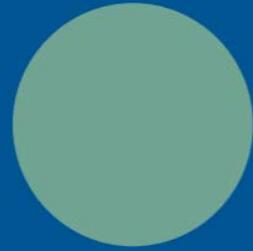
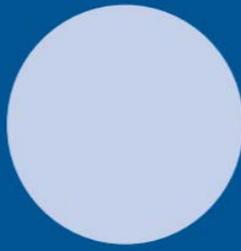




# **General Optical Council:**

## **Equality and Diversity Data Monitoring Report 2021**



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# Foreword

**The collection of diversity information is essential to enable us to identify where we need to focus our resources on strengthening diversity, assessing the value of particular strategies, and measuring our progress.**

Equality, Diversity, and Inclusion (EDI) underpins all the work that we do and is embedded within our strategic goals.

Monitoring diversity will support us in achieving our 'Fit for the future' strategic plan:

## **Delivering world-class regulatory practice**

EDI data analysis is essential in assessing risks that may require investigation, identifying problems that need intervention (such as harm to patients), and prioritising and targeting activities and resources.

While the number of optical professionals falling below minimum professional standards remains low, there are individual cohorts that can be at higher levels of risk. The more that we can do to identify and understand the nature of

those risks, the more it should be possible to mitigate them.

## **Transforming customer service**

Understanding more about the profile of the profession will help us respond to the diverse needs of our patients and the wider public.

A diverse workforce can enrich and add value to an organisation and improve relations with patients, the public and other customers.

## **Building a culture of continuous improvement**

Analysis of EDI data will support the development of policies and action to improve our work. It provides us with an opportunity to reflect on what has gone well, and what might need to be improved.

# Introduction

**This report provides diversity data about registrants, those going through fitness to practise proceedings, staff, members, and students.**

The information in this report is based on our in-house datasets on 31 March 2021. (The exception to this is student data, which is based on the Academic Year 2019-2020, and provided to us by education providers.)

## Data

While we aim to gather evidence about each of the nine protected characteristics, there is a variation in response rates. We are unable to report data involving small cohorts where individuals may be identifiable. Similarly, we may round up or group figures to ensure that individuals cannot be identified within the report. Due to rounding, percentages may not always add up to 100 per cent.

## Categories

Where possible, we use the Census data categories. The Census does not currently cover all protected characteristics, such as sexual orientation and gender reassignment.

Language around ethnicity is subjective and highly personal. Where possible, we provide a breakdown of Asian, Black, Mixed, White, and Other ethnic groups. Where numbers are low, we aggregate minority ethnic groups to protect the confidentiality of individuals and refer to this aggregated group as BAME (Black, Asian, and Minority Ethnic).

We have cited various sources to set our data in context, including data from the Office of National Statistics, such as the most recently published Labour Force Survey.

## Time Frame

Where possible we have provided three annual instances of data from March 2019 to March 2021 to help us identify any trends. We are conscious that the global pandemic has impacted optical practice which could impact the quantity and quality of some of the data that we collect.

## Fit for the Future

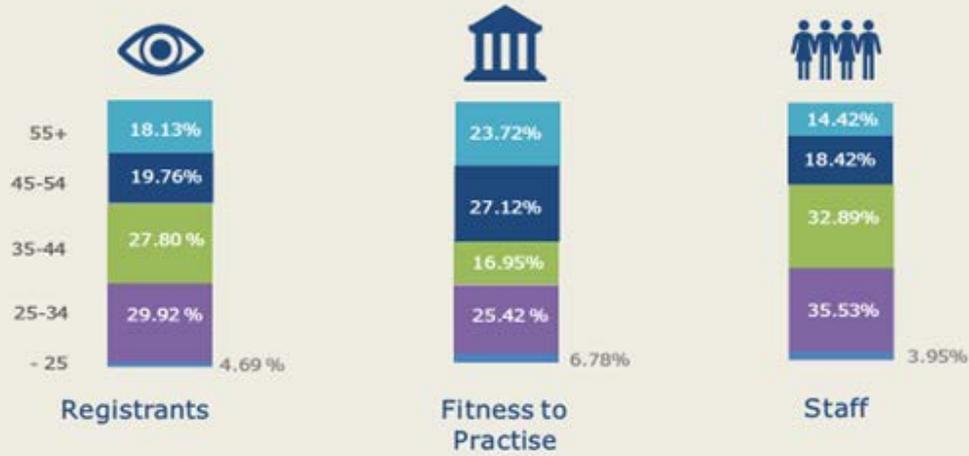
Our new strategy has informed how we report diversity data, and how we will measure performance and impact. For example, we aim to systematically measure outcomes for our diverse student body following the Education Strategic Review. This is our first EDI Data report following 'Fit for the future', and some analyses will be used as a baseline.

# 2021 EDI Data Snapshots

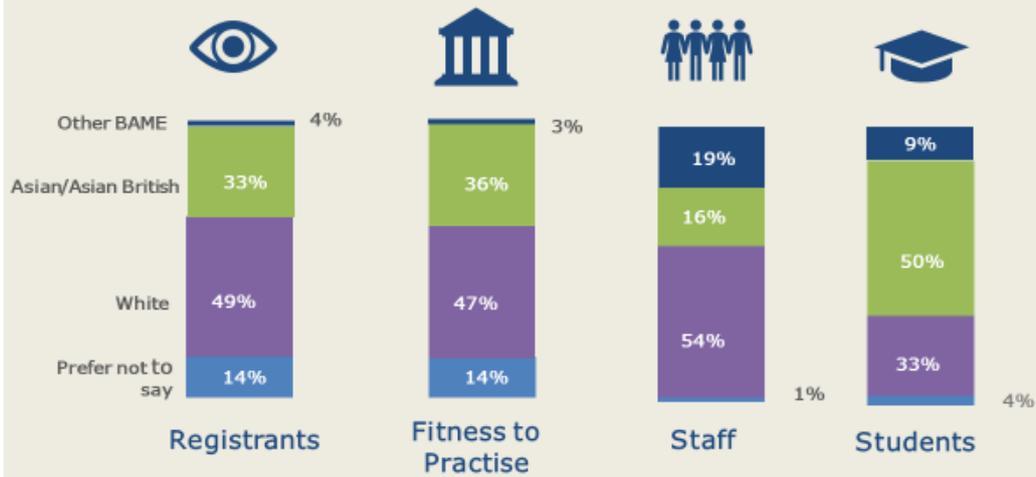
## Sex



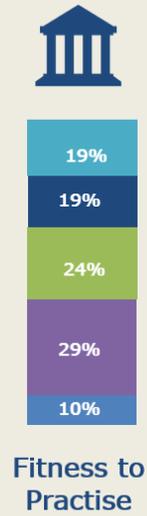
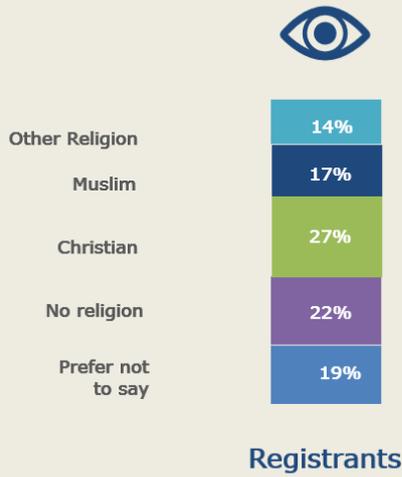
## Age



## Ethnicity



## Religion or Belief



## Disability

< 1%   
of all Registrants

5%   
of Students

-----  
*Compared to the working population* **10%**

## Sexual Orientation

2%   
of all Registrants  
declared that they  
were lesbian, gay,  
bisexual or other

-----  
*Compared to the Stonewall estimate* **5-7 %**

# Registrants

## Appendix 1: Tables 1- 17

At 31 March 2021, we had 29,480 optometrists, dispensing opticians, student optometrists, and student dispensing opticians on our registers.

### Overall

The largest annual change occurred with regard to student optometrists and student dispensing opticians. This group has increased by 7.54% since 2020.

Since 2019, the total number of registrants has increased by 2.80%. Optometrists were the professional group with the largest increase in this period (3.97%).

### Sex

In 2021, 62.62% of all registrants were female.

The **most marked** imbalance is found in student optometrists and student dispensing opticians, where females account for 67.19% and 67.44% respectively.

Optometrists have the **highest** level of gender balance (60.36%)

The **most marked** imbalance with regards to **Specialty** registrants is in the Contact Lens Specialty, with 69.95% female.

### Age

Excluding students, age groups with the **highest** percentage of registrants are aged 25-34 and 35-44 (both 29%). There has been no significant change over the three-year period.

