

CSP equality, diversity and inclusion membership survey – December 2020

Responses from LGBTQIA+ members

The report shows the results from LGBTQIA+ members. It is one of a set that report on:

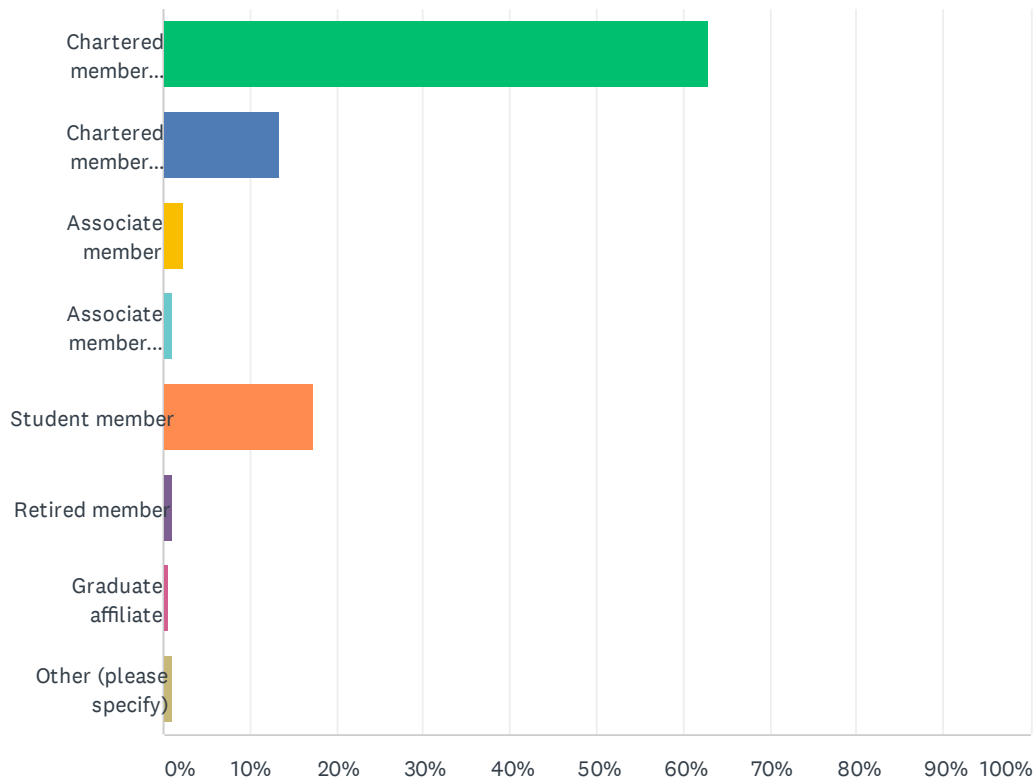
- All responses
- Responses from Black, Asian and Minority Ethnic members
- Responses from LGBTQIA+ members
- Responses from members with a disability or long-term health condition

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?

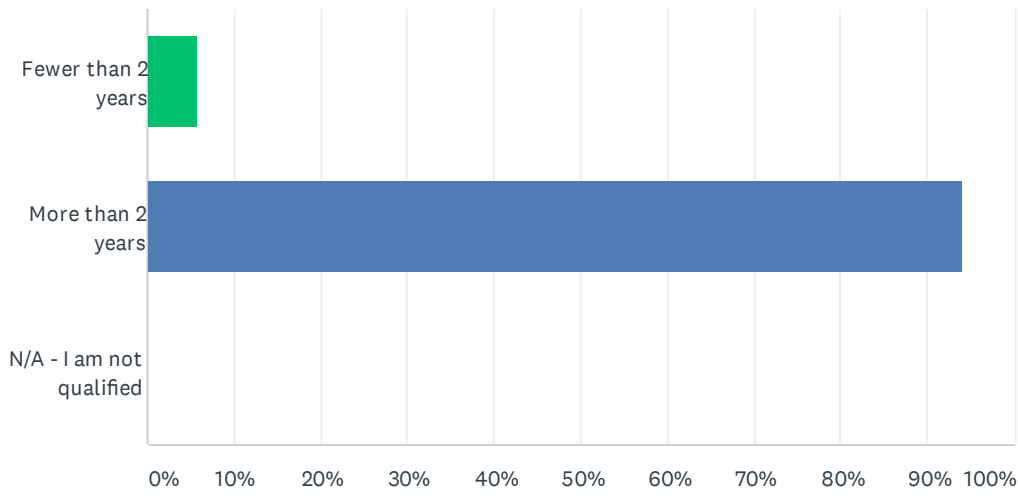
Answered: 178 Skipped: 0



ANSWER CHOICES	RESPONSES	
Chartered member (qualified in the UK)	62.92%	112
Chartered member (qualified overseas)	13.48%	24
Associate member	2.25%	4
Associate member (qualified overseas)	1.12%	2
Student member	17.42%	31
Retired member	1.12%	2
Graduate affiliate	0.56%	1
Other (please specify)	1.12%	2
TOTAL		178

Q2 How long have you been a qualified physiotherapy professional?

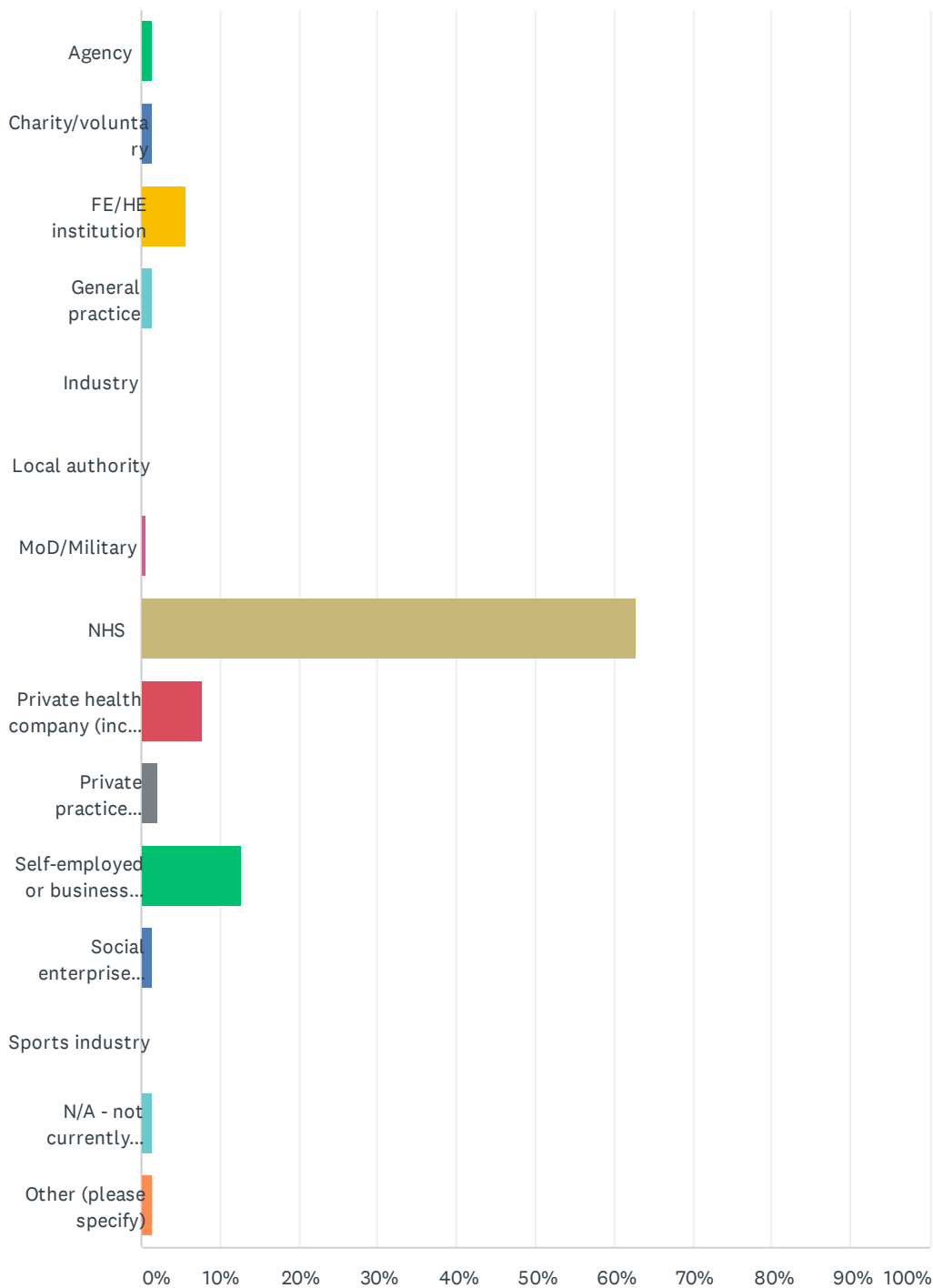
Answered: 136 Skipped: 42



ANSWER CHOICES	RESPONSES	
Fewer than 2 years	5.88%	8
More than 2 years	94.12%	128
N/A - I am not qualified	0.00%	0
TOTAL		136

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

Answered: 142 Skipped: 36

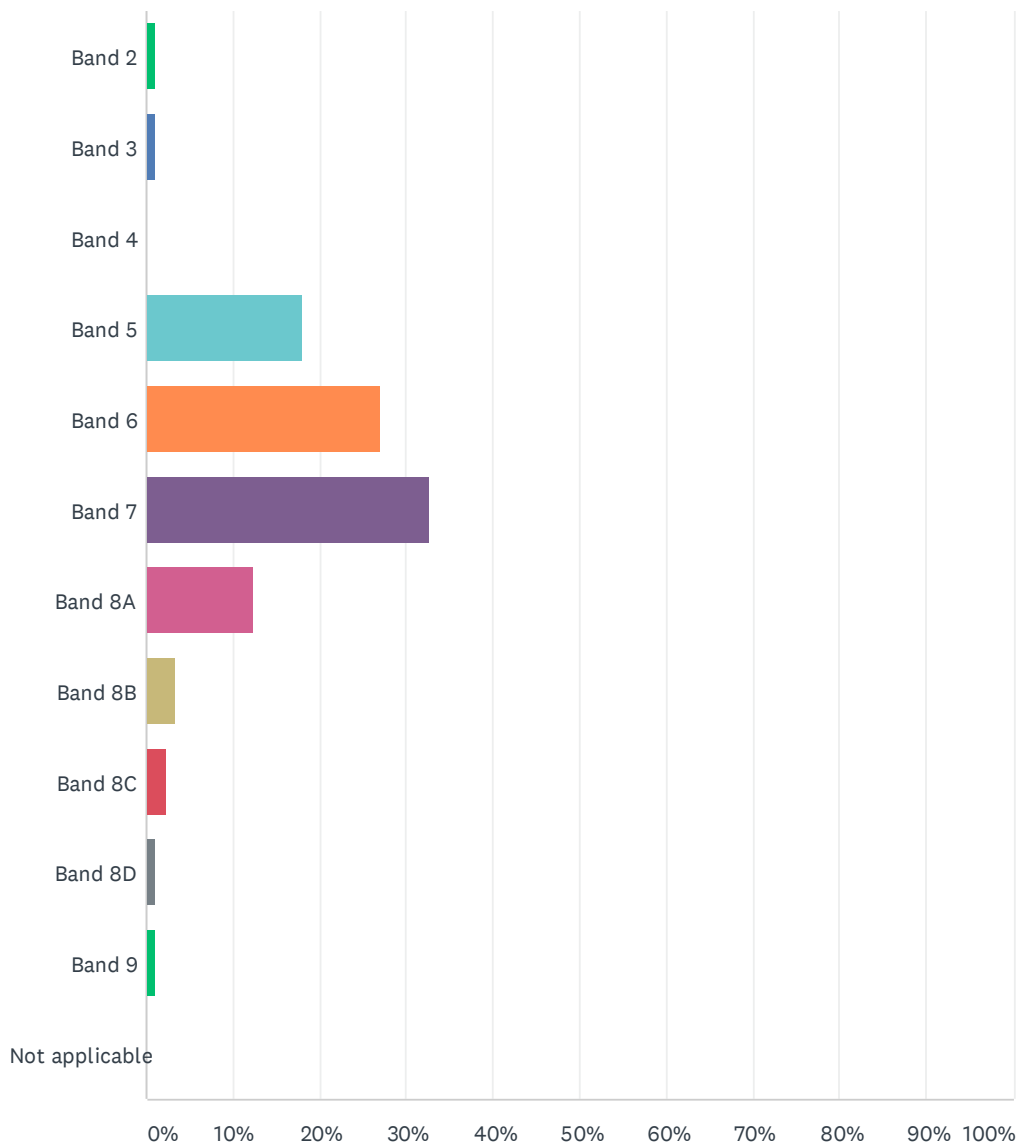


CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Agency	1.41%	2
Charity/voluntary	1.41%	2
FE/HE institution	5.63%	8
General practice	1.41%	2
Industry	0.00%	0
Local authority	0.00%	0
MoD/Military	0.70%	1
NHS	62.68%	89
Private health company (inc independent hospital)	7.75%	11
Private practice employee	2.11%	3
Self-employed or business owner	12.68%	18
Social enterprise company	1.41%	2
Sports industry	0.00%	0
N/A - not currently working	1.41%	2
Other (please specify)	1.41%	2
TOTAL		142

