



PUBLIC SECTOR EQUALITY DUTIES

ANNUAL EQUALITY MONITORING REPORT
For the period of January 2016 – December 2016

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BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST
February 2017

ANNUAL EQUALITY MONITORING REPORT for the period of January 2016 –December 2016

Executive Summary

Birmingham and Solihull Mental Health Foundation Trust (BSMHFT) have made significant progress in 2015 and 2016 following a variety of events which launched in 2014 in relation to the equality, diversity and inclusion agenda. The initiatives have started to show some very positive results on some of the objectives identified in the Equality and Diversity Strategy 2016-2020, which after extensive consultation at Board was agreed as required by the Public Sector Equality Duty.

Purpose of Report

This report is to publish our Equality Data from January 2016 to December 2016 as required by the Public Sector Equality Duty. Analysis of the data will assist the Trust in undertaking a number of initiatives for 2017/18 and deliver on the requirements of the Workforce Race Equality Standards. These action will include initiatives to:

- Improve the quality of the data
- The planning, development and progression of staff from underrepresented groups
- The development of leadership and management training
- Improving the confidence and experience of staff when involved in the employee relations process
- Creating safe environments where staffs from all protected characteristics are able to express their concerns without fear of recrimination.
- Maintain a safe working environment for staff
- Improve the day to day service that we deliver

Equality Objectives

As a requirement of the Equality Act 2010 - PSED, all public bodies are obliged to publish their equality objectives and data on how they will work towards the implementation of equality, diversity and human rights.

We updated our Equality Objectives by the review of equality data information 2015 and the performance of the Trust in the representation and development of staff and the delivery of services. The Trust has applied the principles of the Equality Delivery System and developed an Equality Thermometer to measure progress on our objectives. We utilised stakeholder feedback to influence the development of our objectives whilst recognising and aligning the equality objectives to the Trust's Strategic Ambitions and Goals to:

- Eliminating discrimination
- Promote Equality of Opportunity
- Advance equality
- Fostering good relations between personal protected characteristics

The equality objectives intend to contribute to a wider goal for the Trust in ensuring that access to both employment and services is fair and equitable for all people and that our workforce is competent and capable to respond to individual needs, cultural backgrounds and human rights.

In summary our equality objectives are as follows:

Priority	Why it's important
1) To improve the experience and progression of BME staff across the organisation	Ongoing challenge – this is an area where there should be more progress, but this is not supported by the evidence. If we make progress on this, it can enhance the belief that the trust is an equitable employer. There are higher levels of bullying and harassment reported by BME staff, which does indicate that the experiences of some staff within the organisation are not in line with trust values.
2) To improve outcomes and experiences for BME service users	Treatment patterns are inequitable as are reported outcomes for BME service users and measures such as use of restraint. BME service users report poorer experiences of treatment. As demographic of Birmingham becomes increasingly diverse – it is more likely that our services will be increasingly reflective of this demographic – and therefore increases the imperative that we excel in providing services for this client group.
3) To improve the monitoring of staff/service users by protected characteristics	Not able to fully understand how the trust is experienced by other protected characteristics. The ability of good quality data information will enhance the trust's ability to make effective strategic, fair and equitable decisions

In addition there are a number of national and local drives which will influence our strategic decisions and the manner that we carry out our day to day role. These include:

- The NHS Constitution
- The CQC Essential Requirements
- The NHS Staff Survey
- The NHS Workforce Race Equality Standards
- The NHS Equality Delivery System (EDS2)

All of the above provides a national context and as a Trust looking to provide the best working environment for our staff in order for them to deliver a quality service to the patients and carers they serve, it is vital that we are able to identify our priorities in partnership with our local stakeholder, staff, service users and carers.

Workforce Equality Data – Appendix 1

The Public Sector Equality Duty requires that we gather, analyse and publish equality data on all of the Personal Protected Characteristics on our workforce.

Analysis of the workforce data 2016 continues to show improvements in the following areas:

- A general improvement in the quality and completeness of the information held in ESR
- However we need to continue to improve our data collection in order to carry out effective analysis of our workforce in order to meet both the Public Sector Equality Duty and the NHS Race Equality Standard
- The Trust has an ageing workforce therefore the Trust needs to establish skill sets are being maintained and policies and procedures are updated to offer flexibility.
- The widening participation programme reflects many of our female volunteers are women who have had a career break and returning on a volunteer basis prior to returning to employment. It would be interesting to see if these ladies were currently employed by the trust and why they have chosen this route.
- An increase in the number of staff under 25 years continues to improve due to the widening participation programme
- Improvement in the appointment of BME staff in some categories across the workforce However, there remains a number of key challenges for the trust such as:
 - The retention of BME staff after they have been appointed
 - The progression and development of BME staff at certain management bands
 - Continue to address the high proportions of “Not Stated” or “Unknowns” across all of the protected characteristics
- By addressing these issues we will be working towards delivery of our Equality Objectives identified through the Equality Delivery System and the Equality Thermometer.

Service User Data – Appendix 2

The Equality Act 2010 and the Public Sector Equality Duty places a mandatory requirement on the Trust to gather, analyse and publish Service User equality data on an annual basis against the 9 Personal Protected Characteristics identified by the Equality Act 2010.

The analysis of this information assists the Trust to identify areas of health inequality and take appropriate actions and set objectives to improve the quality of service that is provided.

The data provide details of the information that has been collected for the term running from January to December 2016. The analysis of the information and will be used to influence the decision making process for the Trust in both service provision and workforce planning.

Analysis of the 2016 service user data shows that:

- The highest age group remains as 30 to 44 at 25.65% as it was in 2015.
- In relation to Gender 57.25% of service users are female and 42.72 are male. There has been an increase of female users since 2016.
- 30.72% of service users are from BME background, with British Pakistani being the highest BME user at 7.45%, followed by Black African Caribbean and Black British African at 4.82%.
- The most challenging areas however are as follows:

- There is no information collected on Transgender
- There are still high areas on “not known” Our ability to collect equality data must remain a priority and focus will be placed on operational areas in order to address this issue. It will also be vital that there are appropriate information systems to record the information such as appropriate fields to input data.

The Trust is fully committed to the equality, diversity and inclusion agenda and we have a clear understanding of our responsibilities from the Public Sector Equality Duty. We strive to deliver a service that is fair and equitable to the varied and diverse population we serve and to create a safe and inclusive working environment where people from all sectors of the community can come to work and feel valued, provided with the support and development required so that they can reach their full potential.

APPENDIX 1 - Workforce Equality Data

APPENDIX 2 - Service User Data

APPENDIX 1

Birmingham and Solihull Mental Health Foundation Trust

Equality and Diversity Workforce Data Report

January 2016 – Dec 2016

If you require this in a different format e.g. larger print, Braille, different languages or audio tape, please contact the HR Department on 0121 301 1257 or email HR.support@bsmhft.nhs.uk

TABLE 1: Workforce Age Profile

Age Range	2016		2015 %Headcount	2014 %Headcount	2013 % Headcount	2012 % Headcount
	Headcount	%Headcount				
<20	25	0.6%	0.5%	0.5%	0.1%	0.1%
20-29	566	14.3%	14.7%	14.7%	14.3%	13.1%
30-39	914	23.1%	24.5%	24.5%	25.7%	25.0%
40-49	1,135	28.6%	29.0%	29.0%	30.8%	32.7%
50-59	1,067	26.9%	25.7%	25.7%	23.8%	23.6%
60-64	192	4.8%	4.4%	4.4%	4.2%	4.5%
>65	63	1.6%	1.2%	1.2%	1.2%	1.0%
Grand Total	3,962	100.0%	100.0%	100.0%	100.0%	100.0%

The analysis above indicates that we now have an aging workforce with an increase of headcount from age 50 plus compared to 2015 and earlier years.

