**Academy of
Medical Royal
Colleges**

Findings from the equality and diversity survey of Academy committees

Background

The Academy Council agreed in September 2021 to take steps to improve equality and diversity on Academy committees. As a first step, it was agreed we should conduct an audit of our current membership.

A survey using the census questions and protected characteristics was sent to all Academy Committee members (including coopted members) in April 2022.

This report gives the results compared against UK general population data[1] and data held for doctors on the GMC register[2] as a guide. Some commentary on outliers is provided, but at this stage no recommendations are made. Data for individual committees will be given to the relevant committees in due course.

A detailed breakdown of the individual questions is a provided in the Appendix.

Results

Academy results given in comparison to the GMC data and general population data

Question	Response options	Academy data [%]	GMC data[1] [%]	General population data[2] [%]
1: What is your sex?	Male	48	53	49
	Female	51	47	51
	Prefer not to say	1	-	-
2: What is your sexual orientation?	Heterosexual	90	65	94
	Gay or lesbian	5	1	2
	Bisexual	1	1	1
	Prefer not to say	4	9	2
	Unknown	-	24	1

[1] GMC register May 2022
[2] Office of National Statistics Census 2021

Question	Response options	Academy data [%]	GMC data[1] [%]	General population data[2] [%]
3: What is your ethnic group?	Asian	11	-	8
	Arab	1	-	-
	black	2	-	3
	Other	1	BME 42	4
	white	84	51	85
	Prefer not to say	1	2	-
	Unknown	-	5	-
4: What is your religion?	Muslim	1	13	5
	Hindu	6	7	2
	Buddhist	1	2	0
	Jewish	4	1	0
	Sikh	1	1	1
	Christian	47	25	55
	Other	2	1	2
	Unknown	-	24	-
	None	36	19	35
	Prefer not to say	2	7	-
5: Do you consider yourself to have a disability?[3]	Yes	10	4	22
	No	88	67	78 [includes unknown]
	Prefer not to say	2	5	-
	Unknown	-	24	-
6: What age are you?	20-39	13	43	27
	40-59	50	43	26
	60-79	30	10	19
	Prefer not to say	6	-	-
	Unclear response	1	-	-
7: Are you pregnant/on maternity/paternity leave	Pregnant	1	-	-
	On maternity leave	1	-	-
	Prefer not to say	1	-	-
	None of the above	97	-	-

Total number of survey respondents	233
Total number of potential survey respondents	537
Survey response rate	43%

[3] Within the meaning/definition of the Equality Act 2010

Summary of findings

1. **Sex** – The percentages of those reporting to be male and female in the Academy committee membership (48% and 51% respectively) is in line with both the UK general population and GMC data.

2. **Sexual orientation** – Six percent of Academy committee members said that they are gay, lesbian or bisexual. Slightly more than the UK population and GMC data (3% and 2% respectively).

3. **Ethnicity** – The percentage of respondents who said that they are white in the Academy survey (84%) is in line with UK general population data (85%), but very different from the GMC data (51%).

   When comparing the UK general population data to Academy committee membership, the following differences can be seen:

   — Eight percent of the respondents to the Academy's survey (see Appendix) said that they are *Asian/Asian British – Indian*, compared to 3% in the UK general population[2]

   — One percent of respondents to the Academy's survey (see Appendix) said that they are *black/black British-African* compared to 2% for the UK general population.[2]

4. **Religion** – The most notable outliers identified for religion between the data sets are:

   — One percent of respondents to the Academy's survey reported that they are Muslim compared to 5% in the UK general population and 13% in the GMC's data.

   — Of those who responded to the Academy's survey, 47% said that they are Christian compared to 55% in the UK general population, and 25% in the GMC's data.

   — Of those who responded to the Academy's survey, 6% selected Hindu as their religion compared to 2% in the UK general population and 7% in the GMC's data.

5. **Disability** – Ten percent of Academy survey respondents said that they considered they had a disability compared to 22% in the UK general population and 4% in the GMC's data.