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

Answered: 89 Skipped: 89

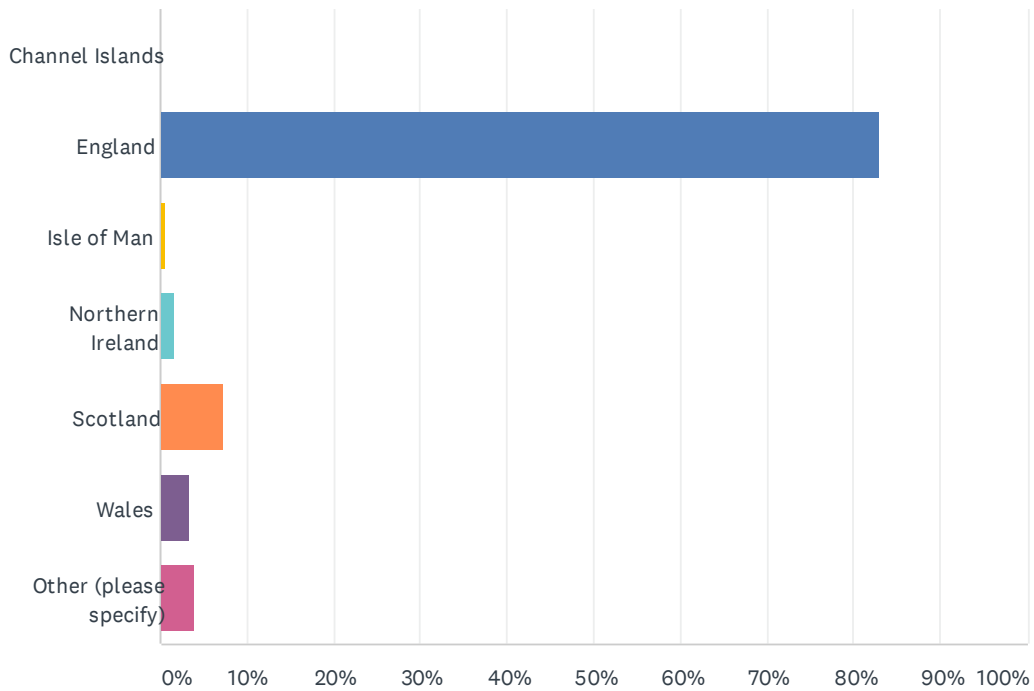


CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Band 2	1.12%	1
Band 3	1.12%	1
Band 4	0.00%	0
Band 5	17.98%	16
Band 6	26.97%	24
Band 7	32.58%	29
Band 8A	12.36%	11
Band 8B	3.37%	3
Band 8C	2.25%	2
Band 8D	1.12%	1
Band 9	1.12%	1
Not applicable	0.00%	0
TOTAL		89

Q5 Where do you study or perform your usual work?

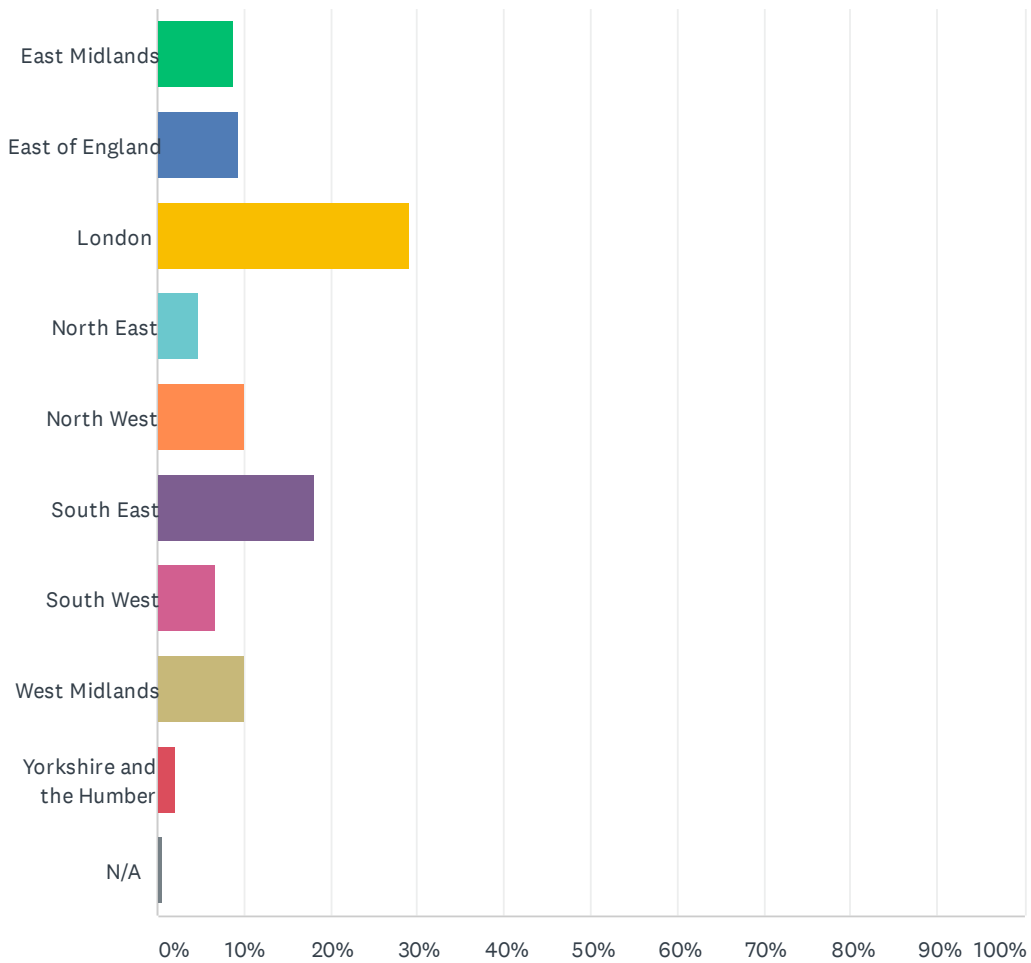
Answered: 178 Skipped: 0



ANSWER CHOICES	RESPONSES	
Channel Islands	0.00%	0
England	83.15%	148
Isle of Man	0.56%	1
Northern Ireland	1.69%	3
Scotland	7.30%	13
Wales	3.37%	6
Other (please specify)	3.93%	7
TOTAL		178

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

Answered: 148 Skipped: 30

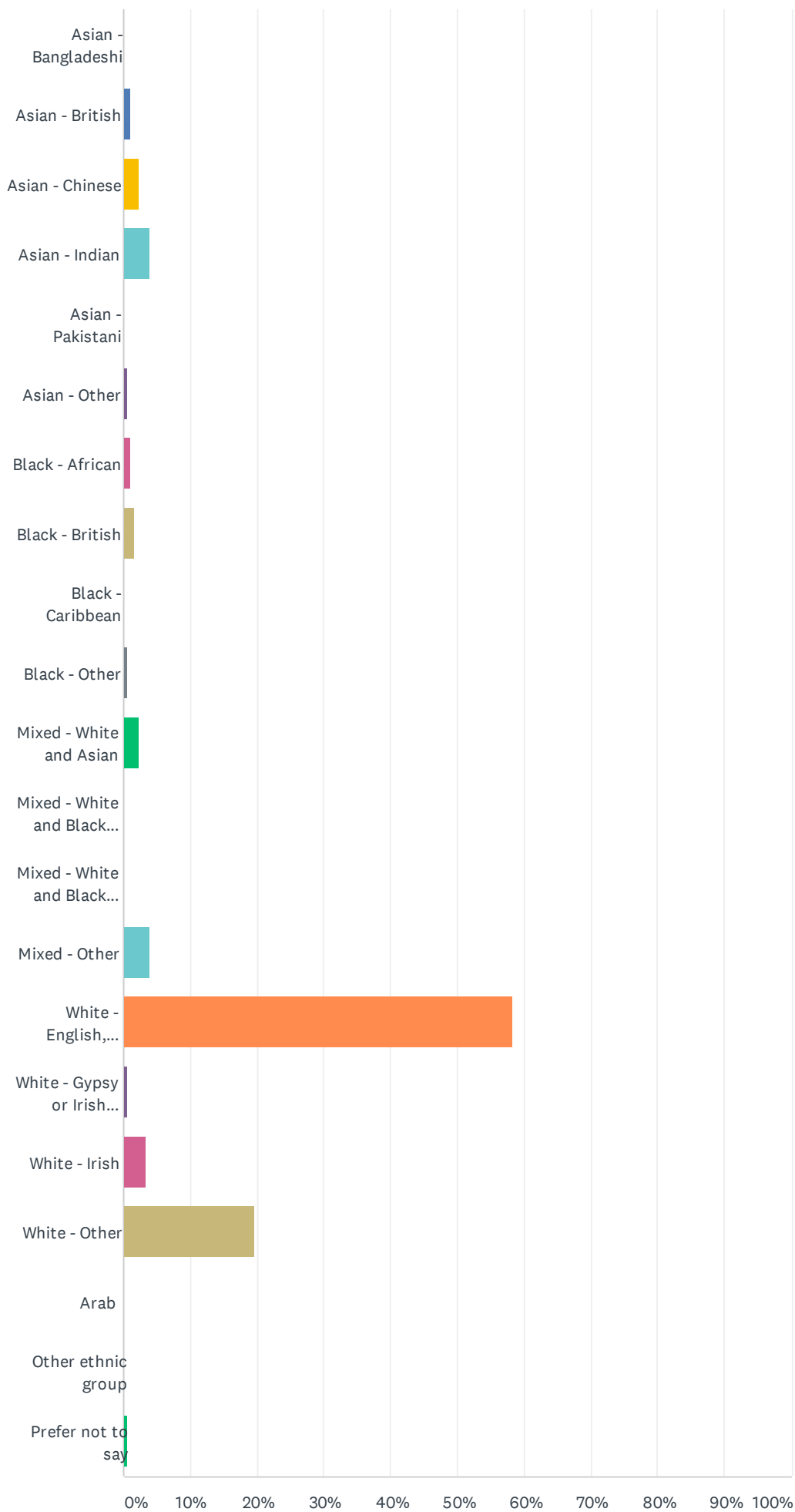


ANSWER CHOICES	RESPONSES	
East Midlands	8.78%	13
East of England	9.46%	14
London	29.05%	43
North East	4.73%	7
North West	10.14%	15
South East	18.24%	27
South West	6.76%	10
West Midlands	10.14%	15
Yorkshire and the Humber	2.03%	3
N/A	0.68%	1
TOTAL		148

Q7 How would you describe your ethnicity?

Answered: 178 Skipped: 0

CSP equality, diversity and inclusion membership survey

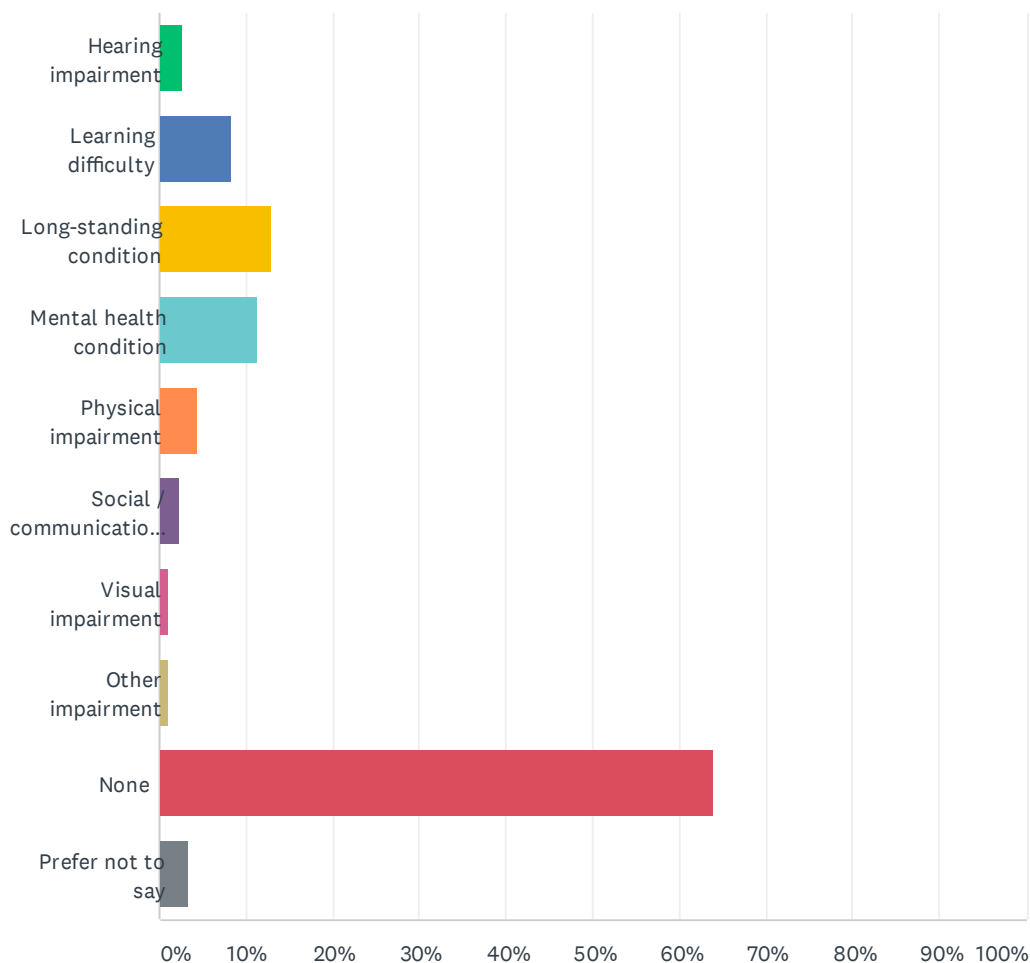


CSP equality, diversity and inclusion membership survey

ANSWER CHOICES	RESPONSES	
Asian - Bangladeshi	0.00%	0
Asian - British	1.12%	2
Asian - Chinese	2.25%	4
Asian - Indian	3.93%	7
Asian - Pakistani	0.00%	0
Asian - Other	0.56%	1
Black - African	1.12%	2
Black - British	1.69%	3
Black - Caribbean	0.00%	0
Black - Other	0.56%	1
Mixed - White and Asian	2.25%	4
Mixed - White and Black African	0.00%	0
Mixed - White and Black Caribbean	0.00%	0
Mixed - Other	3.93%	7
White - English, Northern Irish, Scottish, Welsh or British	58.43%	104
White - Gypsy or Irish Traveller	0.56%	1
White - Irish	3.37%	6
White - Other	19.66%	35
Arab	0.00%	0
Other ethnic group	0.00%	0
Prefer not to say	0.56%	1
TOTAL		178

