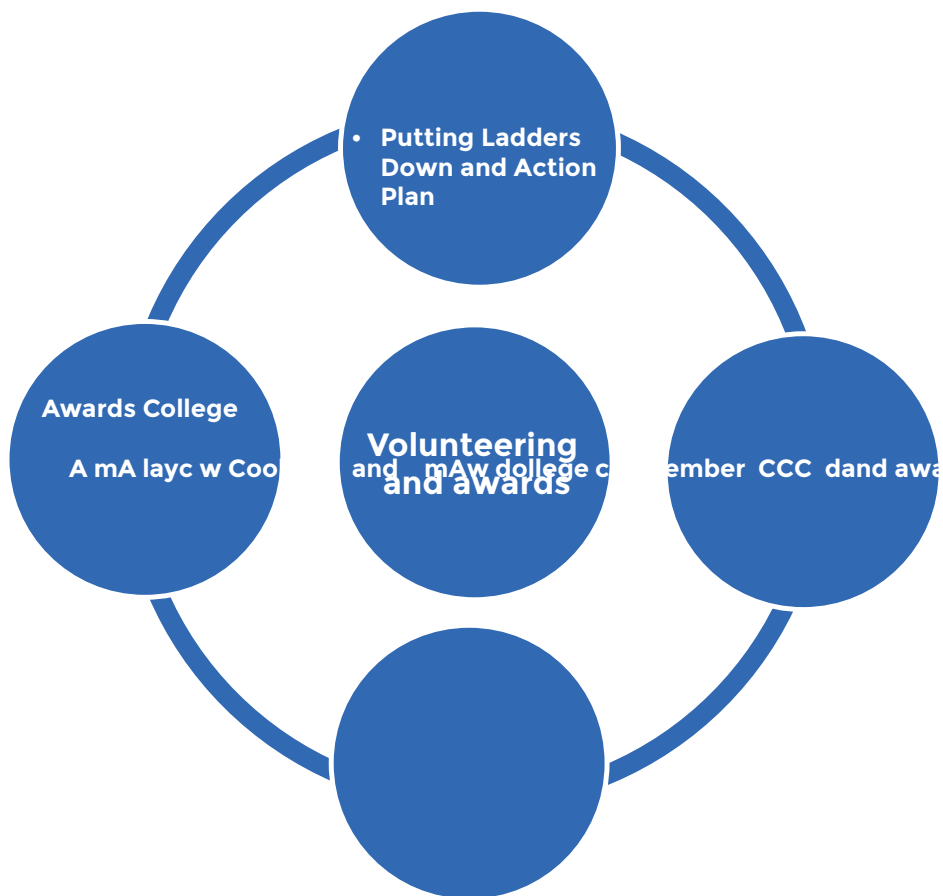




Introduction

H[f h[i [dj Vj_ed'm_j^_d1 ekdj [[h h e h i 'mW j ^ [" h j i j [f 'e\ekh h[Y [dj 'ekhd [o'd [gkVj_o"Z_ [h j_o" VdZ "dYtki_ed\$7 h^ek] ^j^ ['meha VdZ Vc Xj_ed'e\j^ ['9e h [["d j^ [W [WmW i [j 'ekj 'd'ekh7 Yj_ed" F W "f kXbi ^ [Z "d "k l o" (& (&"m ["Vb e "adem"j ^Vj"j^_j "ki [Z "Z Vj W h e c " (& / "VdZ "l e a [Z "Vj "ed l o" KA "VdZ "h [WdZ "c [c X [h i "VdZ "l e k d j [[h i \$ J ^_j "mehai j h [Vc "Vc i "j e "X h d] "j^ [" h j "f^W ["e\ekh" [gkVj_o"Z_ [h j_o" VdZ "dYtki_ed"; : Z'meha "d j e"j^ ['1 [YedZ "f^W ["VdZ "j Vd ["j^ ["m_Z [i j 'l e a "VdZ "

volunteering and awards across the College. The topics included in **Volunteering and Awards** can be seen in the diagram below.



What do we know about our volunteers and the representation across our membership?

Key findings from the 2022 survey:

- 81% of members are aged 18-24
- 71% of members are female
- 51% of members are from the UK & Ireland

Key findings from the 2022 survey:

	UK & Ireland	Overseas	Total
Members	15129	4344	19473
Volunteers	2702	284	2986
Instances of volunteering	3481	312	3793

Key findings from the 2022 survey:

Some trend towards underrepresentation particularly in Black/Black British members remains.

- Long term health conditions
- HkhVbK hXVd [nf [h[dY[i
- DVy_ed1 e_Y[i 1D?"; d] bVdZ "MwV i "1 Yej bVdZ Ž
- C [djVb^ [Vb^ ^ [nf [h[dY[Z "
- NEET / pre-NEET
- B=8J! [nf [h[dY[i
- <W_d] " dVdY_VbZ_i VZi Vd jVY ["%<h[[1 Y^eebC [Vb h[Y_f _ [dji "
- Children (primary school age)
- Young people (secondary school age)
- Young adults (16-25)
- Kd_ [h Vbde i f [Y_ Y^Z [dj_ [Z i f [Y_Vb j XWVa] hek dZ Ž

What do we know about College Awards?

