The GPhC register as of 31 May 2022 - Diversity data tables

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# Our register

We maintain a comprehensive, fully up-to-date register of all pharmacists and pharmacy technicians that are eligible to practise in Great Britain.

We recognise and celebrate the diversity of the pharmacy professions on our register.

Diversity in healthcare, including in the pharmacy professions, supports improved access to services and a reduction in health inequalities.  It supports high standards, enabling talented people to enter and progress in their careers and ensuring a highly skilled and proficient workforce. And it encourages the future workforce, enabling potential pharmacists and pharmacy technicians to see themselves in the professions.

Understanding the diversity of the pharmacy professions also helps us in our strategic goal to have a diverse workforce at the GPhC, reflecting both the public we serve and the professions we regulate.

This report provides a breakdown of the diversity data we currently hold of our registrants at a snapshot in time on 31 May 2022. This shows the diversity of the register, across a number of different categories and protected characteristics.

We will be publishing future reports to update this information, along with further analysis and trends as we start to develop our data.

As set out in our EDI strategy, we have committed to carry out work to assess and improve the diversity data we collect from the professionals on our registers, in line with best practice. This may lead to the collection of additional data or updates to datasets in due course.

## How to interpret our data

Our permanent register can change daily and at different times of the day. The data presented here is a snapshot of our register taken on 21 June 2022 for all pharmacists and pharmacy technicians registered at 23:59:59 on 31 May 2022.

Data on diversity categories for registrants is collected at the point of application for initial registration. Pharmacist registrants can update their diversity data when applying for annotations as an independent prescriber. The data reported here is the most up to date data that is self-declared by the registrant that could be different from previous declarations and snapshots of the register.

From June 2018 for pharmacists and from January 2020 for pharmacy technicians we have collected diversity data through our online initial registration applications on MyGPhC. From June 2018, the option of ‘Prefer not to say’ was introduced for all diversity characteristics. While it is a requirement to complete the form on MyGPhC, applicants can decline to provide specific information by choosing this option.

Where data was collected before June 2018, the category of 'Not recorded' is used for all diversity characteristics where the registrant chose not to declare any diversity information or if data on that characteristic was not previously collected.

The characteristic of sexual orientation and ethnicity or race category of ‘Arab’ and ‘White – Gypsy or Irish Traveller’ were introduced in June 2018. Data for these categories are not recorded for registrants who joined the register before this time or did not choose to answer this voluntarily for applications that were not online.

We continually review our data quality and content of our information to include the most accurate data. For improved data, we retrospectively update figures. This means when comparing this data with previously published data, you may see small changes.

## Profile of registrants

### Sex

62.3% of pharmacists on the register identify as female (38,117 out of 61,140). 86.3% of pharmacy technicians identify as female (21,657 out of 25,097). This split has remained steady over the last five years with a difference of up to two per cent from 2018.

#### Table 1: Sex profile of registered pharmacists and pharmacy technicians on 31 May 2022

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Sex | Number of pharmacists | Percentage of pharmacists | Number of pharmacy technicians | Percentage of pharmacy technicians |
| Female | 38,117 | 62.3% | 21,657 | 86.3% |
| Male | 22,853 | 37.4% | 3,381 | 13.5% |
| Other | <5 | <0.1% | 5 | <0.1% |
| Prefer not to say | 167 | 0.3% | 54 | 0.2% |
| **Total**  | **61,140** | **100.0%** | **25,097** | **100.0%** |

### Race or ethnicity

Of the 61,140 pharmacists, 40.2% are White, 39.4% are Asian, and 7.3% are Black and 1.4% are mixed race. 8.0% did not declare, and 0.7% preferred not to say. 1.0% are Arab, but this category was only introduced from June 2018 and does not include previous joiners to the register before this time.

Of the 25,097 pharmacy technicians, 82.1% are White, 11.1% are Asian, 2.3% are Black, and 0.9% are mixed race. 2.9% did not declare, and 0.2% preferred not to say. Only 0.1% are Arab due to this category being recently introduced.

#### Table 2: Race or ethnicity profile of registered pharmacists and pharmacy technicians on 31 May 2022

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Race or ethnicity | Number of pharmacists | Percentage of pharmacists | Number of pharmacy technicians | Percentage of pharmacy technicians |
| Any other ethnic group | 1,322  | 2.2% | 115  | 0.5% |
| Arab | 585  | 1.0% | 24  | 0.1% |
| Asian or Asian British - Bangladeshi | 1,115  | 1.8% | 208  | 0.8% |
| Asian or Asian British - Chinese | 3,245  | 5.3% | 67  | 0.3% |
| Asian or Asian British - Indian | 11,353  | 18.6% | 1,470  | 5.9% |
| Asian or Asian British - Other | 2,182  | 3.6% | 319  | 1.3% |
| Asian or Asian British - Pakistani | 6,166  | 10.1% | 712  | 2.8% |
| Black or Black British - African | 4,158  | 6.8% | 385  | 1.5% |
| Black or Black British - Caribbean | 184  | 0.3% | 144  | 0.6% |
| Black or Black British - Other | 103  | 0.2% | 37  | 0.1% |
| Mixed - Other | 323  | 0.5% | 68  | 0.3% |
| Mixed - White and Asian | 330  | 0.5% | 69  | 0.3% |
| Mixed - White and Black | 189  | 0.3% | 94  | 0.4% |
| Not recorded | 4,881  | 8.0% | 720  | 2.9% |
| Prefer not to say | 414  | 0.7% | 54  | 0.2% |
| White - British | 20,620  | 33.7% | 19,748  | 78.7% |
| White - Irish | 810  | 1.3% | 106  | 0.4% |
| White - Gypsy or Irish traveller | 0  | 0.0% | 0  | 0.0% |
| White - Other | 3,160  | 5.2% | 757  | 3.0% |
| **Total**  | **61,140** | **100.0%** | **25,097** | **100.0%** |

