

BASHH Equality & Diversity Survey 2021

Report May 2021

Executive Summary

BASHH is committed to ensuring equality, diversity, and inclusion within its activities, and fair representation in its working groups. This survey was conducted to compare the make-up of the BASHH membership and working groups, so that the BASHH Board could review any under-representation and consider actions accordingly.

The web-based survey comprised questions pertaining to 7 protected characteristics and was conducted in Spring 2021. There were 291 respondents c. 27% of the membership. This relatively small and non-randomly selected sample meant that conclusions could not be drawn with high statistical confidence. However, there were patterns seen in the data which could be signals worthy of note, including: an equal representation regarding gender, age, disability, and some ethnicities; but an under-representation of non-white ethnicities in 'All Groups' and the Board of Trustees.

Of note the BASHH Board comprises just 19 Trustees, 14 of whom are Fellows which, as stipulated in the Articles of Association, must be consultant grade or senior nurse equivalent: hence a specific subset with potentially specific diversity.

The findings were presented in the context of a wider discussion regarding BASHH work on health inequalities and minority groups at the Board 21st May 2021. The initial recommendations are:

- To incorporate diversity monitoring in the BASHH membership application and renewal process.
- To improve how BASHH promote access working groups and applications to elected posts.
- To extend the duties and roles of the Vice President and committee chairs as guardians of equality, diversity, and inclusivity: to scrutinise the make-up and inclusivity of their groups, terms of reference and activities.

Introduction

BASHH is committed to encouraging equality, diversity, and inclusion within all its activities. Furthermore, as a professional organisation affiliated to the Royal College of Physicians and a company registered with the Charities Commission, BASHH must comply with the Equality Act 2010¹. BASHH affirmed this commitment and compliance in its Equality, Diversity, and Inclusion Policy. This highlights the importance of monitoring the diversity of the membership and how this is reflected in its working groups and Board of Trustees.

This survey is the first of its kind for BASHH and as a starting point has set out to:

- Take a snapshot of the diversity of the membership, working groups and the Board of Trustees.
- Make a comparison of the diversity between these groups, and the membership.
- Act as a foundation for senior discussions around any areas of concern, with a view to affect change accordingly.

Methods

A web-based questionnaire was sent as a mailshot to all BASHH members in March 2021. It was re-advertised in the newsletter a week later, then a final reminder 2 weeks after that. The survey was repeated to just members of: SIGs, groups, and the Board of Trustees. Questions pertained to 7 protected characteristics: Age, Gender, Gender changed from birth, Sexual Orientation, Ethnicity, Religion & Disability. The choice of questions and their response options was informed by diversity monitoring by the Royal College of Physicians², guidance from the Equality & Human Rights Commission³ and the UK census. A full list of questions and response options is shown in appendix A.

Confidentiality

The survey was anonymous: with no single data item able to directly identify an individual, and we used SurveyMonkey rather than capturing the information via the BASHH membership database. However, given the small sample sizes for the groups and Board of Trustees analysis, the combination of responses per individual could have led to deductive disclosure of their identity. To maximise confidentiality, the BASHH secretariat (who administered the survey) were forbidden to inspect the data output and delete all copies of this from their systems.

Mailshot method

There were several options, each with pros and cons:

- 1) Survey request sent directly from SurveyMonkey
 - Pro:** Includes tracking of responders. enabling reminders to go out to non-responders.
Limits responders to 1 response.
 - Con:** Email message is often sent to junk by many email
- 2) Survey request sent by BASHH admin (MailChimp)
 - Pro:** Should ensure maximal response rate.
 - Con:** No tracking to allow reminders limited to non-responders.
Potential for multiple responses per invitee

¹ <https://www.legislation.gov.uk/ukpga/2010/15/contents>

² A 2020 vision – An independent report into diversity and inclusion at the Royal College of Physicians [Royal College of Physicians] <https://www.rcplondon.ac.uk/projects/outputs/2020-vision-independent-report-diversity-and-inclusion-royal-college-physicians>

³ Equally Professional: diversity monitoring in professional bodies [Equality & Human Rights Commission] <https://www.equalityhumanrights.com/en/publication-download/equally-professional-diversity-monitoring-professional-bodies>

3) Append survey as mandatory questions to BASHH members annual renewal.