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

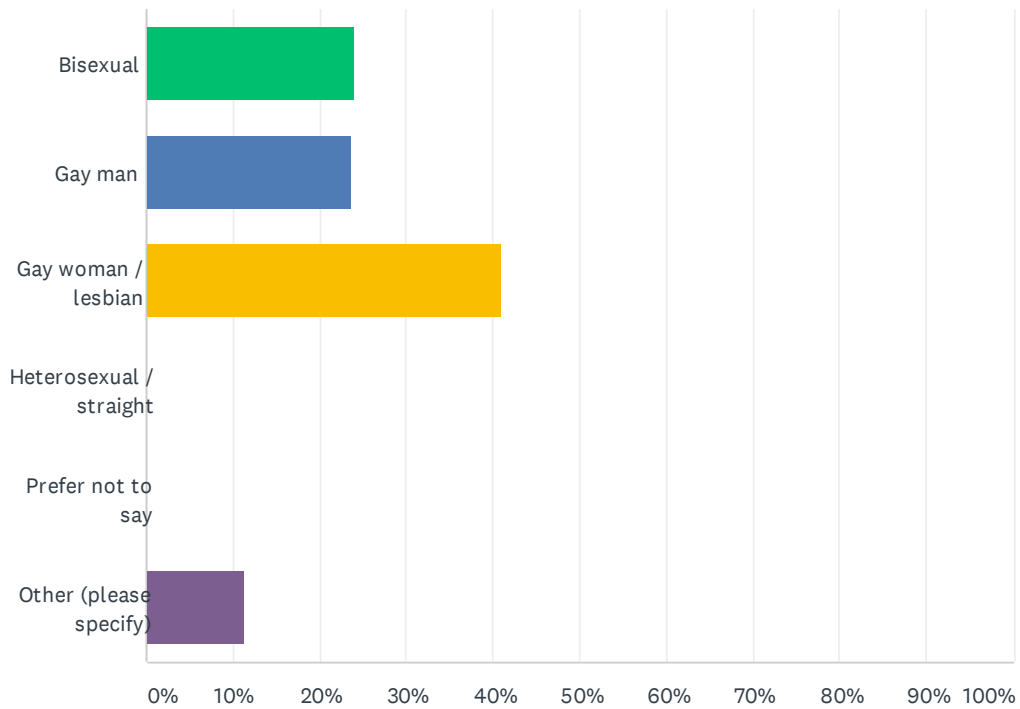
Answered: 178 Skipped: 0



ANSWER CHOICES	RESPONSES	
Hearing impairment	2.81%	5
Learning difficulty	8.43%	15
Long-standing condition	12.92%	23
Mental health condition	11.24%	20
Physical impairment	4.49%	8
Social / communication impairment	2.25%	4
Visual impairment	1.12%	2
Other impairment	1.12%	2
None	64.04%	114
Prefer not to say	3.37%	6
Total Respondents: 178		

Q9 What is your sexual orientation?

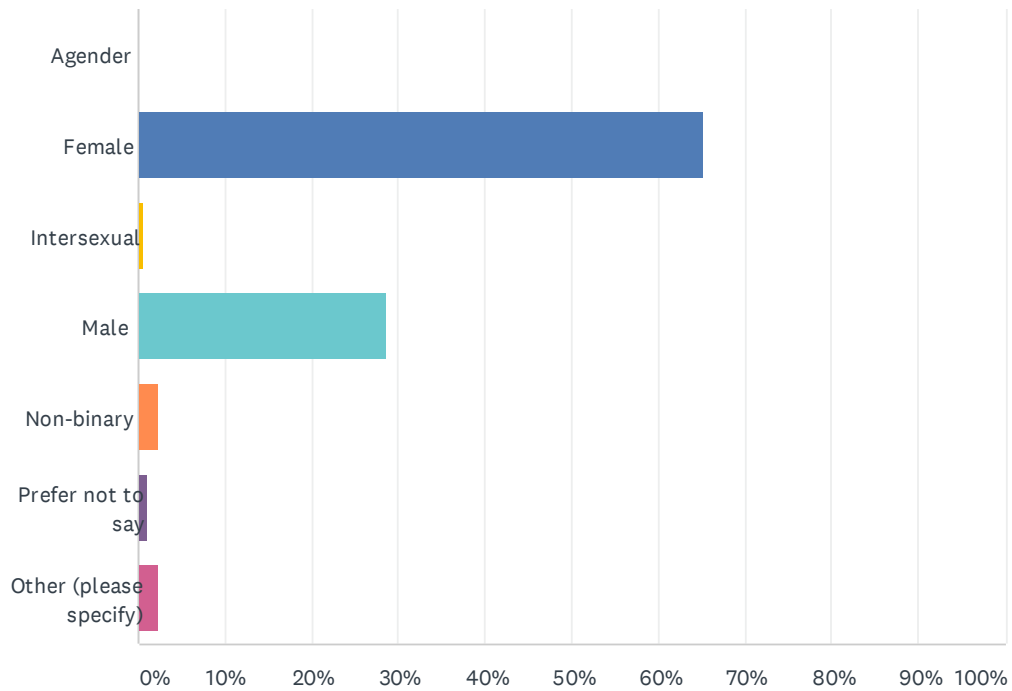
Answered: 178 Skipped: 0



ANSWER CHOICES	RESPONSES	
Bisexual	24.16%	43
Gay man	23.60%	42
Gay woman / lesbian	41.01%	73
Heterosexual / straight	0.00%	0
Prefer not to say	0.00%	0
Other (please specify)	11.24%	20
TOTAL		178

Q10 What is your gender identity?

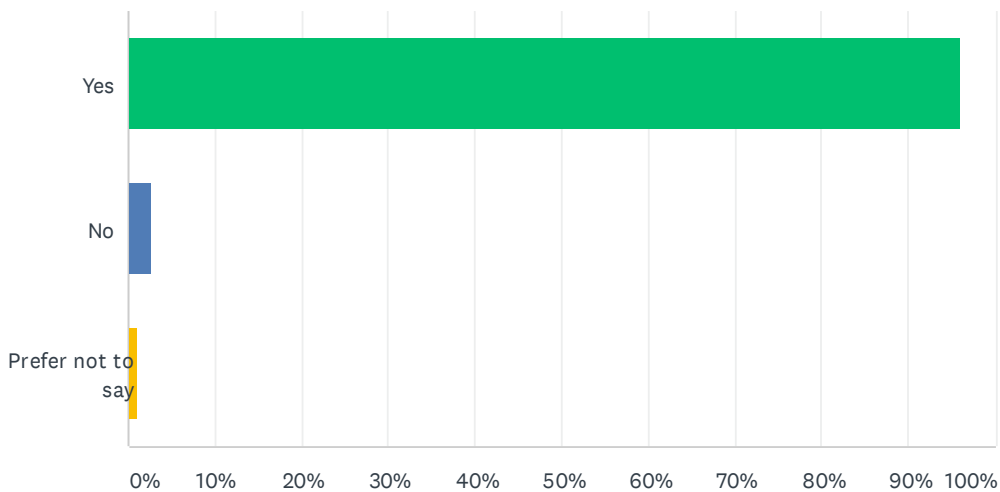
Answered: 178 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agender	0.00%	0
Female	65.17%	116
Intersexual	0.56%	1
Male	28.65%	51
Non-binary	2.25%	4
Prefer not to say	1.12%	2
Other (please specify)	2.25%	4
TOTAL		178

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

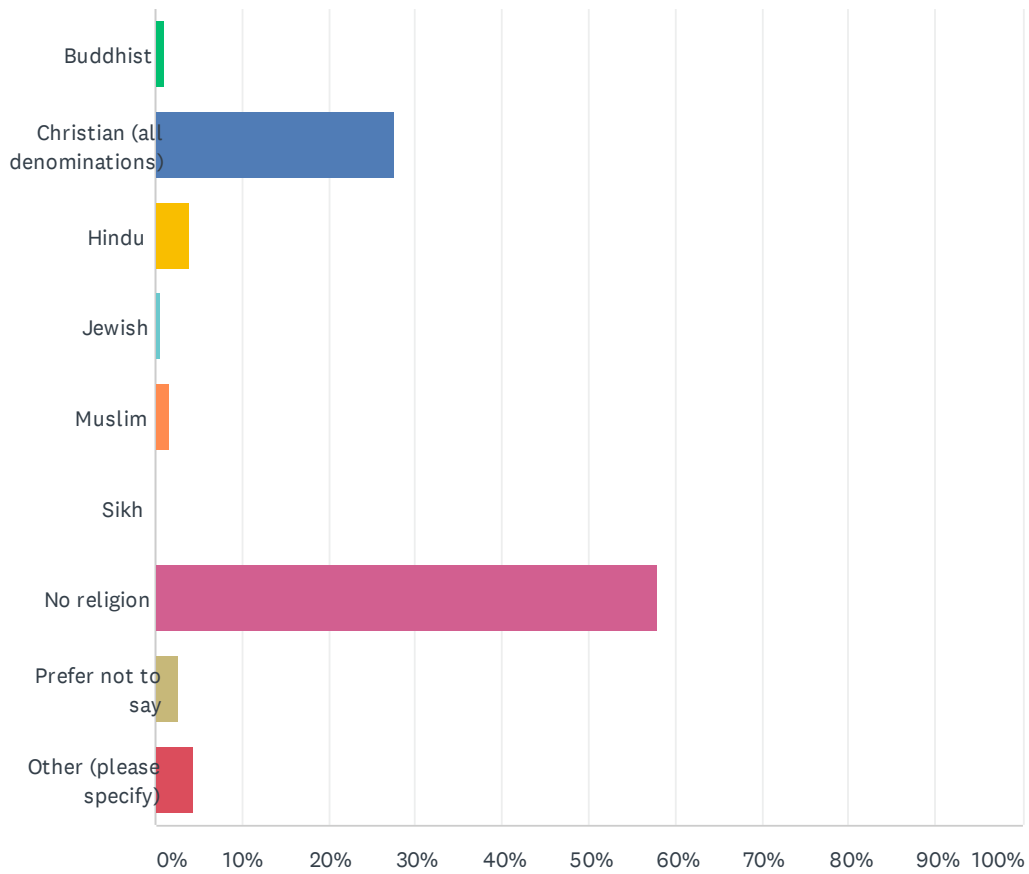
Answered: 178 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	96.07%	171
No	2.81%	5
Prefer not to say	1.12%	2
TOTAL		178

Q12 What is your religion?

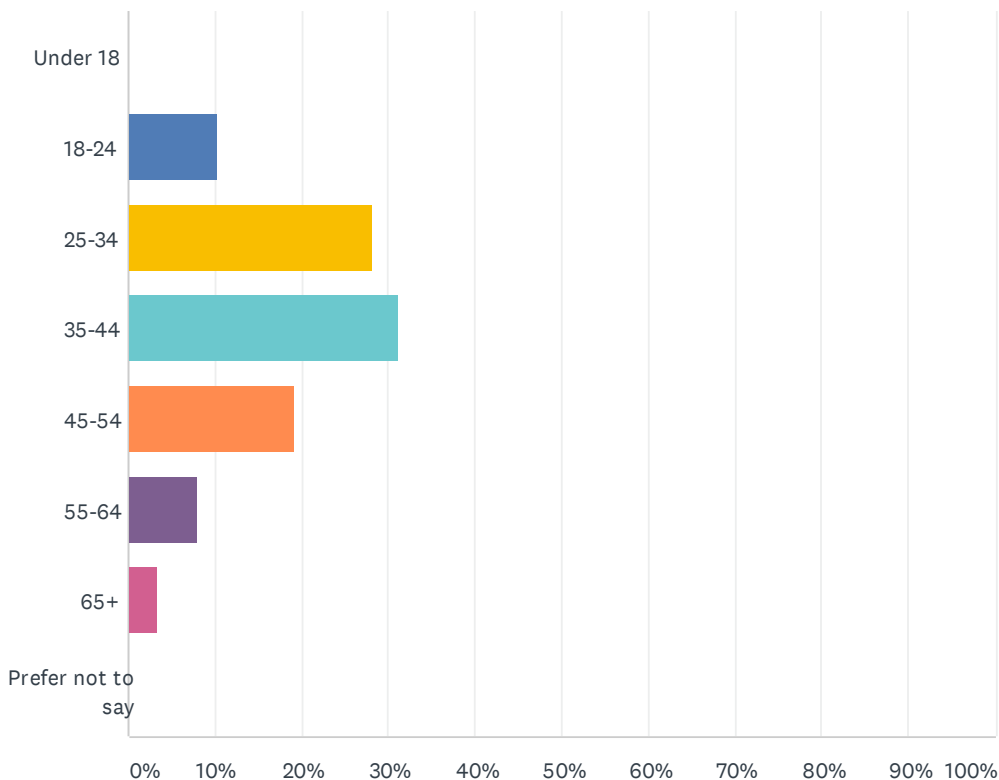
Answered: 178 Skipped: 0



ANSWER CHOICES	RESPONSES	
Buddhist	1.12%	2
Christian (all denominations)	27.53%	49
Hindu	3.93%	7
Jewish	0.56%	1
Muslim	1.69%	3
Sikh	0.00%	0
No religion	57.87%	103
Prefer not to say	2.81%	5
Other (please specify)	4.49%	8
TOTAL		178

Q13 How old are you?

