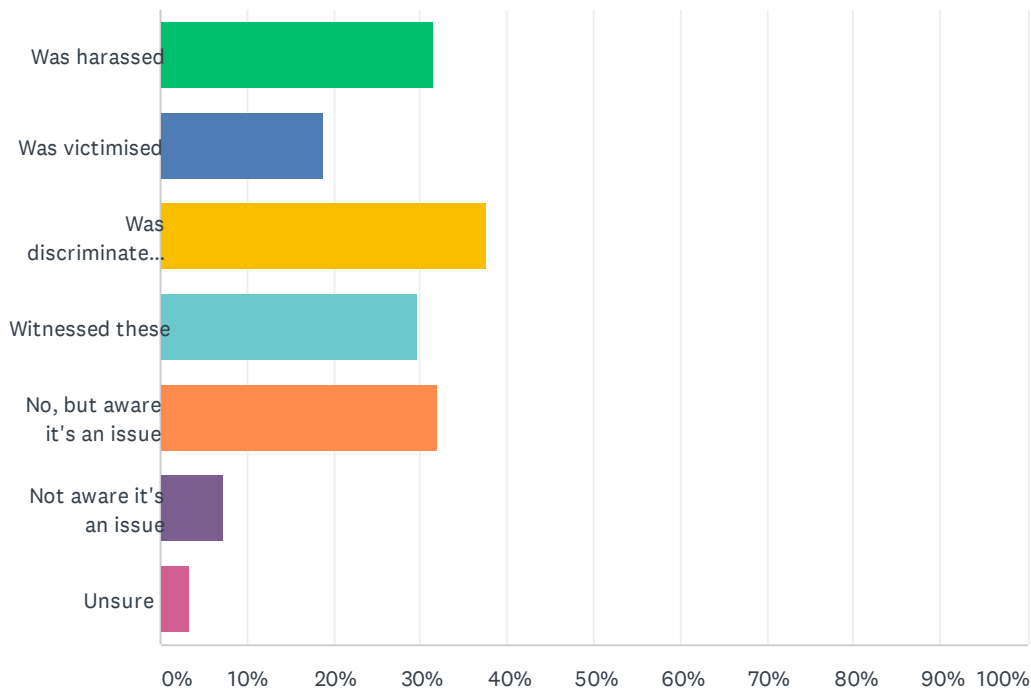
Answered: 71 Skipped: 367



ANSWER CHOICES	RESPONSES	
Was harassed	8.45%	6
Was victimised	11.27%	8
Was discriminated against	26.76%	19
Witnessed these	19.72%	14
No, but aware it's an issue	35.21%	25
Not aware it's an issue	18.31%	13
Unsure	12.68%	9
Total Respondents: 71		