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[2] Office of National Statistics Census 2021

6. **Age** – Respondents to the Academy survey were asked their year of birth. Answers have been grouped into age ranges for ease of analysis.
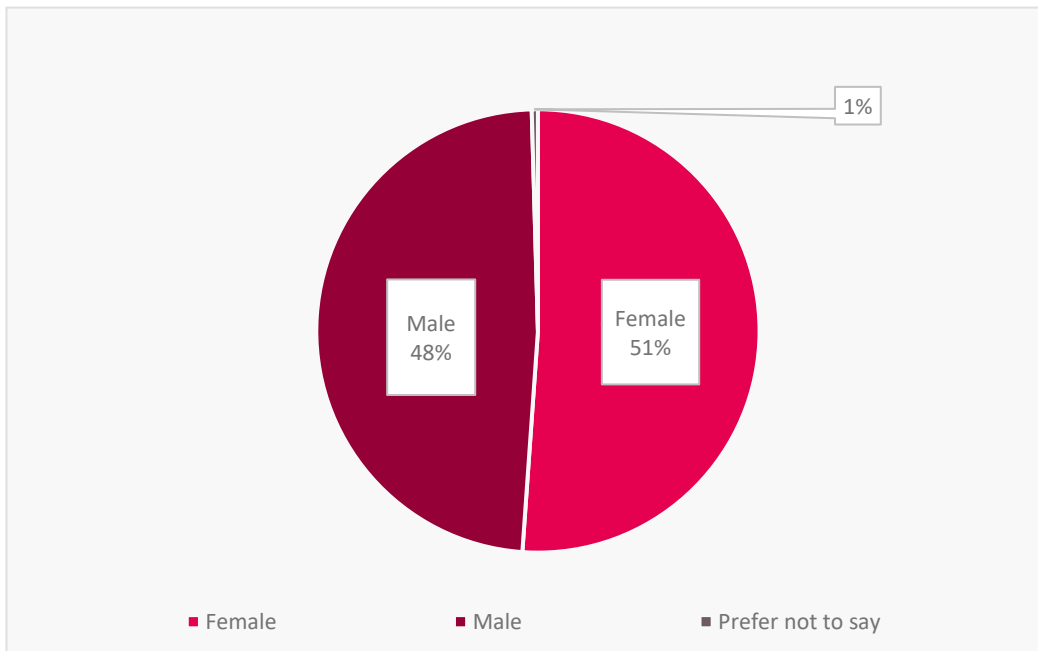
   Notable outliers include:

   — Less than 1% of Academy committee members are aged 0-29 (see Appendix), compared to 35% and 12% (UK population and GMC data respectively[2]).

   — Thirteen percent of the Academy survey respondents were aged 30-39 (see Appendix) compared to 14% of the UK population data and 31% in the GMC's data.[2]

   — The greatest age range represented in the Academy committee membership are those aged 50-69 (55%) (see Appendix), whereas only 28% of those on the GMC register and 24% of the UK population are in this age group.[2]