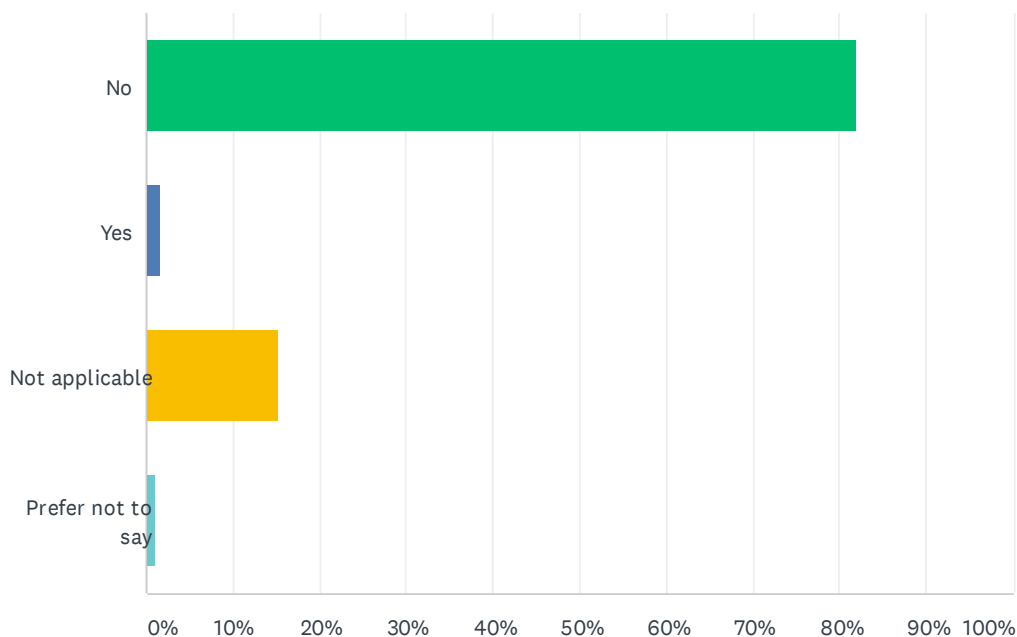
Answered: 177 Skipped: 1



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	10.17%	18
25-34	28.25%	50
35-44	31.07%	55
45-54	19.21%	34
55-64	7.91%	14
65+	3.39%	6
Prefer not to say	0.00%	0
TOTAL		177

Q14 Are you currently pregnant?

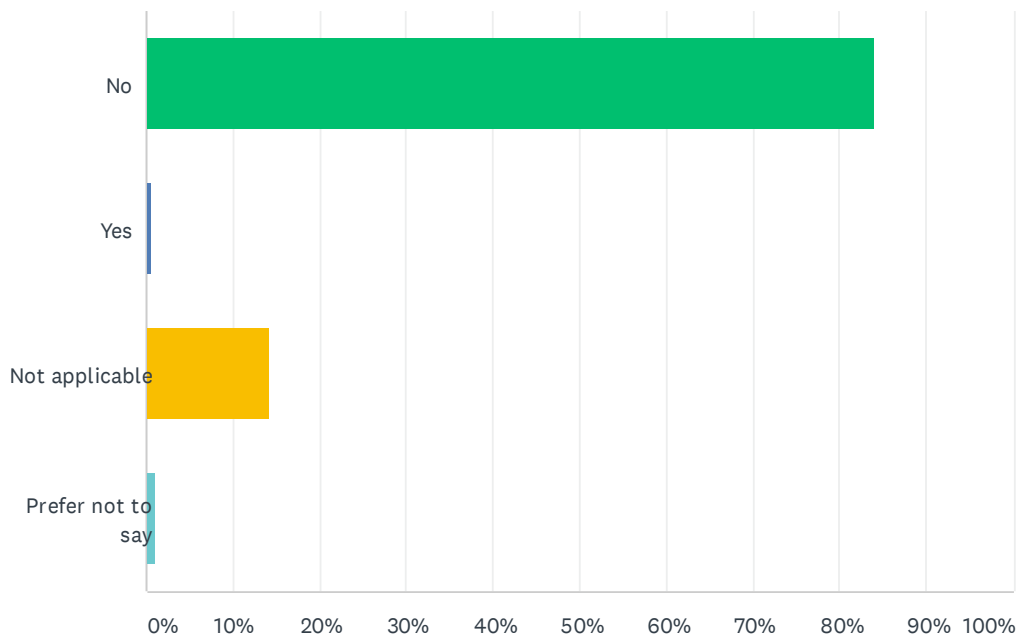
Answered: 177 Skipped: 1



ANSWER CHOICES	RESPONSES	
No	81.92%	145
Yes	1.69%	3
Not applicable	15.25%	27
Prefer not to say	1.13%	2
TOTAL		177

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

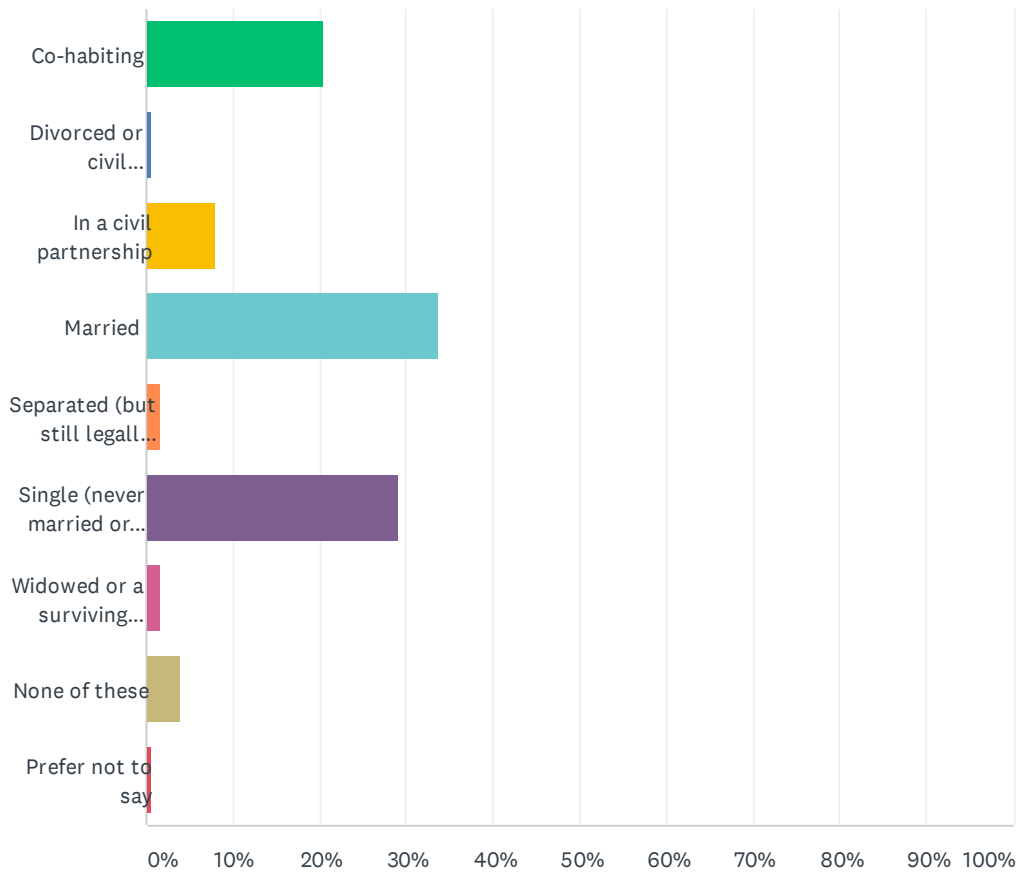
Answered: 177 Skipped: 1



ANSWER CHOICES	RESPONSES	
No	84.18%	149
Yes	0.56%	1
Not applicable	14.12%	25
Prefer not to say	1.13%	2
TOTAL		177

Q16 What best describes your current status?

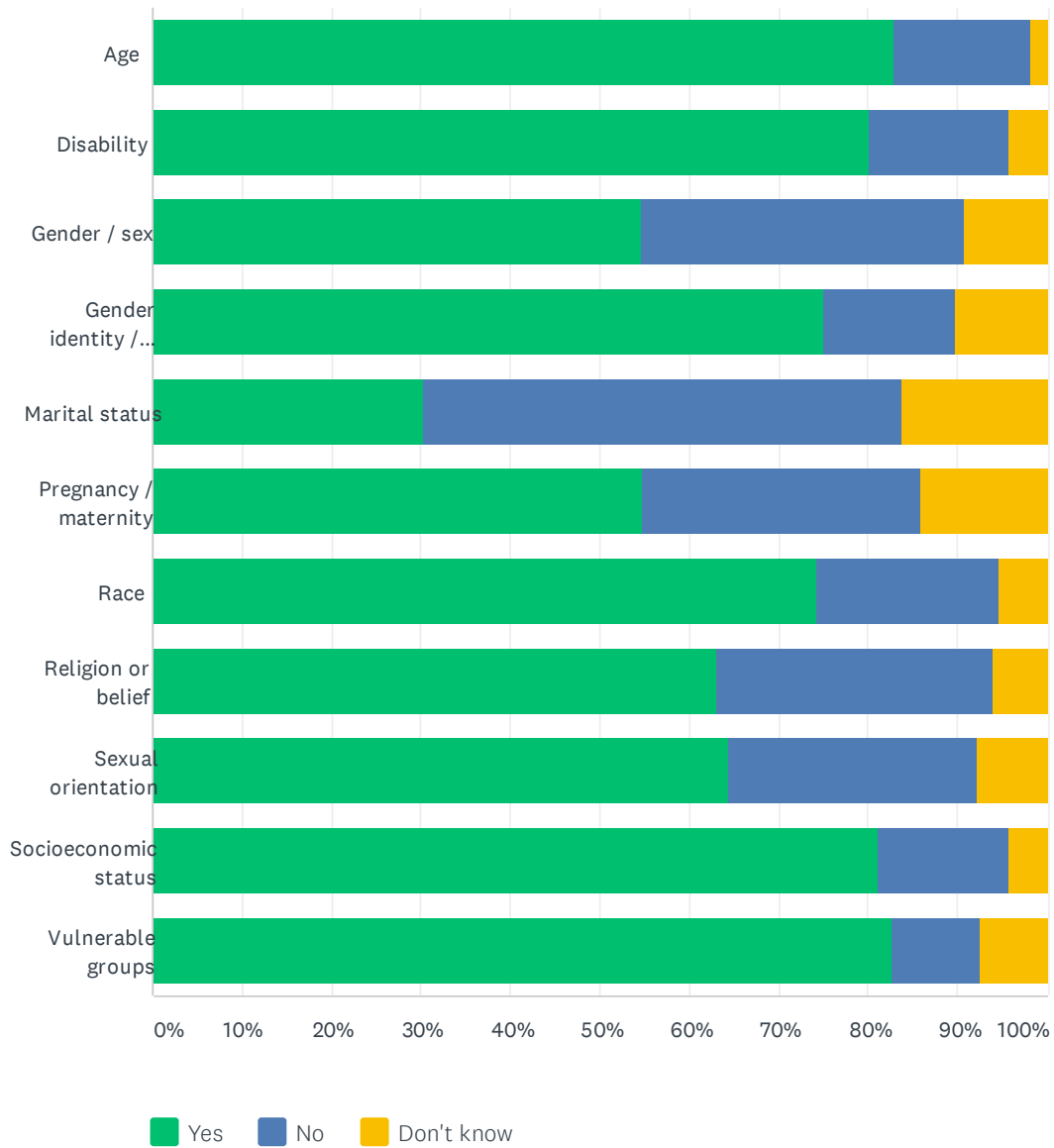
Answered: 175 Skipped: 3



ANSWER CHOICES	RESPONSES	
Co-habiting	20.57%	36
Divorced or civil partnership dissolved	0.57%	1
In a civil partnership	8.00%	14
Married	33.71%	59
Separated (but still legally married or in a civil partnership)	1.71%	3
Single (never married or never in a civil partnership)	29.14%	51
Widowed or a surviving partner from a civil partnership	1.71%	3
None of these	4.00%	7
Prefer not to say	0.57%	1
TOTAL		175