The **Specialty** Age Profile shows a comparatively higher proportion of registrants aged 35-44 (37% compared to 27% of all registrants excluding students).

### Ethnicity

49% of all registrants are White. The highest proportion of Black, Asian, Mixed or Other Ethnic Group registrants are

Asian/Asian British (33% of all registrants and 38% of Optometrists).

There has been **no significant** change in the registrant ethnicity profile over the three-year period.

The proportion of registrants who are Black, Asian, Mixed or Other Ethnic Group is **significantly higher** than the UK population (13%).<sup>1</sup>

The percentage of Asian/Asian British registrants (33%) is **broadly comparable** to the percentage of Asian/Asian British professionally qualified clinical staff in the NHS (30.2%)<sup>2</sup>.

There is a proportionately higher rate of White **Specialty** registrants (67.4% compared to 49.03% of all White registrants).

### Religion or belief

The Religion or Belief declared most frequently by **all registrants** was Christian (27%) followed by Muslim (17%).

The percentage of Muslim registrants is **higher than the NHS** percentage of Muslim professionally qualified clinical

<sup>1</sup> [Ethnicity Facts and Figures](#), UK Government Data extracted from 2011 Census

<sup>2</sup> [NHS Workforce Statistics](#), March 2020

staff (11.11%)<sup>3</sup> and the UK population (5.17%)<sup>4</sup>.

There is a **significantly higher** proportion of Muslim student optometrists (36.80%).

### Disability

There has been **no change** in the percentage of all registrants who have declared a disability, which has remained at less than 1% over a three-year period. This is **broadly comparable** with the percentage of professionally qualified clinical staff in the NHS who have declared a disability (1.52%).<sup>5</sup>

In 2020, 10% of working age adults in the UK who are economically active considered themselves to have a disability<sup>6</sup>.

### Sexual Orientation

Since 2019, there has been **no significant change** in the percentage of all registrants who have declared that they are gay, lesbian, bisexual or have another sexual orientation (less than 3%).

### Pregnancy, Maternity and Paternity Leave

The percentage of all registrants who have declared that they have been pregnant and/or taken maternity/paternity leave has **remained static** at 6% since 2019.

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<sup>3</sup> Ibid.

<sup>4</sup> [Muslim Population in the UK](#), ONS, 2018

<sup>5</sup> [NHS Workforce Statistics](#), March 2020

<sup>6</sup> Disabled People in Employment, House of Commons Briefing Paper No 7450

# Fitness to Practise

## Appendix 1: Tables 19-28

### **One of our statutory functions is to investigate allegations where registrants may not be fit to practise as part of our role in protecting the public.**

Anyone can complain to us if they have a concern about one of our registrants. If the complaint raises a question about a registrant's fitness to practise (FtP), we will investigate by gathering all the relevant information, for example, optical records, witness statements or information from the police or NHS organisations. Once the investigation is complete and both the registrant and complainant have had the opportunity to provide comments, all papers are passed to case examiners to decide whether the case should be either closed or referred to the FtP Committee for a hearing.

Further information regarding FtP outcomes can be found in our [Annual Report](#).

The data presented in the Appendix shows activity at each of the different stages of our fitness to practise process. They do not track a single cohort of complaints through the system, because cases do not necessarily reach outcomes in the same year.

### **Complainants**

There continues to be a **higher rate of complaints from female members** of the public (50%, which broadly aligns with the UK female population) compared with males (38.75%, which is lower than the UK male population). The gender profile of the remaining 11.25% of complaints has not been provided and/or the complaints have been referred to us by a third party.

We have seen an **annual decrease** in the number of complaints (8.38%) and a significant decrease since 2019 (41.48%). While this is encouraging, we are conscious that the COVID-19 pandemic impacted the level optical professional practice in 2020-2021.

### **Location**

There has been a **slight annual decrease** in complaints from members of the public based in England (4.91%) and slight increases in Scotland and Wales. The percentage of complaints from

members of the public based in Northern Ireland has stayed broadly the same.

### **Registrants subject to an FtP investigation from 2019 to 2021**

The **number of investigations has continued to decline**, with an annual decrease of 59.63% and a 76.52% decrease since 2019, when we reviewed our acceptance criteria and enhanced our triage functions.

There has been **no significant difference in the proportion of investigations** by professional group (excluding business registrants), which broadly matches the overall Registrant Profile.

### **Sex**

Male registrants were **more likely** to be under investigation than Female (72.67% of total FtP registrants were male). This

disproportionality resonates with comparable health care professional groups<sup>7</sup>.

## Ethnicity

There has been an **annual increase** (11 *pp*) in investigations involving **White** registrants and a **decrease** (10 *pp*) in investigations involving **Asian/Asian British** registrants.

Before 2021, Asian/Asian British registrants were proportionately more frequently involved in investigations than White registrants. The most recent data shows **greater balance**, with the percentage point difference less than 3%.

## Fitness to Practise – Types of Allegation

### *Appendix 1: Tables 29-33*

When we receive a complaint about an individual registrant's fitness to practise or a student registrant's fitness to undertake training, we consider whether the type of allegation should be classified as 'clinical', 'conviction/caution', 'conduct', 'health', or 'mixed'.

These allegation types are distilled further into sub-categories depending on the nature of the complaint, sometimes containing allegations that are mixed in nature (for example clinical and conduct).

## Allegation types

The **most frequent** allegations concern Clinical Practice (44.07%) followed by Conduct (27.12%).

## Sex

There has been an **annual decrease** in Clinical allegations involving **female** Registrants (11.4 ppt) and an **annual increase** in Clinical allegations involving **male** Registrants (8.29 ppt).

## Age

Excluding students, age groups with the **highest percentage** of FtP registrants are aged 25-34 and 35-44 (both 29%).

The **Specialty Age Profile** shows a comparatively higher proportion of FtP registrants aged **35-44** (37% compared to 27% of all registrants excluding students).

## Religion or belief

The religious profile of FtP registrants **broadly matches** the Registrant profile.

**Greater balance** is notable with regards to **Muslim** FtP registrants, where in 2019 there was an overrepresentation of 10 *pp*. This has now decreased to 1 *pp*.

The proportion of allegations of misconduct by **female** registrants has significantly **decreased** on an annual basis while the proportion of **male** misconduct allegations has **significantly increased**.

## Age

Registrants aged **35-44** are significantly **less** likely to face allegations (-12.1 ppts), and registrants aged **45-44** are

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<sup>7</sup> [Fair to Refer – Reducing Disproportionality in Fitness to Practise, NHS, June 2019](#)

significantly **more** likely to face allegations (+8.15 pts) than a year ago.

**Older** registrants (aged 55+) more frequently face **conduct** allegations.

### Ethnicity

**Conduct** allegations are **more** frequently made against **Asian/Asian British** registrants.

**Clinical** allegations are **more** frequently made against **White** registrants.

### Religion

Registrants who have declared **No Religion** more frequently face rate of allegations compared to other religions of beliefs.

With regards to type of allegation and minority religions, **Muslim** registrants are significantly **more** likely to face **conduct** allegations, and **Hindu** registrants are significantly more likely to face **clinical** allegations.

## Fitness to Practise – Case Examiner Outcomes

### Appendix 1: Tables 34-39

Each case is considered by two case examiners (one registrant and one lay person) and they decide whether the allegation should be referred to the FtP committee (FtPC) for a full hearing.

### Sex

Male registrants were more likely to be referred to the FtPC than Female (21.78% Male v. 10.89% Female).

### Age

Registrants aged **25-34** were the **least** likely to be referred to FtPC and registrants aged **65+** were the **most** likely.

### Ethnicity

A higher rate of Asian/Asian British registrants (36.17%) are referred to FTFC.

compared to 28.57% of cases involving White registrants.

Since the introduction of triage, the percentage of **Asian/Asian British** registrants who have been referred to the FtPC has **increased** by 19.25 pts. This is **higher** than the percentage increase of **White** registrants (12.35 pts).

### Religion or Belief

There is no significant difference in outcomes by Religion.

# Employees

*Appendix 1: Tables 40-42*

**We are committed to promoting and developing equality and diversity in our work. Our objective is to behave consistently and fairly to everyone and ensure that we operate in a fair and transparent manner and in a way that is free from discrimination, harassment, and victimisation.**

All employees are asked to complete an EDI monitoring form on appointment. The information requested covers sex, age, ethnicity, and disabilities and is managed by our HR team, who also collate information on sexual orientation, gender identity, carer status, religion or belief, maternity and pregnancy and marriage and civil partnership.

Case examiner data is not included in this data set.