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

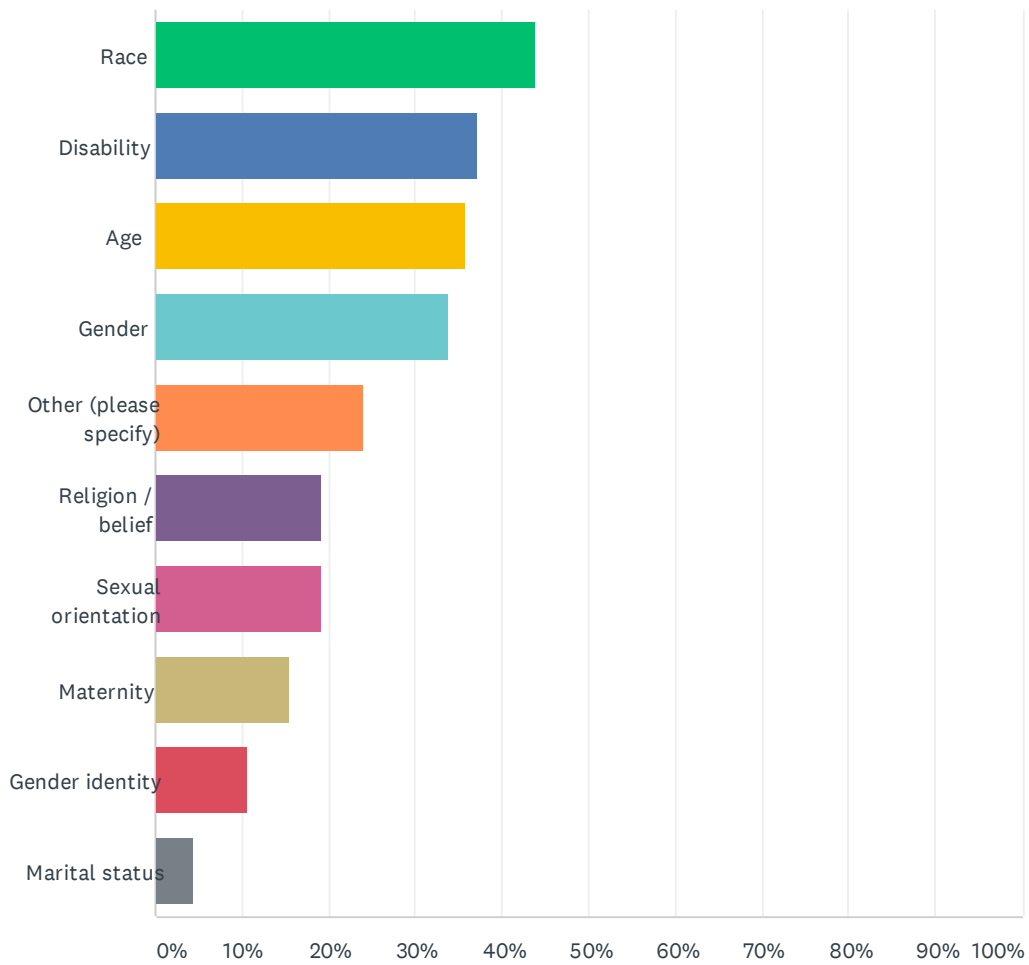
Answered: 297 Skipped: 141



ANSWER CHOICES	RESPONSES	
Was harassed	31.65%	94
Was victimised	18.86%	56
Was discriminated against	37.71%	112
Witnessed these	29.63%	88
No, but aware it's an issue	31.99%	95
Not aware it's an issue	7.41%	22
Unsure	3.37%	10
Total Respondents: 297		

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

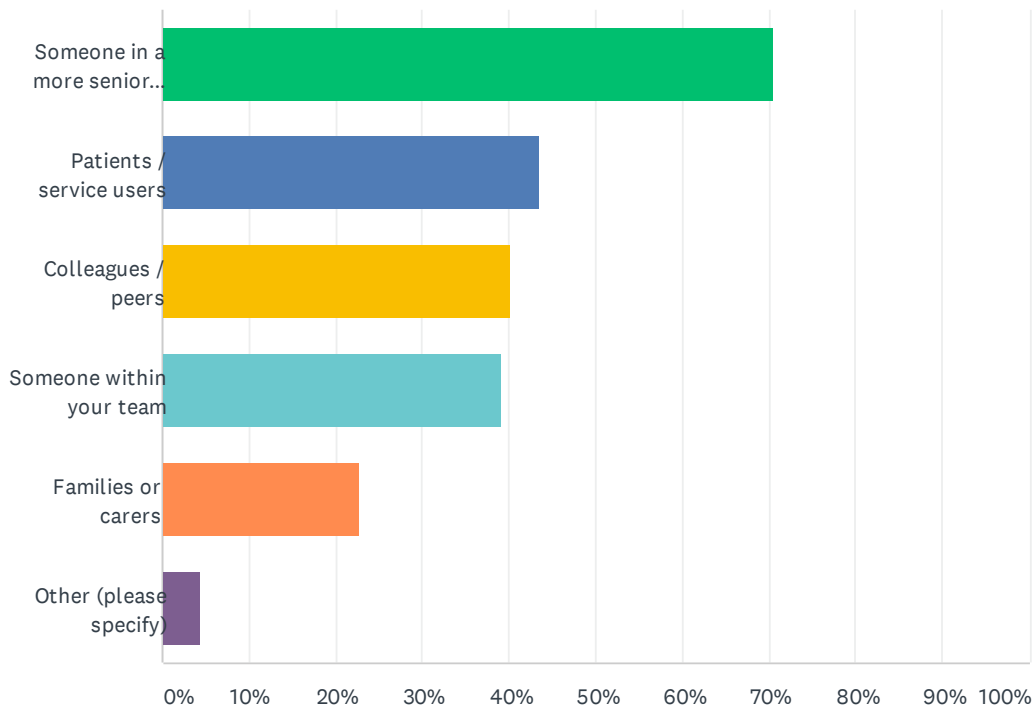
Answered: 207 Skipped: 231



ANSWER CHOICES	RESPONSES	
Race	43.96%	91
Disability	37.20%	77
Age	35.75%	74
Gender	33.82%	70
Other (please specify)	24.15%	50
Religion / belief	19.32%	40
Sexual orientation	19.32%	40
Maternity	15.46%	32
Gender identity	10.63%	22
Marital status	4.35%	9
Total Respondents: 207		