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

Answered: 166 Skipped: 12

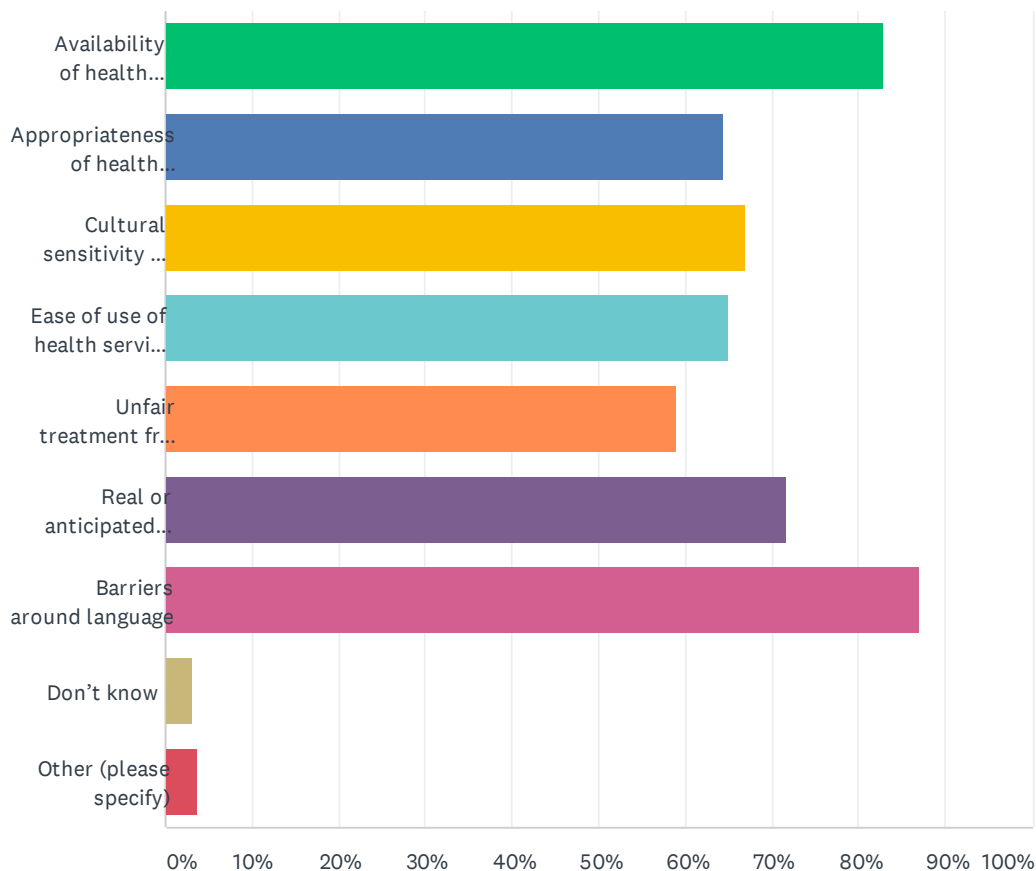


CSP equality, diversity and inclusion membership survey

	YES	NO	DON'T KNOW	TOTAL
Age	82.93% 136	15.24% 25	1.83% 3	164
Disability	80.12% 133	15.66% 26	4.22% 7	166
Gender / sex	54.60% 89	36.20% 59	9.20% 15	163
Gender identity / trans status	75.15% 124	14.55% 24	10.30% 17	165
Marital status	30.30% 50	53.33% 88	16.36% 27	165
Pregnancy / maternity	54.88% 90	31.10% 51	14.02% 23	164
Race	74.39% 122	20.12% 33	5.49% 9	164
Religion or belief	63.03% 104	30.91% 51	6.06% 10	165
Sexual orientation	64.46% 107	27.71% 46	7.83% 13	166
Socioeconomic status	81.21% 134	14.55% 24	4.24% 7	165
Vulnerable groups	82.82% 135	9.82% 16	7.36% 12	163

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

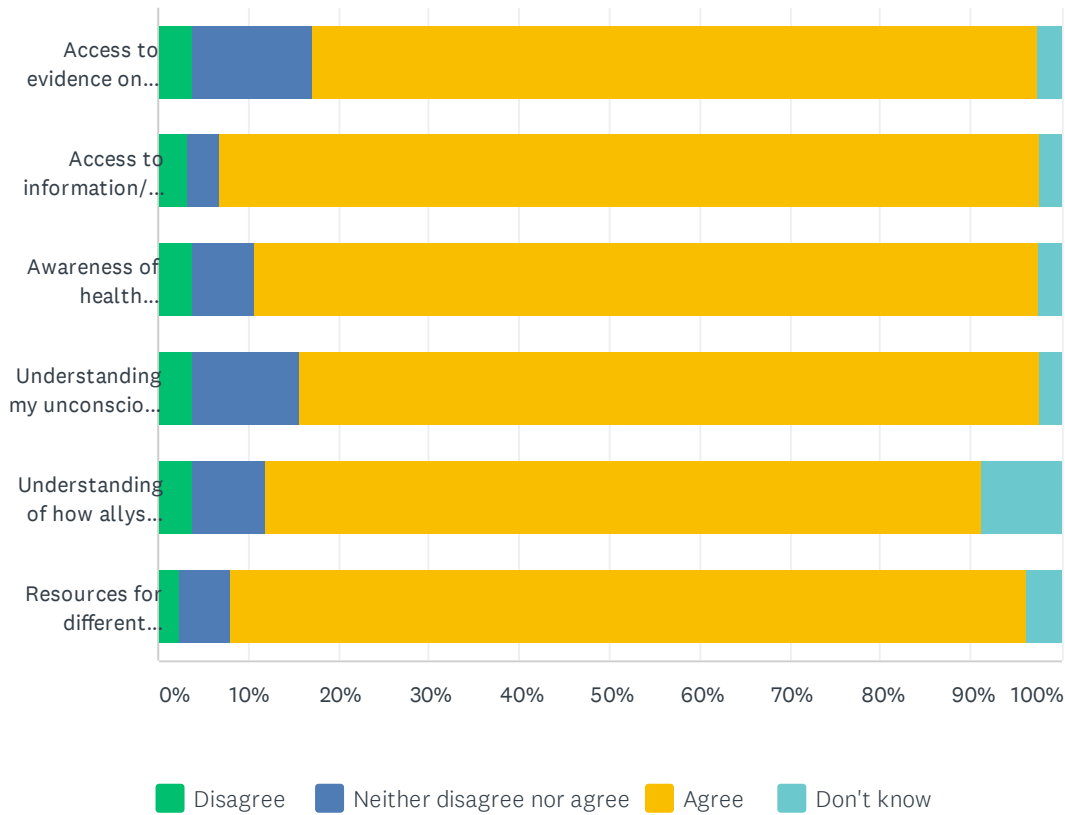
Answered: 163 Skipped: 15



ANSWER CHOICES	RESPONSES	
Availability of health services to populations	82.82%	135
Appropriateness of health services to population needs	64.42%	105
Cultural sensitivity of delivery of health services	66.87%	109
Ease of use of health services by communities	65.03%	106
Unfair treatment from health care staff	58.90%	96
Real or anticipated discrimination	71.78%	117
Barriers around language	87.12%	142
Don't know	3.07%	5
Other (please specify)	3.68%	6
Total Respondents: 163		

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

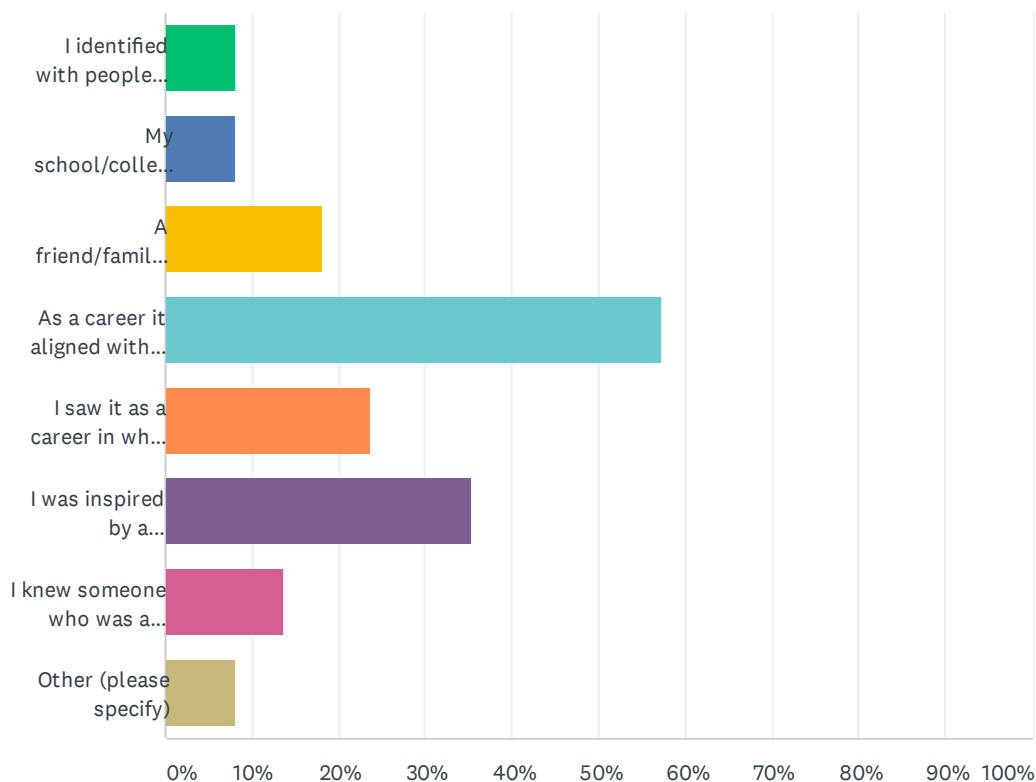
Answered: 160 Skipped: 18



	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Access to evidence on healthcare inequalities	3.77% 6	13.21% 21	80.50% 128	2.52% 4	159	0.77
Access to information/tools/guidance on how to reduce discrimination and/or barriers to access	3.13% 5	3.75% 6	90.63% 145	2.50% 4	160	0.88
Awareness of health inequalities and discrimination directed to different patient groups	3.75% 6	6.88% 11	86.88% 139	2.50% 4	160	0.83
Understanding my unconscious biases / personal prejudice – such as whiteness, Eurocentricity, heteronormative approaches	3.75% 6	11.88% 19	81.88% 131	2.50% 4	160	0.78
Understanding of how allyship can improve equality	3.75% 6	8.13% 13	79.38% 127	8.75% 14	160	0.76
Resources for different communities - including language, imagery, format	2.50% 4	5.63% 9	88.13% 141	3.75% 6	160	0.86

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

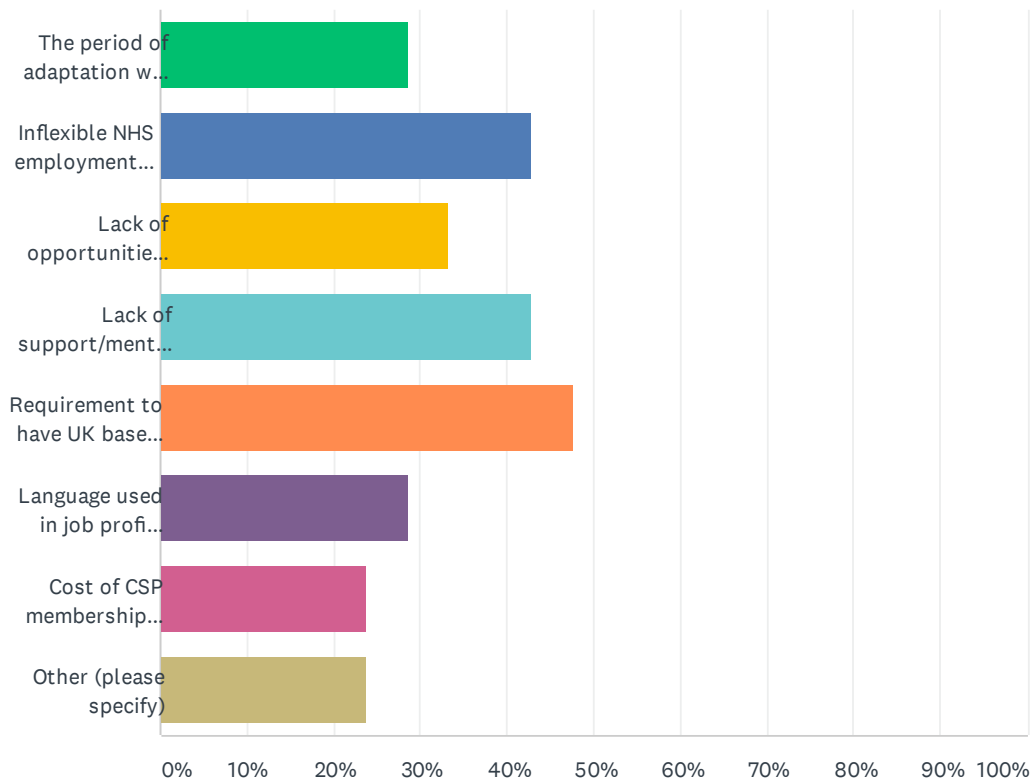
Answered: 110 Skipped: 68



ANSWER CHOICES	RESPONSES	
I identified with people similar to myself in the profession	8.18%	9
My school/college suggested it as a career	8.18%	9
A friend/family member suggested it as a career	18.18%	20
As a career it aligned with my passion	57.27%	63
I saw it as a career in which I could progress	23.64%	26
I was inspired by a physiotherapist/support worker who provided me/family with treatment	35.45%	39
I knew someone who was a physiotherapist/support worker	13.64%	15
Other (please specify)	8.18%	9
Total Respondents: 110		

