

# Ethnicity

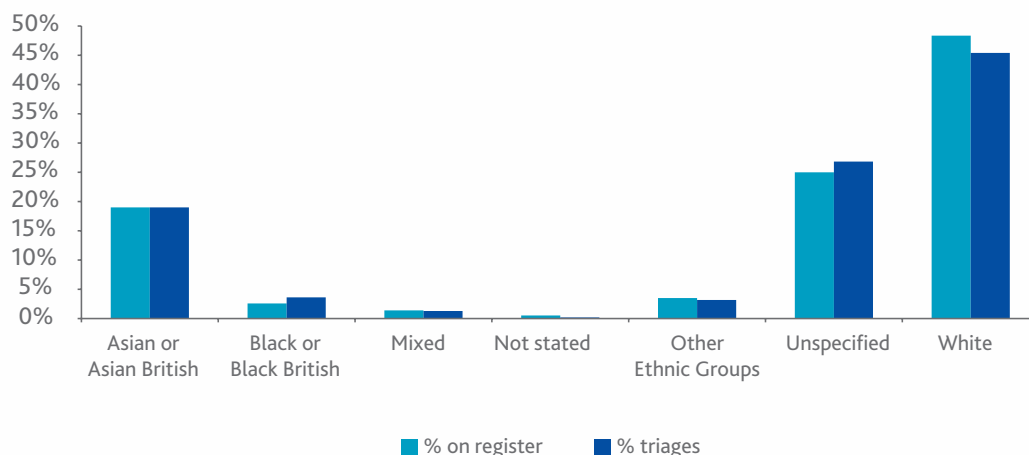
This document contains analysis of outcomes at key decision points in the GMC's Fitness to Practise procedures for doctors grouped by ethnicity. These groups are based on the standard list of categories used in the 2001 National Population Census.

It should also be noted that as part of a recent ethnicity census, the GMC collected 72% of ethnicity data for practising doctors in the UK and respondents were also able to decline to state what their ethnicity was. As a result, there are two groups; Not stated and Unspecified included in this analysis.

Any comparison against the percentage of doctors on the Medical Register should be interpreted with caution as not all doctors on the Register are in practise and so the proportion represents doctors registered with the GMC and not a proportion of doctors in active practise in either the NHS or in private healthcare.

## Enquiries

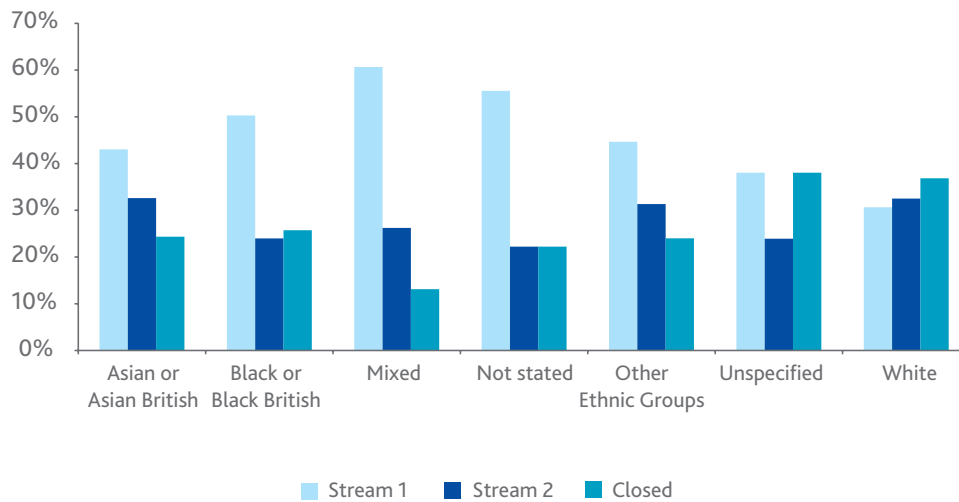
Chart 1.1 Percentage number of enquiries received by ethnicity in 2009 against percentage currently registered



Total: 4,722

- 19% of enquiries received in 2009 were for Asian or Asian British doctors, 19% of all doctors currently registered are Asian or Asian British.
- 4% of enquiries received in 2009 were for Black or Black British doctors, 3% of all doctors currently registered are Black or Black British.
- 1% of enquiries received in 2009 were for Mixed ethnic origin doctors, 1% of all doctors currently registered are of Mixed ethnic origin.
- 3% of enquiries received in 2009 were for doctors from Other Ethnic Groups, 4% of all doctors currently registered are from Other Ethnic Groups.
- 45% of enquiries received in 2009 were for White doctors, 48% of all doctors currently registered are White.