TABLE 2: Workforce Disability Profile

Headcount	2016		2015 %Headcount	2014 %Headcount	2013 % Headcount	2012 % Headcount
	Headcount	%Headcount				
No	3,602	90.9%	93.2%	93.20%	61.40%	56.60%
Not Declared/undefined	202	5.1%	3.1%	3.10%	35.60%	40.80%
Yes	158	4.0%	3.7%	3.70%	3.00%	2.60%
Grand Total	3,962	100.0%	100.0%	100.0%	100.00%	100.00%

In table 2 there has been an increase in the category of staff not declaring or undefined their disability compared to 2015, which highlights further work is still needed to encourage staff to be open and honest without feeling categorized.

On the other hand there continues to be improvements in the number of staff who have declared they have a disability, since 2015.

TABLE 3: Religion and Belief Profile

Religion	2016		2015 %Headcount	2014 %Headcount	2013 % Headcount	2012 % Headcount
	Headcount	2016 %Headcount				
Atheism	335	8.5%	8.3%	7.50%	6.30%	4.60%
Buddhism	15	0.4%	0.4%	0.30%	0.30%	0.30%
Christianity	1623	41.0%	40.0%	39.30%	36.20%	33.80%
Hinduism	75	1.9%	1.8%	1.60%	1.40%	1.30%
Islam	191	4.8%	4.9%	3.90%	3.70%	3.10%
Jainism	0	0.0%	0.0%	0.00%	0.10%	0.10%
Judaism	10	0.3%	0.2%	0.20%	0.20%	0.20%
Other	261	6.6%	6.1%	5.90%	5.30%	4.50%
Sikhism	91	2.3%	2.1%	1.90%	1.70%	1.50%
I do not wish to disclose my religion/belief	1355	34.2%	35.5%	15.00%	7.40%	7.30%
Not Declared/Undefined	6	0.2%	0.8%	24.30%	37.50%	43.50%
Grand Total	3,962	100.0%	100.00%	100.00%	100.00%	100.00%

Although there has not been a significant change in Table 3 above since earlier years, it is good to see that there has been a decrease in the I do not wish to disclose my religion/belief and not declared/undefined categories compared to 2015.

TABLE 4: Gender (SEX) Profile

Gender	2016		2015 %Headcount	2014 %Headcount	2013 % Headcount	2012 % Headcount
	Headcount	2016 %Headcount				
Female	2,814	71.0%	70.9%	71.7%	70.0%	70.4%
Male	1,148	29.0%	29.1%	29.7%	30.0%	29.6%
Grand Total	3,962	100.0%	100.00%	101.40%	100.00%	100.00%

Very little has changed in the table above compared to 2015

TABLE 5: Sexual Orientation Profile

Sexual Orientation	2016		2015 %Headcount	2014 %Headcount	2013 %Headcount	2012 % Headcount
	Headcount	%Headcount				
Bisexual	26	0.7%	0.50%	0.40%	0.40%	0.30%
Gay	39	1.0%	0.80%	0.80%	0.80%	0.70%
Heterosexual	2518	63.6%	61.90%	59.10%	51.40%	45.20%
Lesbian	30	0.8%	0.60%	0.60%	0.40%	0.40%
I do not wish to disclose my sexual orientation	1342	33.9%	35.30%	13.10%	6.20%	6.20%
Not Declared/ Undefined	7	0.2%	0.80%	27.30%	40.80%	47.30%
Grand Total	3,962	100.0%	100.00%	101.40%	100.00%	100.00%

Table 5 highlights there continues' to be an improvement in the number of a staff who are able to disclose their sexual orientation.

TABLE 7: Recruitment Data by Protected Characteristics

	Description	Applications Received	% of Applications Received	Shortlisted Applications	% of Shortlisted Applications	Appointed Candidates	% of Appointed Candidates
Gender	Male	4,402	30.70%	1406	29.20%	81	28.20%
	Female	9,847	68.80%	3386	70.40%	204	71.10%
	Undisclosed	73	0.50%	21	0.40%	2	0.70%
Disability	Yes	740	5.20%	298	6.20%	15	5.20%
	No	13,364	93.30%	4434	92.10%	271	94.40%
	Undisclosed	218	1.50%	81	1.70%	1	0.30%
Criminal Conviction	Yes	293	2.00%	128	2.70%	5	1.80%
	No	14,019	98.00%	4675	97.30%	280	98.20%
Ethnicity	WHITE – British	5,866	41.00%	2128	44.20%	144	50.20%
	WHITE – Irish	163	1.10%	67	1.40%	4	1.40%
	WHITE - Any other white background	482	3.40%	121	2.50%	6	2.10%
	ASIAN or ASIAN BRITISH – Indian	1,570	11.00%	438	9.10%	20	7.00%
	ASIAN or ASIAN BRITISH – Pakistani	1,430	10.00%	377	7.80%	12	4.20%
	ASIAN or ASIAN BRITISH – Bangladeshi	319	2.20%	71	1.50%	4	1.40%
	ASIAN or ASIAN BRITISH - Any other Asian background	226	1.60%	82	1.70%	3	1.00%
	MIXED - White & Black Caribbean	352	2.50%	100	2.10%	1	0.30%
	MIXED - White & Black African	87	0.60%	27	0.60%	3	1.00%
	MIXED - White & Asian	90	0.60%	22	0.50%	2	0.70%
	MIXED - any other mixed background	111	0.80%	42	0.90%	3	1.00%
	BLACK or BLACK BRITISH – Caribbean	1,091	7.60%	399	8.30%	24	8.40%
	BLACK or BLACK BRITISH – African	1,661	11.60%	667	13.90%	37	12.90%
	BLACK or BLACK BRITISH - Any other black background	140	1.00%	59	1.20%	5	1.70%
	OTHER ETHNIC GROUP – Chinese	49	0.30%	11	0.20%	1	0.30%
	OTHER ETHNIC GROUP - Any other ethnic group	197	1.40%	72	1.50%	8	2.80%
		Undisclosed	488	3.40%	130	2.70%	10

Age Band	Under 18	47	0.30%	5	0.10%	0	0.00%
	18 to 19	270	1.90%	49	1.00%	4	1.40%
	20 to 24	2,561	17.90%	593	12.30%	36	12.50%
	25 to 29	3,195	22.30%	1032	21.40%	64	22.30%
	30 to 34	2,183	15.20%	728	15.10%	51	17.80%
	35 to 39	1,656	11.60%	624	13.00%	41	14.30%
	40 to 44	1,537	10.70%	602	12.50%	32	11.10%
	45 to 49	1,318	9.20%	559	11.60%	29	10.10%
	50 to 54	901	6.30%	377	7.80%	8	2.80%
	55 to 59	513	3.60%	196	4.10%	15	5.20%
	60 to 64	120	0.80%	41	0.90%	5	1.70%
	65 to 69	9	0.10%	4	0.10%	1	0.30%
	70 and over	2	0.00%	2	0.00%	1	0.30%
	Undisclosed	10	0.10%	1	0.00%	0	0.00%
Religion	Atheism	1,490	10.40%	495	10.30%	38	13.20%
	Buddhism	77	0.50%	32	0.70%	2	0.70%
	Christianity	6,542	45.70%	2398	49.80%	137	47.70%
	Hinduism	448	3.10%	126	2.60%	7	2.40%
	Islam	2,178	15.20%	582	12.10%	24	8.40%
	Jainism	7	0.00%	4	0.10%	0	0.00%
	Judaism	37	0.30%	15	0.30%	0	0.00%
	Sikhism	600	4.20%	181	3.80%	9	3.10%
	Other	1,349	9.40%	448	9.30%	32	11.10%
	Undisclosed	1,594	11.10%	532	11.10%	38	13.20%
Sexual Orientation	Lesbian	87	0.60%	34	0.70%	1	0.30%
	Gay	167	1.20%	61	1.30%	6	2.10%
	Bisexual	138	1.00%	37	0.80%	3	1.00%
	Heterosexual	12,674	88.50%	4296	89.30%	260	90.60%
	Undisclosed	1,256	8.80%	385	8.00%	17	5.90%

