



PUBLIC SECTOR EQUALITY DUTIES

ANNUAL EQUALITY MONITORING REPORT

For the period of January 2017 – December 2017

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Recipient: NHS Birmingham Crosscity, Clinical Commissioning Group
Workforce Subcommittee

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BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST
March 2018

ANNUAL EQUALITY MONITORING REPORT for the period of January 2017 –December 2017

Executive Summary

Birmingham and Solihull Mental Health NHS Foundation Trust provides mental health care, serving a culturally and socially diverse population of 1.3 million people spread over 172 square miles. We are one of the largest Mental Health Foundation Trusts. We provide specialised services for the people of Birmingham and Solihull. Our catchment population is ethnically diverse and characterised in places by high levels of deprivation, low earnings and unemployment.

We are passionate about improving mental health wellbeing by making a positive difference to people's lives and believe that equality, diversity and inclusion is at the heart of achieving our vision

Purpose of Report

As a requirement of the Equality Act 2010 – Public Sector Equalities Duty, 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 to:

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

This report is to publish our Equality Data from January 2017 to December 2017 as required by the Public Sector Equality Duty. Analysis of the data will assist the Trust in embedding initiatives into its Equality, Diversity and Inclusion (EDI) Framework for 2017-2020.

Our strategic ambitions are the six key areas that describe how we will achieve our vision:

1. Put service users first and provide the right care, closer to home, whenever it's needed
2. Listen to and work alongside service users, carers, staff and stakeholders
3. Champion mental health wellbeing and support people in their recovery
4. Attract, develop and support an exceptional and valued workforce
5. Drive research, innovation and technology to enhance care
6. Work in partnership with others to achieve the best outcomes for local people to enhance care.

Equality, Diversity and Inclusion (EDI) Framework

This Framework should be read in conjunction with other relevant policies, procedures and strategies including the Trust Strategy, People Plan, the Health and Wellbeing Plan and the Behavioural Competency Framework.

BSMHFT takes its obligations under Equality Legislation seriously and aims to provide fair and equitable treatment to, and value diversity in, its staff, service users and communities. In doing so we aim to ensure that our actions and working practices comply with both the spirit and intention of the Human Rights Act (1998) and the Equality Act (2010)

The promotion of equality and achieving the elimination of unlawful discrimination within the organisation is a key priority. This will be achieved by ensuring the philosophy of equality, diversity and inclusion runs through all aspects of policymaking, service redesign, service provision and employment and forms part of the core of the organisation.

We are committed to building on the work we have already been doing and focus on inclusion every day; this means that we wish to make it real to everyone by embedding inclusion in everything we do. We are striving to be the very best we can be. We are taking the opportunity to be a pioneer in this field and enhance the daily experience of our staff, members, patients and communities.

This framework will address health inequalities including complying with relevant legal duties (e.g. the Equality Act 2010) and national standards (e.g. Equality Delivery System (EDS2), the Workforce Race Equality Standard (WRES) the Workforce Disability Equality Standard (WDES) and the Accessible Information Standard (AIS). It is underpinned by two core principles;

- Embed equality of opportunity, and create services and care pathways that reduce wide variations in health outcomes for protected and vulnerable groups
- Ensure fairness and equity in relation to employment, based upon the values of the NHS Constitution.

It will be underpinned by an action plan, outlining the steps we will take to ensuring that equality, inclusion and human rights are imbedded in everything we do. This includes providing services, employing people, developing policies, and consulting with and involving people in our work, and will enable us to communicate and manage equality commitments to create a culture of inclusion.

The EDI Framework demonstrates how we will:

- Maximise our contribution to reducing inequalities and promoting equality of access, experience and outcomes.
- Become a model employer in respect of equality, diversity and inclusion in employment
- Comply fully with current and future equality and human rights legislation
- Ensure our services are accessible to all and support a diverse workforce that is capable of understanding the needs and culture of its service users and staff.

To improve the equality outcomes for patients, and carers we are committed to:

- Improve access, experience and outcomes for people identified by the protected characteristics when using or providing our services
- Make information more accessible and specific to patients who have a clinical need.

To improve the equality outcomes for our workforce we are committed to:

- Ensuring fair and transparent recruitment practices are in place using a wide variety of advertising mediums and taking positive action to reach out to diverse communities.
- Increase the diversity of people in leadership and management roles through ensuring we have fair and transparent promotion processes
- Continue to build a strong and positive culture of inclusion
- Improve our collection and use of equality data.

To share our leadership of inclusion across our community we are committed to:

- Broaden our reach to voluntary partners and communities in order to gain different perspectives.
- Involve communities in equality impact assessments and identifying remedial action to be taken where adverse impact is identified
- Engaging and working jointly with seldom heard and socially excluded groups (e.g. disabled, LGBT and BAME groups) to develop sustainable initiatives in response to identified inequalities

Enablers

The delivery of the EDI Plan is dependent on a number of key enablers:

- Supportive strategic leadership and strong governance
- Effective communications with service users, staff and external stakeholders
- Training for staff at all levels
- Partnership working with local stakeholders and interests
- Engaging corporate and operational teams

Our Approach

We know that engaging with staff, service users and communities in a meaningful and sustained way is important in helping to make continuous improvements on the inclusion agenda.