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

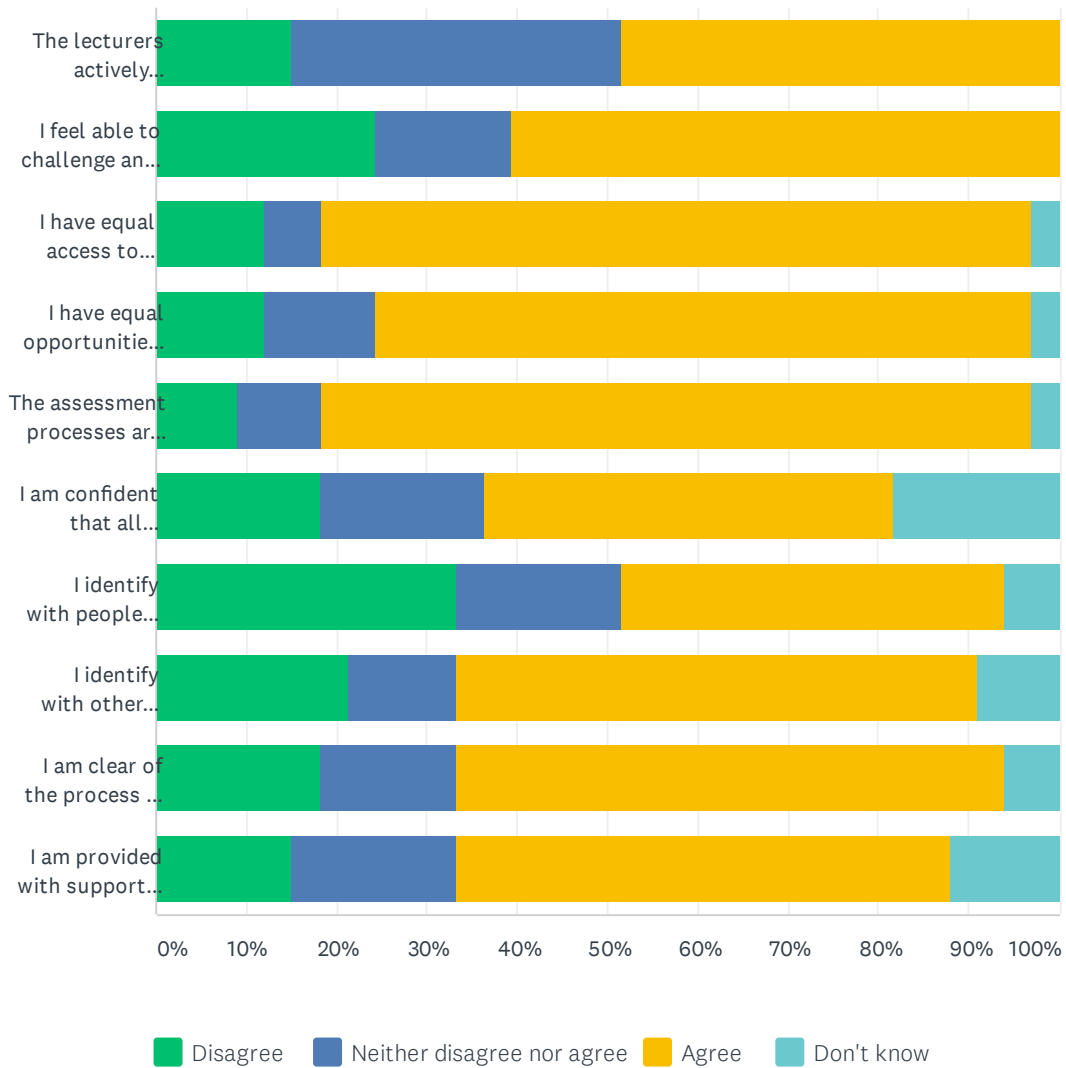
Answered: 21 Skipped: 157



ANSWER CHOICES	RESPONSES	
The period of adaptation with the HCPC prior to gaining registration	28.57%	6
Inflexible NHS employment systems/processes	42.86%	9
Lack of opportunities for networking/building contacts	33.33%	7
Lack of support/mentoring opportunities	42.86%	9
Requirement to have UK based work experience to get work/work experience	47.62%	10
Language used in job profiles and required skills/experience	28.57%	6
Cost of CSP membership while seeking employment	23.81%	5
Other (please specify)	23.81%	5
Total Respondents: 21		

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

Answered: 33 Skipped: 145

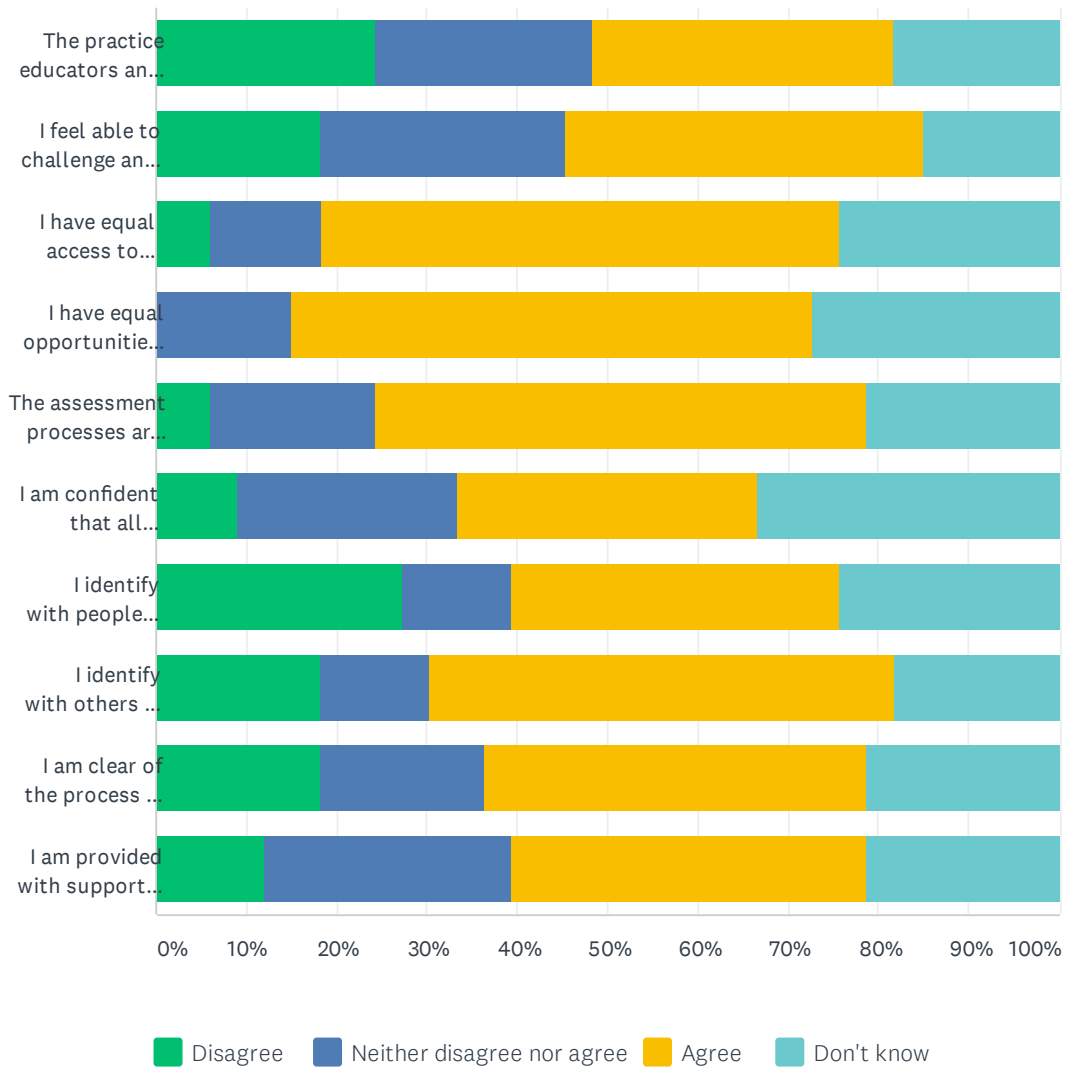


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The lecturers actively champion equality, diversity and inclusion	15.15% 5	36.36% 12	48.48% 16	0.00% 0	33	0.33
I feel able to challenge and speak out against discrimination	24.24% 8	15.15% 5	60.61% 20	0.00% 0	33	0.36
I have equal access to opportunities and awards	12.12% 4	6.06% 2	78.79% 26	3.03% 1	33	0.67
I have equal opportunities to develop a network / contacts	12.12% 4	12.12% 4	72.73% 24	3.03% 1	33	0.61
The assessment processes are fair and transparent	9.09% 3	9.09% 3	78.79% 26	3.03% 1	33	0.70
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	18.18% 6	18.18% 6	45.45% 15	18.18% 6	33	0.27
I identify with people similar to myself in educator positions	33.33% 11	18.18% 6	42.42% 14	6.06% 2	33	0.09
I identify with other students who are similar to me	21.21% 7	12.12% 4	57.58% 19	9.09% 3	33	0.36
I am clear of the process to use if I feel harassed, victimised, or discriminated against	18.18% 6	15.15% 5	60.61% 20	6.06% 2	33	0.42
I am provided with support to raise concerns and challenge discriminatory behaviour	15.15% 5	18.18% 6	54.55% 18	12.12% 4	33	0.39

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

Answered: 33 Skipped: 145

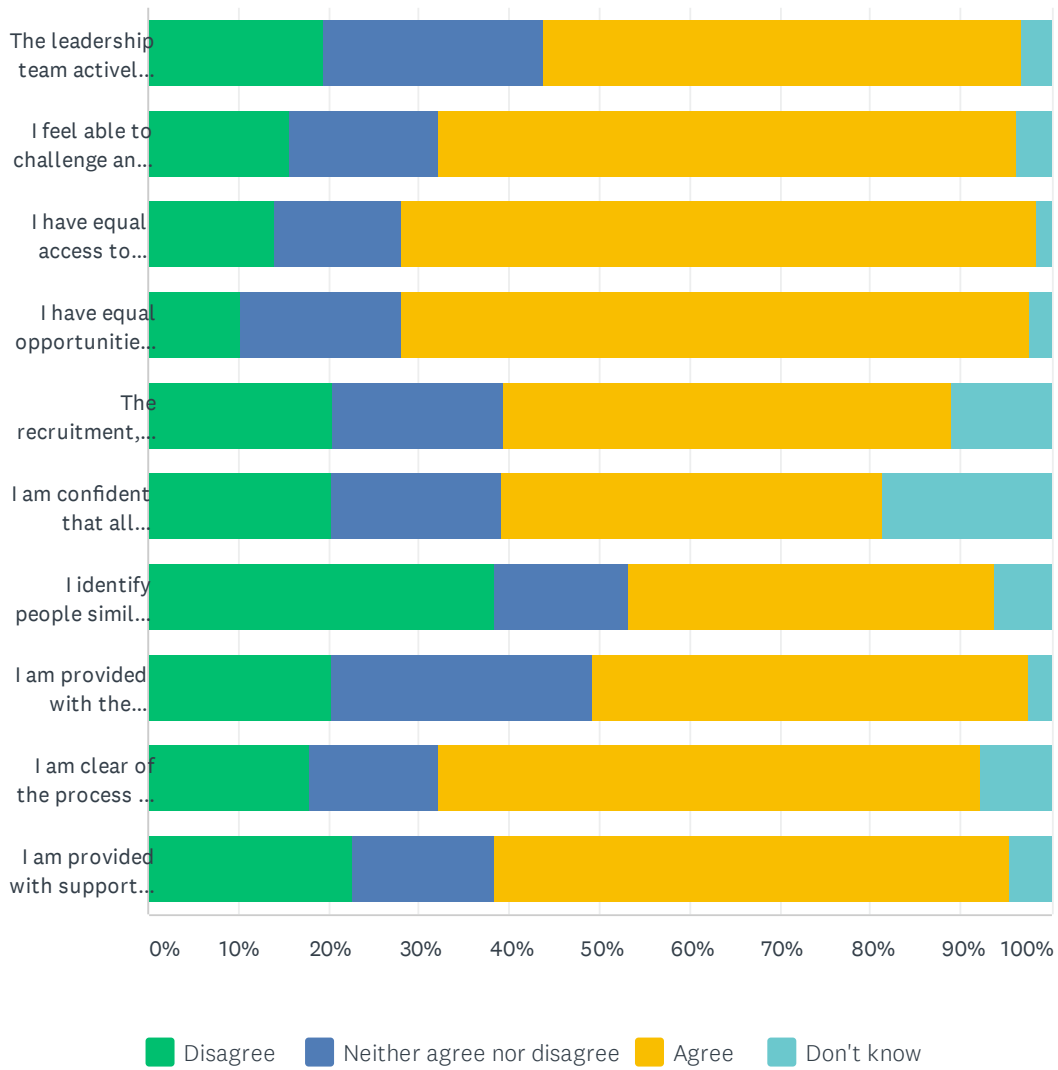


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The practice educators and placement supervisors actively champion equality, diversity and inclusion	24.24% 8	24.24% 8	33.33% 11	18.18% 6	33	0.09
I feel able to challenge and speak out against discrimination	18.18% 6	27.27% 9	39.39% 13	15.15% 5	33	0.21
I have equal access to opportunities	6.06% 2	12.12% 4	57.58% 19	24.24% 8	33	0.52
I have equal opportunities to develop a network / contacts	0.00% 0	15.15% 5	57.58% 19	27.27% 9	33	0.58
The assessment processes are fair and transparent	6.06% 2	18.18% 6	54.55% 18	21.21% 7	33	0.48
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	9.09% 3	24.24% 8	33.33% 11	33.33% 11	33	0.24
I identify with people similar to myself in educator/supervisor positions	27.27% 9	12.12% 4	36.36% 12	24.24% 8	33	0.09
I identify with others who are similar to me	18.18% 6	12.12% 4	51.52% 17	18.18% 6	33	0.33
I am clear of the process to use if I feel harassed, victimised, or discriminated against	18.18% 6	18.18% 6	42.42% 14	21.21% 7	33	0.24
I am provided with support to raise concerns and challenge discriminatory behaviour	12.12% 4	27.27% 9	39.39% 13	21.21% 7	33	0.27