Marital Status	Married	4,496	31.40%	1734	36.00%	95	33.10%
	Single	8,328	58.10%	2545	52.90%	163	56.80%
	Civil partnership	295	2.10%	102	2.10%	3	1.00%
	Legally separated	114	0.80%	50	1.00%	4	1.40%
	Divorced	511	3.60%	183	3.80%	8	2.80%
	Widowed	54	0.40%	20	0.40%	2	0.70%
	Undisclosed	524	3.70%	179	3.70%	12	4.20%
Impairment	Physical Impairment	111	13.10%	45	13.00%	2	12.50%
	Sensory Impairment	68	8.00%	28	8.10%	0	0.00%
	Mental Health Condition	143	16.90%	75	21.70%	2	12.50%
	Learning Disability/Difficulty	224	26.50%	90	26.00%	6	37.50%
	Long-Standing Illness	171	20.20%	73	21.10%	6	37.50%
	Other	129	15.20%	35	10.10%	0	0.00%
Total	Total	14,322	100.00%	4813	100.00%	287	100.00%

TABLE 8: % of staff working part time by age group

Age Range	2016				2015				2014			
	Headcount		%Headcount		Headcount		%Headcount		Headcount		%Headcount	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
<20	23	2	0.7%	0.2%	17	3	0.50%	0.30%	19	3	0.60%	0.30%
20-29	502	64	16.4%	7.2%	544	71	16.70%	7.70%	550	56	16.30%	6.50%
30-39	679	235	22.1%	26.3%	765	258	23.50%	28.00%	815	252	24.10%	29.30%
40-49	859	276	28.0%	30.9%	926	285	28.40%	30.90%	1,017	251	30.10%	29.20%
50-59	849	218	27.7%	24.4%	862	214	26.50%	23.20%	836	205	24.70%	23.90%
60-64	128	64	4.2%	7.2%	117	69	3.60%	7.50%	111	69	3.30%	8.00%
>65	28	35	0.9%	3.9%	27	22	0.80%	2.40%	30	23	0.90%	2.70%
Grand Total	3068	894	100.0%	100.0%	3258	922	100.00%	100.00%	3,378	859	100.00%	100.00%

TABLE 9: % of staff working part time by Gender (sex)

	2016				2015				2014			
	Headcount		%Headcount		Headcount		%Headcount		Headcount		%Headcount	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Female	2050	764	66.8%	85.5%	2166	796	66.50%	86.30%	2,250	747	66.60%	87.00%
Male	1018	130	33.2%	14.5%	1092	126	33.50%	13.70%	1,128	112	33.40%	13.00%
Grand Total	3068	894	100.0%	100.0%	3258	922	100.00%	100.00%	3,378	859	100.00%	100.00%

TABLE 10: % of staff working part time by Disability

	2016				2015				2014			
	Headcount		%Headcount		Headcount		%Headcount		Headcount		%Headcount	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
No	2775	827	90.4%	92.5%	3032	864	93.10%	93.70%	2,311	539	68.40%	62.70%
Not declared/Undefined	171	31	5.6%	3.5%	108	21	3.30%	2.30%	943	292	27.90%	34.00%
Yes	122	36	4.0%	4.0%	118	37	3.60%	4.00%	124	28	3.70%	3.30%
Grand Total	3068	894	100.0%	100.0%	3258	922	100.00%	100.00%	3,378	859	100.00%	100.00%

TABLE 11: % of staff working part time by Ethnicity

		2016				2015				2014			
Ethnicity	Ethnicity	Headcount		%Headcount		Headcount 2015		%Headcount 2015		Headcount 2014		%Headcount 2014	
		Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Asian or British Asian	Bangladeshi	20	3	0.7%	0.3%	20	3	0.60%	0.30%	22	4	0.70%	0.50%
Asian or British Asian	Indian	195	51	6.4%	5.7%	215	49	6.60%	5.30%	225	47	6.70%	5.50%
Asian or British Asian	Other Asian	39	16	1.3%	1.8%	46	19	1.40%	2.10%	42	15	1.20%	1.70%
Asian or British Asian	Pakistani	115	22	3.7%	2.5%	128	25	3.90%	2.70%	108	22	3.20%	2.60%
Black or Black British	Black African	253	45	8.2%	5.0%	261	50	8.00%	5.40%	266	38	7.90%	4.40%
Black or Black British	Black Caribbean	278	59	9.1%	6.6%	303	64	9.30%	6.90%	323	59	9.60%	6.90%
Black or Black British	Other Black	38	8	1.2%	0.9%	31	9	1.00%	1.00%	35	11	1.00%	1.30%
Chinese	Chinese	12	4	0.4%	0.4%	13	3	0.40%	0.30%	16	2	0.50%	0.20%
Mixed	Other Mixed	18	1	0.6%	0.1%	20	5	0.60%	0.50%	21	4	0.60%	0.50%
Mixed	White & Asian	10	6	0.3%	0.7%	11	8	0.30%	0.90%	16	5	0.50%	0.60%
Mixed	White & Black African	10	6	0.3%	0.7%	14	5	0.40%	0.50%	16	2	0.50%	0.20%
Mixed	White & Black Caribbean	55	19	1.8%	2.1%	67	19	2.10%	2.10%	63	18	1.90%	2.10%
Other Ethnic Group	Other Ethnic Group	33	3	1.1%	0.3%	36	3	1.10%	8.40%	36	6	1.10%	0.70%
Undefined	Not Stated	242	74	7.9%	8.3%	200	77	6.10%	0.30%	161	60	4.80%	7.00%
White	British	1578	526	51.4%	58.8%	1704	539	52.30%	58.50%	1,819	521	53.80%	60.70%
White	Gypsy or Irish Traveller	1	0	0.0%	0.0%					0	0	0.00%	0.00%
White	Irish	70	21	2.3%	2.3%	82	20	2.50%	2.20%	94	26	2.80%	3.00%
White	Other White	101	30	3.3%	3.4%	107	24	3.30%	2.60%	115	19	3.40%	2.20%
Grand Total		3068	894	100.0%	100.0%	3258	922	100.00%	100.00%	3,378	859	100.00%	100.00%

TABLE 12: Overall leavers by Ethnic Origin

		2016			2015			2014		
Ethnicity		No. of Leavers 2016	% of Leavers 2016	Staff Base 2016	No. of Leavers 2015	% of Leavers 2015	Staff Base 2015	No. of Leavers 2014	% of Leavers 2014	Staff Base
Asian or British Asian	Bangladeshi	2	0.51%	0.58%	6	1.20%	0.60%	2	0.40%	0.61%
	Indian	25	6.43%	6.21%	30	6.10%	6.30%	41	7.80%	6.42%
	Other Asian	7	1.80%	1.31%	6	1.20%	1.60%	7	1.30%	1.35%
	Pakistani	15	3.86%	3.46%	17	3.50%	3.70%	13	2.50%	3.07%
Black or Black British	Black African	46	11.83%	7.52%	41	8.30%	7.40%	51	9.70%	7.17%
	Black Caribbean	27	6.94%	8.51%	31	6.30%	8.80%	31	5.90%	9.02%
	Other Black	4	1.03%	1.00%	6	1.20%	1.00%	6	1.10%	1.09%
Chinese	Chinese	2	0.51%	0.40%	4	0.80%	0.40%	0	0.00%	0.42%
Mixed	Other Mixed	1	0.26%	0.77%	2	0.40%	0.60%	3	0.60%	0.59%
	White & Asian	2	0.51%	0.40%	1	0.20%	0.50%	3	0.60%	0.50%
	White & Black African	4	1.03%	0.35%	2	0.40%	0.50%	2	0.40%	0.42%
	White & Black Caribbean	6	1.54%	1.87%	11	2.20%	2.10%	10	1.90%	1.91%
Other Ethnic Group	Other Ethnic Group	4	1.03%	0.91%	2	0.40%	0.90%	5	0.90%	0.99%
Undefined	Not Stated	20	5.14%	8.00%	25	5.10%	6.60%	21	4.00%	5.22%
White	British	208	53.47%	53.10%	277	56.30%	53.70%	304	57.60%	55.23%
	Gypsy or Irish Traveller	0	0.00%	0.00%			0.00%	0	0.00%	0.00%
	Irish	8	2.06%	2.30%	16	3.30%	2.40%	10	1.90%	2.83%
	Other White	8	2.06%	3.30%	15	3.00%	3.10%	19	3.60%	3.16%
Grand Total		389	100.00%	100.00%	492	100.00%	100.00%	528	100.00%	100.00%