We will seek to better understand why some staff often receive much poorer treatment than other staff in the workplace and why service users from some communities experience more coercive treatment and are less satisfied with services. We are committed to opening opportunities for open dialogue and be fully engaged in dynamic conversations. By clearing our preconceptions and actively listening we want to understand why the gaps exist. We want to be curious, be open, challenge existing thinking and strive to do things differently.

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 2017 highlights

- A general improvement in the quality and completeness of the information held in ESR
- Continuance to improve data collection to carry out effective analysis of our workforce data in order to meet both the Public Sector Equality Duty, NHS Race Equality Standard and NHS Disability 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 continues to reflect many of our female volunteers are women who have had a career break and returning on a volunteer basis prior to returning to employment. Following the Equality Delivery System (EDS2) self-assessment it has been highlighted that maternity and paternity is one of the characteristics which do not fare well. Further action is required to ascertain why females choose volunteering as a route back into employment.
- An increase in the number of staff under 25 years continues to improve due to the widening participation programme
- Improvement in the appointment of BAME 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 BAME 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 EDS2.

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 2017. 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 2017 service user data shows that:

- The highest age group remains as 30 to 44 at 26.64%, followed by 45 to 59% at 22.70%.
- In relation to Gender 55.95% of service users are female and 44.02 are male.
- 23.23% of service users are from BAME background, with British Pakistani continuing to being the highest BAME service user at 7.64%, followed by Black African Caribbean at 4.87% and Asian British Indian at 3.39%.
- The most challenging areas however are as follows:
- There is limited 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 2017 – Dec 2017

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	2017		2016	2015	2014	2013	2012
	Headcount	2017					
<20	17	0.4%	0.60%	0.50%	0.50%	0.10%	0.10%
20-29	549	14.2%	14.30%	14.70%	14.70%	14.30%	13.10%
30-39	894	23.1%	23.10%	24.50%	24.50%	25.70%	25.00%
40-49	1,092	28.2%	28.60%	29.00%	29.00%	30.80%	32.70%
50-59	1,064	27.5%	26.90%	25.70%	25.70%	23.80%	23.60%
60-64	198	5.1%	4.80%	4.40%	4.40%	4.20%	4.50%
>65	61	1.6%	1.60%	1.20%	1.20%	1.20%	1.00%
Grand Total	3,875	100.0%	100.00%	100.00%	100.00%	100.00%	100.00%

The analysis above continues to indicate the Trust has an aging workforce with an increase of headcount from age 50 plus compared to 2016 and earlier years.

TABLE 2: Workforce Disability Profile

Headcount	2017		2016	2015	2014	2013	2012
	Headcount	2017					
No	3,414	88.1%	90.90%	93.20%	93.20%	61.40%	56.60%
Not Declared/Undefined	294	7.59%	5.10%	3.10%	3.10%	35.60%	40.80%
Yes	167	4.31%	4.00%	3.70%	3.70%	3.00%	2.60%
Grand Total	3,875	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

In table 2 there has been an increase once again in the category of staff not declaring or undefined their disability compared to previous years, the trust needs to continue on promoting why data collection is important. Further work is ongoing 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.

TABLE 3: Religion and Belief Profile

Religion	2017		2016	2015	2014	2013	2012
	Headcount	2017					
Atheism	342	8.83%	8.50%	8.30%	7.50%	6.30%	4.60%
Buddhism	16	0.41%	0.40%	0.40%	0.30%	0.30%	0.30%
Christianity	1571	40.54%	41.00%	40.00%	39.30%	36.20%	33.80%
Hinduism	72	1.86%	1.90%	1.80%	1.60%	1.40%	1.30%
Islam	213	5.50%	4.80%	4.90%	3.90%	3.70%	3.10%
Jainism	1	0.03%	0.00%	0.00%	0.00%	0.10%	0.10%
Judaism	6	0.15%	0.30%	0.20%	0.20%	0.20%	0.20%
Other	250	6.45%	6.60%	6.10%	5.90%	5.30%	4.50%
Sikhism	93	2.40%	2.30%	2.10%	1.90%	1.70%	1.50%
I do not wish to disclose my religion/belief	1191	30.74%	34.20%	35.50%	15.00%	7.40%	7.30%
Not Declared/Undefined	120	8.83%	0.20%	0.80%	24.30%	37.50%	43.50%
Grand Total	3,875	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Although there has not been a significant change in Table 3 above since earlier years, there has been a substantial increase in the Not Declared/Undefined category. Indicating more work needs to be done to address this issue.