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

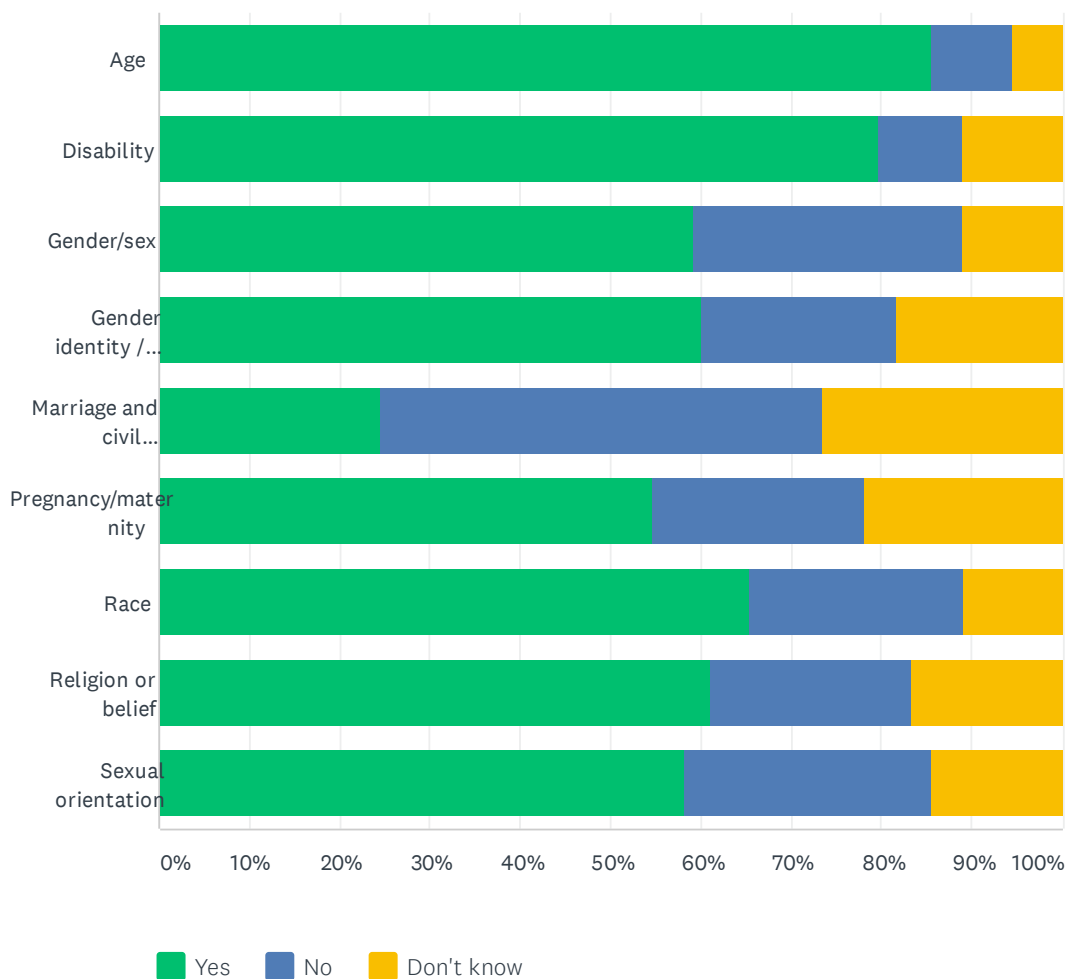
Answered: 207 Skipped: 231



ANSWER CHOICES	RESPONSES	
Someone in a more senior position	70.53%	146
Patients / service users	43.48%	90
Colleagues / peers	40.10%	83
Someone within your team	39.13%	81
Families or carers	22.71%	47
Other (please specify)	4.35%	9
Total Respondents: 207		