TABLE 13: Leavers by Gender

Gender	2016			2015			2014		
	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base
Female	278	71.5%	71.02%	360	73.20%	70.90%	359	68.00%	70.70%
Male	211	54.2%	28.98%	132	26.80%	29.10%	169	32.00%	29.30%
Grand Total	389	100.0%	100.00%	492	100.00%	100.00%	528	100.00%	100.00%

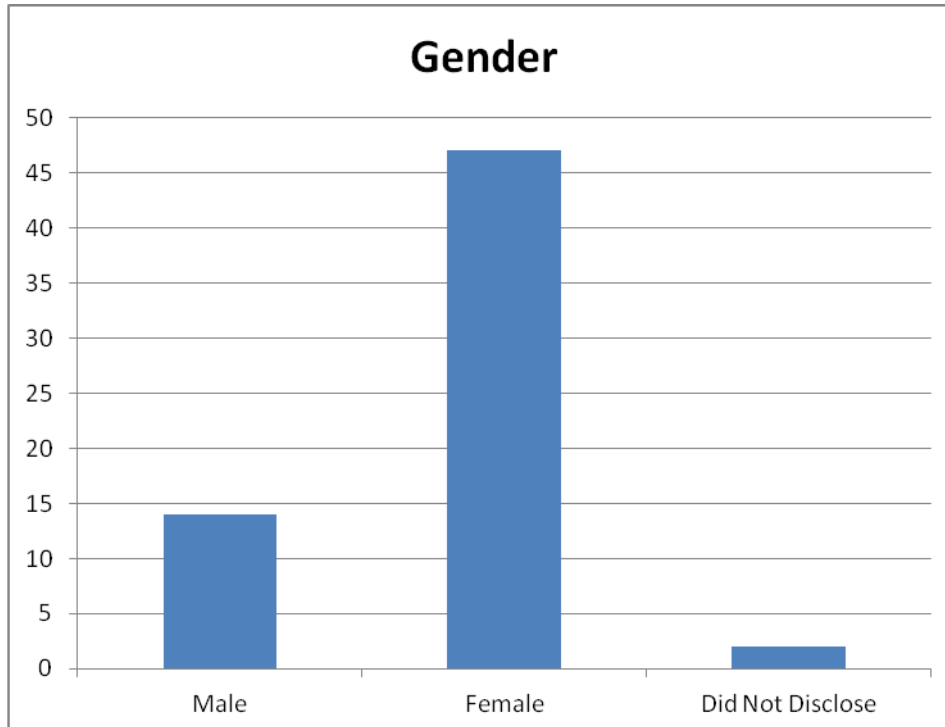
TABLE 14: Leavers by Age Range

Age Range	2016			2015			2014		
	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base
<20	2	0.5%	0.6%	6	1.20%	0%	1	0.20%	0.50%
20-29	123	31.6%	14.3%	108	22.00%	15%	132	25.00%	14.30%
30-39	126	32.4%	23.1%	126	25.60%	24%	136	25.80%	25.20%
40-49	95	24.4%	28.6%	116	23.60%	29%	106	20.10%	29.90%
50-59	32	8.2%	26.9%	82	16.70%	26%	105	19.90%	24.60%
60-64	8	2.1%	4.8%	36	7.30%	4%	41	7.80%	4.20%
>65	3	0.8%	1.6%	18	3.70%	1%	7	1.30%	1.30%
Grand Total	389	100.0%	100.00%	492	100.00%	100%	528	100.00%	100.00%

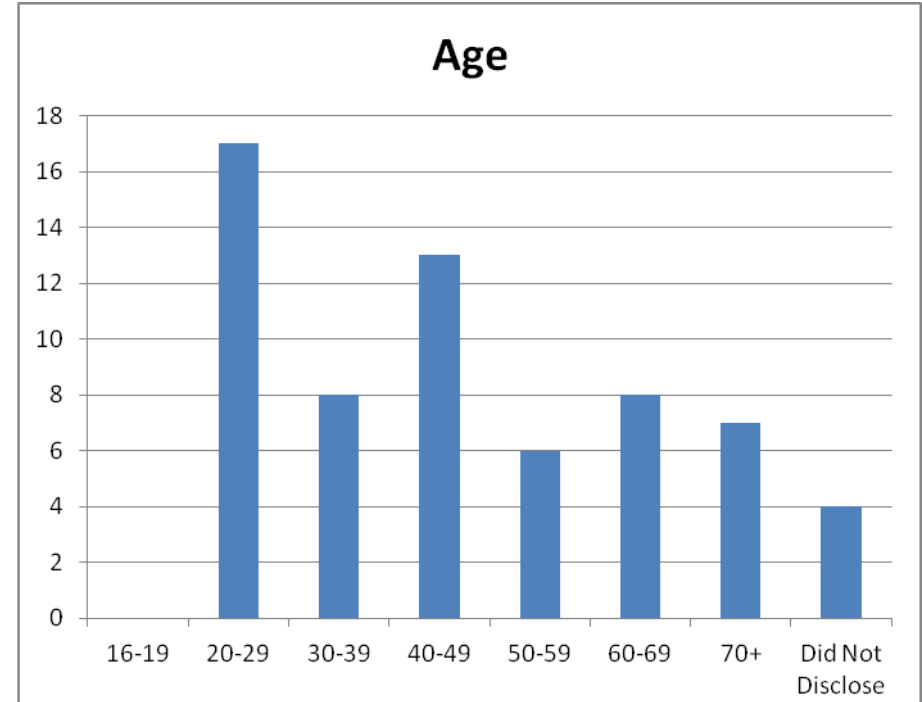
TABLE 15: Leavers by Disability

Disability	2016			2015			2014		
	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base
No	357	91.8%	90.91%	423	86.00%	93.20%	337	63.80%	67.26%
Not Declared/Undefined	14	3.6%	5.10%	51	10.40%	3.10%	180	34.10%	29.15%
Yes	18	4.6%	3.99%	18	3.70%	3.70%	11	2.10%	3.59%
Grand Total	389	100.0%	100.00%	492	100.00%	100.00%	528	100.00%	100.00%

Equality and Diversity Monitoring Information for Volunteers 2016

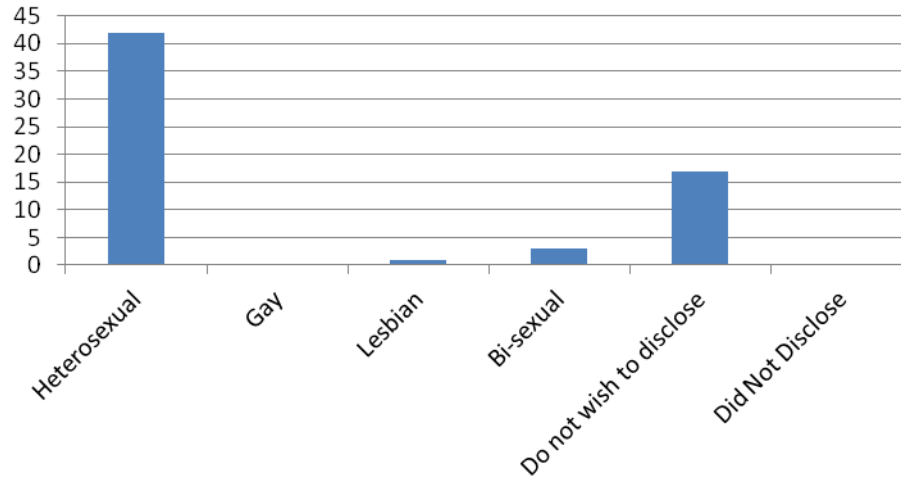


This is reflective of the workforce profile. Many of our female volunteers are women who have had a career break and volunteer prior to returning to employment.