J^ ["9e b] ["el [h[[i "Wdkc X[h'e\`VnVWzi `eh[nY[b] dY["e\1 Vh eki "a_dZi "d`f W Z_VyhY`meha`1_d` VZ Z_j_ed`je`VnVWzi `eh`h[i [VVY^`Z [i YhX[Z `i [f VVY [b`d`j^_ `h[f eh j Ž J^ [i ["dYkZ [`j^ [@V [i " I f [dY ["C [ZVb "> edehVb "< [bemi ^_f i "VdZ `j^ ["FW Z_VyhY`7mVWzi `eh`JHvd_d] "7Y^ [I [c [dji " VnVWzi "H9F9> `fIKi `Le_Y["9^Vb f_ed`7mVWZ`"W`m [bVW`j^ ["9e b] [" ^W_d] `Whe b] `W`WDV_yedVb Dec_dV_y_d] `8eZo`d`j^ [`KA` : [f VVj c [dj `eh> [Vb^ VdZ 1 eY_Vb9VW] †: >I 9Ž hkd f heY [ii `eh9bd_YVb ; nY [b] dY [`7mVWzi 1799; 7 Ž

J^ [@V [i 1 f [dY ["C [ZVbVdZ "> edehVb "< [bemi ^_f i `VW ["el [h[[[d`Xo`j^ ["9e b] [i "Dec_dV_yedi` 9ec c _jj [["Y^Vh Z `Xo`j^ ["JH [Wkh [h`F7 <J7i `VW ["el [h[[[d`Xo`W] hek f `Y^Vh Z `Xo`j^ ["L_Y [" FH [i _Z [dj `eh`JHvd_d] `VdZ `7ii [i ic [dj 1] ^ ["H9F9> `fIKi `Le_Y ["8 fIKi `La La a Y [`È ;





Action	Current status	Notes
KdZ[hjVd['Wl Yef_d] [n[hY_i] " je'Wd\hec 'i_c_bWlY^c [i" je']Wd'Wlo'ej^ [h'd\ehc WY_ed" je^\ [Z"dje'j^ [\[W_X_bj_o" ijkZo'e\^em'j^ ['9eW]] [" could make a contribution to care costs	Completed	: iYki i _edi 'mj^j^ ['8C 7 ^W [jVd [d'f bW ['je" learn more about their similar scheme
Consider how best to kdZ[hjVd['Wl W_X_bj_o" study in covering costs \ehY^_Z_YWl 'eh'ej^ [h' YWd] 'h' i f edi_X_bj_i 'eh" Committee members	In progress	

Meh'ed'j^ ['h' Yec c [dZVY_edi 'i 'Yedj_dk_d] 'WY'f W ["WdZ'm ['bea\ehmWZ 'je'f hel_Z_d] 'Wkhj^ [h' update on our work in Summer 2021.

ACCEA

J^ ['H9F9> 'ba ['ej^ [h'c [Z_YWl'heoW5Yeh]] [i'ZVWji 'W'WDVY_edW5Dec_dVY_d] '8eZo'1DD8Z\ehj^ [" 9bd_YW5; nY [W dY ["7mWZi "Hkd"Xo": >I 9\$J^_i "c [Wd'j^WY"j "f hel_Z [i "ikf fehj_d] "YjVY_edi "eh' c [c X[h'i [[a_d] 'h' d[mW5 'ehdVY_edW5] [bWmWZi '18hedp ["1_b [h"=eZ "WdZ'F bY_dkc Z'j "i W5e" f [hc_jj [Z'W5c_j [Z'dkc X[h'e\i k f fehj_d] 'YjVY_edi 'ehj^ei [i [[a_d] 'd[m'WmWZi 'WY'j^ [i ['h' | b \$ C [c X[h'i 'm_i^_d] 'je'ehjWd'Wl k f fehj_d] '9eW]] ['YjVY_ed'Wl 'Wa [Z'je'ikXc_jj^ ['Z [jW5 'e\j^ [h' W'f bYVY_ed" hij'Wje W5eYW59eW]] ['hWda_d] Yec c_jj [["WdZ'j^ [d'je WdVY_edW5hWda_d] Yec c_jj [[\$

7d[YU7d hY'Wda_e'jV' Y a 7" " ° aYQ WY~ ° b ° a° \["

(&(&~m_j^j^i_d^c_dZ\$C ed_jehd] ^e\; : ?ZVYWVehXej^VWVWZi ^mekbZ^X[^fei i_Xb^"Xkj ^mekbZ^X[^i kX^Yj ^je^me^Yedij hWdji O_Z^J^ [^bc_jVY_edi ^e\^h[bY_ [^w^i c Vb_i Vc f b^i_p[i ^VdZ^_Z^J^ [^b^i [b^e\^adem_b^Z] [^e\^dec_d [[i ^Xoj^ [^h^dec_dV^ehi \$

Research awards

J^ [^h^i [VVY^j [Vc ^VW [^h^i f edi_Xb^ ^eh^j^h [^h^i [VVY^VWVWZi Oj^ [^I_c ed^D [m [b^7mVWZ^"j^ [^FV_Z_Vyh^?dl eb [c [dj ^VdZ; d] W [c [dj ^d^H [i [VVY^f? HZFhp [^VdZ^j^ [^: edVWZ^FVY [hie d^Fhp [\$ J^ [H^i^h^j^heif [Yj [[^ZVYVWVXekj^j^ [^Wf bYVdji ^VWVdXb^ "Xkj^j^ [^ehc i ^Z_Z^dej ^Ye_b^ Yj; : ?ZVYW VVj^hec^j [dZ [h\$