**Chart 1.2 2009 Comparative 2009 triage outcomes by ethnicity**



**Total: 4,722**

- 24% of triages about Asian or Asian British doctors in 2009 resulted in no further action whilst 33% resulted in a Stream 2<sup>1</sup> investigation. The remaining 43% resulted in a Stream 1<sup>2</sup> investigation which represents 0.9% of all Asian or Asian British doctors currently registered.
- 26% of triages about Black or Black British doctors in 2009 resulted in no further action whilst 24% resulted in a Stream 2 investigation. The remaining 50% resulted in a Stream 1 investigation which represents 1.4% of all Black or Black British doctors currently registered.
- 13% of triages about Mixed ethnic origin doctors in 2009 resulted in no further action whilst 26% resulted in a Stream 2 investigation. The remaining 61% resulted in a Stream 1 investigation which represents 1.1% of all Mixed ethnic origin doctors currently registered.

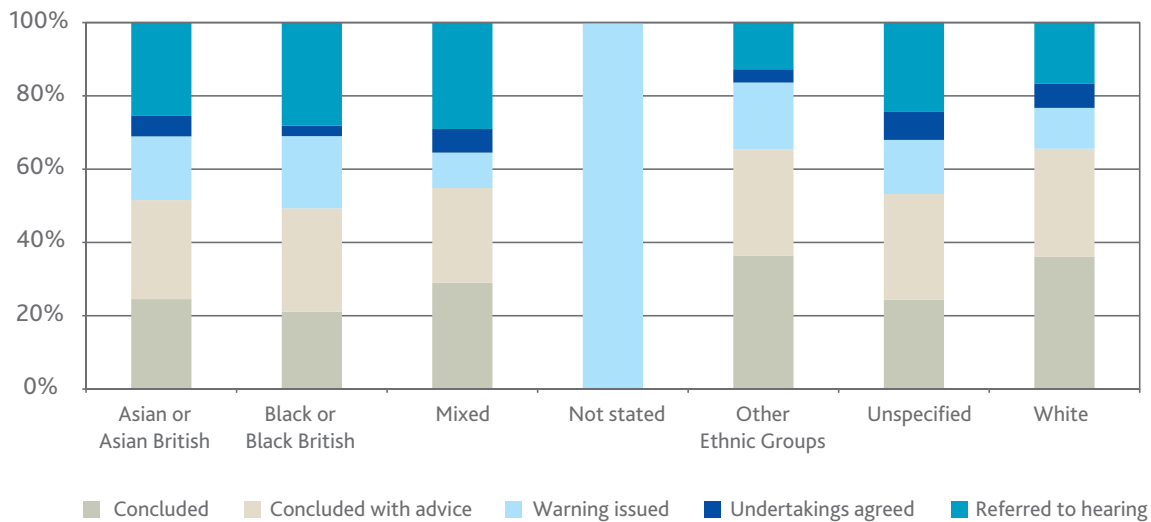
<sup>1</sup> If the information received is in itself less serious but would be of concern if part of a wider pattern, we would make enquiries with the doctor's employers or contractors to establish if they have any wider concerns about their practice. Once this information has been obtained, we carry out a second assessment to decide whether further investigation is required or not. This process is described as 'Stream 2'.

<sup>2</sup> If the information raises serious allegations which in themselves would call into question the doctor's fitness to practise, we will carry out a full investigation. This type of investigation is described as 'Stream 1'.