## Sex

67.11% of staff are female. There have been incremental increases in female staff and decreases in male staff since 2019.

## Age

At March 2021, the age demographics of GOC employees broadly matched the UK Labour Force Survey, where the age groups with the highest proportion of people in employment are aged 25-34 and 35-44. There has been no significant change since 2019.

## Ethnicity

The ethnic diversity of staff at GOC is higher than the national demographics, where approximately 87% of people in the UK are White/White British (compared to 53.94% at GOC).

There has been an increase in all ethnicities since 2019, where 24.44% of staff declared "Prefer not to say". This percentage has decreased to 1.32% in 2021.

## Pregnancy and maternity/paternity

At 31 March 2021, fewer than ten employees were on maternity/paternity leave.

## Other Protected Characteristics

We do not currently hold reliable data on the remaining protected characteristics, namely Disability; Religion or Belief; Sexual Orientation; and Gender Reassignment.

# Members

Tables 43-47

*Appendix: Tables 43-47*

**Our members are the members of Council and our Committees, who scrutinise the GOC, providing checks and balances on the organisation to protect the public. Council also sets the vision and strategy of the GOC.**

Within this report, we focus on the profile of Council, the Advisory Panel, Hearings Panel and Education Visitor Panel, which are the largest groups of members. In terms of data limitations, an individual's response may have been counted twice, for example, if they sit as a member of Council and a Committee. This is to provide a fuller picture about the overall make-up of our Council and Committees.

## Sex

The gender profile of Council and the Advisory Panel **broadly matches** the registrant profile. The Hearings Panel has the **highest** proportion of females (68.42%). Education Visitor Panel has the **lowest** proportion of females (38.71%).

## Age

Council has the **highest** proportion of Prefer not to say (45.45%) and the **lowest** proportion of members aged under 44 (9.09%). This can be compared with proportions of members aged under 44 in the Hearings Panel (24.70%) and Education Visitors (25.81%).

The age profile of the **Hearings Panel** is the **most similar** to the age profile of **registrants**, with the highest proportions of members aged between 35-44 and 45-54.

## Ethnicity

The ethnic diversity of the Advisory Panel and the Hearings Panel broadly aligns with UK demographics.

All groups contain **significantly less BAME representation** than the broad registrant profile, particularly Council with 9.09% BAME members.

## Disability

Less than 1% of members have declared a disability. Members are **less likely** than registrants to provide information about this protected characteristic.

## Religion

The proportion of **Christian** members in Council and the Advisory Panel is **significantly higher** than the broad registrant profile. There is a **lower** representation of **minority** religions and a variation in response rates.

# Students

*Appendix: Tables 48-58*

## **Our Education Strategic Review has increased our focus on the outcomes of education and training, and how the profession is fit for the future.**

This is the first year that we are publishing EDI data that has been provided to use by Education Providers. We plan to build upon these data sets so that we can learn more about the student journey, including enrolment, retention and attainment.

This data only includes students studying at universities/colleges. In order to avoid duplication, it omits data provided by the examining bodies (ABDO Exams and the College of Optometrists). This means the total numbers of student optometrists and dispensing opticians will be lower than that obtained from registration data.

### **Sex**

In the Academic Year (AY) 2019-20, 65% of students were female, which is approximately 5% higher than the broader registrant profile. There has been **no significant** annual change.

Contact lens courses, which have the smallest number of enrolments, has the **highest** proportion of **female** students (69.20%). This course has had the highest annual **decrease** in **male** students (10.49 pts).

### **Age**

The age group with the **highest** proportion of students is aged **20 and under** (41.15%) and aged **21-24** (31.00%). The age profile of students enrolled in Independent Prescribing and Contact Lens courses is **significantly older** than the profile of those enrolled in Optometry and Dispensing, who are predominantly undergraduates. There has been no significant annual change.

### **Ethnicity**

While there has been a slight annual increase, the proportion of White students (35.96%) is **significantly lower** than the registrant profile. The **largest BAME** student population is Asian (50.36%). Optometry has the highest proportion of Asian students in each academic year (57.68% in AY 2019-20 and 56.11% in AY 2018-19).

### **Disability**

5.14% of students across all disciplines have declared a disability. This is **significantly lower** than the previous academic year, where it was 10.20%. The extraordinary circumstances of the global pandemic may have affected the disability profile. The percentage of students who have declared a disability in each academic year is **higher** than the comparable registrant profile (1%), and **lower** than the national Higher Education benchmark <sup>8</sup>(15%).

<sup>8</sup> [HE Student Enrolments by Personal Characteristics, AY 2019/20](#)

# Appendix

## REGISTRANT DATA

Table 1: Registrant profile by professional group

Table 2: Registrant sex profile – 31 March 2021

Table 3: Registrant sex profile 2019 to 2021 (excluding students)

Table 4: Specialty Registrant sex profile – 31 March 2021

Table 5: Registrant age profile by professional group (excluding students) – 31 March 2021

Table 6: Registrant age profile by professional group (excluding students) – 31 March 2020

Table 7: Registrant age profile by professional group (excluding students) – 31 March 2019

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Table 10: Registrant ethnicity profile for 31 March 2020

Table 11: Registrant ethnicity profile for 31 March 2019

Table 12: Specialty Registrant ethnicity profile – 31 March 2020

Table 13: Specialty Registrant ethnicity profile – 31 March 2019

Table 14: Registrant disability profile for 2019 to 2021

Table 15: Registrant sexual orientation profile for 2019 to 2021

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## REGISTRANT DATA

**Table 1: Registration profile by professional group from 2019 to 2021**

	2019		2020		2021		2020-2021 % change	2019-2021 % change
Optometrists	16,027	56.12%	16,560	57.16%	<b>16,663</b>	<b>56.76%</b>	<b>0.62%</b>	<b>3.97%</b>
Dispensing opticians	7,027	24.61%	7,217	24.91%	<b>7,108</b>	<b>24.21%</b>	<b>-1.53%</b>	<b>1.15%</b>
Student optometrists	3,738	13.09%	3,753	12.95%	<b>4,258</b>	<b>14.50%</b>	<b>7.54%</b>	<b>1.51%</b>
Student dispensing opticians	1,767	6.19%	1,443	4.98%	<b>1,330</b>	<b>4.53%</b>		
<b>All registrants</b>	<b>28,559</b>	<b>100.00%</b>	<b>28,973</b>	<b>100.00%</b>	<b>29,359</b>	<b>100.00%</b>	<b>1.33%</b>	<b>2.80%</b>

**Table 2: Registrant sex profile – 31 March 2021**

	Male			Female			Total	
	Total registrants	% of register	% of registrant type	Total registrants	% of register	% of registrant type		
Optometrists	6,605	22.50%	39.64%	10,058	34.26%	60.36%	<b>16,663</b>	<b>56.76%</b>
Dispensing opticians	2,540	8.65%	35.73%	4,568	15.56%	64.27%	<b>7,108</b>	<b>24.21%</b>
Student optometrist	1,397	4.76%	32.81%	2,861	9.74%	67.19%	<b>4,258</b>	<b>14.50%</b>
Student dispensing optician	433	1.47%	32.56%	897	3.06%	67.44%	<b>1,330</b>	<b>4.53%</b>
<b>All registrants</b>	<b>10,975</b>		<b>37.38%</b>	<b>18,384</b>		<b>62.62%</b>	<b>29,359</b>	<b>100.00%</b>

**Table 3: Registrant sex profile 2019 to 2021 (excluding students)**

		2019		2020		2021		2020-2021 % change	2019-2021 % change
<b>Male</b>	Optometrists	6,524	28.30%	6,642	27.93%	<b>6,605</b>	27.79%	-0.56%	+1.24%
	Dispensing opticians	2,587	11.22%	2,599	10.93%	<b>2,540</b>	10.69%	-2.32%	-1.85%
<b>Female</b>	Optometrists	9,503	41.22%	9,918	41.71%	<b>10,058</b>	42.31%	+1.41%	+5.84%
	Dispensing opticians	4,440	19.26%	4,618	19.42%	<b>4,568</b>	19.22%	-1.09%	+2.88%
	<b>Total</b>	<b>23,054</b>	<b>100.00%</b>	<b>23,777</b>	<b>100.00%</b>	<b>23,771</b>	<b>100.00%</b>	<b>-0.03%</b>	<b>3.11%</b>

