

# Initial analysis of diversity data of professionals involved in the GPhC managing concerns process



10 October  
2023

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# Overview of GPhC managing concerns 2021-22 (*concerns received*)

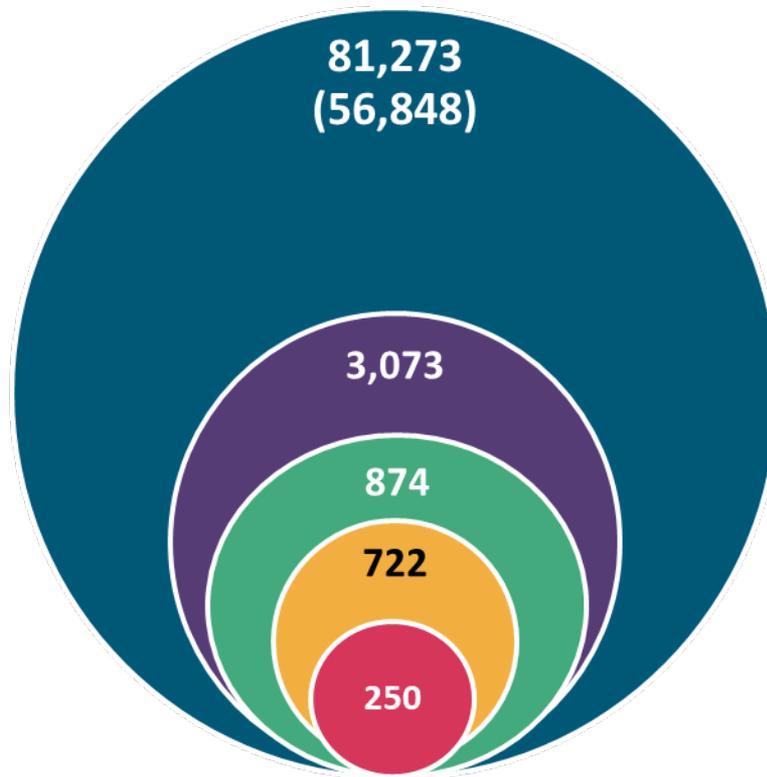
Overall register  
(pharmacists)