TABLE 4: Gender (SEX) Profile

	2017						
Gender	Headcount	2017	2016	2015	2014	2013	2012
Female	2,738	70.66%	71.00%	70.90%	71.70%	70.00%	70.40%
Male	1,137	29.34%	29.00%	29.10%	29.70%	30.00%	29.60%
Grand Total	3,875	100.00%	100.00%	100.00%	101.40%	100.00%	100.00%

Very little has changed in the table above. However more work needs to be done to include other categories into this section such as gender identity and gender expression.

TABLE 5: Sexual Orientation Profile

	2017						
Sexual Orientation	Headcount	2017	2016	2015	2014	2013	2012
Bisexual	29	0.75%	0.70%	0.50%	0.40%	0.40%	0.30%
Gay	39	1.01%	1.00%	0.80%	0.80%	0.80%	0.70%
Heterosexual	2512	64.83%	63.60%	61.90%	59.10%	51.40%	45.20%
Lesbian	28	0.72%	0.80%	0.60%	0.60%	0.40%	0.40%
I do not wish to disclose my sexual orientation	1146	29.57%	33.90%	35.30%	13.10%	6.20%	6.20%
Not Declared/Undefined	121	3.12%	0.20%	0.80%	27.30%	40.80%	47.30%
Grand Total	3,875	100.00%	100.00%	100.00%	100.00%	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. However the number of Not Declared/Undefined has increased.

TABLE 6: Ethnicity Profile. Table 6 below highlights White British remain the highest representative group in the Trust and for the population of Birmingham. All the Asian or British Asian groups have seen an increase compared to 2016. Most of Black or Black British groups have seen an increase apart from Black Caribbean. All other groups have fluctuated slightly compared to last year.

Ethnicity		Trust Profile 2009	2010	2011	2012	2013	2014	2015	2016	Trust Profile 2017	Birmingham Population	Solihull Population	Birmingham & Solihull Population
Asian or British Asian	Bangladeshi	0.50%	0.50%	0.60%	0.50%	0.50%	0.60%	0.60%	0.58%	0.59%	3.00%	0.30%	2.60%
	Indian	6.00%	5.90%	6.30%	6.70%	6.20%	6.40%	6.30%	6.21%	6.37%	6.00%	3.40%	5.60%
	Other Asian	1.40%	1.30%	1.30%	1.20%	1.30%	1.30%	1.60%	1.31%	1.16%	2.90%	0.70%	2.60%
	Pakistani	2.50%	2.50%	2.70%	2.50%	2.90%	3.10%	3.70%	3.46%	3.82%	13.50%	1.70%	11.60%
Black or Black British	Black African	6.60%	6.30%	6.70%	6.80%	7.00%	7.20%	7.40%	7.52%	7.77%	2.80%	0.40%	2.40%
	Black Caribbean	9.10%	9.20%	8.90%	8.70%	8.90%	9.00%	8.80%	8.51%	8.21%	4.40%	0.90%	3.90%
	Other Black	0.90%	1.00%	1.00%	1.00%	1.00%	1.10%	1.00%	1.00%	1.01%	1.70%	0.20%	1.50%
Chinese	Chinese	0.20%	0.30%	0.30%	0.30%	0.30%	0.40%	0.40%	0.40%	0.36%	1.20%	0.40%	1.10%
Mixed	Other Mixed	0.30%	0.40%	0.40%	0.40%	0.50%	0.60%	0.60%	0.77%	0.62%	0.80%	0.30%	0.70%
	White & Asian	0.40%	0.40%	0.50%	0.50%	0.50%	0.50%	0.50%	0.40%	0.44%	1.00%	0.60%	1.00%
	White & Black African	0.40%	0.50%	0.50%	0.50%	0.40%	0.40%	0.50%	0.35%	0.34%	0.30%	0.10%	0.30%
	White & Black Caribbean	1.20%	1.20%	1.30%	1.40%	1.60%	1.90%	2.10%	1.87%	1.78%	2.30%	1.20%	2.10%

[illegible]