**Table 4: Specialty Registrant sex profile – 31 March 2021**

	Contact Lens Specialty		Independent Prescribing Specialty		Additional Supply Specialty		Supplementary Prescribing Specialty		All specialties	
Female	397	69.65%	627	59.77%	634	59.70%	631	59.98%	<b>2,289</b>	<b>61.32%</b>
Male	173	30.35%	422	40.23%	428	40.30%	421	40.02%	<b>1,444</b>	<b>38.68%</b>
<b>Total</b>	<b>570</b>	<b>100.00%</b>	<b>1,049</b>	<b>100.00%</b>	<b>1,062</b>	<b>100.00%</b>	<b>1,052</b>	<b>100.00%</b>	<b>3,733</b>	<b>100.00%</b>

**Table 5: Registrant age profile by professional group (excluding students) – 31 March 2021**

	Optometrist		Dispensing optician		All non-students	
Under 25	838	5.03%	102	1.44%	<b>940</b>	<b>3.95%</b>
25-34	5,346	32.08%	1,626	22.88%	<b>6,972</b>	<b>29.33%</b>
35-44	4,838	29.03%	2,064	29.04%	<b>6,902</b>	<b>29.04%</b>
45-54	2,857	17.15%	1,653	23.26%	<b>4,510</b>	<b>18.97%</b>
55-64	2,063	12.38%	1,353	19.03%	<b>3,416</b>	<b>14.37%</b>
65+	721	4.33%	310	4.36%	<b>1,031</b>	<b>4.36%</b>
<b>Total</b>	<b>16,663</b>	<b>100.00%</b>	<b>7,108</b>	<b>100.00%</b>	<b>23,771</b>	<b>100.00%</b>

**Table 6: Registrant age profile by professional group (excluding students) – 31 March 2020**

	Optometrist		Dispensing optician		All non-students	
Under 25	996	6.01%	157	2.18%	1,153	4.85%
25-34	5,313	32.08%	1,748	24.22%	7,061	39.70%
35-44	4,668	28.19%	2,038	28.24%	6,706	28.20%
45-54	2,830	17.09%	1,677	23.24%	4,507	18.96%
55-64	2,084	12.58%	1,326	18.37%	3,410	14.34%
65+	669	4.04%	271	3.76%	940	3.95%
<b>Total</b>	<b>16,560</b>	<b>100.00%</b>	<b>7,217</b>	<b>100.00%</b>	<b>23,777</b>	<b>100.00%</b>

**Table 7: Registrant age profile by professional group (excluding students) – 31 March 2019**

	Optometrist		Dispensing optician		All non-students	
Under 25	933	5.82%	148	2.11%	1,081	4.69%
25-34	5,118	32.37%	1,710	24.33%	6,898	29.92%
35-44	4,444	27.73%	1,966	27.98%	6,410	27.80%
45-54	2,855	17.81%	1,701	24.21%	4,556	19.76%
55-64	2,048	12.78%	1,260	17.93%	3,308	14.35%
65+	629	3.92%	242	3.44%	871	3.78%
<b>Total</b>	<b>16,027</b>	<b>100.00%</b>	<b>7,027</b>	<b>100.00%</b>	<b>23,054</b>	<b>100.00%</b>

**Table 8: Specialty age profile – 31 March 2021**

	Under 25	25-34	35-44	45-54	55-64	65+	Total
Contact Lens Specialty	1	89	240	144	76	20	<b>570</b>
	0.18%	15.61%	42.11%	25.26%	13.33%	3.51%	<b>100.00%</b>
Independent Prescribing Specialty	0	287	380	243	123	16	<b>1,049</b>
	0.00%	27.36%	36.22%	23.16%	11.73%	1.53%	<b>100.00%</b>
Additional Supply Specialty	0	285	379	246	131	21	<b>1,062</b>
	0.00%	26.84%	35.69%	23.16%	12.34%	1.98%	<b>100.00%</b>
Supplementary Prescribing Specialty	0	287	379	243	126	17	<b>1,052</b>
	0.00%	27.28%	36.03%	23.10%	11.98%	1.62%	<b>100.00%</b>
<b>Total</b>	<b>1</b>	<b>948</b>	<b>1,378</b>	<b>876</b>	<b>456</b>	<b>74</b>	<b>3,733</b>
	<b>0.03%</b>	<b>25.40%</b>	<b>36.91%</b>	<b>23.47%</b>	<b>12.21%</b>	<b>1.98%</b>	<b>100.00%</b>

**Table 9: Registrant ethnicity profile for 31 March 2021**

	Optometrist		Dispensing optician		Student optometrist		Student dispensing optician		Total	
<b>White</b>	7836	47.03%	5182	72.90%	670	15.74%	708	53.23%	<b>14396</b>	<b>49.03%</b>
<b>Asian / Asian British</b>	6307	37.85%	938	13.20%	2084	48.94%	283	21.28%	<b>9612</b>	<b>32.74%</b>
<b>Black / Black British</b>	219	1.31%	71	1.00%	126	2.96%	31	2.33%	<b>447</b>	<b>1.52%</b>
<b>Mixed/Multiple</b>	154	0.92%	65	0.91%	60	1.41%	11	0.83%	<b>290</b>	<b>0.99%</b>
<b>Other</b>	246	1.48%	64	0.90%	145	3.41%	19	1.43%	<b>474</b>	<b>1.61%</b>
<b>Prefer not to say</b>	1,901	11.41%	788	11.09%	1173	27.55%	278	20.90%	<b>4,140</b>	<b>14.10%</b>
<b>Total</b>	<b>16,663</b>	<b>100.00%</b>	<b>7,108</b>	<b>100.00%</b>	<b>4,258</b>	<b>100.00%</b>	<b>1,330</b>	<b>100.00%</b>	<b>29,359</b>	<b>100.00%</b>

**Table 10: Registrant ethnicity profile for 31 March 2020**

	Optometrist		Dispensing optician		Student optometrist		Student dispensing optician		Total	
<b>White</b>	7,897	47.69%	5,189	71.90%	814	21.69%	901	62.44%	<b>14,801</b>	<b>51.09%</b>
<b>Asian / Asian British</b>	6,125	36.99%	950	13.16%	2,327	62.00%	338	23.42%	<b>9,740</b>	<b>33.62%</b>
<b>Black / Black British</b>	210	1.27%	71	0.98%	135	3.60%	36	2.50%	<b>452</b>	<b>1.56%</b>
<b>Mixed/Multiple</b>	141	0.85%	66	0.92%	65	1.73%	15	1.04%	<b>287</b>	<b>0.99%</b>
<b>Other</b>	235	1.42%	66	0.92%	156	4.16%	22	1.53%	<b>479</b>	<b>1.65%</b>
<b>Prefer not to say</b>	1,952	11.79%	875	12.12%	256	6.82%	131	9.08%	<b>3,214</b>	<b>11.09%</b>
<b>Total</b>	<b>16,560</b>	<b>100.00%</b>	<b>7,217</b>	<b>100.00%</b>	<b>3,753</b>	<b>100.00%</b>	<b>1,443</b>	<b>100.00%</b>	<b>28,973</b>	<b>100.00%</b>

**Table 11: Registrant ethnicity profile for 31 March 2019**

	Optometrist		Dispensing optician		Student optometrist		Student dispensing optician		Total	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
<b>White</b>	7,848	48.97%	4,982	70.90%	849	22.71%	953	53.93%	<b>14,632</b>	<b>51.23%</b>
<b>Asian / Asian British</b>	5,617	35.05%	886	12.61%	2,120	56.72%	381	21.56%	<b>9,004</b>	<b>31.53%</b>
<b>Black / Black British</b>	193	1.20%	64	0.91%	107	2.86%	40	2.26%	<b>404</b>	<b>1.41%</b>
<b>Mixed/Multiple</b>	125	0.78%	55	0.78%	61	1.63%	19	1.08%	<b>260</b>	<b>0.91%</b>
<b>Other</b>	220	1.37%	59	0.84%	134	3.59%	22	1.25%	<b>435</b>	<b>1.52%</b>
<b>Prefer not to say</b>	2,024	12.63%	981	13.96%	467	12.49%	352	19.92%	<b>3,824</b>	<b>13.39%</b>
<b>Total</b>	<b>16,027</b>	<b>100.00%</b>	<b>7,027</b>	<b>100.00%</b>	<b>3,738</b>	<b>100.00%</b>	<b>1,767</b>	<b>100.00%</b>	<b>28,559</b>	<b>100.00%</b>

