The GPhC register as of 30 September 2023 – Diversity data tables - Scotland

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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 30 September 2023. 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 for all pharmacists and pharmacy technicians registered at 23:59:59 on 30 September 2023 with a registered address in Scotland.

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 or if they voluntarily remove from the register. 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

71.7% of pharmacists (3,994 out of 5,572) and 91.3% of pharmacy technicians (2,228 out of 2,439) with a registered address in Scotland identify as female. This split has remained steady over the last five years.

#### Table 1: Sex profile of registered pharmacists and pharmacy technicians on 30 September 2023

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Sex | Number of pharmacists | Percentage of pharmacists | Number of  pharmacy technicians | Percentage of pharmacy technicians |
| Female | 3,994 | 71.7% | 2,228 | 91.3% |
| Male | 1,543 | 27.7% | 207 | 8.5% |
| Other | 3 | 0.1% | 0 | 0.0% |
| Prefer not to say | 32 | 0.6% | 4 | 0.2% |
| **Total** | **5,572** | **100.0%** | **2,439** | **100.0%** |

### Race or ethnicity

Of the 5,572pharmacists in Scotland, 75.9% are from the White group as a whole, 13.0% are from the Asian or Asian British group as a whole, and 1.9% are from the Black or Black British group and 0.8% are from the Mixed ethnicity group. 6.5% did not declare, 0.5% are from Any other ethnic group and 0.7% preferred not to say. 0.7% 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 2,439 pharmacy technicians, 94.5% are from the White group as a whole, 1.6% are from the Asian or Asian British group, 0.3% are from the Black or Black British group, and 0.4% are from the Mixed ethnicity group. 2.8% did not declare, and 0.2% preferred not to say. 0.1% indicated they are from Any other ethnic group.

#### Table 2: Race or ethnicity profile of registered pharmacists and pharmacy technicians on 30 September 2023

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Race or ethnicity | Number of pharmacists | Percentage of pharmacists | Number of  pharmacy technicians | Percentage of pharmacy technicians |
| Asian or Asian British - Bangladeshi | 10 | 0.2% | <5 | <0.2% |
| Asian or Asian British - Chinese | 108 | 1.9% | <5 | <0.2% |
| Asian or Asian British - Indian | 128 | 2.3% | 11 | 0.5% |
| Asian or Asian British - Pakistani | 439 | 7.9% | 17 | 0.7% |
| Asian or Asian British - Other | 42 | 0.8% | 7 | 0.3% |
| Black or Black British - African | 101 | 1.8% | 7 | 0.3% |
| Black or Black British - Caribbean | 0 | 0.0% | <5 | <0.2% |
| Black or Black British - Other | 6 | 0.1% | 0 | 0.0% |
| Mixed - White and Asian | 27 | 0.5% | 5 | 0.2% |
| Mixed - White and Black African | <5 | <0.1% | 0 | 0.0% |
| Mixed - White and Black Caribbean | <5 | <0.1% | <5 | <0.2% |
| Mixed - Other | 14 | 0.3% | <5 | <0.2% |
| White - British | 3,930 | 70.5% | 2,235 | 91.6% |
| White - Irish | 121 | 2.2% | 6 | 0.2% |
| White - Gypsy or Irish Traveller | 0 | 0.0% | 0 | 0.0% |
| White - Other | 177 | 3.2% | 64 | 2.6% |
| Any other ethnic group | 27 | 0.5% | <5 | <0.2% |
| Arab | 39 | 0.7% | 0 | 0.0% |
| Prefer not to say | 37 | 0.7% | 6 | 0.2% |
| Not recorded | 362 | 6.5% | 68 | 2.8% |
| **Total** | **5,572** | **100.0%** | **2,439** | **100.0%** |

### Age

The most common age group for pharmacists with a registered address in Scotland is 25 to 34 years old with a third of the register (1,856 out of 5,572). For pharmacy technicians, the two most common age groups are older at 35 to 44 and 45-54 with 29% each (714 and 718 out of 2,439 respectively).