TABLE 7: Recruitment Data by Protected Characteristics

Category	Description	Applications	%	Shortlisted	% Shortlisted	Appointed	% Appointed
Gender	Male	4,665	28.10%	1251	26.70%	7	31.80%
	Female	11,813	71.30%	3406	72.70%	15	68.20%
	Undisclosed	99	0.60%	25	0.50%	0	0.00%
Disability	Yes	896	5.40%	326	7.00%	2	9.10%
	No	15,305	92.30%	4230	90.30%	19	86.40%
	Undisclosed	376	2.30%	126	2.70%	1	4.50%
Criminal Conviction	Yes	228	1.40%	97	2.10%	1	4.50%
	No	16,339	98.60%	4577	97.90%	21	95.50%
Ethnicity	WHITE – British	6,899	41.60%	2128	45.50%	13	59.10%
	WHITE – Irish	196	1.20%	71	1.50%	1	4.50%
	WHITE - Any other white background	545	3.30%	109	2.30%	0	0.00%
	ASIAN or ASIAN BRITISH – Indian	1,578	9.50%	366	7.80%	2	9.10%
	ASIAN or ASIAN BRITISH – Pakistani	1,688	10.20%	328	7.00%	2	9.10%
	ASIAN or ASIAN BRITISH – Bangladeshi	383	2.30%	86	1.80%	0	0.00%
	ASIAN or ASIAN BRITISH - Any other Asian background	275	1.70%	62	1.30%	0	0.00%
	MIXED - White & Black Caribbean	371	2.20%	94	2.00%	0	0.00%
	MIXED - White & Black African	85	0.50%	22	0.50%	0	0.00%
	MIXED - White & Asian	106	0.60%	19	0.40%	0	0.00%
	MIXED - any other mixed background	153	0.90%	36	0.80%	0	0.00%
	BLACK or BLACK BRITISH – Caribbean	1,358	8.20%	433	9.20%	0	0.00%
	BLACK or BLACK BRITISH – African	1,879	11.30%	659	14.10%	1	4.50%
	BLACK or BLACK BRITISH - Any other black background	142	0.90%	41	0.90%	1	4.50%
	OTHER ETHNIC GROUP – Chinese	37	0.20%	22	0.50%	0	0.00%
	OTHER ETHNIC GROUP - Any other ethnic group	207	1.20%	47	1.00%	1	4.50%
	Undisclosed	675	4.10%	159	3.40%	1	4.50%

Age Band	Under 18	44	0.30%	16	0.30%	0	0.00%
	18 to 19	319	1.90%	64	1.40%	0	0.00%
	20 to 24	2,926	17.70%	508	10.90%	1	4.50%
	25 to 29	3,746	22.60%	925	19.80%	10	45.50%
	30 to 34	2,583	15.60%	734	15.70%	2	9.10%
	35 to 39	1,893	11.40%	626	13.40%	3	13.60%
	40 to 44	1,548	9.30%	555	11.90%	4	18.20%
	45 to 49	1,484	9.00%	541	11.60%	0	0.00%
	50 to 54	1,128	6.80%	397	8.50%	2	9.10%
	55 to 59	649	3.90%	227	4.80%	0	0.00%
	60 to 64	224	1.40%	79	1.70%	0	0.00%
	65 to 69	21	0.10%	8	0.20%	0	0.00%
	70 and over	3	0.00%	2	0.00%	0	0.00%
	Undisclosed	9	0.10%	0	0.00%	0	0.00%
Religion	Atheism	1,839	11.10%	503	10.70%	4	18.20%
	Buddhism	59	0.40%	18	0.40%	0	0.00%
	Christianity	7,121	43.00%	2282	48.70%	6	27.30%
	Hinduism	461	2.80%	109	2.30%	1	4.50%
	Islam	2,633	15.90%	538	11.50%	3	13.60%
	Jainism	2	0.00%	0	0.00%	0	0.00%
	Judaism	18	0.10%	7	0.10%	0	0.00%
	Sikhism	694	4.20%	161	3.40%	1	4.50%
	Other	1,759	10.60%	505	10.80%	3	13.60%
	Undisclosed	1,991	12.00%	559	11.90%	4	18.20%
Sexual Orientation	Lesbian	127	0.80%	38	0.80%	0	0.00%
	Gay	184	1.10%	56	1.20%	0	0.00%
	Bisexual	185	1.10%	29	0.60%	2	9.10%
	Heterosexual	14,689	88.60%	4180	89.30%	17	77.30%
	Undisclosed	1,392	8.40%	379	8.10%	3	13.60%
Marital Status	Married	5,130	30.90%	1680	35.90%	6	27.30%

	Single	9,724	58.70%	2487	53.10%	14	63.60%
	Civil partnership	304	1.80%	65	1.40%	0	0.00%
	Legally separated	166	1.00%	43	0.90%	0	0.00%
	Divorced	546	3.30%	180	3.80%	0	0.00%
	Widowed	56	0.30%	18	0.40%	0	0.00%
	Undisclosed	651	3.90%	209	4.50%	2	9.10%
Impairment	Physical Impairment	145	13.30%	55	14.10%	1	25.00%
	Sensory Impairment	67	6.20%	26	6.60%	0	0.00%
	Mental Health Condition	169	15.50%	56	14.30%	1	25.00%
	Learning Disability/Difficulty	234	21.50%	85	21.70%	0	0.00%
	Long-Standing Illness	250	23.00%	96	24.60%	1	25.00%
	Other	222	20.40%	73	18.70%	1	25.00%
Total	Total	16,577	100.00%	4682	100.00%	22	100.00%

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

Age Range	2017				2016				2015			
	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	14	3	0.46%	0.36%	23	2	0.70%	0.20%	17	3	0.50%	0.30%
20-29	490	59	16.14%	7.02%	502	64	16.40%	7.20%	544	71	16.70%	7.70%
30-39	665	229	21.91%	27.26%	679	235	22.10%	26.30%	765	258	23.50%	28.00%
40-49	836	256	27.55%	30.48%	859	276	28.00%	30.90%	926	285	28.40%	30.90%
50-59	861	203	28.37%	24.17%	849	218	27.70%	24.40%	862	214	26.50%	23.20%
60-64	134	64	4.42%	7.62%	128	64	4.20%	7.20%	117	69	3.60%	7.50%
>65	35	26	1.15%	3.10%	28	35	0.90%	3.90%	27	22	0.80%	2.40%
Grand Total	3035	840	100.00%	100.00%	3068	894	100.00%	100.00%	3258	922	100.00%	100.00%