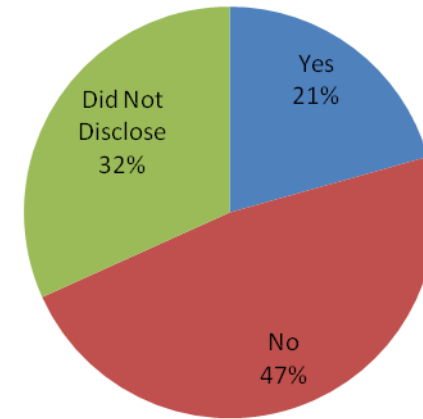
In line with the widening participation agenda to address issues with an aging workforce there has been an increase in younger volunteers.

Sexuality



There is a high non- disclosure rate in this area.

Disability

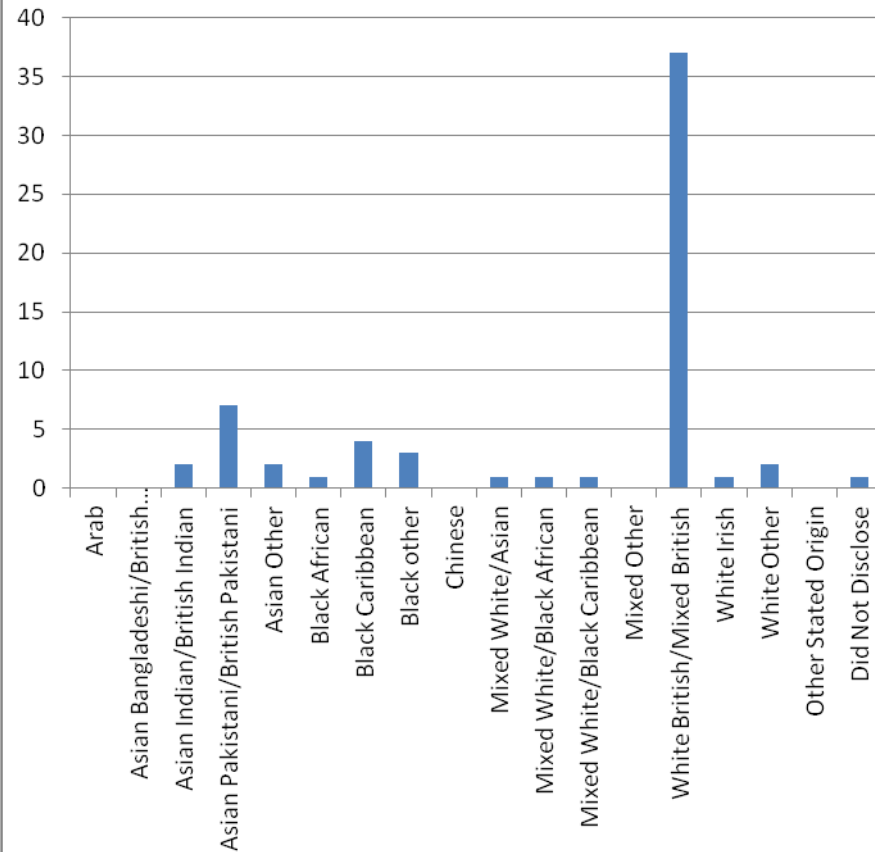


The number of volunteers who disclose a disability is much higher than employees. We promote opportunities to our service users and as such many of our volunteers have personal experience of mental health services.

The breakdown for those who declared a disability is as follows:

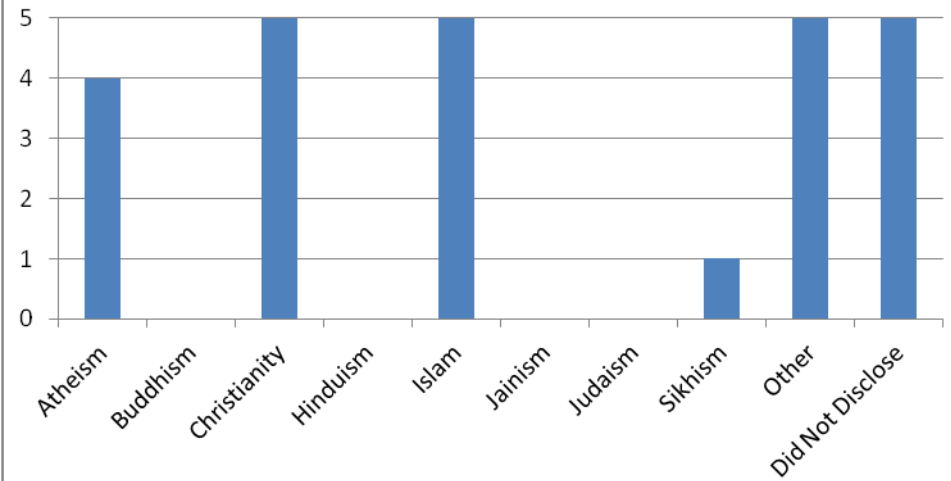
- 1 long-term illness
- 5 mental health
- 3 other

Ethnicity



BME representation in volunteering is slightly lower than in the workforce profile. In 2017 we will be targeting underrepresented groups.

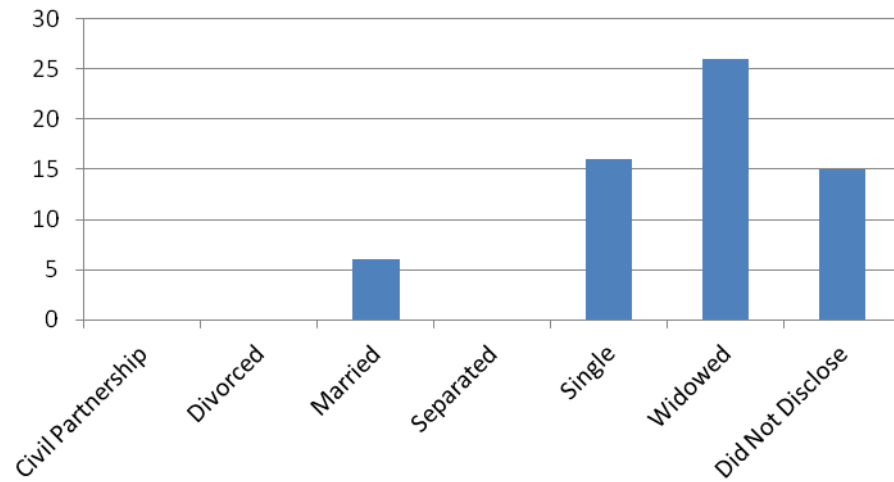
Religion and Beliefs



There is still a high number of volunteers who choose not to disclose their religion and belief.

A high number of volunteers are in the Spiritual Care Team.

Marriage/Civil Partnerships



This is an area where many volunteers choose not to disclose. Further explanation / communication to volunteers is required regarding why we collect this data.