Case study – How RCPCH &Us ensures representation in volunteers

H9F9> fIKi "i j^ [Y^ zH d"oekd] f [ef h VdZ Vw_ b^d] jmeha^ehj^ ["9eH] ["Xhd] _d] je] [j^ [h^ kdZ [h(+i VdZ fVW dj%VW h^ h^ec Z_\ [h dj [nf [h [dY [i VdZ XW^a] hekdZi je^d^ehc VdZ^d k [dY ["ekh^meha VdZ j^ [Y^ z^ [V^ ^i [YjeH\$7 h^ek] ^j^ [o^VW^ekji Z ["ekhZ VVW^e Wi [ii ^em^1 ektdj [[h " VV [h^ f h^ i [dj VY] ["e^ekh^m_Z [ij^c [c X[h^ f^ y^j^ ["W f heW^ki [Z^je [di kh [h^ f h^ i [dj VY_ed^i " kd_gk [VdZ^e^ [h^ Vdej^ [h^ f [h^ f [Y] ["ed^m^V^WZ [[h^] hekf YVd^X [\$"

9^ zH d^VdZ^oekd] f [ef h^ "eh^ekh^meha^i Z [d [Z^W^_d^Vdji "Y^ zH d^oekd] f [ef h^ "oekd] " VZkji kf je^j^ [h^ (+j^ X^h^ ^ZV^VdZ^j^ [h^ VZi eYVY [i^ f VV^ dji "YVW^ h^ "Vw_ b^ [i^ "h^ [dZi "^[V^ ^YVW^ " f he^ [ii _edV^ "i kf f ehj^ "meha [h^ y^ f ki^ "ej^ [h^ Z^m^j^ ^j^ ["f hc Vw^ "eYki^ X [d] "i kf f ehj^ _d] "VdZ^ [dYekH^ _d] j^ [1 e_Y [VdZ^1] mi "e^Y^ zH d^VdZ^oekd] f [ef h^ \$^M ["i kf f ehj^ Vw^e^j^ [c^ je^j^ V^ [" f Vj^ W^1 ektdj [[h^ _d^c Vd^o^m^Voi^ "dYtkZ^_d] "c Yhe^# ektdj [[hd] "d^Ybd^Y^m^ [h^ j^ [o^i f [V^ je^ki^ " VV^ekj^ j^ [h^ nf [h^ [dY [i je^ [h^ d^ehc^ f eb^Yo^ehf^ heY [ii [i^ "d^ed ["e^j^Vj [hi [ii _edi "eh^d^h^] kbW^ f he^ [Yji^ j^ ^Vj^c [[j^m^ [ab^ehc^ edj^ ab^\$"

; [h^1 e_Y [VdZ [i [h^1] m^Yekdji "m^ [j^ [h^ j^ ^W^X [[d^i^ VV^ Z^j^ ^hek] ^Vj^ XW [Z^Wj^ _j^] i "ki^ _d] " Yec c kd_YVY_ed^VZi^ "ehj^ ^ei ["m^e^ VV^ "dedl [h^XW^j^ ^hek] ^edbd [h^ i f edi [i je^j^ [nj^ Yedi kb^Vj^ _edi " eh^d^VW [je^VW [Yedi [h^ Vj^ _edi VdZ^meha^ ^ef i \$"

j^ "i^ "c f ehj^ Vd] je^j^ ["meha^e^H9F9> fIKi "j^ ^Vj^m ["VW^ "VW^ _d^meha^m^j^ ^" _dYtkZ ["VdZ^_dl eb [" Y^ zH d^VdZ^oekd] f [ef h^ "h^ec "VW^Vd] ["e^Z_\ [h dj [nf [h [dY [i "V^ [i "XW^a] hekdZi "e^YVY_edi " VdZ^i f [Y^Vbi^ j^ [nf [h [dY [i \$^M ["W ["ekh^emd^Z [[h^ jo^Z [_dj^_ed^j^ ^Vj^m ["ki ["m^ [d^f^ b^Vd^_d] "W f he^ [Yj^ "i e^j^ ^Vj^m [YVd^c V^ ["i kh^ "m ["W ["VW^Vd] ["e^Z^ [[h ["1 e_Y [i Vj^ _d] [b^_dl eb [Z^\$"

Diversity^ehH9F9> fIKi "meha^_dYtkZ [i "meha^_d] "m^j^ ^j^ [h^ ["Z_\ [h dj] hekf i O"

- Kd [[h Vd^_dl eb^_d] Y^ zH d^VdZ^oekd] f [ef h^ j^ ^hek] ^ef [d^VWY [ii^ "i [ii _edi "m^ [h^ "^[V^ ^" [nf [h [dY ["i^ _dej^ V^ h^ #h^ gk^ _j^] "eh^dl eb [c [dj [] i Y^eeb^ "oekj^ ^] hekf i "ekj^ h^ W^ \$BeYVY_edi % i [jj^_d] i VV^ Y^ei [d^je^ h^ f h^ i [dj Z_\ [h dj] j^ ^d^Yj^] i "i eYe^# Yedec Y^XW^a] hekdZi VdZ^VY [i " J^Vj^ [j [Z^OY^ zH d^VdZ^oekd] f [ef h^ "m^j^ ^V^ ^VW^ Z [nf [h [dY [] "Oekd] YVW^ h^ "i f [Y^Vbi^ Y^eeb^" children in care
- I f [Y^Vbi^ j^ OY^ zH d^VdZ^oekd] f [ef h^ "m^j^ ^V^ f [Y^ Y^ [V^ ^YVW^ [nf [h [dY [VVY [ii [Z^j^ ^hek] ^" W^ [V^ ^i [jj^_d] %^ [V^ ^#XW^ [Z^YedZ^_ed^ "ehkc [] Ybd^Y^Y^Vj^ _d^VW^ i f h^ Yeh^Ybd^Y^i Yal^ Y [b^ "ehkc "