Total concerns received

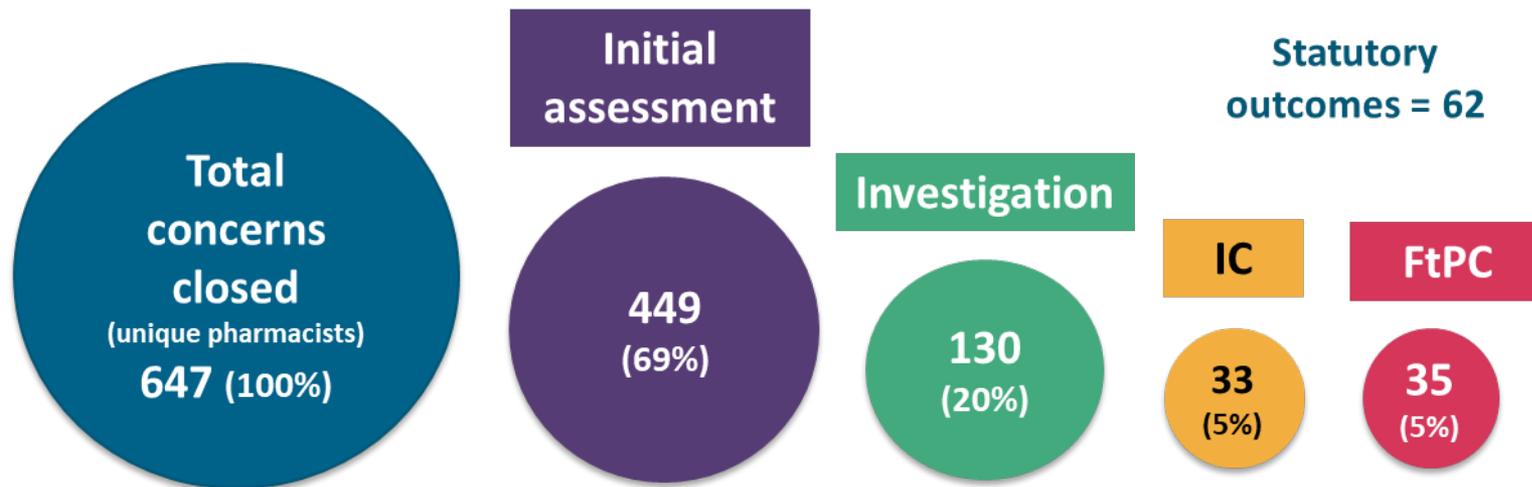
Concerns identifying a  
pharmacist

Concerns about unique  
pharmacists

Concerns investigated



# Overview of GPhC managing concerns 2021-22 (closed concerns)



## Notes

IC = Investigating committee

FtPC = Fitness to practise committee

# What we did

## What we looked at

1. Concerns received and investigated
2. Concerns closed with a statutory outcome
3. Progression through the managing concerns process and the stage at which a concern was closed

## Scope

- One year of data - 2021/22 FY
  - Part 1 looked at all concerns received in the year
  - Parts 2 and 3 looked at all concerns closed in the year
- Only looked at pharmacists as very small number of pharmacy technician cases
- Only analysed concerns where an individual has been identified
- If multiple concerns about same individual, only counted once

## Disaggregated by

- Ethnicity
- Sex
- Age group

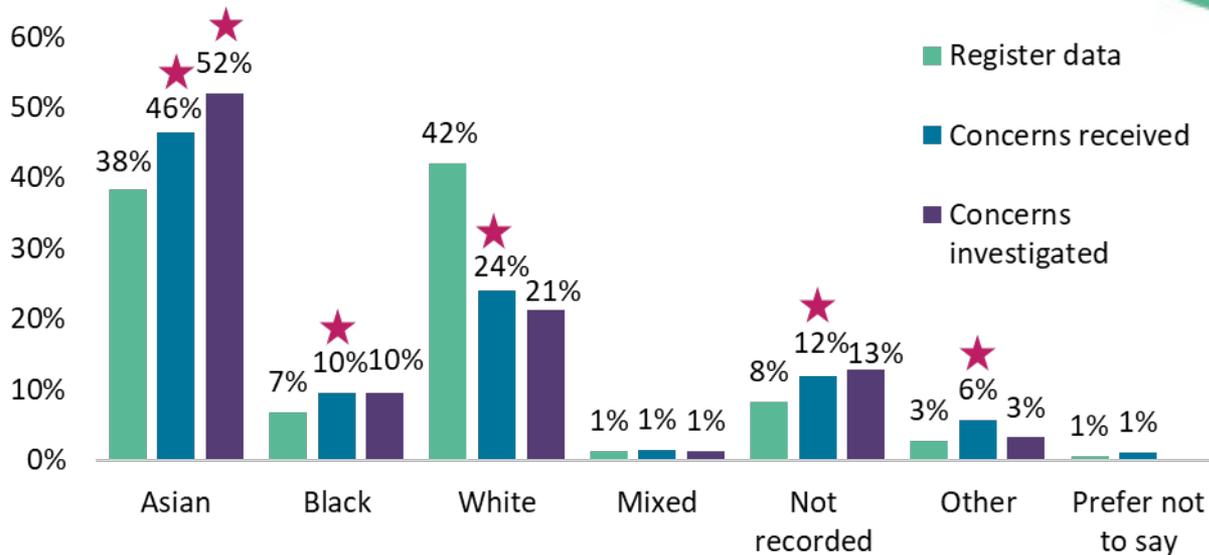
NB. Started collecting data more recently on other protected characteristics, so have less data

## Statistical tests

- To test whether there is statistically significant relationship between the variables, and it isn't due to chance (shown by a star ★)
- Used Chi-squared test (for groups of 5 or more) and Fisher's exact test (for <5)
- Compares observed with expected results
- Indicates relationship and not causation
- Caution needed due to small numbers