**Table 12: Specialty Registrant ethnicity profile – 31 March 2020**

	White		Black / Black British		Asian / Asian British		Mixed/ Multiple		Other ethnic group		Prefer not to say		Total	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
<b>Contact Lens Specialty</b>	404	71.50%	7	1.24%	83	14.69%	0	0.00%	6	1.06%	65	11.50%	<b>565</b>	<b>100.00%</b>
<b>Independent Prescribing Specialty</b>	622	67.90%	10	1.09%	188	20.52%	6	0.66%	7	0.76%	83	9.06%	<b>916</b>	<b>100.00%</b>
<b>Additional Supply Specialty</b>	630	67.67%	11	1.18%	190	20.40%	6	0.64%	7	0.75%	87	9.34%	<b>931</b>	<b>100.00%</b>
<b>Supplementary Prescribing Specialty</b>	622	67.76%	11	1.20%	188	20.48%	6	0.65%	7	0.76%	84	9.15%	<b>918</b>	<b>100.00%</b>
<b>Total</b>	<b>2,278</b>	<b>68.41%</b>	<b>39</b>	<b>1.71%</b>	<b>559</b>	<b>16.79%</b>	<b>18</b>	<b>0.54%</b>	<b>27</b>	<b>0.81%</b>	<b>319</b>	<b>9.58%</b>	<b>3,330</b>	<b>100.00%</b>

**Table 13: Specialty Registrant ethnicity profile – 31 March 2019**

	White		Black / Black British		Asian / Asian British		Mixed/Multiple		Other ethnic group		Prefer not to say		Total	
<b>Contact Lens Specialty</b>	356	69.80%	5	0.98%	76	14.90%	0	0.00%	5	0.98%	68	13.33%	<b>510</b>	<b>100.00%</b>
<b>Independent Prescribing Specialty</b>	494	66.58%	9	1.21%	160	21.56%	4	0.54%	5	0.67%	70	9.43%	<b>742</b>	<b>100.00%</b>
<b>Additional Supply Specialty</b>	501	66.09%	10	1.32%	163	21.50%	4	0.53%	5	0.66%	75	9.89%	<b>758</b>	<b>100.00%</b>
<b>Supplementary Prescribing Specialty</b>	493	66.35%	10	1.35%	160	21.53%	4	0.54%	5	0.67%	71	9.56%	<b>743</b>	<b>100.00%</b>
<b>Total</b>	<b>1,844</b>	<b>66.98%</b>	<b>34</b>	<b>1.24%</b>	<b>559</b>	<b>20.31%</b>	<b>12</b>	<b>0.44%</b>	<b>20</b>	<b>0.73%</b>	<b>284</b>	<b>10.32%</b>	<b>2,753</b>	<b>100.00%</b>

**Table 14: Registrant disability profile for 2019 to 2021**

	2019		2020		2021	
<b>Has a disability</b>	224	0.78%	240	0.83%	<b>250</b>	<b>0.85%</b>
<b>Does not have a disability</b>	24,916	87.24%	25,872	89.30%	<b>25,277</b>	<b>86.10%</b>
<b>Prefer not to say</b>	3,419	11.97%	2,861	9.87%	<b>3,832</b>	<b>13.05%</b>
<b>Total</b>	<b>28,559</b>	<b>100.00%</b>	<b>28,973</b>	<b>100.00%</b>	<b>29,359</b>	<b>100.00%</b>

**Table 15: Registrant sexual orientation profile for 2019 to 2021**

	2019		2020		2021	
Heterosexual/straight	23,260	81.45%	24,279	83.80%	<b>23,778</b>	<b>80.99%</b>
Gay/Lesbian	313	1.10%	336	1.16%	<b>342</b>	<b>1.17%</b>
Bisexual	191	0.67%	184	0.64%	<b>184</b>	<b>0.63%</b>
Other	76	0.27%	76	0.26%	<b>67</b>	<b>0.23%</b>
Prefer not to say	4,719	16.52%	4,098	14.14%	<b>4,988</b>	<b>16.99%</b>
<b>Total</b>	<b>28,559</b>	<b>100.00%</b>	<b>28,973</b>	<b>100.00%</b>	<b>29,359</b>	<b>100.00%</b>

**Table 16: Registrant pregnancy and maternity/paternity profile 2019 to 2021**

	2019		2020		2021	
Pregnant or on maternity/paternity leave	1,836	6.43%	1,877	6.48%	<b>1,852</b>	<b>6.31%</b>
Not pregnant or on maternity/paternity leave	20,967	73.42%	21,931	75.69%	<b>21,343</b>	<b>72.70%</b>
Prefer not to say	5,756	20.15%	5,165	17.83%	<b>6,164</b>	<b>21.00%</b>
<b>Total</b>	<b>28,559</b>	<b>100.00%</b>	<b>28,973</b>	<b>100.00%</b>	<b>29,359</b>	<b>100.00%</b>

**Table 17: Registrant religious profile for 2019 to 2021**

	2019		2020		2021	
Christian (incl. Catholic)	8,222	28.79%	8,246	28.46%	<b>8,044</b>	<b>27.40%</b>
Muslim	4,521	15.83%	5,099	17.60%	<b>5,027</b>	<b>17.12%</b>
Hindu	2,631	9.21%	2,729	9.42%	<b>2,696</b>	<b>9.18%</b>
Sikh	1,162	4.07%	1,207	4.17%	<b>1,199</b>	<b>4.08%</b>
Jewish	292	1.02%	282	0.97%	<b>281</b>	<b>0.96%</b>
Buddhist	135	0.47%	137	0.47%	<b>132</b>	<b>0.45%</b>
Any other religion/faith	324	1.13%	334	1.15%	<b>0</b>	<b>0.00%</b>
No religion	6,337	22.19%	6,560	22.64%	<b>6,404</b>	<b>21.81%</b>
Prefer not to say	4,935	17.28%	4,379	15.11%	<b>5,576</b>	<b>18.99%</b>
<b>Total</b>	<b>28,559</b>	<b>100.00%</b>	<b>28,973</b>	<b>100.00%</b>	<b>29,359</b>	<b>100.00%</b>

**Table 18: Registrant religious profile by professional group – 31 March 2021**

	Optometrists		Dispensing Opticians		Student Optometrists		Student Dispensing Opticians		All	
<b>Christian (incl. Catholic)</b>	4,875	29.26%	2,464	34.67%	465	10.92%	240	18.05%	<b>8,044</b>	<b>27.40%</b>
<b>Muslim</b>	2,863	17.18%	384	5.40%	1,567	36.80%	213	16.02%	<b>5,027</b>	<b>17.12%</b>
<b>Hindu</b>	1,997	11.98%	364	5.12%	287	6.74%	48	3.61%	<b>2,696</b>	<b>9.18%</b>
<b>Sikh</b>	888	5.33%	126	1.77%	165	3.88%	20	1.50%	<b>1,199</b>	<b>4.08%</b>
<b>Any other religion/faith</b>	289	1.73%	85	1.20%	36	0.85%	3	0.23%	<b>413</b>	<b>1.41%</b>
<b>No religion</b>	3,040	18.24%	2,437	34.29%	457	10.73%	470	35.34%	<b>6,404</b>	<b>21.81%</b>
<b>Prefer not to say</b>	2,711	16.27%	1,248	17.56%	1,281	30.08%	336	25.26%	<b>5,576</b>	<b>18.99%</b>
<b>Total</b>	<b>16,663</b>	<b>100.00%</b>	<b>7,108</b>	<b>100.00%</b>	<b>4,258</b>	<b>100.00%</b>	<b>1,330</b>	<b>100.00%</b>	<b>29,359</b>	<b>100.00%</b>

**FITNESS TO PRACTISE DATA**

**Table 19: Sex profile of complaints from 2019 to 2021**

	2019		2020		2021	
	Total complainants	% of total complainants	Total complainants	% of total complainants	Total complainants	% of total complainants
<b>Male</b>	227	46.52%	127	36.49%	<b>124</b>	<b>38.75%</b>
<b>Female</b>	231	47.34%	178	51.15%	<b>160</b>	<b>50.00%</b>
<b>Not known</b>	14	2.87%	0	0.00%	<b>2</b>	<b>0.63%</b>
<b>Other (e.g. referred by company)</b>	16	3.28%	43	12.36%	<b>34</b>	<b>10.63%</b>
<b>Total</b>	<b>488</b>	<b>100.00%</b>	<b>348</b>	<b>100.00%</b>	<b>320</b>	<b>100.00%</b>

**Table 20: Location profile of FTP complaints of 2019 to 2021**

	2019	2020	2021
England	91.29%	91.30%	86.38%
Scotland	4.98%	6.52%	7.04%
Wales	1.66%	0.00%	4.23%
Northern Ireland	2.07%	2.17%	2.35%