- 24% of triages about doctors from Other Ethnic Groups in 2009 resulted in no further action whilst 31% resulted in a Stream 2 investigation. The remaining 45% resulted in a Stream 1 investigation which represents 0.8% of all doctors currently registered from Other Ethnic Groups.
- 37% of triages about White doctors in 2009 resulted in no further action whilst 32% resulted in a Stream 2 investigation. The remaining 31% resulted in a Stream 1 investigation which represents 0.6% of all White doctors currently registered.

## Case Examiner decision outcomes

Chart 1.3 Proportions of 2009 Case Examiner outcomes by ethnicity

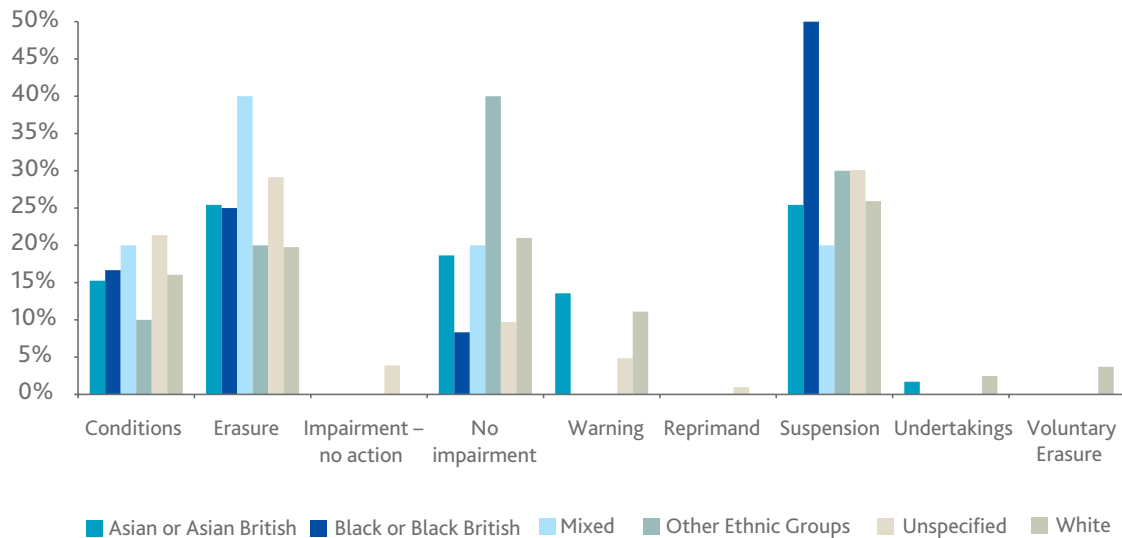


### Total: 1,496

- 25% of decisions about Asian or Asian British doctors in 2009 resulted in no further action whilst 27% resulted in closure with advice. 17% resulted in a warning and 6% in undertakings. The remaining 25% were referred to a Fitness to Practise Panel hearing which represents 0.2% of all Asian or Asian British doctors currently registered.
- 21% of decisions about Black or Black British doctors in 2009 resulted in no further action whilst 28% resulted in closure with advice. 20% resulted in a warning and 3% in undertakings. The remaining 28% were referred to a Fitness to Practise Panel hearing which represents 0.3% of all Black or Black British doctors currently registered.
- 29% of decisions about Mixed ethnic origin doctors in 2009 resulted in no further action whilst 26% resulted in closure with advice. 10% resulted in a warning and 6% in undertakings. The remaining 29% were referred to a Fitness to Practise Panel hearing which represents 0.3% of all Mixed ethnic origin doctors currently registered.
- 36% of decisions about doctors from Other Ethnic Groups in 2009 resulted in no further action whilst 29% resulted in closure with advice. 18% resulted in a warning and 4% in undertakings. The remaining 13% were referred to a Fitness to Practise Panel hearing which represents 0.1% of all doctors currently registered from Other Ethnic Groups.
- 36% of decisions about White doctors in 2009 resulted in no further action whilst 29% resulted in closure with advice. 11% resulted in a warning and 7% in undertakings. The remaining 17% were referred to a Fitness to Practise Panel hearing which represents 0.1% of all White doctors currently registered.