M^ [d^m ["c el ["je^ef [h^Y^_edVbi ["Vd^ [d] WY [c [dj "VWj^ _j^] o^"m ["Yedi Z [h^j^ ["Veh^em^_d] "m^ [d^ "planning to ensure that our work is inclusive and accessible"

- 9ec c kd_YVY_ed^d [[Zi^ f h^ \ [h^ dY [i []] _dj [h^ f h^ j [h^ "VW^ ["edj^ ^VdZekji " [W^o^h^ VZ^M^_Z] j^ "
- 7YY [ii X^bj^o^d [[Zi^ []] _dej [j^V^ [h^d [[Z [Z^ "O^d [[Z [Z^ "h^c^ f^ h^ gk^ h^ Z^ "
- 9edj^Vj^ j^c Vd^VY [c [dj []] "eh^Y^ zH d^oekd] f [ef h^ "d^YVW^ "eh^VZ^efj [Z^j^ [h^ c^ Vb^X ["e^YVW_edi " m^ [d^j^ [o^YVd^ _dej^c^ _n^m^j^ ^i^ X^bd] i "eh^Vw_ b^c^ [c X [h^ "
- > [V^ ^_d [[Zi^ []] "f [h^ edVb^YVW^ "meha [h^ "em^ [d [h^ o^VWj^ _j^] i "c^ kij^ X ["Z^Vb^_d^W^ "c^ c^ kde^# suppressed (eg CF)
- : [[l^ f c [dj Vw^ W^ f hef h^VY [[]] "W ["Ye] dj^] ["i [di^]] [jef^ _Yi^ "
- M^Z [h^_d [gk^Vbi^] i []] " dVd^Y^Vbi^ Vm^Voi^ "f he^l^ Z ["f W [h^ f [di^ f h^ # VZ^ j^ hW [b^ "eeZ^ _di [Ykhj^o^ " Vm^Voi^ "f he^l^ Z ["eeZ^Z^hdaZ^ "
- Z [dj^jo^XW [Z^ Vm^VW^ d [ii []] B=8JG77! %87C ; % _j^ V^ b^] i %Wj^ ^f i^8 [b^] V^ "

M[^W[^X[[d^H^Ye] d_i [Z^W^X[_d] _ddel VY_ [^je^ekh^W^f^heW^_d^j^_i ^meha^ ^W_d] ^WY^Wj [h^ f^k^X^b^i^ ^Z^ _d^ ^W^X^e^e^a^ ^ed^ ^oekd] ^f [ef^t^ i^ ^f^Wj^_Y^f^VY^_ed^ _d^ ^Vj^ ^i [H^_Y [i^ ^m^_Y^ ^ekj^bd [i^ ^ekh^ W^f^heW^ ^\$^E^d [^e^j^ ^c^ Weh^W^ ^I [c [dji^ _i^ ^X[_d] ^VX^t^ ^je^he^t^ ^c^ eZ [b^j^ ^VY^ ^Wd^ _d^Y^k^i^ _I [^VdZ^ accessible engagement plan is possible and working with diverse groups should and can be part e^oekh^ [i [h^oZ^Vb^f^hWj^_Y [^m^ [d^ _j^ ^X [Yec [i^ ^c^ X [ZZ [Z^ _d^ oekh^Yk^k^h^ ^i^ oij [c^ i^ ^VdZ^ ^f^heY [i^ i^ i^ \$ ^d^ekh^meha^ _j^ ^W^c [Vd^j^ ^VY^m [^W [^W^Wd] [^e^ \ [nf [h [dY [i^ ^VdZ^ ^X^W^a] hek^d^Z^i^ ^Wj^ _I [h^ [d] ^Wj^ [Z^ _d^ i^ ^W_d] ^j^ ^ [^meha^ ^e^j^ ^ [^9e^t^] [^f^ ei^ _j^ _ed^ i^ j^ VY [c [dji^ ^f^ eb^Yo^ ^VdZ^ ^Y^H^ VY_d] ^d [m^ h^ i^ ekh^ [i^ ^VdZ^ materials to support child health.

J^ [H^ ^W^ ^Vb^ e^Wdkc X [h^e^ \ _dZ^ _H^ Yj^ X [d [j^i^ \$J^ ^hek] ^ekh^f^heWj^ _I [^W^f^heW^ ^je^X [_d^Y^k^i^ _I [^m [^ h^ ^W^ ^Y^ ^z^ h^ d^ ^VdZ^ ^oekd] ^f [ef^t^ ^m^e^ ^W [^dej^ ^VZ^ ^j^ ^ [^ef^f^eh^k^d^j^o^j^e^j^ Vd [^f^Wj^ ^X [^eh^ \$J^e^X [^ VX^t^ ^je^i^ ^W^ ^j^ ^ [h^ [nf [h [dY [i^ ^je^c^ Vd [^WZ^ _\ [H^ dY [^je^i^ec [j^ ^d] ^dVY^_ed^Vb^VdZ^ ^eh^j^ ^ [^D^ > I^ ^ ^ [b^ i^ ^ j^ ^ [c^ ^je^ \ [[b^d [[Z [Z^ i^ Vk [Z^ ^ ^ [WZ^ ^c^ f^eh^Wj^ ^W^m [b^W^f^hel^ _Z_d] ^j^ ^ [c^ ^mj^ ^d [m^ef^f^eh^k^d^j^ _I [i^ ^ i^ a^b^ ^VdZ^ ^h^ [dZ^i^ \$<eh^ec [^X [_d] ^j^ _I [d^j^ ^i^ ^ef^f^eh^k^d^j^o^f^hel^ _Z [i^ i^ [b^# [ij [[c^ ^VdZ^ ^j^ ^ [^Y^ ^VdY [^je^ X [^j^ ^ [c^ i [b^ [i^ ^mj^ ^ekj^ ^kZ] [c [dj^ \$