# 1. Concerns received and investigated: ethnicity

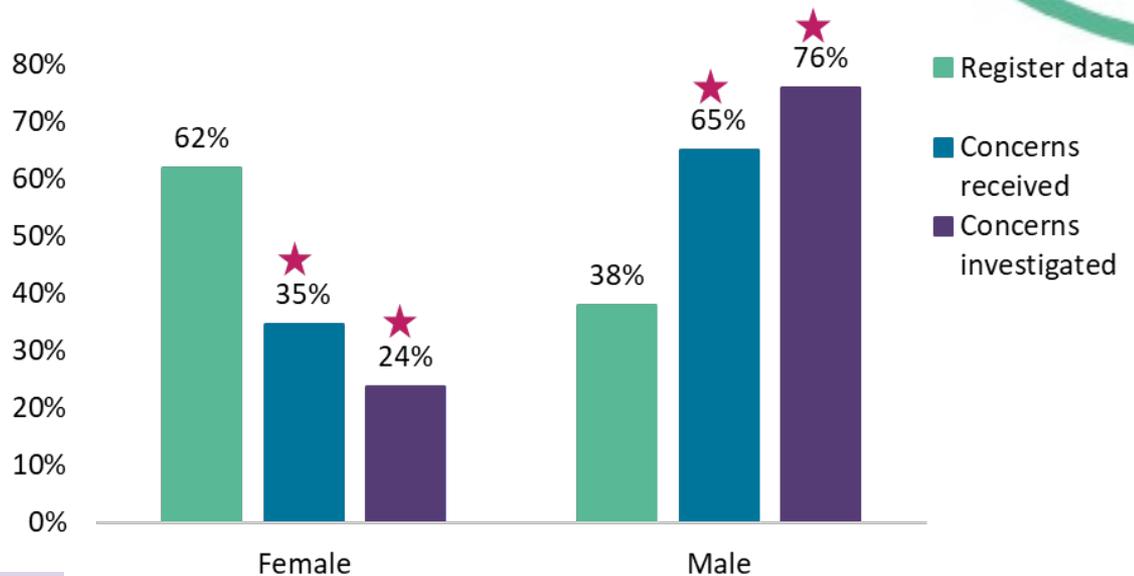
- Significantly fewer concerns received for White ethnicity and overrepresentation of concerns received for all other ethnicities – except Mixed and prefer not to say
- For concerns that go to investigation - only Asian ethnicity statistically significant



★ The star indicates a statistically significant result ( $p < 0.05$ )

# 1. Concerns received and investigated: sex

- Statistically significant overrepresentation of concerns received for male pharmacists and underrepresentation for female pharmacists.
- For concerns that go to investigation - further overrepresentation for male pharmacists and underrepresentation for female pharmacists.