### Age

Of the 61,140 pharmacists, 37.9% are aged between 25 and 34 (23,160 out of 61,140).

Pharmacy technicians aged between 35 to 44 represent the biggest age group with 29.5% on the register (7,415 out of 25,097).

#### Table 3: Age profile of registered pharmacists and pharmacy technicians on 31 May 2022

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Age group | Number of pharmacists | Percentage of pharmacists | Number of pharmacy technicians | Percentage of pharmacy technicians |
| Under 25 | 1,684 | 2.8% | 545 | 2.2% |
| 25 – 34 | 23,160 | 37.9% | 5,888 | 23.5% |
| 35 – 44 | 17,095 | 28.0% | 7,415 | 29.5% |
| 45 – 54  | 6,687 | 17.4% | 6,470 | 25.8% |
| 55 – 64  | 10,663 | 10.9% | 4,352 | 17.3% |
| 65 and over | 1,851 | 3.0% | 427 | 1.7% |
| **Total**  | **61,140** | **100.0%** | **25,097** | **100.0%** |

### Disability

Over half of pharmacists and over three quarters of pharmacy technicians have stated they do not have a disability at initial registration. We do not have data recorded for 47.1% of pharmacists and 22.3% of pharmacy technicians.

#### Table 4: Disability profile of registered pharmacists and pharmacy technicians on 31 May 2022

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Disability | Number of pharmacists | Percentage of pharmacists | Number of pharmacy technicians | Percentage of pharmacy technicians |
| Not recorded | 28,810  | 47.1% | 5,608  | 22.3% |
| No | 31,722  | 51.9% | 19,295  | 76.9% |
| Yes | 311  | 0.5% | 133  | 0.5% |
| Prefer not to say | 297  | 0.5% | 61  | 0.2% |
| **Total**  | **61,140** | **100.0%** | **25,097** | **100.0%** |

### Religion or belief

Half of the pharmacists and three quarters of the pharmacy technicians on the register have identified their religion. From the declarations made, the joint most common for pharmacists is Muslim and Christian at 15% of the register. 10% of pharmacists identified as having no religion.

For pharmacy technicians, the most common religion is Christian with over a third at 34.3%. 29.3% did not have a religion.

#### Table 5: Religion or belief profile of registered pharmacists and pharmacy technicians on 31 May 2022

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Religion or belief | Number of pharmacists | Percentage of pharmacists | Number of pharmacy technicians | Percentage of pharmacy technicians |
| Buddhist | 728 | 1.2% | 89  | 0.4% |
| Christian | 9,011 | 14.7% | 8,618  | 34.3% |
| Hindu | 3,340 | 5.5% | 766  | 3.1% |
| Jewish | 74 | 0.1% | 19  | 0.1% |
| Muslim | 9,117 | 14.9% | 1,282  | 5.1% |
| None | 6,073 | 9.9% | 7,348  | 29.3% |
| Other | 366 | 0.6% | 218  | 0.9% |
| Prefer not to say | 716 | 1.2% | 261  | 1.0% |
| Sikh | 1,495 | 2.4% | 266  | 1.1% |
| Not recorded | 30,220 | 49.4% | 6,230  | 24.8% |
| **Total**  | **61,140** | **100.0%** | **25,097** | **100.0%** |

### Sexual orientation

We started collecting data on sexual orientation from June 2018 at initial registration or subsequent applications for annotations to the register. We only have self-declarations from a fifth of both registers. Of these, the most common with over 18% have identified as heterosexual / straight across both registers.

#### Table 6: Sexual orientation profile of registered pharmacists and pharmacy technicians on 31 May 2022

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Sexual orientation | Number of pharmacists | Percentage of pharmacists | Number of pharmacy technicians | Percentage of pharmacy technicians |
| Not recorded | 48,983 | 80.1% | 19,972  | 79.6% |
| Heterosexual / straight | 11,277 | 18.4% | 4,731  | 18.9% |
| Gay man | 125  | 0.2% | 66  | 0.3% |
| Bisexual | 122  | 0.2% | 55  | 0.2% |
| Gay woman / lesbian | 34  | 0.1% | 54  | 0.2% |
| Prefer not to say | 589 | 1.0% | 201  | 0.8% |
| Other | 10  | 0.0% | 18  | 0.1% |
| **Total**  | **61,140** | **100.0%** | **25,097** | **100.0%** |