Pro: Should ensure maximal response rate.

Con: Requires IT processes to be setup in advance to ensure non-linkage of sensitive diversity data with members identifying data.

Would need to wait until August for next renewal round.

Option 2 – Mailchimp survey was chosen.

Results

Quantitative

There were 291 respondents to the all-members survey (c. 27% of membership), 63 to all groups and Board, and 16 to Board only. The following tables give the responses by subgroups within the survey. Note “All groups & Board” includes anyone being a Trustees to the Board, belonging to a SIG, Group or any other BASHH committee.

	All Members		All Groups & Board		Board only	
Age group						
Under 25	1	0.3%	0	0.0%	0	0.0%
25-34	17	5.8%	5	7.9%	2	12.5%
35-44	82	28.2%	21	33.3%	2	12.5%
45-54	100	34.4%	23	36.5%	6	37.5%
55-64	66	22.7%	9	14.3%	4	25.0%
65+	22	7.6%	4	6.3%	1	6.3%
Prefer not to say	3	1.0%	1	1.6%	1	6.3%
Gender						
Female (including trans woman)	194	66.7%	39	61.9%	11	68.8%
Male (including trans man)	94	32.3%	24	38.1%	5	31.3%
Non-binary	1	0.3%	0	0.0%	0	0.0%
Other	1	0.3%	0	0.0%	0	0.0%
Prefer not to say	1	0.3%	0	0.0%	0	0.0%
Gender identity same as at birth						
Yes	289	99.3%	62	98.4%	16	100.0%
No	1	0.3%	1	1.6%	0	0.0%
Prefer not to say	1	0.3%	0	0.0%	0	0.0%
Sexual Orientation						
Bisexual	10	3.4%	3	4.8%	0	0.0%
Gay or Lesbian	51	17.5%	16	25.4%	4	25.0%
Heterosexual or Straight	220	75.6%	43	68.3%	11	68.8%
Other	3	1.0%	0	0.0%	0	0.0%
Unsure	3	1.0%	1	1.6%	1	6.3%
Prefer not to say	4	1.4%	0	0.0%	0	0.0%

	All Members		All Groups & Board		Board only	
Ethnicity						
Any other Asian background	10	3.4%	2	3.2%	0	0.0%
Any other mixed or multiple background	6	2.1%	2	3.2%	1	6.3%
Any other White background	26	8.9%	4	6.3%	0	0.0%
Arabic	1	0.3%	0	0.0%	0	0.0%
Bangladeshi	1	0.3%	0	0.0%	0	0.0%
Black African	15	5.2%	0	0.0%	0	0.0%
Black British	3	1.0%	1	1.6%	0	0.0%
Black Caribbean	3	1.0%	0	0.0%	0	0.0%
Chinese	1	0.3%	2	3.2%	1	6.3%
Indian	32	11.0%	8	12.7%	1	6.3%
Irish	13	4.5%	2	3.2%	1	6.3%
Mixed White and Asian	2	0.7%	0	0.0%	0	0.0%
Mixed White and Black African	1	0.3%	1	1.6%	0	0.0%
Mixed White and Black Caribbean	2	0.7%	0	0.0%	0	0.0%
Other	6	2.1%	1	1.6%	0	0.0%
Pakistani	3	1.0%	1	1.6%	0	0.0%
White English/Welsh/Scottish/N Irish/ British	164	56.4%	38	60.3%	11	68.8%
Prefer not to say	2	0.7%	1	1.6%	1	6.3%
Religion						
Buddhist	4	1.4%	2	3.2%	0	0.0%
Christian ⁴	110	37.8%	19	30.2%	5	31.3%
Hindu	22	7.6%	3	4.8%	0	0.0%
Jewish	7	2.4%	2	3.2%	1	6.3%
Muslim	8	2.7%	1	1.6%	0	0.0%
Of no religion	122	41.9%	31	49.2%	8	50.0%
Other	4	1.4%	0	0.0%	0	0.0%
Sikh	3	1.0%	1	1.6%	0	0.0%
Prefer not to say	11	3.8%	4	6.3%	2	12.5%
Disability						
No	261	89.7%	59	93.7%	14	87.5%
Yes	21*	7.2%	3	4.8%	1	6.3%
Prefer not to say	9	3.1%	1	1.6%	1	6.3%