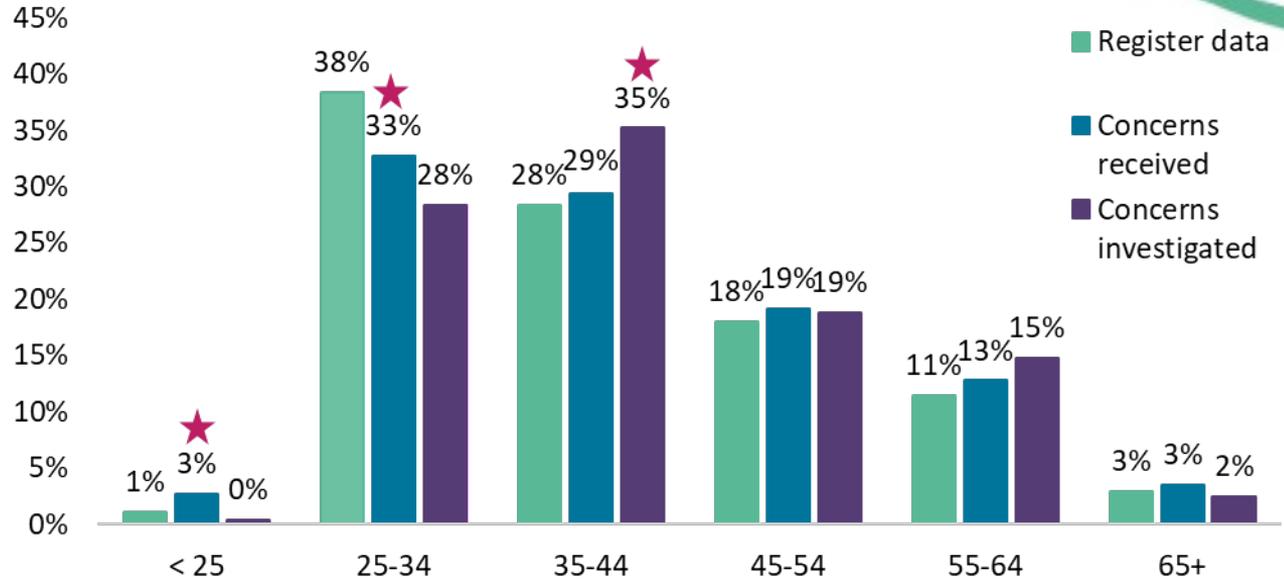
## Notes

'Prefer not to say' and 'other' categories not included as numbers too small for statistical analysis

★ The star indicates a statistically significant result ( $p < 0.05$ )

# 1. Concerns received and investigated: age

- Significant relationship between age and the number of concerns received for the age categories of <25 and 25-34.
- Other age groups not statistically significant.
- For concerns that go to investigation - overrepresentation for pharmacists aged 35-44.
- Only one case investigated for under 25 category, so too small for a reliable output



★ The star indicates a statistically significant result ( $p < 0.05$ )

## 2. Statutory outcomes of closed concerns: ethnicity

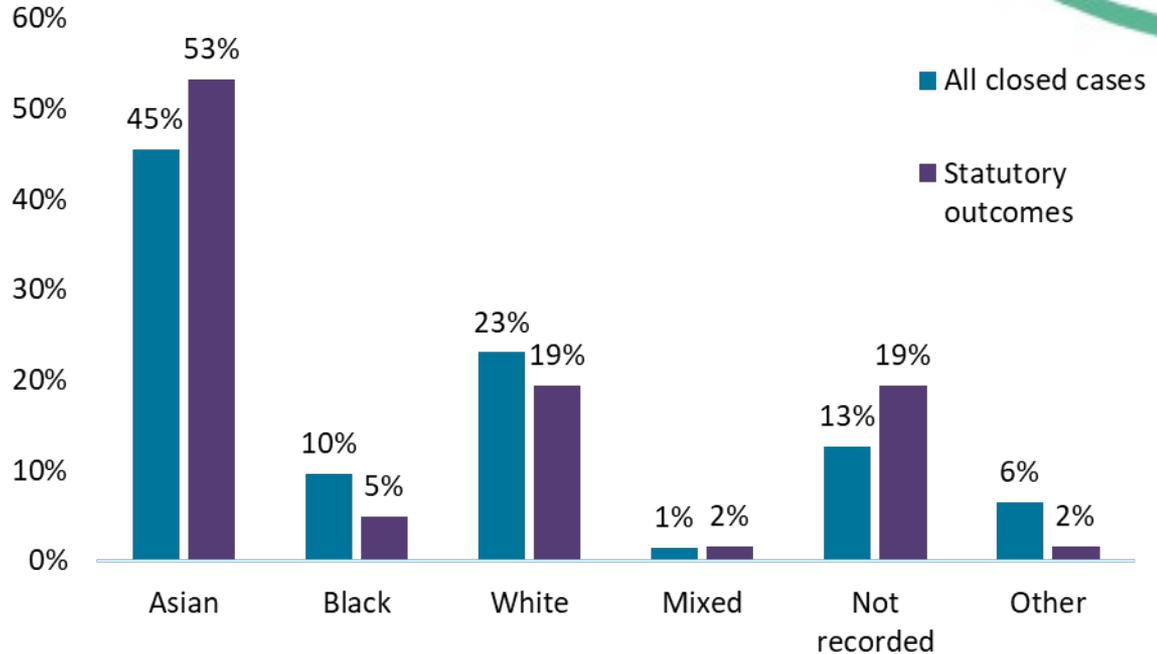
- For all concerns closed – there was **no statistically significant relationship** between ethnicity and whether or not the case received a statutory outcome