7. **Maternity status** – Two percent of those that answered the Academy survey reported to be pregnant or on maternity/paternity leave.
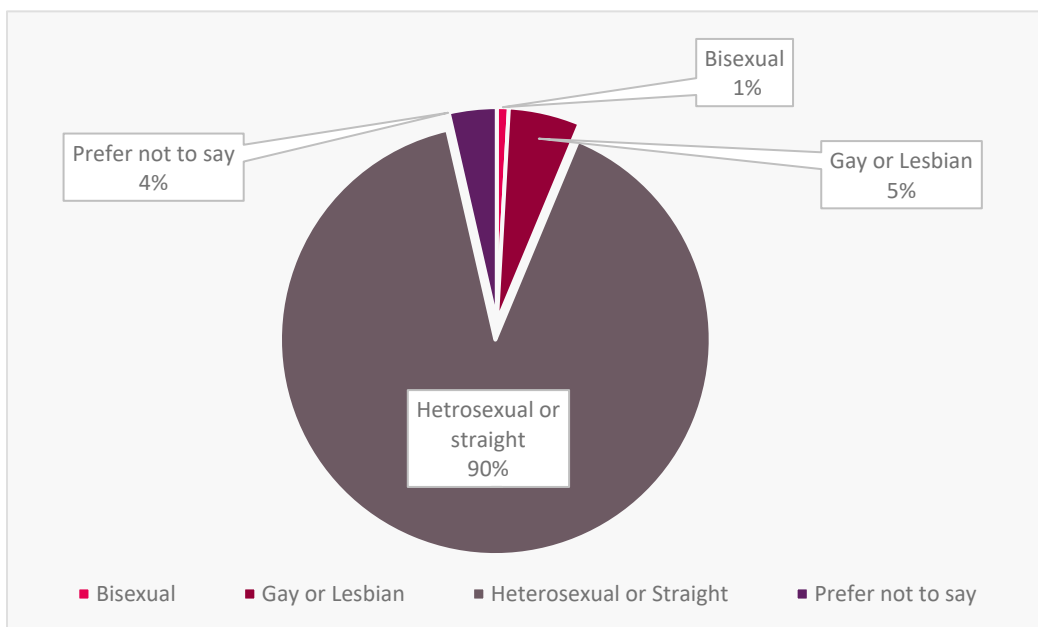
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[1] GMC register May 2022
[2] Office of National Statistics Census 2021
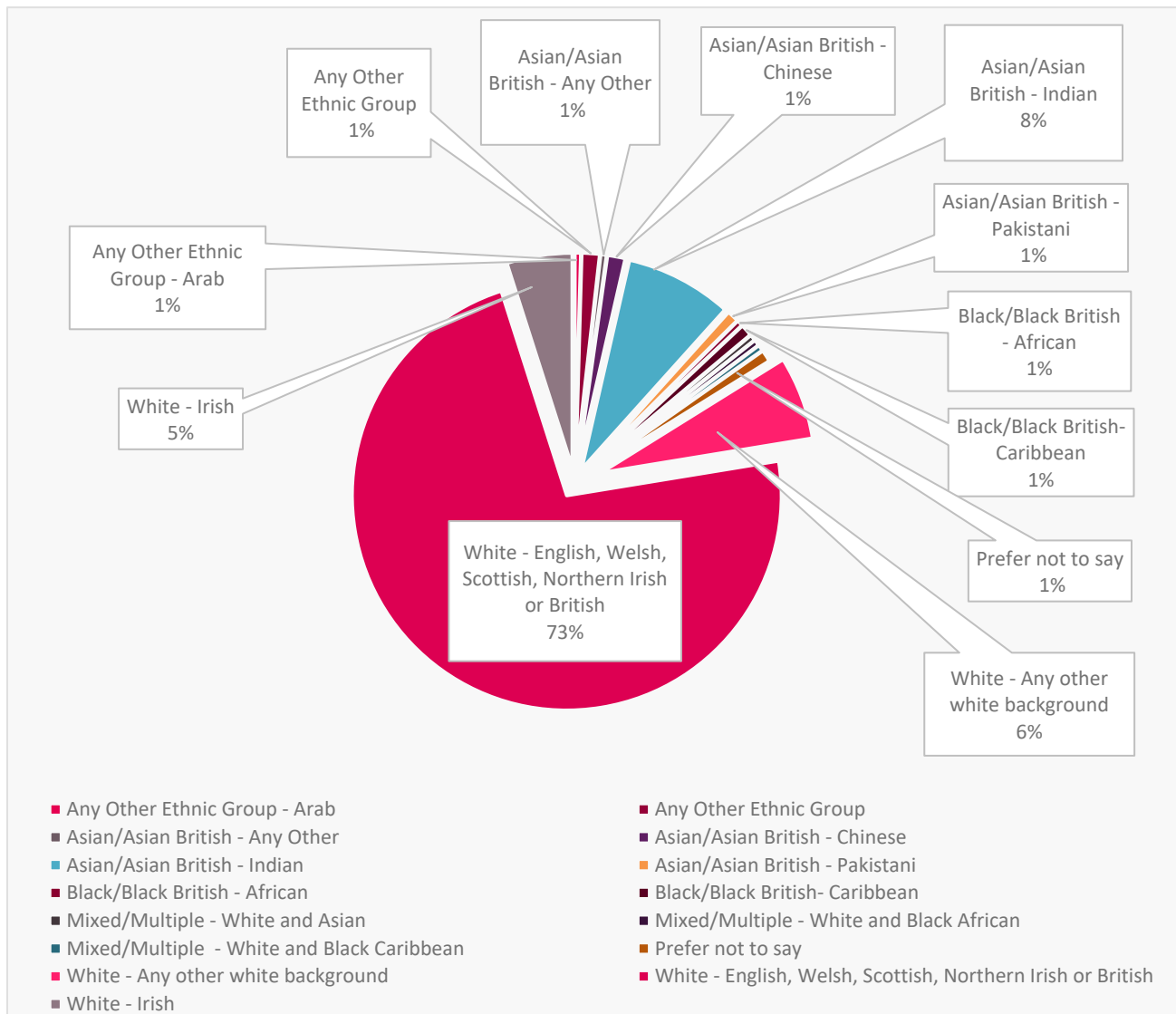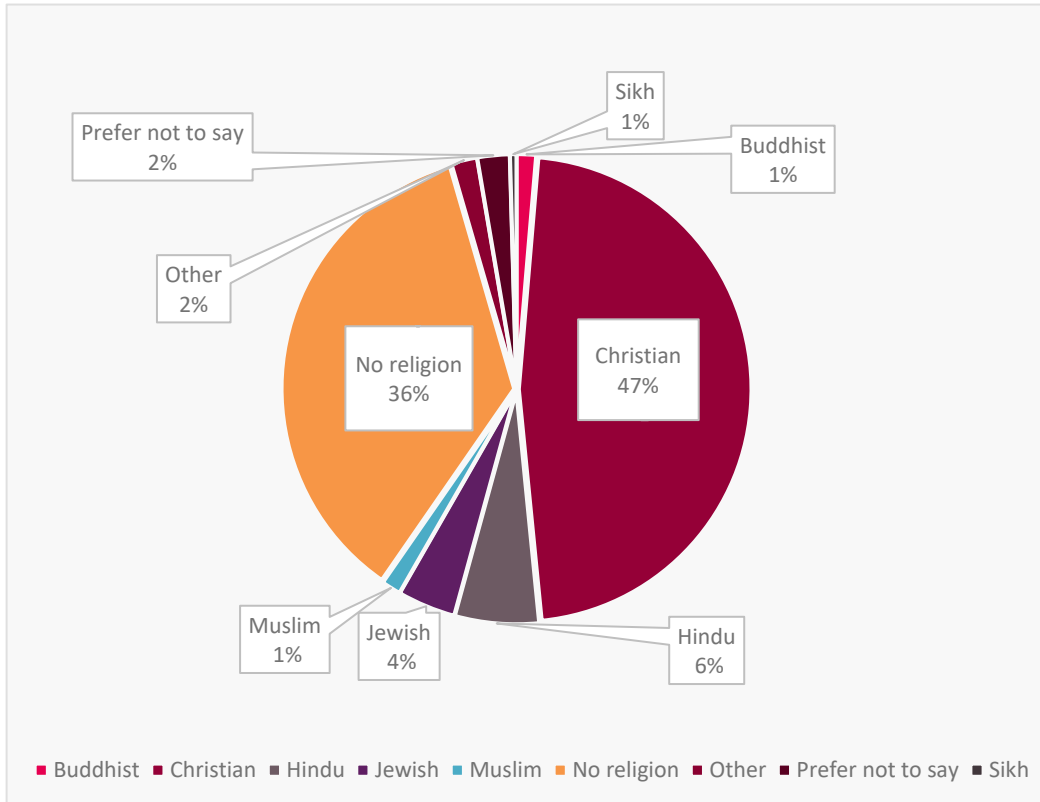
Appendix. Detailed breakdown