## Fitness to Practise Panel outcomes

Chart 1.4 Proportions of 2009 Fitness to Practise Panel outcomes by ethnicity



### Total: 270

- 68% of Asian or Asian British doctors referred to a Fitness to Practise Panel hearing in 2009 were found to be impaired. 15 Asian or British Asian doctors were erased from the Register in 2009 which represents 0.03% of all Asian or Asian British doctors with current registration in that year.
- 92% of Black or Black British doctors referred to a Fitness to Practise Panel hearing in 2009 were found to be impaired. Three Black or Black British doctors were erased from the Register in 2009 which represents 0.05% of all Black or Black British doctors with current registration in that year.
- 80% of Mixed ethnic origin doctors referred to a Fitness to Practise Panel hearing in 2009 were found to be impaired. Two Mixed ethnic origin doctors were erased from the Register in 2009 which represents 0.06% of all Mixed ethnic origin doctors with current registration in that year.
- 60% of doctors from Other Ethnic Groups referred to a Fitness to Practise Panel hearing in 2009 were found to be impaired. Two Other Ethnic Groups doctors were erased from the Register in 2009 which represents 0.02% of all Other Ethnic Groups doctors with current registration in that year.
- 64% of White doctors referred to a Fitness to Practise Panel hearing in 2009 were found to be impaired. 16 White doctors were erased from the Register in 2009 which represents 0.01% of all White doctors with current registration in that year.

## Annex – Data used in charts and text

### Data collection

The data used in these statistics was taken from the Siebel case management system at 17:30 on 8 March 2010 and was correct at this time. The dynamic nature of FTP casework means that there may have been some minor updates to this figures since data extraction.

This fact sheet does not include a complete data set of all enquiries received by the GMC in 2009 as around 20% of those received are in respect of doctors who are not identified. This means that ethnicity data would not be available. Enquiries where a doctor has not been identified are because the information is not sufficiently serious to call into question their fitness to practise and are therefore not appropriate for GMC investigation.

**Table 1.1 Number of triages and registered doctors by ethnicity**

	# triages	# registered doctors
Asian or Asian British	920	43,142
Black or Black British	171	5,973
Mixed	61	3,229
Not stated	9	1,216
Other Ethnic Groups	150	8,110
Unspecified	1,267	57,847
White	2,144	111,909
<b>Total</b>	<b>4,722</b>	<b>231,426</b>

**Table 1.2 Number of triage outcomes by ethnicity**

	Asian or Asian British	Black or Black British	Mixed	Not stated	Other Ethnic Groups	Unspecified	White
Stream 1	396	86	37	5	67	482	657
Stream 2	300	41	16	2	47	303	697
Closed	224	44	8	2	36	482	720
<b>Total</b>	<b>920</b>	<b>171</b>	<b>61</b>	<b>9</b>	<b>150</b>	<b>1,267</b>	<b>2,144</b>

**Table 1.3 Number of Case Examiner decision outcomes by ethnicity**

	Asian or Asian British	Black or Black British	Mixed	Not stated	Other Ethnic Groups	Unspecified	White
Referred to hearing	82	20	9	0	7	99	102
Undertakings agreed	18	2	2	0	2	31	40
Warning issued	56	14	3	1	10	60	68
Concluded with advice	87	20	8	0	16	117	180
Concluded	79	15	9	0	20	99	220
<b>Total</b>	<b>322</b>	<b>71</b>	<b>31</b>	<b>1</b>	<b>55</b>	<b>406</b>	<b>610</b>

Table 1.4 Number of Fitness to Practise Panel outcomes by ethnicity

	Asian or Asian British	Black or Black British	Mixed	Not stated	Other Ethnic Groups	Unspecified	White
Erasure	15	3	2	0	2	30	16
Suspension	15	6	1	0	3	31	21
Conditions	9	2	1	0	1	22	13
Undertakings	1	0	0	0	0	0	2
Warning	8	0	0	0	0	5	9
Reprimand	0	0	0	0	0	1	0
Impairment – no action	0	0	0	0	0	4	0
No impairment	11	1	1	0	4	10	17
Voluntary Erasure	0	0	0	0	0	0	3
<b>Total</b>	<b>59</b>	<b>12</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>103</b>	<b>81</b>