### Notes

'Prefer not to say' category not included as number too small for statistical analysis

**Statutory outcome:** advice and outcomes imposed by the investigating and fitness to practise committees

**Non-statutory outcome:** concerns closed with no further action or those that closed before reaching investigation committee



★ The star indicates a statistically significant result ( $p < 0.05$ )

## 2. Statutory outcomes of closed concerns: sex

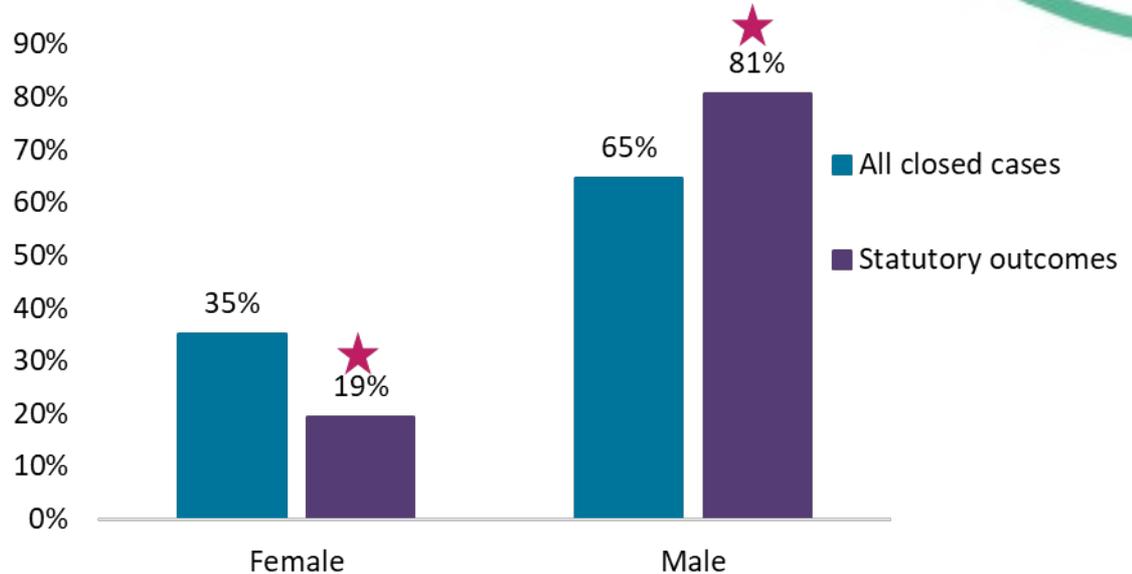
- **Significant relationship** between sex and receiving a statutory outcome. With males overrepresented and females underrepresented

### Notes

'Prefer not to say' and 'other' categories not included as numbers too small for statistical analysis

**Statutory outcome:** advice and outcomes imposed by the investigating and fitness to practise committees

**Non-statutory outcome:** concerns closed with no further action or those that closed before reaching investigation committee



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## 2. Statutory outcomes of closed concerns: age