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

	2017				2016				2015			
	Headcount		%Headcount		Headcount		%Headcount		Headcount		%Headcount	
Gender	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	2016	722	66.43%	85.95%	2050	764	66.80%	85.50%	2166	796	66.50%	86.30%
Male	1019	118	33.57%	14.05%	1018	130	33.20%	14.50%	1092	126	33.50%	13.70%
Grand Total	3035	840	100.00%	100.00%	3068	894	100.00%	100.00%	3258	922	100.00%	100.00%

TABLE 10: % of staff working part time by Disability

	2016				2016				2015			
	Headcount		%Headcount		Headcount		%Headcount		Headcount		%Headcount	
Disability	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	2661	753	87.68%	89.64%	2775	827	90.40%	92.50%	3032	864	93.10%	93.70%
Not declared/Undefined	244	50	8.04%	5.95%	171	31	5.60%	3.50%	108	21	3.30%	2.30%
Yes	130	37	4.28%	4.40%	122	36	4.00%	4.00%	118	37	3.60%	4.00%
Grand Total	3035	840	100.00%	100.00%	3068	894	100.00%	100.00%	3258	922	100.00%	100.00%

TABLE 11: % of staff working part time by Ethnicity

		2017				2016				2015			
Ethnicity	Ethnicity	Headcount		%Headcount		Headcount		%Headcount		Headcount 2015		%Headcount 2015	
		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	17	6	0.56%	0.71%	20	3	0.70%	0.30%	20	3	0.60%	0.30%
Asian or British Asian	Indian	200	47	6.59%	5.60%	195	51	6.40%	5.70%	215	49	6.60%	5.30%
Asian or British Asian	Other Asian	32	13	1.05%	1.55%	39	16	1.30%	1.80%	46	19	1.40%	2.10%
Asian or British Asian	Pakistani	126	22	4.15%	2.62%	115	22	3.70%	2.50%	128	25	3.90%	2.70%
Black or Black British	Black African	259	42	8.53%	5.00%	253	45	8.20%	5.00%	261	50	8.00%	5.40%
Black or Black British	Black Caribbean	267	51	8.80%	6.07%	278	59	9.10%	6.60%	303	64	9.30%	6.90%
Black or Black British	Other Black	33	6	1.09%	0.71%	38	8	1.20%	0.90%	31	9	1.00%	1.00%
Chinese	Chinese	11	3	0.36%	0.36%	12	4	0.40%	0.40%	13	3	0.40%	0.30%
Mixed	Other Mixed	22	2	0.72%	0.24%	18	1	0.60%	0.10%	20	5	0.60%	0.50%
Mixed	White & Asian	10	7	0.33%	0.83%	10	6	0.30%	0.70%	11	8	0.30%	0.90%
Mixed	White & Black African	10	3	0.33%	0.36%	10	6	0.30%	0.70%	14	5	0.40%	0.50%
Mixed	White & Black Caribbean	49	20	1.61%	2.38%	55	19	1.80%	2.10%	67	19	2.10%	2.10%
Other Ethnic Group	Other Ethnic Group	38	4	1.25%	0.48%	33	3	1.10%	0.30%	36	3	1.10%	8.40%
Undefined	Not Stated	303	82	9.98%	9.76%	242	74	7.90%	8.30%	200	77	6.10%	0.30%
White	British	1503	484	49.52%	57.62%	1578	526	51.40%	58.80%	1704	539	52.30%	58.50%
White	Gypsy or Irish Traveller	0	0	0.00%	0.00%	1	0	0.00%	0.00%				
White	Irish	66	19	2.17%	2.26%	70	21	2.30%	2.30%	82	20	2.50%	2.20%
White	Other White	89	29	2.93%	3.45%	101	30	3.30%	3.40%	107	24	3.30%	2.60%

Grand Total		3035	840	100.00%	100.00%	3068	894	100.00%	100.00%	3258	922	100.00%	100.00%
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TABLE 12: Overall leavers by Ethnic Origin