M [^W [_dY^H^ Z^X^b^f^hekZ^e^j^ ^ [H^ ^W^ ^VdZ^ _c^ f^Wj^ ^e^ekh^ ; : ?W^f^heW^ ^X^k^j^ ^ [H^ ^i^c^ eh^ ^j^ ^VY^m [^ Yek^z^ ^Ze^ ^So^ _dY^H^ W_d] ^h^ i^ekh^ [^mj^ ^d^j^ ^ [^9e^t^] [^m [^mek^z^ ^X [^VX^t^ ^je^ H^ ^W^ ^c^ eh^ ^Y^ ^z^ h^ d^ ^VdZ^ ^oekd] ^f [ef^t^ ^i^] ^i [[a_d] ^ [nj [h^d^Vb^k^dZ_d] ^eh^f^Wj^ _j^c [^ [d] ^Wj^ [c [dj^ ^meha [H^ \$M [^Vb^e^d [[Z^ ^je^ _dl [i^j^ _d^ ^Y^ ^z^ h^ d^ ^VdZ^ ^oekd] ^f [ef^t^ ^eYki [Z^ ; : ?j^h^Wd_d] ^eh^j^ ^ [j [Vb^ ^i^e^m [^YVd^ ^nf^VdZ^ ^ekh^ i^ a^b^ ^k^dZ [H^ j^ ^VdZ_d] ^adem^t^ Z [^VdZ^ ^Yed^ Z [dY [^d^Z^ _\ [H^ dj^ ^W^ ^W^ ^e^ \ ; : ?je^j^ ^ [d^X [^VX^t^ ^je^ work more collaboratively and accessibly. This could include having Mosaic Approach training on meha_d] ^mj^ ^&# [o [Vb^e^z^ i^ ^j^h^Wd_d] ^ed^meha_d] ^mj^ ^Z^ _\ [H^ dj^] hek^f^ i^ [] ^=of^i^o^Hec^Wj^h^W [b^ h^ communities or those who are nonverbal or ensuring all the team have level 1 in Makaton and 8hj^_i^ ^1^ _j^ d^B^Vd] k^W [^j^ ^ [^c^ ^VdW [h^e^j^ ^ [j [Vb^ ^ ^W^ ^B [i [b^ ^8hj^_i^ ^1^ _j^ d^B^Vd] k^W [^Z^

7i^ ^W9e^t^] [^m [^i^ ^ek^z^ ^h^ i^ _I [m^ekh^m^Z [h^f^k^X^b^VY^_edi^ ^VdZ^ ^h^ i^ ekh^ [i^ ^Y^H^ VY_d] ^ [W^o^h^ VZ^ ^VdZ^ ^8I^ B^ I [H^ _edi^ _d^VZ^ _j^ _ed^je^M [b^ ^b^Vd] k^W [^1 [H^ _edi^ ^ [di^k^hd] ^j^ ^VY^j^ ^ [H^ ^i^ ^Vb^ ^Vb^i^ ^i^k^X^j^ _j^bd] ^_d^1^ _Z [ei^ ^ and online events and meetings. We also need to think about our recruitment processes and how m [^YVd^ ^nj [dZ^j^ ^ [^hek^ ^c^ eZ [b^ ^mj^ ^d^j^ ^ [j [Vb^ ^j^ ^hek] ^1^ ek^dj [[H^ ^VdZ^ ^ej^ ^ [h^9e^t^] [^i^j^W^ ^W^m [^ W^ ^1 [h^ ^W^ ^W^ ^j^ ^VY^j^ ^ [^9OF^ ; d] ^Wj^ [c [dj^] [Vb^ ^W^ ^Vb^m^ ^j [^Vb^ \ [c^ W^ ^VdZ^ ^Vb^m^ ^j^ ^d^ _d^ W^ ^#o [W^ age bracket.

Wheh d'dec_dVY_ed"m[c kij VZl eVY[^eh'ej^ [h'eh] Vd_iVY_edi je'kdZ[h]Vd[j^ [iVc [_dj[hdVd c ed_jehd] je'_Z[dj_oVdoVW[W'e\Z_\[h[dj_VWVjVdc [dj\$