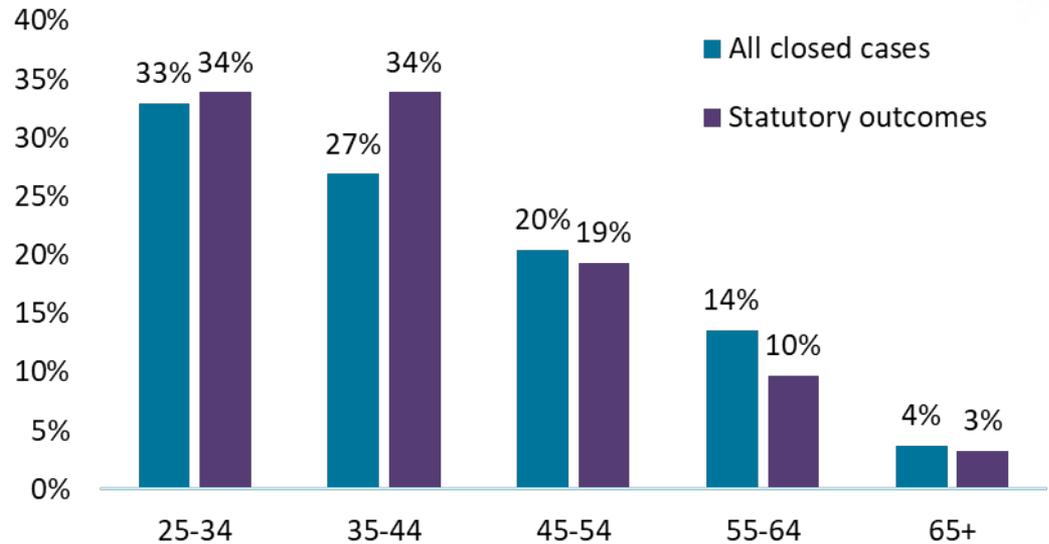
- For all concerns closed – there was **no statistically significant relationship** between age and whether or not the case received a statutory outcome

### Notes

Under 25 category not included as numbers too small for statistical analysis

**Statutory outcome:** advice and outcomes imposed by the investigating and fitness to practise committees

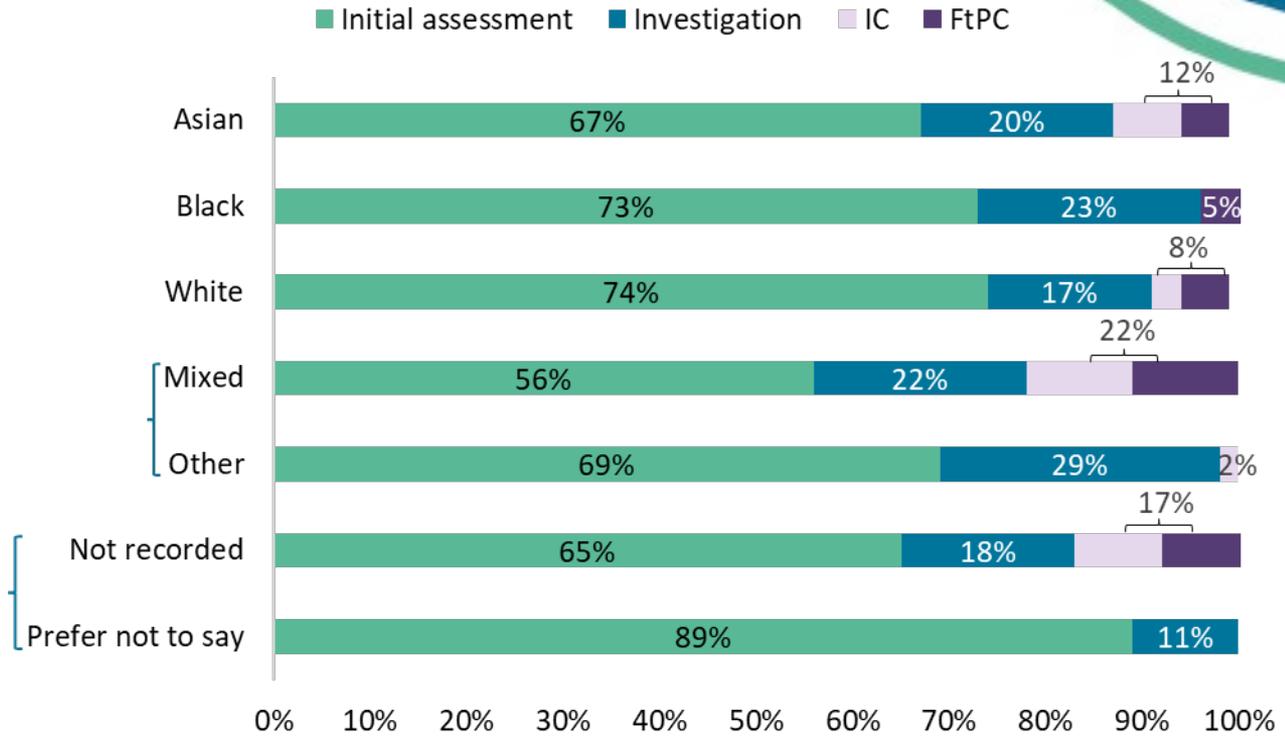
**Non-statutory outcome:** concerns closed with no further action or those that closed before reaching investigation committee