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

Answered: 128 Skipped: 50

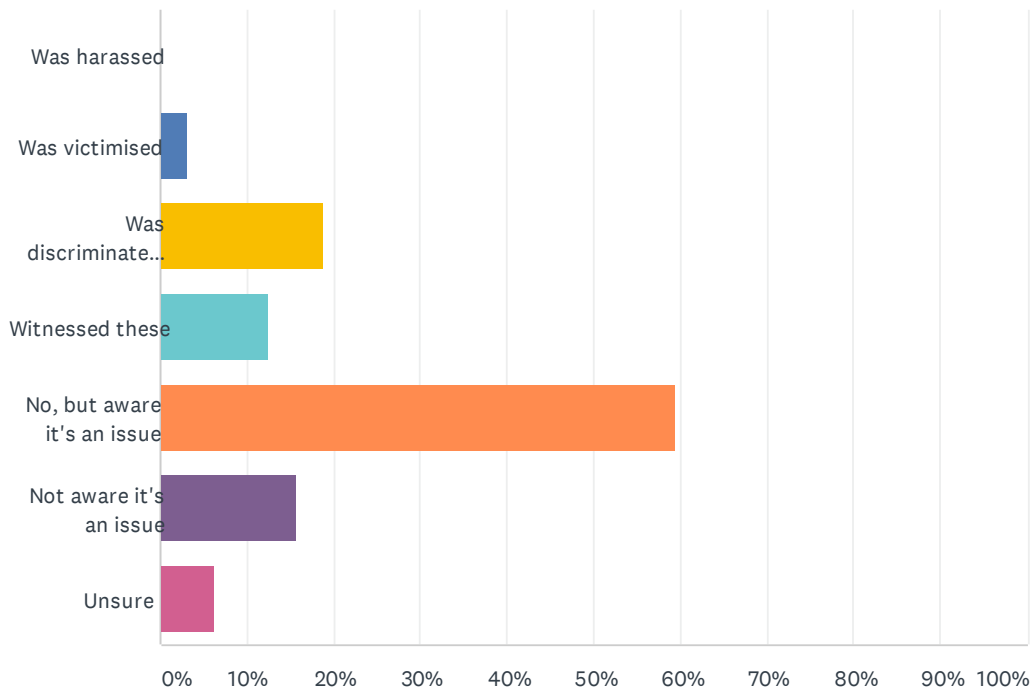


CSP equality, diversity and inclusion membership survey

	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The leadership team actively champion equality, diversity and inclusion	19.53% 25	24.22% 31	53.13% 68	3.13% 4	128	0.34
I feel able to challenge and speak out against discrimination	15.63% 20	16.41% 21	64.06% 82	3.91% 5	128	0.48
I have equal access to training, mentoring and development opportunities	14.06% 18	14.06% 18	70.31% 90	1.56% 2	128	0.56
I have equal opportunities to develop a network / contacts	10.16% 13	17.97% 23	69.53% 89	2.34% 3	128	0.59
The recruitment, promotion, progression and disciplinary processes are fair and transparent	20.47% 26	18.90% 24	49.61% 63	11.02% 14	127	0.29
I am confident that all reports of unequal treatment are taken seriously and dealt with appropriately	20.31% 26	18.75% 24	42.19% 54	18.75% 24	128	0.22
I identify people similar to myself in leadership positions	38.28% 49	14.84% 19	40.63% 52	6.25% 8	128	0.02
I am provided with the support to engage with people from all backgrounds and experiences	20.31% 26	28.91% 37	48.44% 62	2.34% 3	128	0.28
I am clear of the process to use if I feel harassed, victimised, or discriminated against	17.97% 23	14.06% 18	60.16% 77	7.81% 10	128	0.42
I am provided with support to raise concerns and challenge discriminatory behaviour	22.66% 29	15.63% 20	57.03% 73	4.69% 6	128	0.34

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

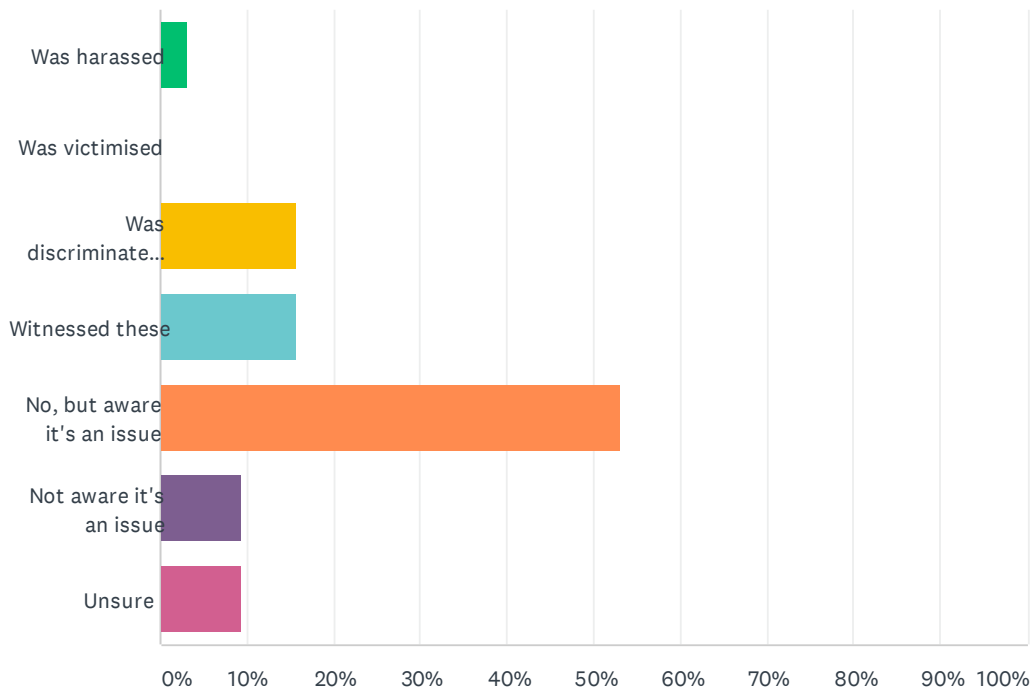
Answered: 32 Skipped: 146



ANSWER CHOICES	RESPONSES	
Was harassed	0.00%	0
Was victimised	3.13%	1
Was discriminated against	18.75%	6
Witnessed these	12.50%	4
No, but aware it's an issue	59.38%	19
Not aware it's an issue	15.63%	5
Unsure	6.25%	2
Total Respondents: 32		

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

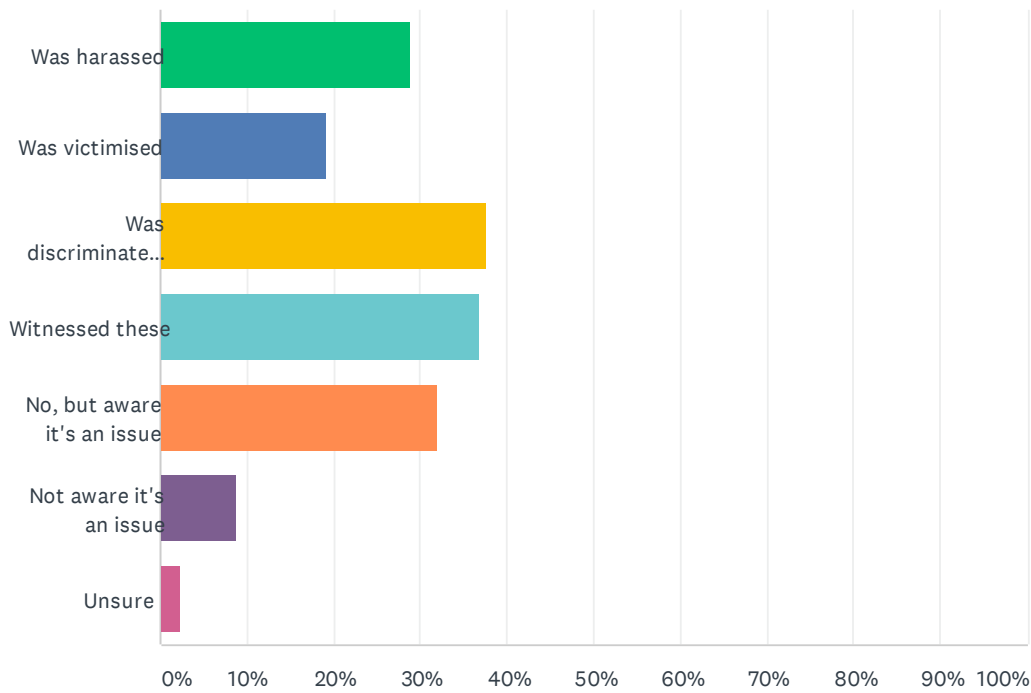
Answered: 32 Skipped: 146



ANSWER CHOICES	RESPONSES	
Was harassed	3.13%	1
Was victimised	0.00%	0
Was discriminated against	15.63%	5
Witnessed these	15.63%	5
No, but aware it's an issue	53.13%	17
Not aware it's an issue	9.38%	3
Unsure	9.38%	3
Total Respondents: 32		

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

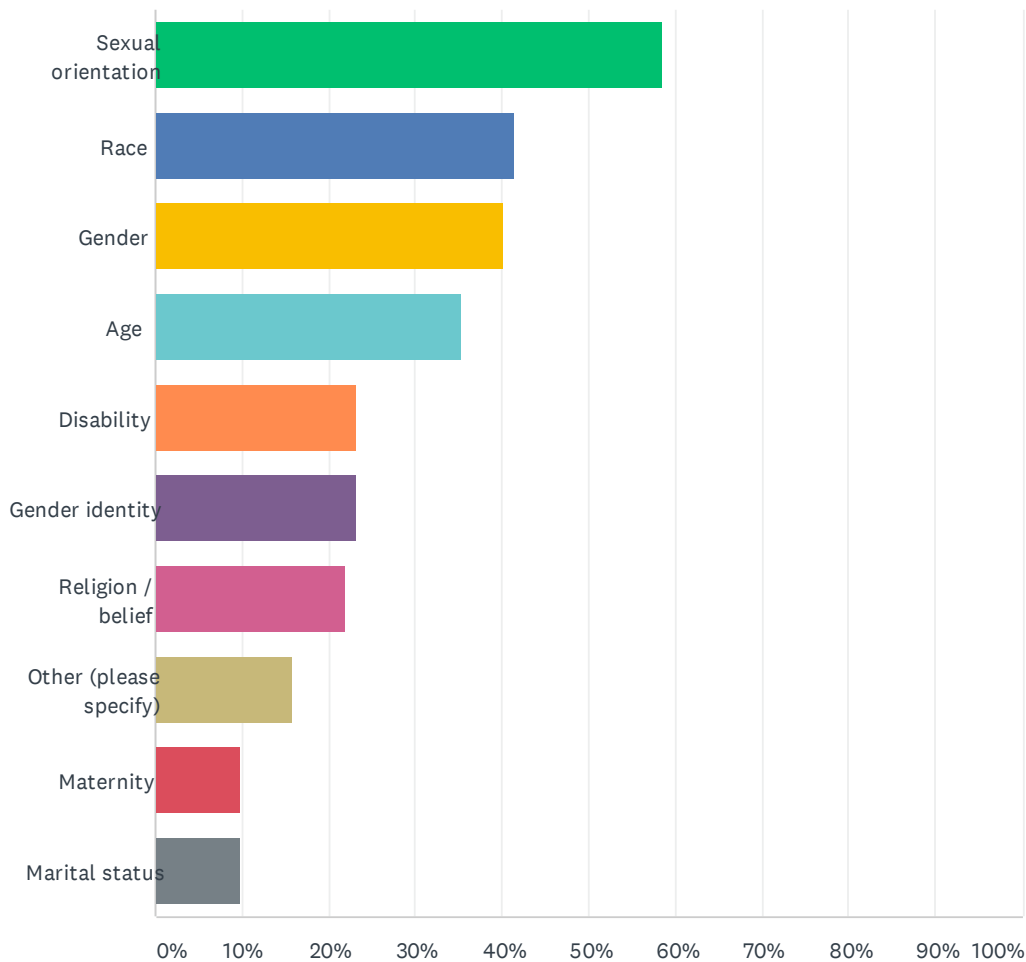
Answered: 125 Skipped: 53



ANSWER CHOICES	RESPONSES	
Was harassed	28.80%	36
Was victimised	19.20%	24
Was discriminated against	37.60%	47
Witnessed these	36.80%	46
No, but aware it's an issue	32.00%	40
Not aware it's an issue	8.80%	11
Unsure	2.40%	3
Total Respondents: 125		