Ethnicity		2017			2016			2015			2014		
		No. of Leavers 2017	% of Leavers 2017	Staff Base 2017	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	6	1.26%	0.59%	2	0.51%	0.58%	6	1.20%	0.60%	2	0.40%	0.61%
	Indian	29	6.11%	6.37%	25	6.43%	6.21%	30	6.10%	6.30%	41	7.80%	6.42%
	Other Asian	7	1.47%	1.16%	7	1.80%	1.31%	6	1.20%	1.60%	7	1.30%	1.35%
	Pakistani	12	2.53%	3.82%	15	3.86%	3.46%	17	3.50%	3.70%	13	2.50%	3.07%
Black or Black British	Black African	30	6.32%	7.77%	46	11.83%	7.52%	41	8.30%	7.40%	51	9.70%	7.17%
	Black Caribbean	35	7.37%	8.21%	27	6.94%	8.51%	31	6.30%	8.80%	31	5.90%	9.02%
	Other Black	4	0.84%	1.01%	4	1.03%	1.00%	6	1.20%	1.00%	6	1.10%	1.09%
Chinese	Chinese	1	0.21%	0.36%	2	0.51%	0.40%	4	0.80%	0.40%	0	0.00%	0.42%
Mixed	Other Mixed	2	0.42%	0.62%	1	0.26%	0.77%	2	0.40%	0.60%	3	0.60%	0.59%
	White & Asian	1	0.21%	0.44%	2	0.51%	0.40%	1	0.20%	0.50%	3	0.60%	0.50%
	White & Black African	2	0.42%	0.34%	4	1.03%	0.35%	2	0.40%	0.50%	2	0.40%	0.42%
	White & Black Caribbean	11	2.32%	1.78%	6	1.54%	1.87%	11	2.20%	2.10%	10	1.90%	1.91%
Other Ethnic Group	Other Ethnic Group	4	0.84%	1.08%	4	1.03%	0.91%	2	0.40%	0.90%	5	0.90%	0.99%
Undefined	Not Stated	53	11.16%	9.94%	20	5.14%	8.00%	25	5.10%	6.60%	21	4.00%	5.22%
White	British	254	53.47%	51.28%	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	0.00%	0.00%			0.00%	0	0.00%	0.00%
	Irish	10	2.11%	2.19%	8	2.06%	2.30%	16	3.30%	2.40%	10	1.90%	2.83%

	Other White	14	2.95%	3.05%	8	2.06%	3.30%	15	3.00%	3.10%	19	3.60%	3.16%
Grand Total		475	100.00%	100.00%	389	100.00%	100.00%	492	100.00%	100.00%	528	100.00%	100.00%

TABLE 13: Leavers by Gender

	2017			2016			2015			2014		
Gender	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base
Female	348	73.26%	71.02%	278	71.50%	71.02%	360	73.20%	70.90%	359	68.00%	70.70%
Male	127	26.74%	28.98%	211	54.20%	28.98%	132	26.80%	29.10%	169	32.00%	29.30%
Grand Total	475	100.00%	100.00%	389	100.00%	100.00%	492	100.00%	100.00%	528	100.00%	100.00%

TABLE 14: Leavers by Age Range

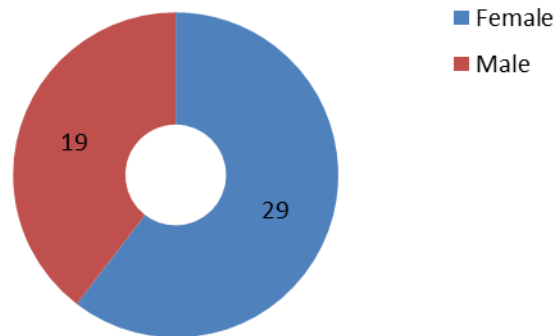
	2017			2016			2015			2014		
Age Range	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base	No. of Leavers	% of Leavers	Staff Base
<20	13	2.74%	0.60%	2	0.50%	0.60%	6	1.20%	0%	1	0.20%	0.50%
20-29	115	24.21%	14.30%	123	31.60%	14.30%	108	22.00%	15%	132	25.00%	14.30%
30-39	129	27.16%	23.10%	126	32.40%	23.10%	126	25.60%	24%	136	25.80%	25.20%
40-49	72	15.16%	28.60%	95	24.40%	28.60%	116	23.60%	29%	106	20.10%	29.90%
50-59	104	21.89%	26.90%	32	8.20%	26.90%	82	16.70%	26%	105	19.90%	24.60%
60-64	30	6.32%	4.80%	8	2.10%	4.80%	36	7.30%	4%	41	7.80%	4.20%
>65	12	2.53%	1.60%	3	0.80%	1.60%	18	3.70%	1%	7	1.30%	1.30%
Grand Total	475	100.00%	100.00%	389	100.00%	100.00%	492	100.00%	100%	528	100.00%	100.00%

TABLE 15: Leavers by Disability

Disability	2017			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. of Leavers	% of Leavers	Staff Base
No	410	86.32%	90.91%	357	91.80%	90.91%	423	86.00%	93.20%	337	63.80%	67.26%
Not Declared/Undefined	45	9.47%	5.10%	14	3.60%	5.10%	51	10.40%	3.10%	180	34.10%	29.15%
Yes	20	4.21%	3.99%	18	4.60%	3.99%	18	3.70%	3.70%	11	2.10%	3.59%
Grand Total	475	100.00%	100.00%	389	100.00%	100.00%	492	100.00%	100.00%	528	100.00%	100.00%