★ The star indicates a statistically significant result ( $p < 0.05$ )

# 3. Progression through managing concerns process: ethnicity

- For all concerns closed – there was **no statistically significant relationship** between ethnicity and the stage at which it was closed



## Notes

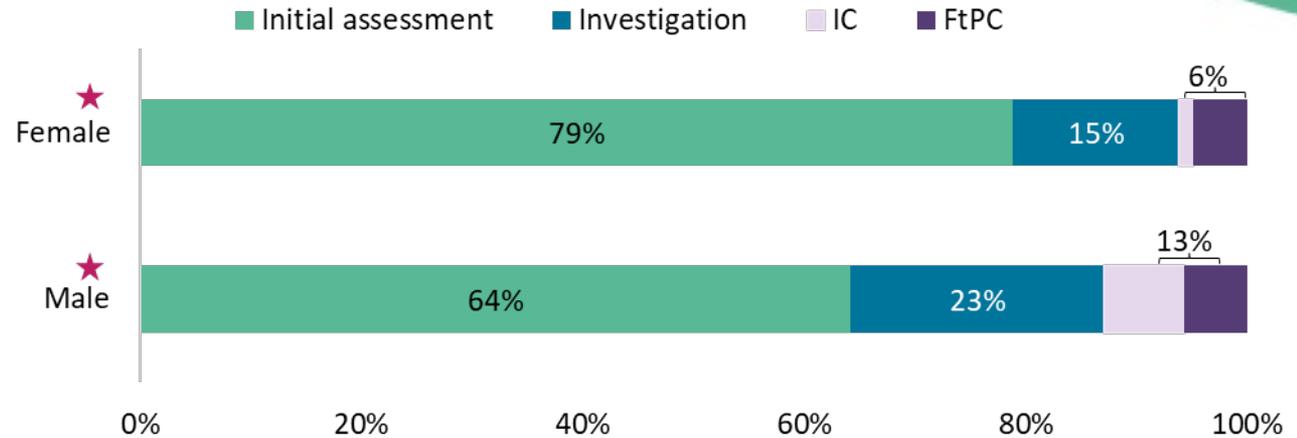
We combined the IC and FtPC stages in our analysis as the number of concerns that reach these stages is very small for some groups

Categories with small numbers were combined for analysis for 'Mixed and Other' and 'Not recorded and 'Prefer not to say'

★ The star indicates a statistically significant result (p<0.05)

# 3. Progression through managing concerns process: sex

- There is a **statistically significant relationship** between sex and progression through our managing concerns process.
- Weak association found (Cramer's V < 0.3)



★ The star indicates a statistically significant result ( $p < 0.05$ )

## Notes

We combined the IC and FtPC stages in our analysis as the number of concerns that reach these stages is very small for some groups

'Prefer not to say' and 'other' categories not included as numbers too small for statistical analysis