Summary:

Workforce Information:

In total the Trust currently has 70 volunteers of which we have equality & diversity data for 63. This is an increase of 27 volunteers in the last 12 months.

An audit is currently being carried out by our internal auditors. Through this we are hoping to address any gaps in our equality & diversity data.

Notable improvements include:

- An increase in the number of volunteers in line with the Widening Participation agenda.
- An increase in some under-represented and disadvantaged groups

However, there is much to be done in relation to:

- Improving the underrepresentation of groups such as Bangladeshi, Pakistani and Chinese
- Continue to improve the quality of the data being collected in ESR
- There is a reluctance to disclose some E&D information particularly around sexual orientation and marriage/ civil partnership. Therefore we need to provide volunteers with more confidence in order to provide the personal data.

In 2017 we aim to work closely with the Trust's community engagement team to offer volunteering and work experience opportunities to disadvantaged and under-represented groups encouraging the equality of opportunity, inclusion and social mobility.

APPENDIX 2

Birmingham and Solihull Mental Health Foundation Trust

Service User Data Report

January 2016 – Dec 2016

If you require this in a different format e.g. larger print, Braille, different languages or audio tape, please contact the HR Department on 0121 301 1257 or email HR.support@bsmhft.nhs.uk

TABLE 1: Patients by Gender

Gender	% by Gender
Female	57.25%
Male	42.72%
Not Known	0.03%
Grand Total	100.00%

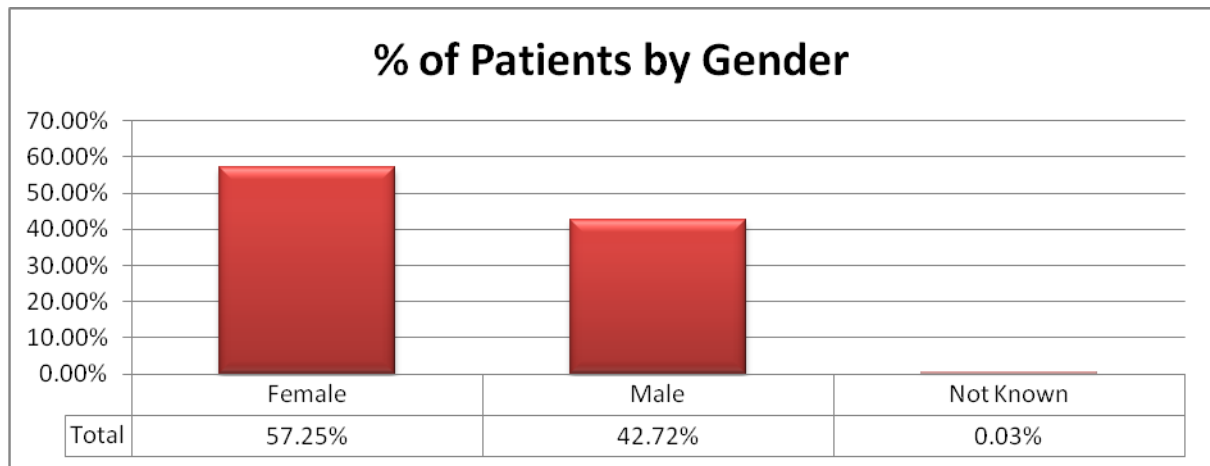


TABLE 2: Patients by Age

Age	% by Age
under 15	1.82%
16 to 17	2.83%
18 to 19	3.52%
20 to 24	9.07%
25 to 29	9.61%
30 to 44	25.65%
45 to 59	21.70%
60 to 64	4.37%
65 to 74	6.94%
75 to 84	8.29%
85 to 89	3.84%
90 and over	2.34%
Grand Total	100.00%

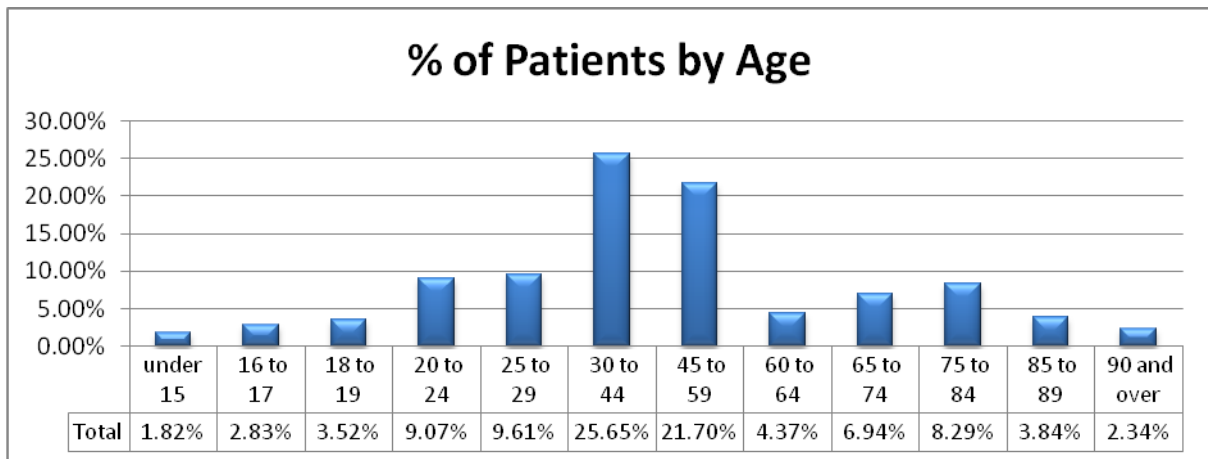


TABLE 3: Patients by Ethnicity

Ethnic Groups	% by Ethnicity
Any other Ethnic Group	2.92%
Asian/Asian British: Bangladeshi	1.21%
Asian/Asian British: Chinese	0.26%
Asian/Asian British: Indian	3.39%
Asian/Asian British: Other Asian	1.44%
Asian/Asian British: Pakistani	7.45%
Black/African/Caribbean/Black British: African	1.23%
Black/African/Caribbean/Black British: Caribbean	4.82%
Black/African/Caribbean/Black British: Other Black	0.57%
Mixed/multiple ethnic group: White and Asian	0.43%
Mixed/multiple ethnic group: White and Black African	0.18%
Mixed/multiple ethnic group: White and Black Caribbean	1.59%
Other ethnic group: Arab	0.26%
Other Mixed	0.83%
White: English/Welsh/Scottish/Northern Irish/British	60.59%
White: Gypsy or Irish Traveller	0.04%
White: Irish	2.08%
White: Other White	2.02%
Not Known	8.70%
Grand Total	100.00%