**Table 21: Registrants subject to an FTP investigation from 2019 to 2021**

	2019		2020		2021	
Optometrists	191	68.71%	120	74.53%	43	66.15%
Dispensing Opticians	29	10.43%	15	9.32%	8	12.31%
Student Optometrists	15	5.40%	5	3.11%	4	6.15%
Student Dispensing Opticians	9	3.24%	6	3.73%	4	6.15%
Subtotal	244	87.77%	146	90.68%	59	90.77%
Business Registrants	34	12.23%	15	9.32%	6	9.23%
Total FTP Investigations	278	100.00%	161	100.00%	65	100.00%

**Table 22: Registrants subject to an FTP investigation profile by professional group (excluding business registrants) – 31 March 2021**

	Total investigations	% of total FTP investigations against role	% of investigations against total registrant role	Total registrants	% of total registrants
Optometrists	43	72.88%	0.26%	16,663	56.76%
Dispensing Opticians	8	13.56%	0.11%	7,108	24.21%
Student Optometrists	4	6.78%	0.09%	4,258	14.50%
Student Dispensing Opticians	4	6.78%	0.30%	1,330	4.53%
All (minus body corporate)	59	100.00%	0.20%	29,359	100.00%

**Table 23: Registrants subject to an FTP complaint profiled by specialism (excluding business registrants) – 31 March 2021**

	Total registrants	% of total FTP complaints against specialism	% of complaints against total registrant specialism	Total registrants with specialisms	% of total registrants with specialisms
Contact lens specialty	0	0%	0.00%	570	1.94%
Independent prescribing specialty	6	9%	0.57%	1,049	3.57%
Additional supply specialty	5	8%	0.47%	1,062	3.62%
Supplementary prescribing specialty	5	8%	0.48%	1,052	3.58%
<b>Total</b>	<b>16</b>	<b>25%</b>	<b>0.43%</b>	<b>3,733</b>	<b>12.72%</b>

**Table 24: Sex profile of registrants subject to an FTP investigation by professional group – 31 March 2021**

	Total	Male			Female		
		Under investigation	Total register %		Under investigation	Total register %	
Optometrists	43	31	72.09%	39.64%	12	27.91%	60.36%
Dispensing Opticians	8	8	100.00%	35.73%	0	0.00%	64.27%
Student Optometrists	4	4	100.00%	32.81%	0	0.00%	67.19%
Student Dispensing Opticians	4	2	50.00%	32.56%	2	50.00%	67.44%
<b>All (minus body corporate)</b>	<b>59</b>	<b>45</b>	<b>76.27%</b>	<b>37.38%</b>	<b>14</b>	<b>23.73%</b>	<b>62.62%</b>

**Table 25: Percentage of investigations opened per age group by professional group from – 31 March 2021**

	Under 25		25-34		35-44		45-54		55-64		65+		Total	
<b>Optometrists</b>	0	0.00%	14	23.73%	7	11.86%	12	20%	8	13.56%	2	3.39%	<b>43</b>	<b>72.88%</b>
<b>Dispensing Opticians</b>	0	0.00%	0	0.00%	2	3.39%	2	3.39%	3	5.08%	1	1.70%	<b>8</b>	<b>13.56%</b>
<b>Student Optometrists</b>	4	6.78%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	<b>4</b>	<b>6.78%</b>
<b>Student Dispensing Opticians</b>	0	0.00%	1	1.70%	1	1.70%	2	3.39%	0	0.00%	0	0.00%	<b>4</b>	<b>6.78%</b>
<b>All (minus body corporate)</b>	<b>4</b>	<b>6.78%</b>	<b>15</b>	<b>25.42%</b>	<b>10</b>	<b>16.95%</b>	<b>16</b>	<b>27.12%</b>	<b>11</b>	<b>18.64%</b>	<b>3</b>	<b>5.08%</b>	<b>59</b>	<b>100.00%</b>

**Table 26: Ethnicity profile of registrants referred for FTP investigation, compared to all registrants – 2019-2021**

		FTP Registrants	Total Registrants
White	2019	36%	51%
	2020	36%	51%
	<b>2021</b>	<b>47%</b>	<b>49%</b>
Asian / Asian British	2019	42%	32%
	2020	46%	34%
	<b>2021</b>	<b>36%</b>	<b>33%</b>
Black / Black British	2019	3%	1%
	2020	3%	2%
	<b>2021</b>	<b>2%</b>	<b>2%</b>
Mixed/Multiple	2019	<1%	<1%
	2020	<1%	<1%
	<b>2021</b>	<b>0%</b>	<b>&lt;1%</b>
Other	2019	<1%	2%
	2020	<1%	2%
	<b>2021</b>	<b>2%</b>	<b>2%</b>

Prefer not to say	2019	24%	11%
	2020	13%	11%
	<b>2021</b>	<b>14%</b>	<b>14%</b>
Total	<b>100%</b>	<b>100%</b>	<b>100%</b>
	<b>100%</b>	<b>100%</b>	<b>100%</b>
	<b>100%</b>	<b>100%</b>	<b>100%</b>

**Table 27: Religious belief profile of FTP Registrants compared to the register for 2019 to 2021**

	2019		2020		2021	
	FTP Registrants	Register	FTP Registrants	Register	FTP Registrants	Register
<b>Christian (incl. Catholic)</b>	24.59%	28.79%	26.03%	28.46%	<b>23.73%</b>	<b>27.40%</b>
<b>Hindu</b>	8.20%	9.21%	10.96%	9.42%	<b>11.86%</b>	<b>9.18%</b>
<b>Muslim</b>	17.62%	15.83%	24.66%	17.60%	<b>18.64%</b>	<b>17.12%</b>
<b>Other</b>	7.38%	6.70%	6.85%	6.76%	<b>6.78%</b>	<b>5.49%</b>
<b>No religion</b>	15.98%	22.19%	15.75%	22.64%	<b>28.81%</b>	<b>21.81%</b>
<b>Prefer not to say</b>	26.23%	17.28%	15.75%	15.11%	<b>10.17%</b>	<b>18.99%</b>

**Table 28: Pregnancy and maternity profile of registrants referred for FTP investigation – 31 March 2021**

	Optometrist		Dispensing optician		Student optometrist		Student dispensing optician		Total	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
<b>Pregnant or on maternity/paternity leave</b>	1	2.32%	0	0.00%	0	0.00%	0	0.00%	1	1.69%
<b>Not pregnant or on maternity/paternity leave</b>	33	76.74%	6	75.00%	4	100.00%	1	25.00%	44	74.58%
<b>Prefer not to say</b>	9	20.93%	2	25.00%	0	0.00%	3	75.00%	14	23.73%
<b>Total</b>	43	100.00%	8	100.00%	4	100.00%	4	100.00%	59	100.00%

**Table 29: Percentage of allegation types split by professional group – 31 March 2021**

	Optometrist		Dispensing Opticians		Student Optometrists		Student Dispensing Opticians		Total	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
<b>Clinical</b>	25	58.14%	0	0.00%	1	25.00%	0	0.00%	<b>26</b>	<b>44.07%</b>
<b>Conduct</b>	9	20.93%	4	50.00%	2	50.00%	1	25.00%	<b>16</b>	<b>27.12%</b>
<b>Conviction/caution</b>	0	0.00%	2	25.00%	1	25.00%	3	75.00%	<b>6</b>	<b>10.17%</b>
<b>Health</b>	3	6.98%	0	0.00%	0	0.00%	0	0.00%	<b>3</b>	<b>5.08%</b>
<b>Mix</b>	6	13.95%	2	25.00%	0	0.00%	0	0.00%	<b>8</b>	<b>13.56%</b>
<b>All (minus body corporate)</b>	<b>43</b>	<b>100.00%</b>	<b>8</b>	<b>100.00%</b>	<b>4</b>	<b>100.00%</b>	<b>4</b>	<b>100.00%</b>	<b>59</b>	<b>100.00%</b>

**Table 30: Percentage of allegation types split by sex for 2019 to 2021**

	Female						Male					
	2019		2020		2021		2019		2020		2021	
<b>Clinical</b>	43	17.62%	36	25.00%	<b>8</b>	<b>13.56%</b>	67	27.46%	32	22.22%	18	<b>30.51%</b>
<b>Conduct</b>	18	7.38%	15	10.42%	<b>1</b>	<b>1.69%</b>	34	13.93%	19	13.19%	15	<b>25.42%</b>
<b>Conviction /caution</b>	9	3.69%	8	5.56%	<b>2</b>	<b>3.39%</b>	26	10.66%	13	9.03%	4	<b>6.78%</b>
<b>Health</b>	5	2.05%	4	2.78%	<b>1</b>	<b>1.69%</b>	5	2.05%	3	2.08%	2	<b>3.39%</b>
<b>Mix</b>	16	6.56%	5	3.47%	<b>2</b>	<b>3.39%</b>	21	8.61%	9	6.25%	6	<b>10.17%</b>
<b>All (minus body corporate)</b>	91	37.30%	68	47.22%	<b>14</b>	<b>23.73%</b>	153	62.70%	76	52.78%	45	<b>76.27%</b>