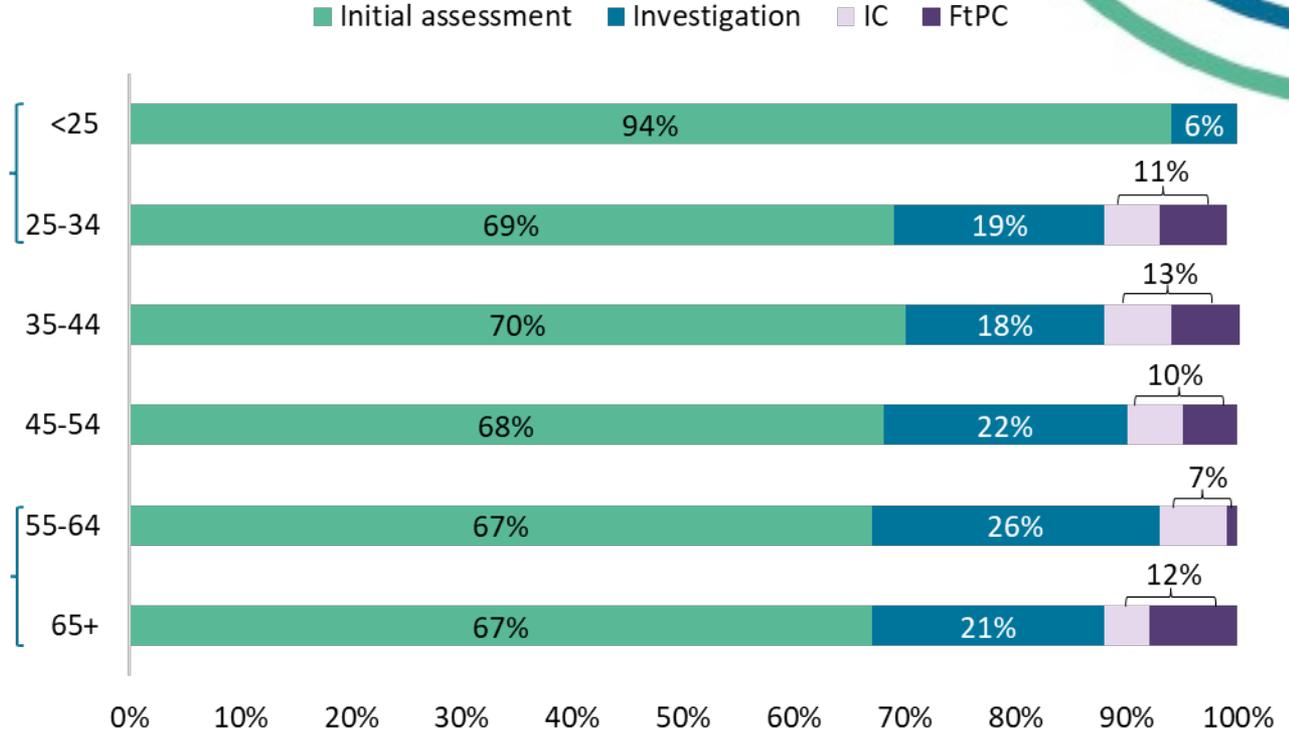
# 3. Progression through managing concerns process: age

- For all concerns closed – there was **no statistically significant relationship** between age and the stage at which it was closed.

## Notes

We combined the IC and FtPC stages in our analysis as the number of concerns that reach these stages is very small for some groups

Categories with small numbers were combined for analysis for '<25 and 25-34' and '55-64 and 65+'



★ The star indicates a statistically significant result ( $p < 0.05$ )

# Summary of findings: ethnicity



## Relationship:

- Under-representation of White pharmacists in concerns received
- Over-representation in concerns received about all other ethnicities with exception of Mixed and prefer not to say.
- Over-representation of Asian pharmacists in concerns that go on to be investigated.

## No relationship:

- No relationship between ethnicity (except Asian) and concerns that go on to be investigated
- No relationship between ethnicity and statutory outcomes for pharmacists
- No relationship between the ethnicity of the pharmacist and the stage at which concerns are closed

# Summary of findings: sex

## Relationship:

- Under-representation of female pharmacists in concerns received and over-representation in concerns received about males.
- Further under-representation of females and over-representation of males in concerns that go on to be investigated.
- Under-representation of female pharmacists and over-representation of male pharmacists receiving statutory outcomes.

## Relationship:

- (Weak) relationship between the sex of the pharmacist and the stage at which concerns are closed

## No relationship:

- None

# Summary of findings: age

## Relationship:

- Over-representation of pharmacist under the age of 25 in concerns received and under-representation in concerns received about those aged between 25-34.
- Over-representation of pharmacists aged between 35-44 in concerns that go on to be investigated.

## No relationship:

- No relationship between other age groups and concerns received and investigated
- No relationship between age and statutory outcomes for pharmacists
- No relationship between the age of the pharmacist and the stage at which concerns are closed