1. What is your sex?

2. What is your sexual orientation?

3: What is your ethnic group?

Any Other Ethnic Group
1%

Asian/Asian British - Any Other
1%

Asian/Asian British - Chinese
1%

Asian/Asian British - Indian
8%

Asian/Asian British - Pakistani
1%

Any Other Ethnic Group - Arab
1%

Black/Black British - African
1%

White - Irish
5%

Black/Black British- Caribbean
1%

White - English, Welsh, Scottish, Northern Irish or British
73%

Prefer not to say
1%

White - Any other white background
6%

- Any Other Ethnic Group - Arab
- Any Other Ethnic Group
- Asian/Asian British - Any Other
- Asian/Asian British - Chinese
- Asian/Asian British - Indian
- Asian/Asian British - Pakistani
- Black/Black British - African
- Black/Black British- Caribbean
- Mixed/Multiple - White and Asian
- Mixed/Multiple - White and Black African
- Mixed/Multiple - White and Black Caribbean
- Prefer not to say
- White - Any other white background
- White - English, Welsh, Scottish, Northern Irish or British
- White - Irish

4: What is your religion?

Sikh 1%
Buddhist 1%
Prefer not to say 2%
Other 2%
No religion 36%
Christian 47%
Muslim 1%
Jewish 4%
Hindu 6%