% of Patients by Ethnicity

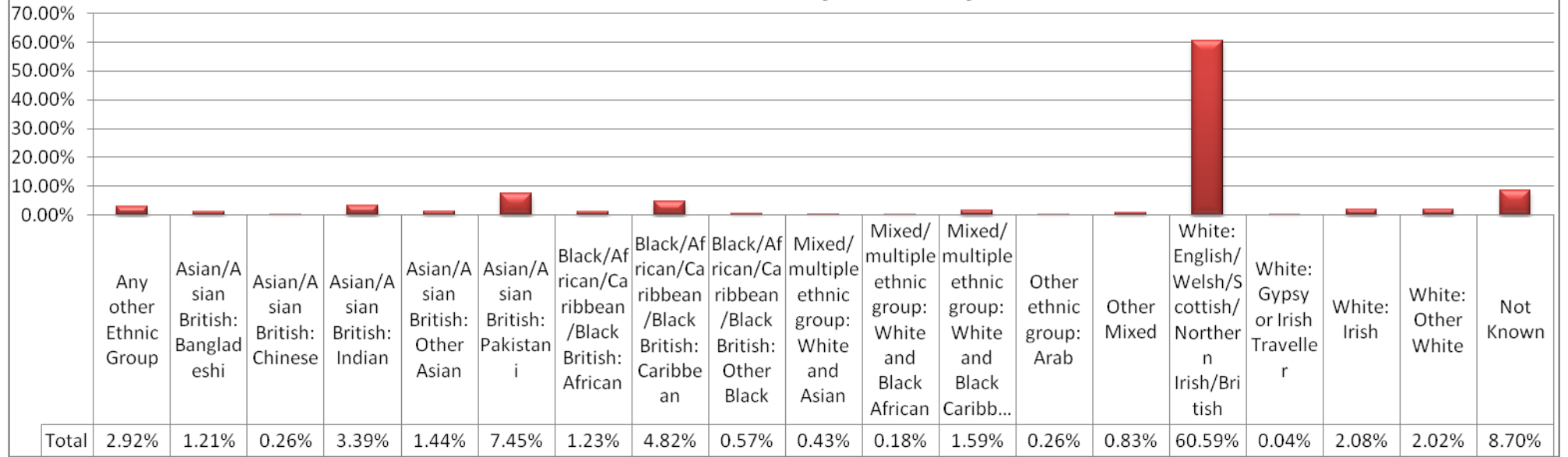


TABLE 4: Patients by Disability

Disability	% by Disability
No	93.37%
Yes	6.63%
Grand Total	100.00%

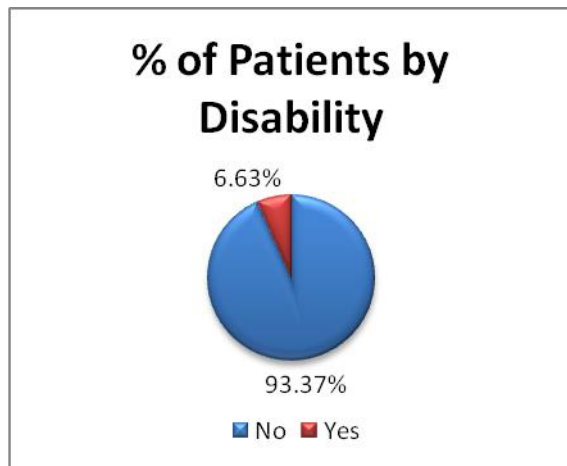


TABLE 5: Patients by Disability – Hearing and Sigh

Disability - Hearing	% by Disability-Hearing	Disability-Sight	% by Disability-Sight
No	11.84%	No	11.74%
Not Recorded	86.92%	Not Recorded	87.09%
Yes	1.24%	Yes	1.17%
Grand Total	100.00%		100.00%

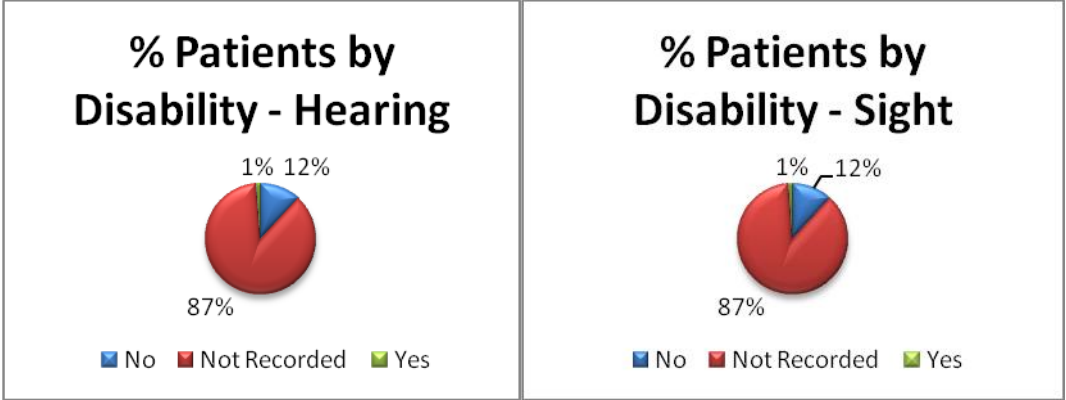


TABLE 6: Patients by Disability – Mobility and Learning Disability

Disability - Mobility	% by Disability-Mobility	Disability - Learning Disability	% by Disability - Learning Disability
No	9.84%	No	9.23%
Not Recorded	86.86%	Not Recorded	87.02%
Yes	3.30%	Yes	3.75%
Grand Total	100.00%		100.00%

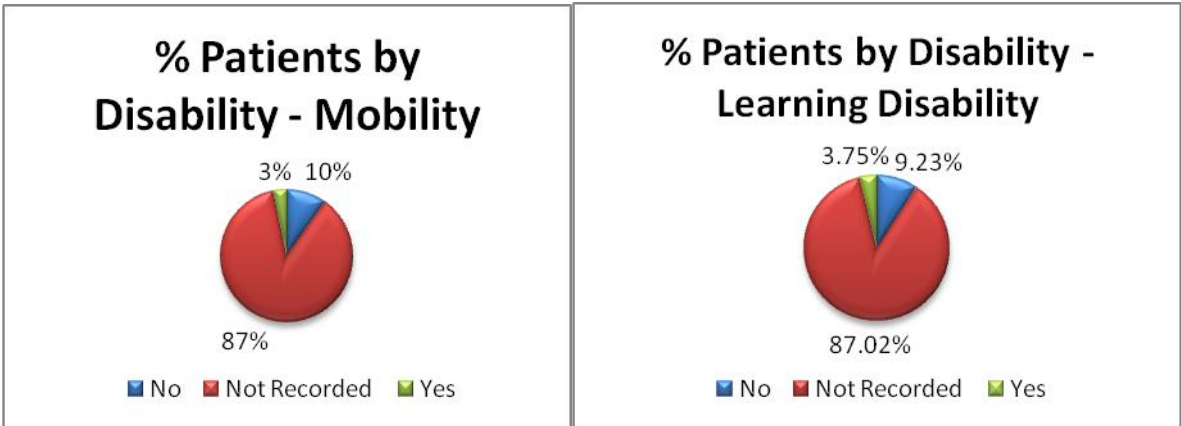


TABLE 7: Patients by Marital Status

Marital Status	% by Marital Status
Co-Habitee	1.88%
Common Law/Cohabit	0.04%
Divorced / Civil Partnership dissolved	3.56%
Married/Civil Partner	19.70%
Separated	2.00%
Single	33.31%
Widowed	6.69%
Not Known	32.81%
Grand Total	100.00%

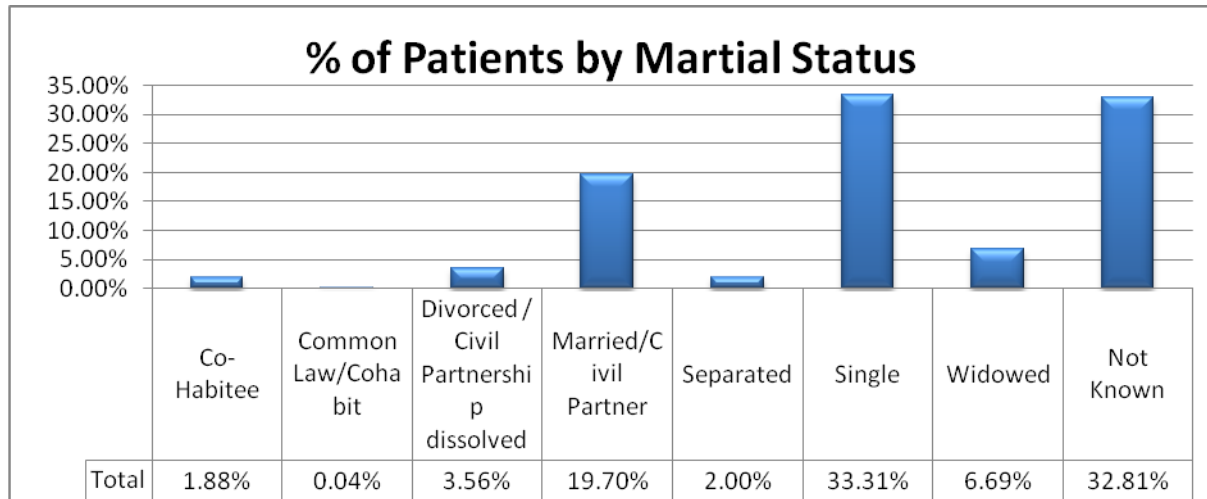


TABLE 8: Patients by sexual Orientation

Sexual Orientation	% by Sexual Orientation
Bi-sexual	0.21%
Gay/Lesbian	0.30%
Heterosexual	12.97%
Other	0.15%
Not Known	86.37%
Grand Total	100.00%