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

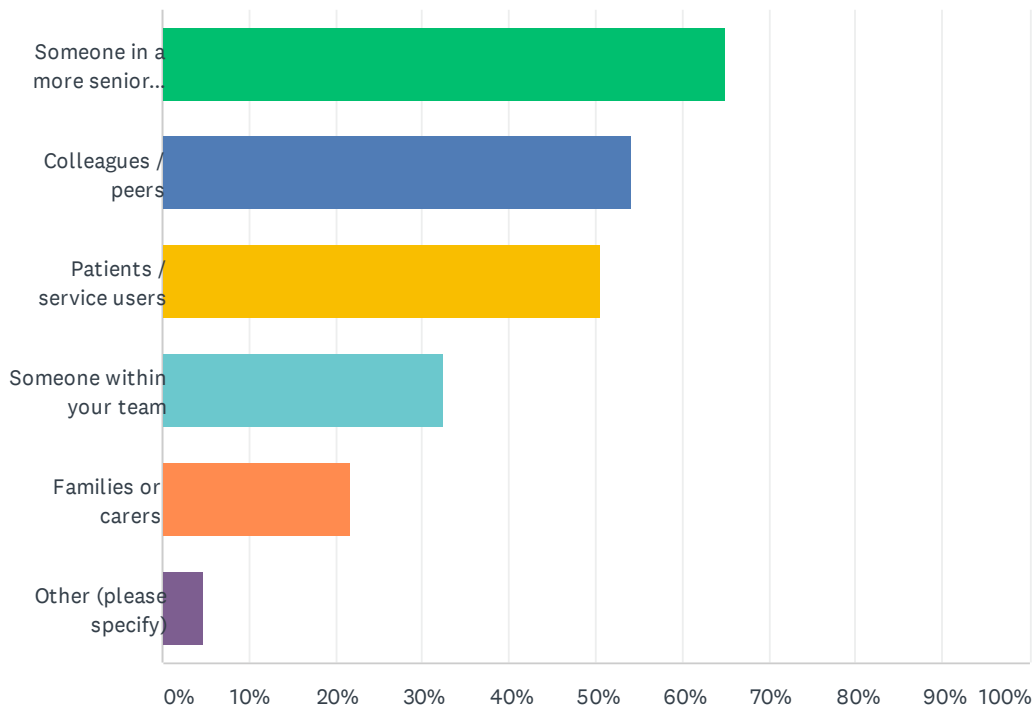
Answered: 82 Skipped: 96



ANSWER CHOICES	RESPONSES	
Sexual orientation	58.54%	48
Race	41.46%	34
Gender	40.24%	33
Age	35.37%	29
Disability	23.17%	19
Gender identity	23.17%	19
Religion / belief	21.95%	18
Other (please specify)	15.85%	13
Maternity	9.76%	8
Marital status	9.76%	8
Total Respondents: 82		

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

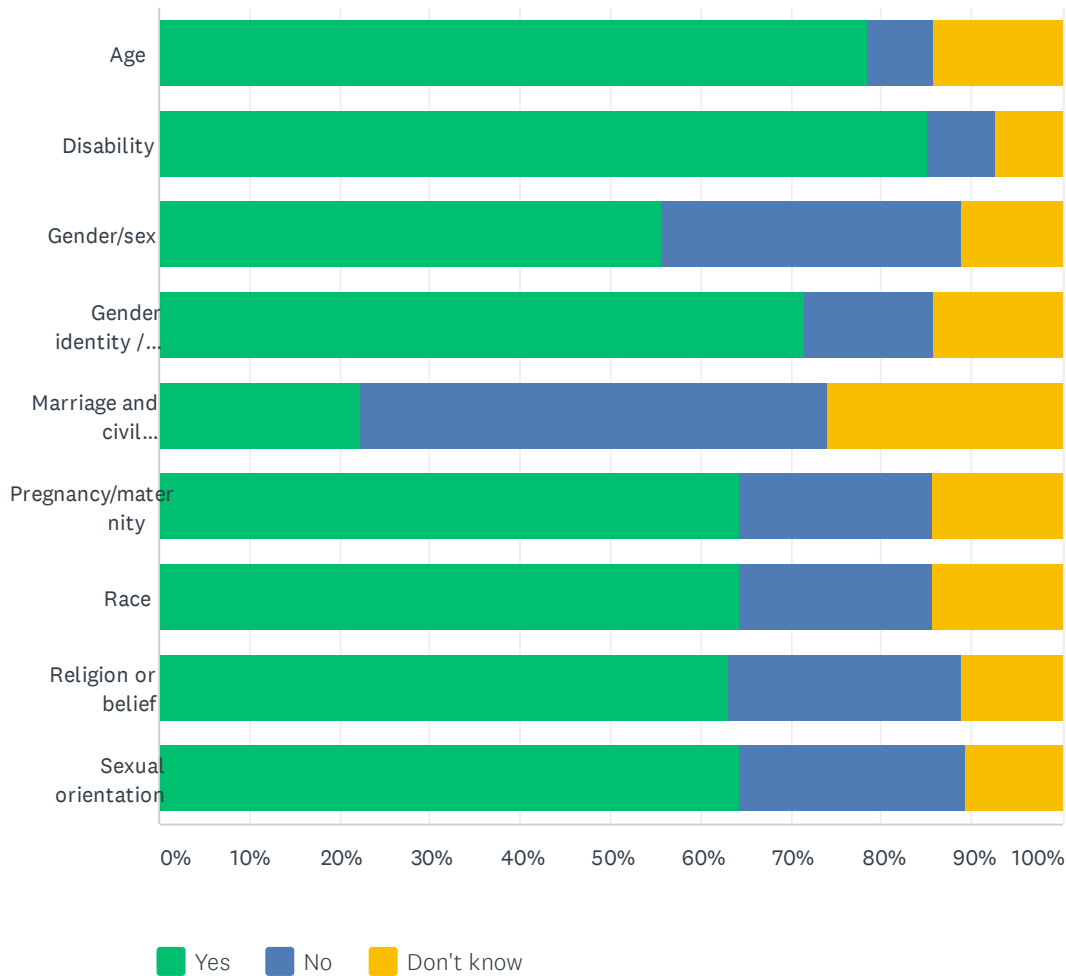
Answered: 83 Skipped: 95



ANSWER CHOICES	RESPONSES	
Someone in a more senior position	65.06%	54
Colleagues / peers	54.22%	45
Patients / service users	50.60%	42
Someone within your team	32.53%	27
Families or carers	21.69%	18
Other (please specify)	4.82%	4
Total Respondents: 83		

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

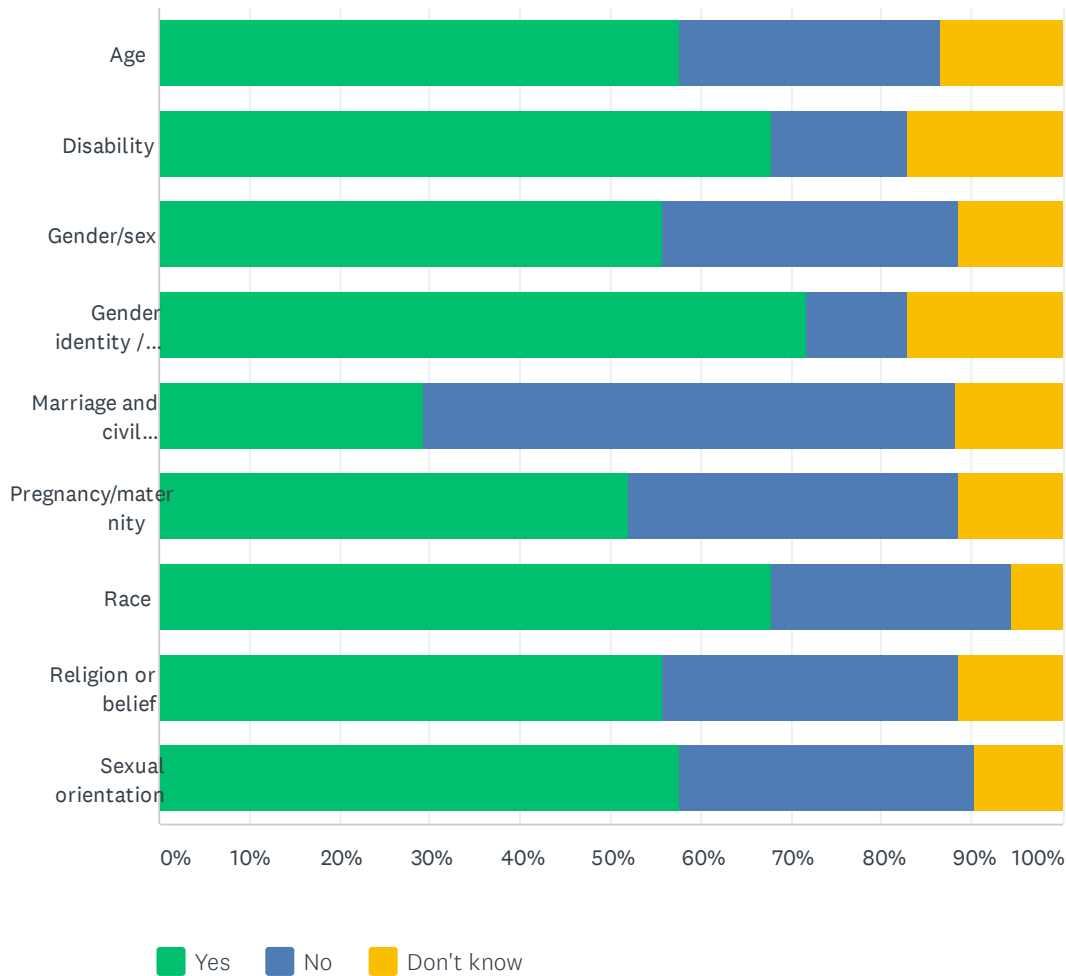
Answered: 28 Skipped: 150



	YES	NO	DON'T KNOW	TOTAL
Age	78.57% 22	7.14% 2	14.29% 4	28
Disability	85.19% 23	7.41% 2	7.41% 2	27
Gender/sex	55.56% 15	33.33% 9	11.11% 3	27
Gender identity / trans status	71.43% 20	14.29% 4	14.29% 4	28
Marriage and civil partnership	22.22% 6	51.85% 14	25.93% 7	27
Pregnancy/maternity	64.29% 18	21.43% 6	14.29% 4	28
Race	64.29% 18	21.43% 6	14.29% 4	28
Religion or belief	62.96% 17	25.93% 7	11.11% 3	27
Sexual orientation	64.29% 18	25.00% 7	10.71% 3	28

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

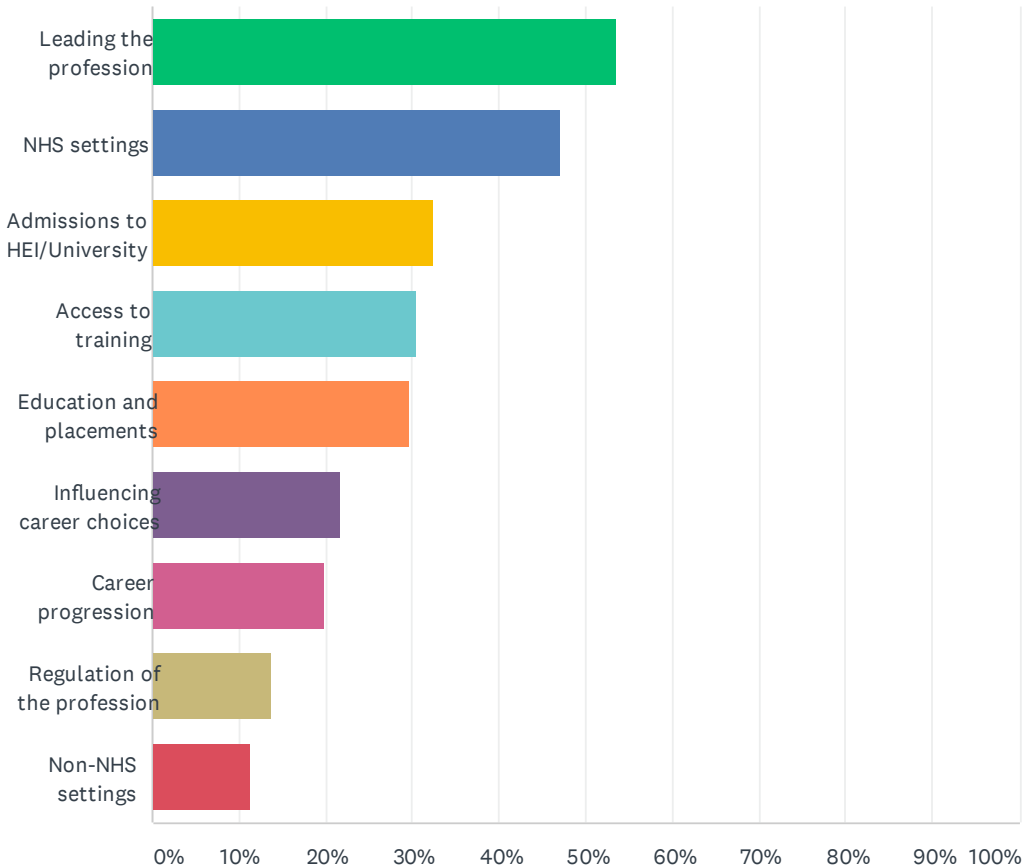
Answered: 53 Skipped: 125



	YES	NO	DON'T KNOW	TOTAL
Age	57.69% 30	28.85% 15	13.46% 7	52
Disability	67.92% 36	15.09% 8	16.98% 9	53
Gender/sex	55.77% 29	32.69% 17	11.54% 6	52
Gender identity / trans status	71.70% 38	11.32% 6	16.98% 9	53
Marriage and civil partnership	29.41% 15	58.82% 30	11.76% 6	51
Pregnancy/maternity	51.92% 27	36.54% 19	11.54% 6	52
Race	67.92% 36	26.42% 14	5.66% 3	53
Religion or belief	55.77% 29	32.69% 17	11.54% 6	52
Sexual orientation	57.69% 30	32.69% 17	9.62% 5	52

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: 151 Skipped: 27



ANSWER CHOICES	RESPONSES
Leading the profession	53.64% 81
NHS settings	47.02% 71
Admissions to HEI/University	32.45% 49
Access to training	30.46% 46
Education and placements	29.80% 45
Influencing career choices	21.85% 33
Career progression	19.87% 30
Regulation of the profession	13.91% 21
Non-NHS settings	11.26% 17
Total Respondents: 151	

Q33 Why do you think that?

Answered: 85 Skipped: 93

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: 32 Skipped: 146