7b^ek] ^_c f hel [c [dji je'ekh[h] Yhk_jc [dj'e\l ekkdj[[h ^ehc 'WbW] [fWj 'e\ekh[n_i_j_d] 'Wj_ed" f bWd"m[i ^ekZ "Vb e"tea"je"i [["m^VY"hek [gkVbjo" _c fVWj "Wi[iic [dji "YekZ "f bW" _d" [W^ h[Yhk_jc [dj\$7d"[gkVbjo" _c fVWj "Wi[iic [dj 't; ?Z' _Vd" [I_Z[dY[#XW[Z "W f heW^"Z[i_] d[Z "je" ^[bf "eh] Vd_iVY_edi "[dikh[j^VY"j^[_h'f ebY[i "'f HWj_Y[i "'[I [dji "VdZ"Z[Y_i_ed#c Vd_d] "f heY[ii[i " W[\W_hVdZ "Ze"dej "f h[i [dj "XW_h[h[je "f Wj_Y_f VY_ed"ehZ_i VZl Vd_jW ["Vdof hej[Yj[Z'] hekfi ^hec " f Wj_Y_f VY_ed\$J^i "Yel [h "Xej ^"i jHVY[] _Y"VdZ "ef [HVY_edVbWVj] _j] i \$J^hek] ^"Z[I [tefc [dj "e\W j[c f bVY['Ved] i_Z[j^ ["f bWd[Z'] k_Z[bd[i ^ehl ekkdj[[h'eX'Z[i Yhf_j_edi "'m['YekZ "tea"je "W [" VmW[d[ii "e\"; : ?Wheii "j^ ["9eb]] ["VdZ "ki ["; ?i "je" i k f f ehj "ekh'Vc "e\m_Z[h'f Wj_Y_f VY_ed\$ 9W VV_jo'Yedi jHVdji "m_bdd[[Z'je'X['Yedi_Z[h'Z'_d'Z[I [tef_d] i kY^'Wj[c f bVY["VdZ 'Wb] ^j'jekY^" version could be developed to ensure it is something that can be used by all. It is also important j^VY"m['Vb e"tea"VY" ^em'l ekkdj[[h 'W["c VdW [Z'j^hek] ^ekj"j^ ["9eb]] ["VdZ " ^em"ekhYeZ["e\ YedZkYj 'YekZ 'X[i j h[d] j^ [d[Z'je [dikh[j^VY"; : ?f ei _j] ['X[^W_ekhi W['X[_d] 'h[_d'ehY[Z\$

The action we will take

Je VW^ I I ['m^Wym ['d [[Z 'ehj^ ['kjkH ['m ['m_bZ [bl [hj^ ['Wj_edi 'X ['em"je ['di kh ['WYekdj WX_bj o" m ['AW ['W e "dZ_YW [Z j^ ['j_c ['bd ['ehZ [bl ['h'WdZ j^ ['a [o'9eH] ['j ['W i "dl eb [Z "d j^ i "meha\$ J^ i "i "dej 'Wd [nYtki [['bj "e\j^ ["edW'Wj_ed j^ ["9eH] ['m_bj Wd ["el [hj^ ['Yec_d] "o ['Wi 'Whei i " l ekdj [[hi 'WdZ 'WmWZ i "Xkj "ef ['kH i [j i j^ ['i Yef ['e\Wc Xj_ed 'ehj^ ['9eH] ['\$

Action	Date for delivery	Work led by
Review the awards available across the 9eH] ["m_j^ W I m je f h e Z k Y_d] 'WYk W' i j W [c [dj "ehh [f eh "ed"; : ?c ed_jehd] 'WdZ " considerations across all awards	By March 2022	Governance team
Ensure clarity when talking about volunteer ZVYWWdZ 'heh i "dYtkZ [Z "WdZ 'Yedj_dk ['je 'tea" 'ehmWoi 'je "c f hel ["dj ['hdWdH [f eh_d] 'WdZ " _dYtkZ ["c eh ['jof [i "e\9eH] ['l ekdj [[hi kY^ " W'gk [i j_ed 'mhj [hi	By March 2022	Governance team and CEO team
A comdk led Action		

Appendix

J^["e"dem_d] jVWk i "WdZ" HW ^i "tki jHW" O

- j^["f hej [Yj [Z"Y^WVWj [hj_Yi "e\ekh" c [c X[h "l etkdj [[h "WdZ"i [d_eh"l etkdj [[h "je"Wi [i i " h f h i [dj VY_ed "m_j ^d_j ^ [i [] hekfi "Vec "WZ VYWi dW i ^ej j Vd [d "d "< [Xk Wb ("&(' "
- j^["f hej [Yj [Z"Y^WVWj [hj_Yi "e\j ^ei ["j ^VY "W f b "WdZ "WV "W f e_dj [Z "ehj ^ ["l etkdj [[h "heh i " advertised via our Nominations webpages during 2020

J^["Z VY W ^WV Z X [k em h f h i [d j i "gk [i j _edi "WdZ "ef j _edi "W W V W X k j "je c [c X[h "d "((&\$ <eh i ec [" e\j ^ [i ["gk [i j _edi "j ^ ["Wd] k VY ["ki [Z "Ze [i "dej h [[Y] X [i j "f HW j_Y ["WdZ "d [m "gk [i j _edi "WV "dem" X [_d] "ki [Z "eh "k j k h ["h f eh_j_d] \$

M^["h "kdZ [h "+&fi "e\h i f edZ [d j i " ^W ["Wd i m [h Z "Wgk [i j _ed "m [" ^W ["dej "f he l_Z [Z "j ^ ["k b b X h V d Z emd "e\h i f edi [i "Zk ["je "j ^ ["gk W b j o "e\j ^ ["Z V Y W \$: k ["je "Z V Y W f hej [Y j _ed "WdZ "h i a "e\ " _Z [dj _o_d] "dZ _ _Z k W b "m [" ^W ["W b e "dej i ^W [Z "k b b Z V Y W m ^ [h [" \ [m [h j ^Wd " I ["dZ _ _Z k W b " ^W [" responded in any particular category.