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

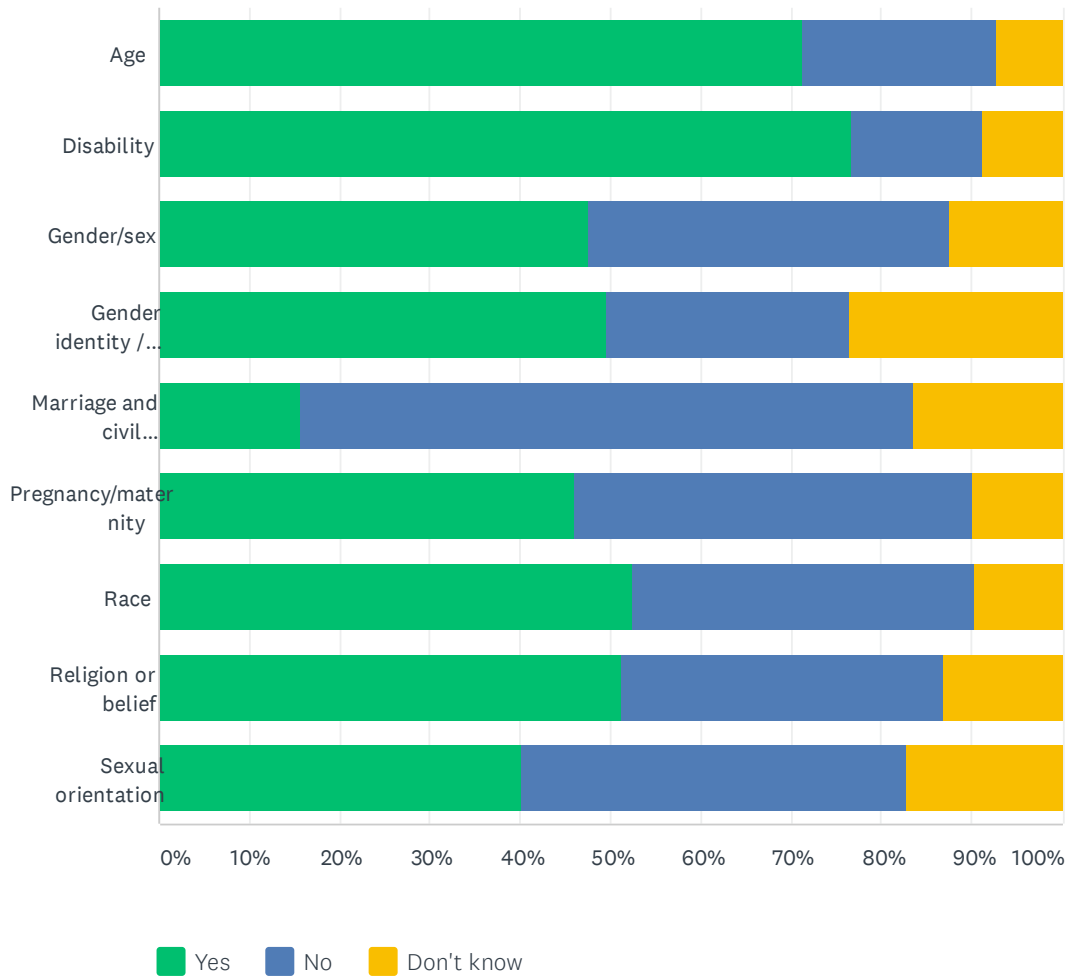
Answered: 55 Skipped: 383



	YES	NO	DON'T KNOW	TOTAL
Age	85.45% 47	9.09% 5	5.45% 3	55
Disability	79.63% 43	9.26% 5	11.11% 6	54
Gender/sex	59.26% 32	29.63% 16	11.11% 6	54
Gender identity / trans status	60.00% 33	21.82% 12	18.18% 10	55
Marriage and civil partnership	24.53% 13	49.06% 26	26.42% 14	53
Pregnancy/maternity	54.55% 30	23.64% 13	21.82% 12	55
Race	65.45% 36	23.64% 13	10.91% 6	55
Religion or belief	61.11% 33	22.22% 12	16.67% 9	54
Sexual orientation	58.18% 32	27.27% 15	14.55% 8	55