**Table 31: Percentage of allegation types split by age – 31 March 2021**

	Under 25		25-34		35-44		45-54		55-64		65+	
<b>Clinical</b>	1	25.00%	8	53.33%	6	60.00%	5	31.25%	6	54.55%	0	0.00%
<b>Conduct</b>	2	50.00%	3	20.00%	3	30.00%	3	18.75%	3	27.27%	2	66.67%
<b>Conviction/caution</b>	1	25.00%	1	6.67%	0	0.00%	3	18.75%	0	0.00%	1	33.33%
<b>Health</b>	0	0.00%	1	6.67%	1	10.00%	1	6.25%	0	0.00%	0	0.00%
<b>Mix</b>	0	0.00%	2	13.33%	0	0.00%	4	25.00%	2	18.18%	0	0.00%
<b>All (minus body corporate)</b>	<b>4</b>	<b>6.77%</b>	<b>15</b>	<b>25.42%</b>	<b>10</b>	<b>16.94%</b>	<b>16</b>	<b>27.12%</b>	<b>11</b>	<b>18.64%</b>	<b>3</b>	<b>5.08%</b>
<b>All Registrants excluding Students</b>		3.95%		29.33%		29.04%		18.97%		14.37%		4.36%

**Table 32: Percentage of allegation types split by ethnicity – 31 March 2021**

	Clinical		Conduct		Conviction/caution		Health		Mix		Total	
<b>White</b>	15	57.69%	5	31.25%	3	50.00%	1	33.33%	4	50.00%	28	47.46%
<b>Asian / Asian British</b>	9	34.62%	7	43.75%	2	33.33%	1	33.33%	2	25.00%	21	35.59%
<b>Black / Black British</b>	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	1	1.69%
<b>Mixed/Multiple</b>	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Other</b>	0	0.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	1	1.69%
<b>Prefer not to say</b>	2	7.69%	4	25.00%	0	0.00%	1	33.3%	1	12.50%	8	13.56%
<b>Total</b>	<b>26</b>	<b>100.00%</b>	<b>16</b>	<b>100.00%</b>	<b>6</b>	<b>100.00%</b>	<b>3</b>	<b>100.00%</b>	<b>8</b>	<b>100.00%</b>	<b>59</b>	<b>100.00%</b>

**Table 33: Percentage of allegation types split by religion – 31 March 2021**

	Clinical	Conduct	Conviction/caution	Health	Mix	Total
Christian (incl. Catholic)	4	3	1	1	5	14
	15.38%	18.75%	16.67%	33.33%	62.50%	23.73%
Muslim	2	6	2	0	1	11
	7.69%	37.50%	33.33%	0.00%	12.50%	18.64%
Hindu	5	1	0	1	0	7
	19.23%	6.25%	0.00%	33.33%	0.0%	11.86%
Other	2	1	0	0	1	4
	7.69%	6.25%	0.00%	0.00%	12.50%	6.78%
No religion	10	3	3	1	0	17
	38.46%	18.75%	50.00%	33.33%	0.00%	28.81%
Prefer not to say	3	2	0	0	1	6
	11.54%	12.50%	0.00%	0.00%	12.50%	10.17%
<b>All (minus body corporate)</b>	<b>26</b>	<b>16</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>59</b>
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**Table 34: Percentage of total case examiner outcomes split by sex – 31 March 2021**

	Male		Female		Total	
No further action (incl. advice/warning issued)	41	40.59%	27	26.73%	68	67.33%
Referral to Fitness to Practise Committee (FTPC)	22	21.78%	11	10.89%	33	32.67%
<b>Total</b>	<b>63</b>	<b>62.38%</b>	<b>38</b>	<b>37.62%</b>	<b>101</b>	<b>100.00%</b>

**Table 35: Percentage of total case examiner outcomes split by sex for 2019 to 2021**

	Male			Female		
	2019	2020	2021	2019	2020	2021
No further action (incl. advice/warning issued)	78.95%	77.18%	<b>65.08%</b>	83.10%	85.71%	<b>71.05%</b>
Referral to Fitness to Practise Committee (FTPC)	21.05%	22.82%	<b>34.92%</b>	16.90%	14.29%	<b>28.95%</b>
<b>Total</b>	114	149	<b>63</b>	71	84	<b>38</b>

**Table 36: Percentage of total investigation outcomes split by age – 31 March 2021**

	Under 25	25-34	35-44	45-54	55-64	65+	Total
No further action (incl. advice/warning issued)	50.00%	73.91%	68.97%	56.52%	82.35%	40.00%	<b>67.33%</b>
Referral to Fitness to Practise Committee (FTPC)	50.00%	26.09%	31.03%	43.48%	17.65%	60.00%	<b>32.67%</b>
<b>Total</b>	<b>4</b>	<b>23</b>	<b>29</b>	<b>23</b>	<b>17</b>	<b>5</b>	<b>101</b>

**Table 37: Percentage of total case examiner outcomes split by ethnicity – 31 March 2021**

	No further action (incl. advice/warning issued)		Referral to Fitness to Practise Committee (FTPC)		Total	
<b>White</b>	25	36.76%	10	30.30%	35	34.65%
<b>Asian / Asian British</b>	30	44.12%	17	51.52%	47	46.53%
<b>Black / Black British</b>	2	2.94%	1	3.03%	3	2.97%
<b>Mixed/Multiple</b>	2	2.94%	0	0.00%	2	1.98%
<b>Other</b>	1	1.47%	1	3.03%	2	1.98%
<b>Prefer not to say</b>	8	11.76%	4	12.12%	12	11.88%
<b>Total</b>	<b>68</b>	<b>100.00%</b>	<b>33</b>	<b>100.00%</b>	<b>101</b>	<b>100.00%</b>

**Table 38: Percentage of total case examiner outcomes split by ethnicity for 2019 to 2021**

		No further action (incl. advice/warning issued)	Referral to Fitness to Practise Committee (FTPC)	Total
White	2019	62	12	74
		83.78%	16.22%	100.00%
	2020	77	8	85
		90.59%	9.41%	100.00%
	2021	25	10	35
		71.43%	28.57%	100.00%
Asian / Asian British	2019	54	11	65
		83.08%	16.92%	100.00%
	2020	74	16	90
		82.22%	17.78%	100.00%
	2021	30	17	47
		63.83%	36.17%	100.00%
Black / Black British	2019	3	2	5
		60.00%	40.00%	100.00%
	2020	6	2	8
		75.00%	25.00%	100.00%
	2021	2	1	3
		66.67%	33.33%	100.00%
Mixed/multiple	2019	1	0	1
		100.00%	0.00%	100.00%
	2020	0	0	0
		0.00%	0.00%	0.00%
	2021	2	0	2
		100.00%	0.00%	100.00%
Other	2019	1	0	1
		100.00%	0.00%	100.00%
	2020	1	0	1
		100.00%	0.00%	100.00%
	2021	1	1	2
		50.00%	50.00%	100.00%
Prefer not to say	2019	28	11	39
		71.79%	28.21%	100.00%
	2020	29	20	49
		59.18%	40.82%	100.00%
	2021	8	4	12
		66.67%	33.33%	100.00%
Total	2019	149	36	185
		80.54%	19.46%	100.00%
	2020	187	46	233
		80.26%	19.74%	100.00%
	2021	68	33	101
		67.33%	32.67%	100.00%

**Table 39: Percentage of total case examiner outcomes split by Religion – 2021**

	Christian (incl. Catholic)		Muslim		Hindu		Other		No religion		Prefer not to say	Total		
<b>No further action (incl. advice/ warning issued)</b>	20	19.80%	16	15.84%	8	7.92%	4	3.96%	9	8.91%	11	10.89%	<b>68</b>	<b>67.33%</b>
<b>Referral to Fitness to Practise Committee (FTPC)</b>	10	9.90%	9	8.91%	4	3.96%	3	2.97%	3	2.97%	4	3.96%	<b>33</b>	<b>32.67%</b>
<b>Total</b>	<b>30</b>	<b>29.70%</b>	<b>25</b>	<b>24.75%</b>	<b>12</b>	<b>11.88%</b>	<b>7</b>	<b>6.93%</b>	<b>12</b>	<b>11.88%</b>	<b>15</b>	<b>14.85%</b>	<b>101</b>	<b>100.00%</b>