*<1% physical disability, 3% mental health incl. depression, <1% learning disability incl. autism, 4% long term medical condition incl.: cancer, diabetes, heart disease, HIV (full definitions see appendix B)

Qualitative

A number of respondents chose to give free-text comments. These can be summarised and grouped by theme as follows:

Positive-Supportive

- Gratitude and support for BASHH doing this work.
- Importance of this work being conducted and reported back to BASHH members with actions.

Constructive

- Suggestions that BASHH forms SIGs or Groups with diversity and minority special interests
- Volunteering to take part in further equality and diversity work.

Concerning

- Reports of isolation and discrimination experienced in the workplace based on ethnicity.
- Reports of discrimination in the profession and career progression based on ethnicity.

⁴ (including Church of England, Catholic, Protestant and all other Christian denominations)

Discussion

This is the first equality and diversity survey of its kind for BASHH. Response rate was low c.27% and sampling was not random hence we are unable to draw firm statistical conclusions. However, the signals in the data suggest:

- an equal representation along lines of gender, age, disability, and some ethnicities.
- an under-representation of non-white ethnicities in 'All Groups' and the Board of Trustees.
- a predominance of 'no religion' in the 'All Groups' and Board of Trustees.
- a greater representation of 'Gay & Lesbian' versus 'Heterosexual or Straight' in the 'All Groups' and Board of Trustees.
- a small number of members with specific disabilities across all areas

Qualitative responses

The qualitative comments provide a valuable insight into what our members think about this topic and what BASHH should be doing going forward. There are some worrying comments pertaining to discrimination in the workplace and the profession in general. While BASHH and its members have no direct powers to regulate or discipline discriminatory behaviours by individuals or organisations, BASHH would encourage its members to be vigilant to such behaviours, call them out and report them as well as supporting their colleagues who may be experiencing them.

Limitations

The results are biased due to the non-random selection method (respondents to the mailshot). The BASHH Board comprises 19 Trustees this small number means that one individual makes a relatively large effect on overall percent representation. Also, 14 of the Trustees are Fellow members of BASHH. BASHH Articles of Association stipulate that the Fellow membership category is restricted to Consultant and Senior Nurse equivalent, which being a subset of the BASHH membership may have different diversity to the BASHH membership overall.

Recommendations

The survey findings were discussed at the BASHH Board 21st May 2020. The following recommendations were made:

- To incorporate diversity questions in the BASHH membership application and renewal process, to gain a wider sample of the membership and a clearer picture on representation. *Information governance methods would need to be employed to unlink protected characteristics from identifiable information.*
- To improve how BASHH promotes access to working groups and applications to elected posts, being conscious to encourage members from poorly represented demographics to apply.
- To extend the duties and roles of the Vice President and committee chairs as guardians of equality, diversity, and inclusivity. Their remit being to scrutinise the make-up and inclusivity of their groups, terms of reference and activities to ensure equality and eliminate discrimination.

Appendix A: Survey Setup information

This is the text of the E&D survey email invite.

Dear [Name]

BASHH Equality & Diversity Survey 2021

BASHH has recently updated its Equality & Diversity Policy [you can embed the link] and is committed to ensuring that its services and working groups are accessible to everyone **and accurately reflect the equality and diversity of our membership.** (regardless of any protected characteristic - **not sure we need to mention protected characteristics?**). In order **to** monitor this we need to know the makeup of our membership, so we are asking you to complete an Equality & Diversity Survey.