<eh "tki jHW" _ ["f k h f e i [i " [j ^ d _ Y X W a] hekdZ "eh] hekfi " ^W ["X [[d "Yec X_d [Z "W "e"dem i O

- Asian 07 i _Wd #E j ^ [h f h f h W ["i f [Y _o Z 17 i _Wd "eh7 i _Wd "8h j _i ^ "y "8Wd] b V Z [i ^ _17 i _Wd "eh7 i _Wd "8h j _i ^ "y "9 ^ _d [i [17 i _Wd "eh7 i _Wd "8h j _i ^ "y "d Z _Wd 17 i _Wd "eh7 i _Wd "8h j _i ^ "y "F V a _i j _Wd _1
- Black 08 b W a #E j ^ [h f h f h W ["i f [Y _o Z 18 b W a "eh "8b W a "8h j _i ^ "y "7 h Y Wd 18 b W a "eh "8b W a "8h j _i ^ "y "9 V h X X [Wd 1
- White 0M ^ _j [1M ^ _j [# "ej ^ [h f h f h W ["i f [Y _o Z 1M ^ _j [# 8h j _i ^ 1M ^ _j [# _d] b i ^ 1M ^ _j [# ? h i ^ 1M ^ _j [# Deh j ^ [h d "h i ^ 1M ^ _j [# Ye j j _i ^ 1M ^ _j [# M [b ^ T
- Mixed 0C _n [Z " #E j ^ [h f h f h W ["i f [Y _o Z 1C _n [Z " # "M ^ _j ["WdZ "7 i _Wd 1C _n [Z " # "M ^ _j ["WdZ "8b W a " 7 h Y Wd 1C _n [Z " # "M ^ _j ["WdZ "8b W a " 9 V h X X [Wd 1
- Other 0C _Z Z k ; W j [h d 1E j ^ [h l

Protected characteristic data for members, volunteers and senior volunteers

Le t k d j [[h " _d] ^ _j " Z V Y W h [h " j e " j ^ e i [" _d Z _ _Z k W b " _Z [dj _ [Z " ed " ekh " _dj [h d W b c [c X [h i ^ f " h [Y e h Z " i o i j [c " 197 H ; Z W X [_d] c [c X [h " e \ W 9 e c _j j [[" W j _d] " W " Wd ; n V e _d [h e h X [_d] " Wd " 779 " eh 77 J " eh l J 7 H J " W i [i i e h \$ [d _e h l etkdj [[h " _d Y k Z [i " E \ Y [h " 9 e k d Y _b c [c X [h " Wd Z " J h k i j [[i \$

Gender

All members	/. \$&fi
Volunteers	// \$&fi
Senior volunteers	.) \$ (fi

Table 1 – Percentage of members, volunteers and senior volunteers who have answered a question about gender

Gender	Members	Volunteers	Senior volunteers
Female	12274	1568	15
Male	7637	1427	21
Unknown	217	19	7

Table 2 – Total number of members, volunteers and senior volunteers for gender

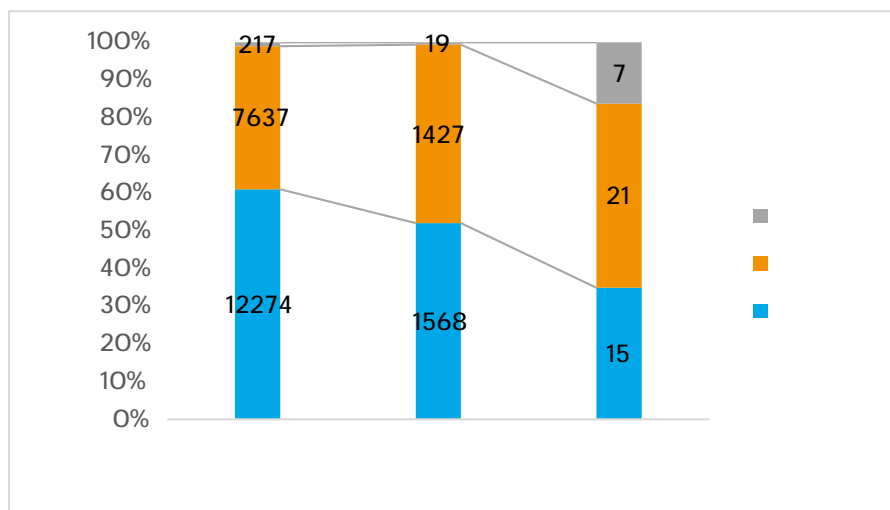


Figure 1 – Percentage bar chart showing the gender for members, volunteers and senior volunteers

Age

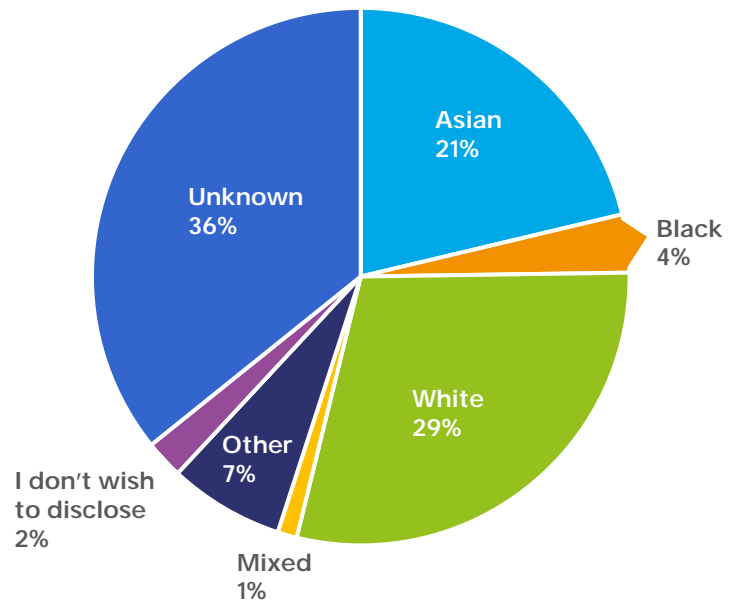
Members	// \$+fi
Volunteers	// \$) fi
Senior volunteers	/ + \$ +fi