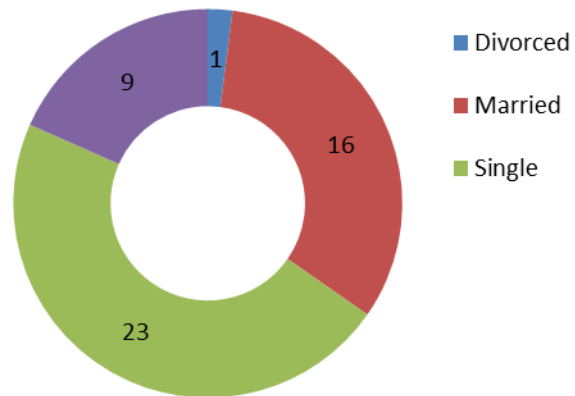
Volunteers Equality Monitoring Information
March 2018

Gender



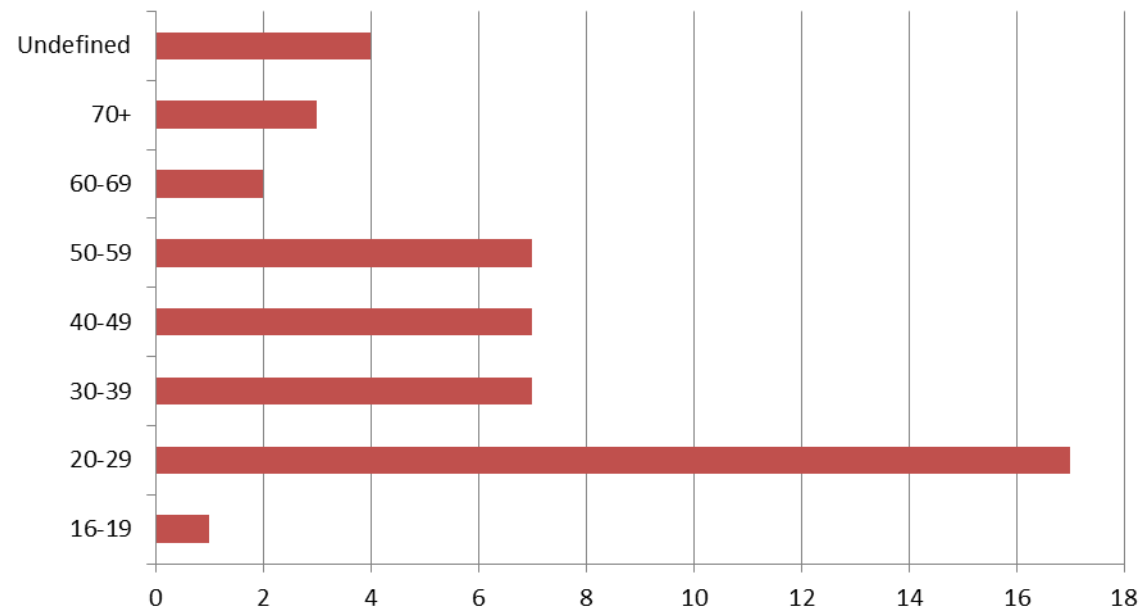
This is reflective of the general workforce profile with 60% of volunteers being female and 40% Male. many of our volunteers are females using volunteering as a step back into employment following time off with children.

Marriage / Civil Partnerships



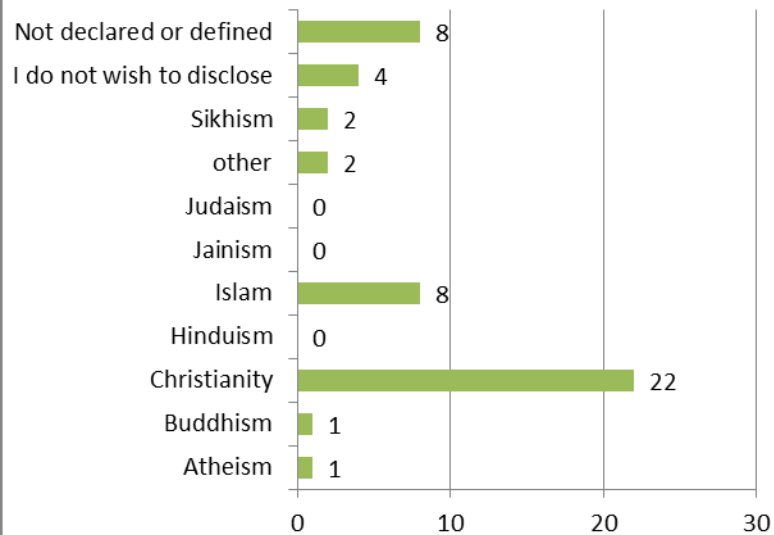
A high proportion of volunteers do not disclose this data. further explanation as to why we collect this maybe required.