■ Buddhist ■ Christian ■ Hindu ■ Jewish ■ Muslim ■ No religion ■ Other ■ Prefer not to say ■ Sikh
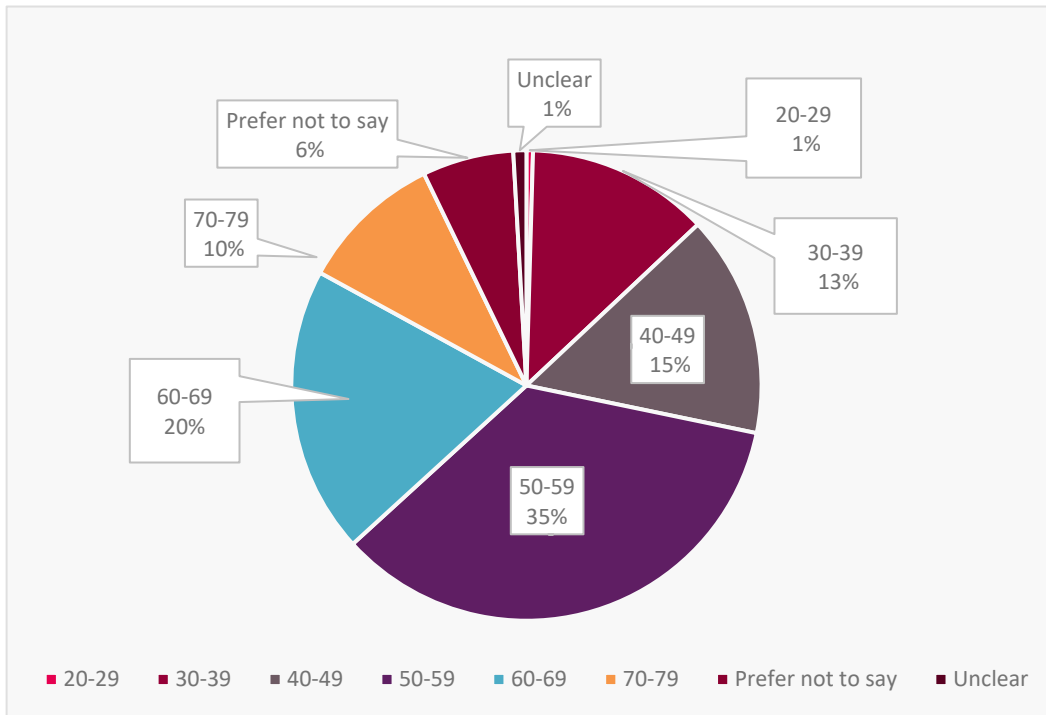
5: Do you consider yourself to be disabled or do you have a disability within the meaning/definition of the Equality act 2010?

Prefer not to say, 2%
Yes 10%
No 88%

■ No   ■ Prefer not to say   ■ Yes
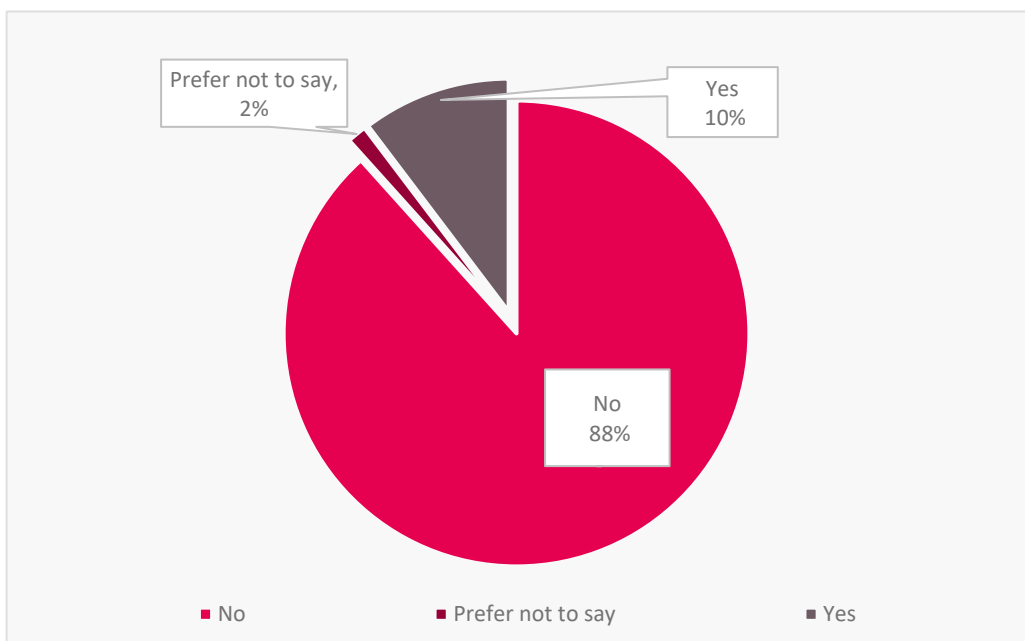
6: What was your year of birth/age?

Pie chart: 20-29 1%, 30-39 13%, 40-49 15%, 50-59 35%, 60-69 20%, 70-79 10%, Prefer not to say 6%, Unclear 1%

Legend: 20-29 ■ 30-39 ■ 40-49 ■ 50-59 ■ 60-69 ■ 70-79 ■ Prefer not to say ■ Unclear

7. Are you pregnant or on maternity/paternity leave?

Pie chart: None of the above 97%, On maternity leave 1%, Prefer not to say 1%, Pregnant 1%

Legend: ■ None of the above ■ On maternity leave ■ Prefer not to say ■ Pregnant