## GENERAL OPTICAL COUNCIL EMPLOYEES

**Table 40: GOC Employees by sex – 2019 to 2021**

	2019		2020		2021	
Female	57	63.33%	56	65.12%	51	67.11%
Male	33	36.67%	30	34.88%	25	32.89%
<b>Total</b>	<b>90</b>	<b>100.00%</b>	<b>86</b>	<b>100.00%</b>	<b>76</b>	<b>100.00%</b>

**Table 41: GOC Employees by age: 2019-2021**

	2019		2020		2021	
Under 25	8	8.88%	3	3.49%	3	3.95%
25-34	34	37.78%	33	38.37%	27	35.53%
35-44	27	30.00%	26	30.23%	25	32.89%
45-54	19	21.11%	19	22.09%	14	18.42%
55-64	2	2.22%	5	5.81%	7	9.21%
65+	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>90</b>	<b>100.00%</b>	<b>86</b>	<b>100.00%</b>	<b>76</b>	<b>100.00%</b>

**Table 42: GOC Employees by ethnicity: 2019-2021**

	2019		2020		2021	
White / White British	42	46.67%	39	45.35%	41	53.94%
Asian / Asian British	11	12.22%	13	15.12%	12	15.79%
Black / Black British	11	12.22%	13	15.12%	15	19.74%
Mixed/multiple	1	1.11%	2	2.33%	2	2.63%
Other	3	3.33%	3	3.49%	5	6.58%
Prefer not to say	22	24.44%	16	18.60%	1	1.32%
<b>Total</b>	<b>90</b>	<b>100.00%</b>	<b>86</b>	<b>100.00%</b>	<b>76</b>	<b>100.00%</b>

## MEMBER DATA

**Table 43: Number of Members – 31 March 2021**

	Total Members	of which there are the following type of members:			
		Council	Lay	GOC Registrant	Other / independent
Council	12	12	6	5	-
Advisory panel	33	5	10	23	6
Investigation committee	7	0	3	4	0
Audit and Risk committee	5	4	3	1	1
Remuneration committee	4	3	2	1	1
Nominations committee	4	3	2	1	1
Hearing panel*	75	0	39	36	0
Education Visitor panel	29	0	12	17	0

**Table 44: Members – Sex March 2021**

	Council (11)	Advisory Panel (33)	Hearing Panel (76)	Education Visitor (31)
Male	36.36%	42.42%	30.26%	61.29%
Female	63.63%	57.58%	68.42%	38.71%
PNTS/Blank	8.33%	0.00%	1.32%	0.00%
	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 45: Members – Age March 2021**

	Council (11)	Advisory Panel (33)	Hearing Panel (76)	Education Visitor (31)
25-34	0.00%	3.03%	5.26%	9.68%
35-44	9.09%	6.06%	19.74%	16.13%
45-54	36.36%	15.15%	25.00%	35.48%
55-64	9.09%	15.15%	32.89%	25.81%
65+	0.00%	6.06%	2.63%	3.23%
PNTS/Blank	45.45%	54.55%	14.47%	9.68%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 46: Members – Ethnicity March 2021**

	<b>Council (11)</b>	<b>Advisory Panel (33)</b>	<b>Hearing Panel (76)</b>	<b>Education Visitor (31)</b>
BAME	9.09%	12.12%	14.67%	3.23%
White	81.82%	84.85%	13.16%	80.65%
PNTS/Blank	9.09%	3.03%	11.84%	16.13%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 47: Members – Religion**

	<b>Council (11)</b>	<b>Advisory Panel (33)</b>	<b>Hearing Panel (76)</b>	<b>Education Visitor (31)</b>
Christian	72.73%	60.61%	34.21%	35.48%
Other Religion	9.09%	9.09%	21.05%	3.23%
PNTS/Blank	9.09%	9.09%	14.47%	25.81%
No Religion	9.09%	21.21%	30.26%	35.48%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## STUDENT DATA

**Table 48: Total percentage of student enrolments in all optical disciplines and sex, academic years 2018/19 and 2019/20.**

	2018/19	2019/20
Male	34.15%	34.01%
Female	65.85%	65.99%
Total	100.00%	100.00%

**Table 49: Student enrolments in each optical discipline and sex, academic years 2018/19 and 2019/20.**

	2018/19				2019/20			
	Male		Female		Male		Female	
Optometry	872	33.03%	1766	66.88%	943	33.37%	1883	66.63%
Dispensing	419	34.38%	795	65.25%	371	35.20%	683	64.80%
Independent Prescribing	87	40.05%	119	54.95%	113	36.98%	193	63.02%
Contact lens	46	41.29%	66	58.71%	31	30.80%	70	69.20%

**Table 50: Total percentage of student enrolments in all optical disciplines and age, academic years 2018/19 and 2019/20.**

Age Group	2018/19	2019/20
20 and under	45.42%	41.15%
21-24	30.19%	31.00%
25-29	10.46%	13.84%
30+	13.84%	14.01%
Not known	0.10%	0.00%

**Table 51: Percentage of student enrolments in each optical discipline and age, academic year 2019-20**

	20 and under		21-24		25-29		30+		Not known	
Optometry	1517	53.68%	926	32.77%	250	8.84%	132	4.65%	0	0.00%
Dispensing	246	23.37%	387	36.74%	217	20.55%	203	19.32%	0	0.02%
Independent Prescribing	0	0.00%	9	3.00%	97	31.62%	199	65.18%	0	0.00%
Contact lens	0	0.00%	6	5.84%	29	28.93%	66	65.23%	0	0.00%

**Table 52: Percentage of student enrolments in each optical discipline and age, academic year 2018-19**

	20 and under		21-24		25-29		30+		Not known	
Optometry	1531	57.98%	815	30.86%	173	6.56%	120	4.54%	0	0.00%
Dispensing	366	30.05%	419	34.40%	170	13.93%	252	20.69%	4	0.31%
Independent Prescribing	0	0.00%	14	6.69%	66	30.57%	135	62.72%	0	0.00%
Contact lens	0	0.00%	13	11.45%	28	24.94%	71	63.51%	0	0.00%

**Table 53: Total percentage of student enrolments in all optical disciplines and ethnicity, academic years 2018/19 and 2019/20**

	2018/19	2019/20
White	32.87%	35.96%
Black	3.33%	3.39%
Asian	50.31%	50.06%
Mixed	3.56%	1.84%
Other	4.86%	5.76%
Not known	5.07%	2.99%

**Table 54: Percentage of student enrolments in each optical discipline and ethnicity, academic year 2019-20**

	White		Black		Asian		Mixed		Other		Not known	
Optometry	707	25.01%	103	3.63%	1630	57.68%	50	1.76%	203	7.20%	71	2.51%
Dispensing	561	53.24%	32	3.03%	330	31.30%	21	1.99%	33	3.17%	38	3.59%
Independent Prescribing	166	54.40%	6	2.00%	111	36.20%	6	2.06%	4	1.46%	12	4.06%
Contact lens	71	70.77%	1	0.89%	24	20.25%	0	0.00%	1	0.63%	4	3.48%

**Table 55: Percentage of student enrolments in each optical discipline and ethnicity, academic year 2018-19**

	White		Black		Asian		Mixed		Other		Not known	
Optometry	753	28.51%	87	3.31%	1482	56.11%	60	2.28%	175	6.63%	80	3.02%
Dispensing	450	36.97%	37	3.07%	516	42.33%	80	6.57%	23	1.90%	111	9.13%
Independent Prescribing	114	52.86%	11	5.20%	74	34.47%	5	2.54%	5	2.20%	6	2.93%
Contact lens	57	51.33%	4	3.95%	31	27.44%	4	3.38%	0	0.00%	15	13.78%

**Table 56: Total percentage of student enrolments in all optical disciplines and disability, academic years 2018/19 and 2019/20**

	2018/19	2019/20
Known Disability	10.20%	5.14%
No Known Disability	89.80%	94.86%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 57: Percentage of student enrolments in each optical discipline and disability, academic year 2019-20**

	Known disability		No known disability	
Optometry	180	6.36%	2646	93.64%
Dispensing	34	3.21%	1020	96.79%
Independent Prescribing	6	2.70%	296	96.80%
Contact lens	0	0.00%	101	100.00%

**Table 58: Percentage of student enrolments in each optical discipline and disability, academic year 2018-19**

	Known disability		No known disability	
Optometry	376	14.24%	2264	85.72%
Dispensing	48	3.91%	1170	96.06%
Independent Prescribing	3	1.20%	213	98.80%
Contact lens	0	0.00%	112	100.00%