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

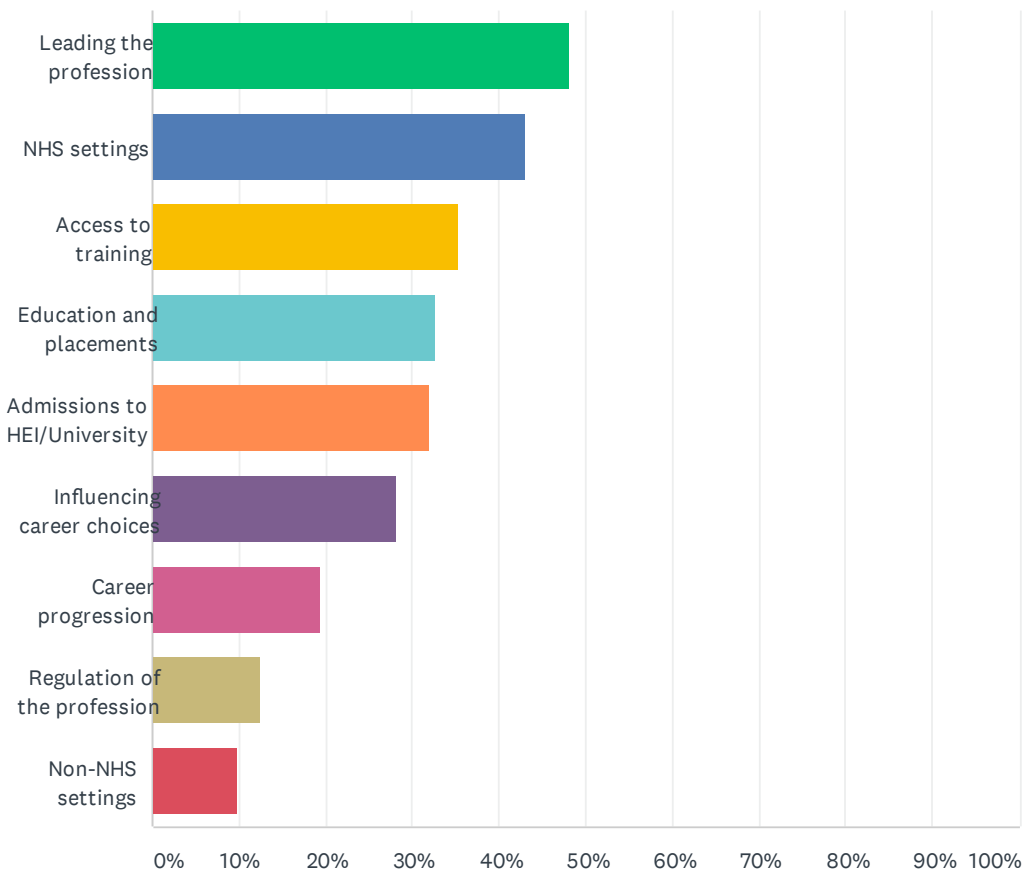
Answered: 125 Skipped: 313



	YES	NO	DON'T KNOW	TOTAL
Age	71.20% 89	21.60% 27	7.20% 9	125
Disability	76.80% 96	14.40% 18	8.80% 11	125
Gender/sex	47.50% 57	40.00% 48	12.50% 15	120
Gender identity / trans status	49.59% 61	26.83% 33	23.58% 29	123
Marriage and civil partnership	15.70% 19	67.77% 82	16.53% 20	121
Pregnancy/maternity	45.90% 56	44.26% 54	9.84% 12	122
Race	52.42% 65	37.90% 47	9.68% 12	124
Religion or belief	51.22% 63	35.77% 44	13.01% 16	123
Sexual orientation	40.16% 49	42.62% 52	17.21% 21	122

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: 376 Skipped: 62



ANSWER CHOICES	RESPONSES
Leading the profession	48.14% 181
NHS settings	43.09% 162
Access to training	35.37% 133
Education and placements	32.71% 123
Admissions to HEI/University	31.91% 120
Influencing career choices	28.19% 106
Career progression	19.41% 73
Regulation of the profession	12.50% 47
Non-NHS settings	9.84% 37
Total Respondents: 376	

Q33 Why do you think that?

Answered: 208 Skipped: 230

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.

Answered: 86 Skipped: 352