#### Table 3: Age profile of registered pharmacists and pharmacy technicians on 30 September 2023

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Age group | Number of pharmacists | Percentage of pharmacists | Number of  pharmacy technicians | Percentage of pharmacy technicians |
| Under 25 | 300 | 5.4% | 36 | 1.5% |
| 25 – 34 | 1,856 | 33.3% | 487 | 20.0% |
| 35 – 44 | 1,543 | 27.7% | 714 | 29.3% |
| 45 – 54 | 1,081 | 19.4% | 718 | 29.4% |
| 55 – 64 | 675 | 12.1% | 447 | 18.3% |
| 65 and over | 117 | 2.1% | 37 | 1.5% |
| **Total** | **5,572** | **100.0%** | **2,439** | **100.0%** |

### Disability

Over half of pharmacists and over three quarters of pharmacy technicians have stated they do not have a disability. We do not have data recorded for 46.2% of pharmacists and 19.8% of pharmacy technicians with registered addresses in Scotland.

#### Table 4: Disability profile of registered pharmacists and pharmacy technicians on 30 September 2023

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Disability | Number of pharmacists | Percentage of pharmacists | Number of  pharmacy technicians | Percentage of pharmacy technicians |
| Yes | 31 | 0.6% | 12 | 0.5% |
| No | 2,927 | 52.5% | 1,930 | 79.1% |
| Prefer not to say | 39 | 0.7% | 15 | 0.6% |
| Not recorded | 2,575 | 46.2% | 482 | 19.8% |
| **Total** | **5,572** | **100.0%** | **2,439** | **100.0%** |

### Religion or belief

In Scotland, over half of the pharmacists and three quarters of the pharmacy technicians on the register have identified their religion or having no religion. From the declarations made, the most common religion for pharmacists is Christian at 20.5%, followed by Muslim at 7.5%. 19.8% of pharmacists declared having no religion. For pharmacy technicians, the most common religion is also Christian with a third at 32.6%, followed by Muslim at 0.8%. 42.3% of pharmacy technicians declared having no religion.

#### Table 5: Religion or belief profile of registered pharmacy professionals on 30 September 2023

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Religion or belief | Number of pharmacists | Percentage of pharmacists | Number of  pharmacy technicians | Percentage of pharmacy technicians |
| Buddhist | 25 | 0.4% | <5 | <0.2% |
| Christian | 1,143 | 20.5% | 794 | 32.6% |
| Hindu | 25 | 0.4% | 6 | 0.2% |
| Jewish | 6 | 0.1% | <5 | <0.2% |
| Muslim | 418 | 7.5% | 19 | 0.8% |
| Sikh | 32 | 0.6% | 5 | 0.2% |
| Other | 19 | 0.3% | 11 | 0.5% |
| None | 1,102 | 19.8% | 1,031 | 42.3% |
| Prefer not to say | 96 | 1.7% | 23 | 0.9% |
| Not recorded | 2,706 | 48.6% | 547 | 22.4% |
| **Total** | **5,572** | **100.0%** | **2,439** | **100.0%** |

### Sexual orientation

We started collecting data on sexual orientation from June 2018 at initial registration or subsequent applications for annotations to or voluntary removals from the register. We only have self-declarations for over a quarter of each register. Of these, the most common have identified as heterosexual / straight in Scotland with 26.8% of pharmacists and 26.4% of pharmacy technicians.

#### Table 6: Sexual orientation profile of registered pharmacists and pharmacy technicians on 30 September 2023

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Sexual orientation | Number of pharmacists | Percentage of pharmacists | Number of  pharmacy technicians | Percentage of pharmacy technicians |
| Bisexual | 22 | 0.4% | 7 | 0.3% |
| Gay woman / lesbian | <5 | <0.1% | 5 | 0.2% |
| Gay man | 43 | 0.8% | 9 | 0.4% |
| Heterosexual / straight | 1,492 | 26.8% | 645 | 26.4% |
| Other | <5 | <0.1% | 6 | 0.2% |
| Prefer not to say | 98 | 1.8% | 28 | 1.1% |
| Not recorded | 3,912 | 70.2% | 1,739 | 71.3% |
| **Total** | **5,572** | **100.0%** | **2,439** | **100.0%** |