Table 3 - Percentage of members, volunteers and senior volunteers who have answered a question about date of birth

Disability

All members)) \$&fi
Volunteers)) \$ &fi
Senior volunteers	&\$&fi

Table 5 - Percentage of members, volunteers and senior volunteers who have answered a question about disability



Protected characteristic data and total numbers for those applying for our volunteer roles

Number unique roles advertised	200
Roles with applicants	116
Roles with single applicant	81
Roles with more than one applicant	35
Total number of applicants across all roles	218

Table 8 – Key figures on number of volunteer roles and applicants for 2020

	Gender	Age	Ethnicity
All applicants	85%	95%	95%
Competitive applicants	85%	95%	95%
Appointed candidates	85%	95%	95%

Table 9 – Percentage of available data for gender, age and ethnicity across all applicants for roles, only those applicants who applied for posts with more than one other person, and those candidates appointed (including where roles were appointed as job shares).

Gender

	All	Competitive	Appointed
Female	95	53	13
Male	68	43	15
Unknown	55	44	16

Table 10 – Key figures on gender for all, competitive and appointed volunteers

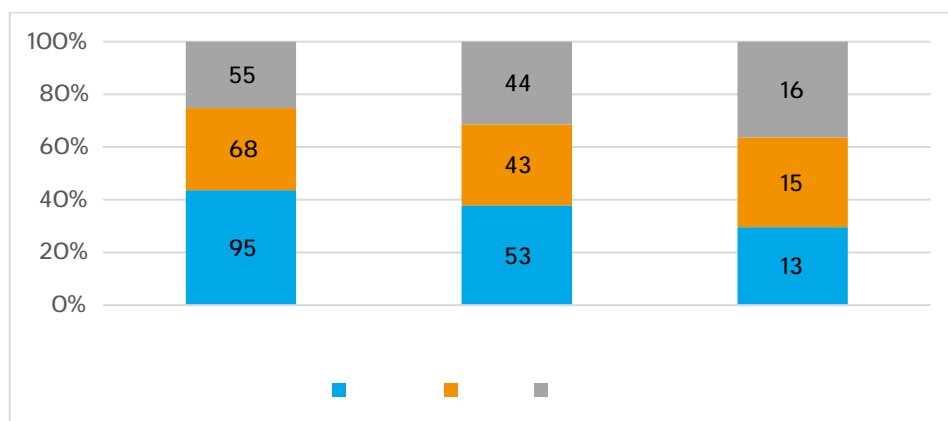


Figure 5 – Percentage bar chart showing the gender for all, competitive and appointed volunteer roles

Age

7h^ek] ^~m["W["kdVKh["je"] _ _ ["Wc eh["Z[jWj Z "Xh[WZemd"e\ "Wb" Yec f [j.j _ _ ["WZ "W f e_dj [Z"

Ethnicity

	All
White	68
Asian	76
Other	19
Black	10
Mixed	6
Unknown	0

Table 11 – Ethnic group or background for all those who applied for a volunteer role

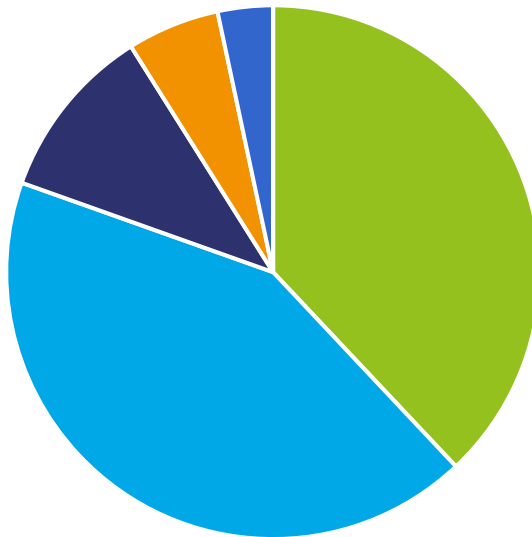


Figure 7 – Pie chart illustrating ethnic group or background for all those who applied for a volunteer role.

7b^ek] ^~m["WV "kdVXh "je"]_ ["Wc eh["Z[jWd Z"XH[VdZemd"e\ "Yec f [j,j]_ ["WdZ "W f e_dj [Z" l ekdj [[h "Xo^j^d_Yjo^W ["Zk ["je" Z [dj_ VXh "dkc X[h "m ["Yd i ^WV "j ^ ["e d e m_d] "ZVYVd

- *. \$-fi "e\ "Yec f [j,j]_ [l ekdj [[h W f bYVY_e di "m [h "Vec "YdZ_ZVY [i "Vec "WM^j [[j^d_Y] hek f " or background
-)+\$&fi "e\ "Yec f [j,j]_ [l ekdj [[h W f bYVY_e di "m [h "Vec "YdZ_ZVY [i "Vec "Wd^7i_Wd "[j^d_Y" group or background
- (+\$&fi "e\ "W f e_dj [Z l ekdj [[h "m [h "Vec "WM^j [[j^d_Y] hek f "ehXWVa] hek dZ
- '. \$. fi "e\ "W f e_dj [Z l ekdj [[h "m [h "Vec "Wd^7i_Wd "[j^d_Y] hek f "ehXWVa] hek dZ

RCPCH
Equality, diversity and inclusion. Volunteering and awards
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