What will this involve?

A short questionnaire online - it should only a minute.

The survey is **Confidential** and **Anonymous**: The mailing list we give to Survey Monkey is **not connected** to any responses received and so responses cannot be directly linked to any individuals. The survey is **Voluntary** but we would very much encourage you all to complete as much of it as you can so we can learn the most about the composition of our membership.

What will BASHH do with the results?

We will post a report of the findings on the BASHH website and let you know the key findings in due course. **We will use the results to start looking at how we work as an organisation and to ensure that our membership is fairly represented across all our services and groups.**

Best Regards

Dr David Phillips
General Secretary

CLICK HERE to complete the survey

Intro for Survey Monkey

Thank you for accessing the **BASHH Equality & Diversity Survey 2021**

We recognise that some people may regard some of this information as personal and we have, therefore, included an option in most questions for 'prefer not to say'.

You do not have to complete all of the questions but it will help us to improve BASHH as an organisation if you can complete as much as possible.

The survey is **Confidential** and **Anonymous**: The mailing list we give to Survey Monkey is **not connected** to any responses received and so responses cannot be directly linked to any individuals.

Appendix B: Survey Questions

Protected characteristic	Question	Options
Gender Identity	Do you consider yourself to be...?	<ol style="list-style-type: none"> 1. Male (including trans man) 2. Female (including trans woman) 3. Non-binary 4. Other is there a place for them to specify? 5. Prefer not to say
Gender at Birth	Is your current gender identity the same as gender assigned at birth?	<ol style="list-style-type: none"> 1. Yes - gender identity is the same as gender assigned at birth 2. No - gender identity is not the same as gender assigned at birth 3. Not sure 4. Prefer not to say
Age	Which age group do you belong to?	<ul style="list-style-type: none"> • Under 25 • 25-34 • 35-44 • 45-54 • 55-64 • 65+ • Prefer not to say
Sexual Orientation	Do you consider yourself to be...?	<ol style="list-style-type: none"> 1. Heterosexual or Straight 2. Gay or Lesbian 3. Bisexual 4. Other is there a place for them to specify? 5. Unsure 6. Prefer not to say
Ethnicity	Do you consider your ethnicity to be...?	<p>Asian/Asian British</p> <ul style="list-style-type: none"> Bangladeshi Chinese Indian Pakistani Any other Asian background <p>Black/African/Caribbean/Black British</p> <ul style="list-style-type: none"> Black African Black Caribbean Any other Black, Black British or Caribbean background <p>Mixed/multiple ethnic groups</p> <ul style="list-style-type: none"> Mixed White and Black Caribbean Mixed White and Black African Mixed White and Asian Any other mixed or multiple background <p>White</p> <ul style="list-style-type: none"> English/Welsh/Scottish/N Irish/ British Irish Gypsy or Irish Traveller Any other White background <p>Other ethnic group</p> <ul style="list-style-type: none"> Arabic Any other ethnic group (please specify) Prefer not to say
Religion	Do you consider yourself to be...?	<ul style="list-style-type: none"> Of no religion Christian (including Church of England, Catholic, protestant and all other Christian denominations) Buddhist

<p>Disability</p>	<p>Do you consider yourself to have a disability according to the Equality Act: <i>“You have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities”</i> ? [If they you answer yes to the above] Would you please select one or more of these options:</p>	<p>Hindu Jewish Muslim Sikh Of any other religion (please state) Yes No Prefer not to say</p> <ul style="list-style-type: none"> • Physical/mobility impairment, such as a difficulty using your arms or mobility issues which require you to use a wheelchair or crutches • Visual impairment, such as being blind or having a serious visual impairment • Hearing impairment, such as being deaf or having a serious hearing impairment • Mental health condition, such as depression or schizophrenia • Learning disability/difficulty, such as Down’s syndrome or dyslexia or a cognitive impairment such as autistic spectrum disorder • Long-standing illness or health condition, such as cancer, HIV, diabetes, chronic heart disease or epilepsy • Other (Please specify below)
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