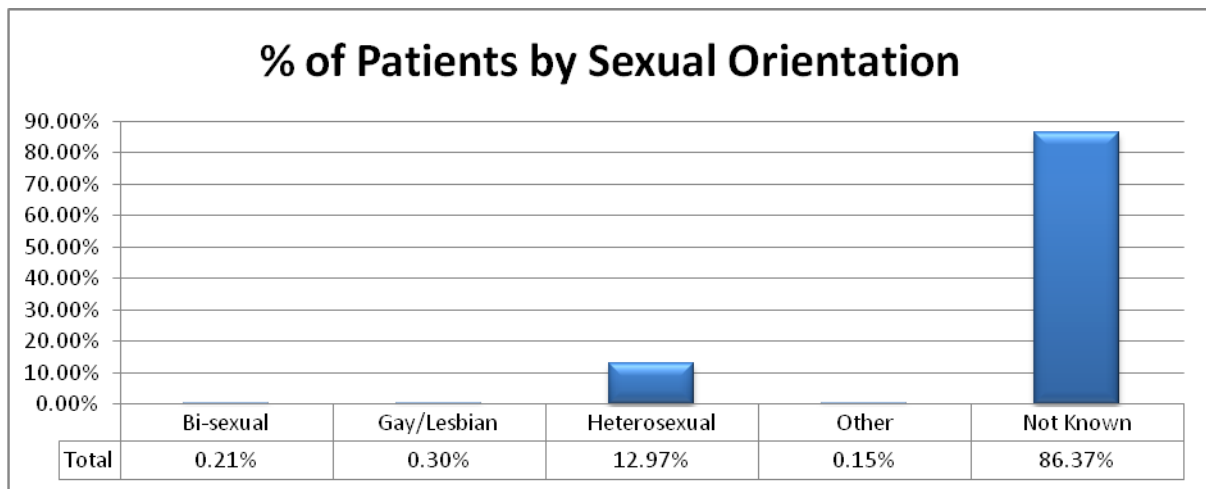
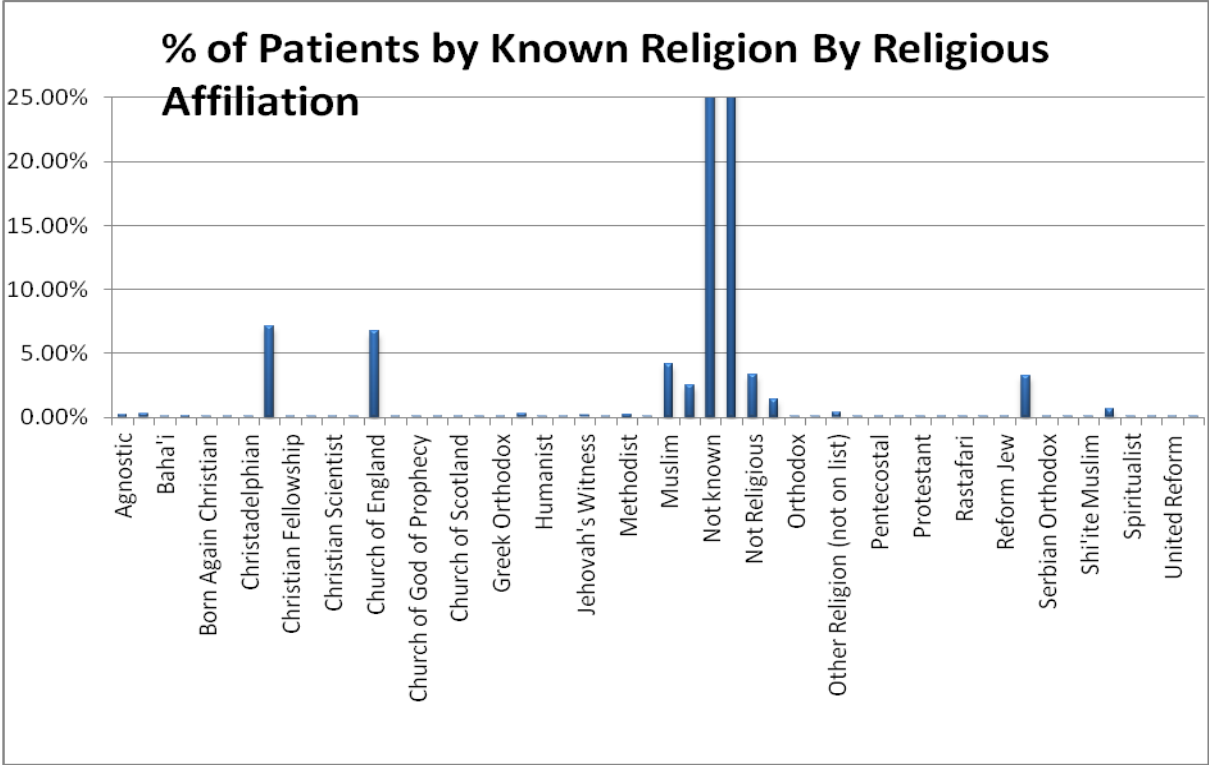


TABLE 9: Patients by Religion

Religion	% by Religion
Agnostic	0.23%
Atheist	0.31%
Baha'i	0.00%
Baptist	0.15%
Born Again Christian	0.02%
Buddhist	0.07%
Christadelphian	0.02%
Christian	7.12%
Christian Fellowship	0.00%
Christian Science	0.00%
Christian Scientist	0.00%
Church in Wales	0.01%
Church of England	6.70%
Church of God	0.01%
Church of God of Prophecy	0.04%
Church of Ireland	0.02%
Church of Scotland	0.03%
Druid	0.00%
Greek Orthodox	0.04%
Hindu	0.31%
Humanist	0.00%
Jain	0.00%
Jehovah's Witness	0.16%
Jewish	0.07%
Methodist	0.25%
Mormon	0.02%
Muslim	4.21%
Not Asked	2.52%
Not known	28.57%
Not Recorded	39.69%
Not Religious	3.31%
Not Stated (Refused)	1.41%
Orthodox	0.01%
Orthodox Jew	0.00%

Other Religion (not on list)	0.37%
Pagan	0.04%
Pentecostal	0.03%
Pentecostalist / Pentecostal Christian	0.08%
Protestant	0.04%
Quaker (Religious Society of Friends)	0.02%
Rastafari	0.07%
Rastafarian	0.02%
Reform Jew	0.00%
Roman Catholic	3.24%
Serbian Orthodox	0.00%
Seventh Day Adventist	0.04%
Shi'ite Muslim	0.00%
Sikh	0.63%
Spiritualist	0.05%
Sunni Muslim	0.01%
United Reform	0.01%
United Reformed Church	0.00%
Grand Total	100.00%



Patients who have no known religion (72%) have been removed from the % of patients by known religion by religious affiliation chart above.

The IAPT Service are only included in the Gender, Age Band and Disability charts as we are unable to provide a detailed breakdown due to system changes.