Age Profile

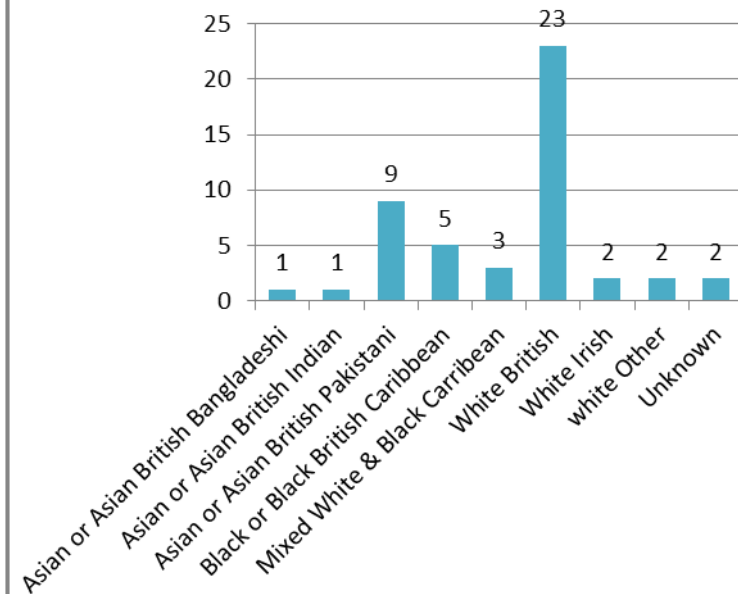


35% of our volunteers are between 20-29. this may in part be due to widening participation strategies to attract a younger workforce.

Religion & Beliefs

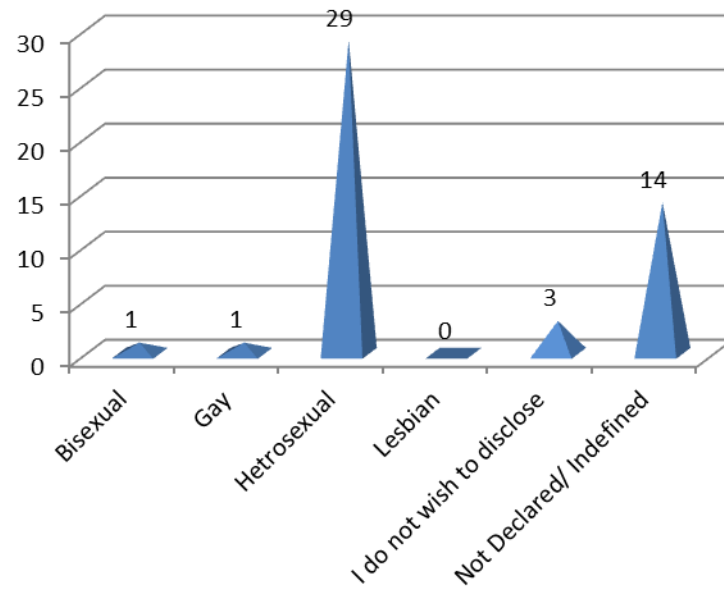


Ethnicity



We are currently working with the Community Engagement team on a number of volunteer projects with BAME communities.

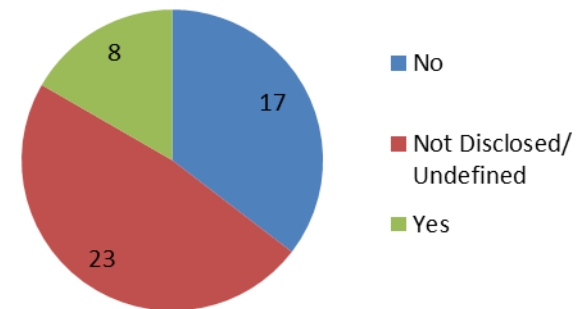
Sexuality



This is an area where we have a data gap and is due to data not previously been collected. We will be asking volunteers to complete an equality checklist to hopefully close this data gap.

Declaration of a Disability

We do not hold disability data on a high percentage of volunteers we will be looking to rectify this urgently. The proportion of volunteers who declare a disability is however higher than the proportion of our workforce declaring.



Summary – Volunteers

Overall we have had a fall in the number of volunteers since March 2017. This is due to some fixed term spiritual care volunteers finishing and a Trust wide data cleanse. It came to light a number of volunteers had left but this had not been reported. Therefore the central co-ordinator will be undertaking an annual audit and has issued guidance to managers around reporting any changes.

Over the coming year we are working with the Community Engagement Team on a number of volunteer initiatives to widen participation in some of our local communities offering employability, volunteering and work experience opportunities to dis-advantaged and under-represented groups encouraging equality of opportunity, inclusion and social mobility. This more co-ordinated approach should lead to the increase in the total number of volunteers and particularly those with protected characteristics.

APPENDIX 2

Birmingham and Solihull Mental Health Foundation Trust

Service User Data Report

January 2017 – Dec 2017

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	% of Gender
Female	55.95%
Male	44.02%
Not Known	0.01%
Non binary	0.02%
Grand Total	100%

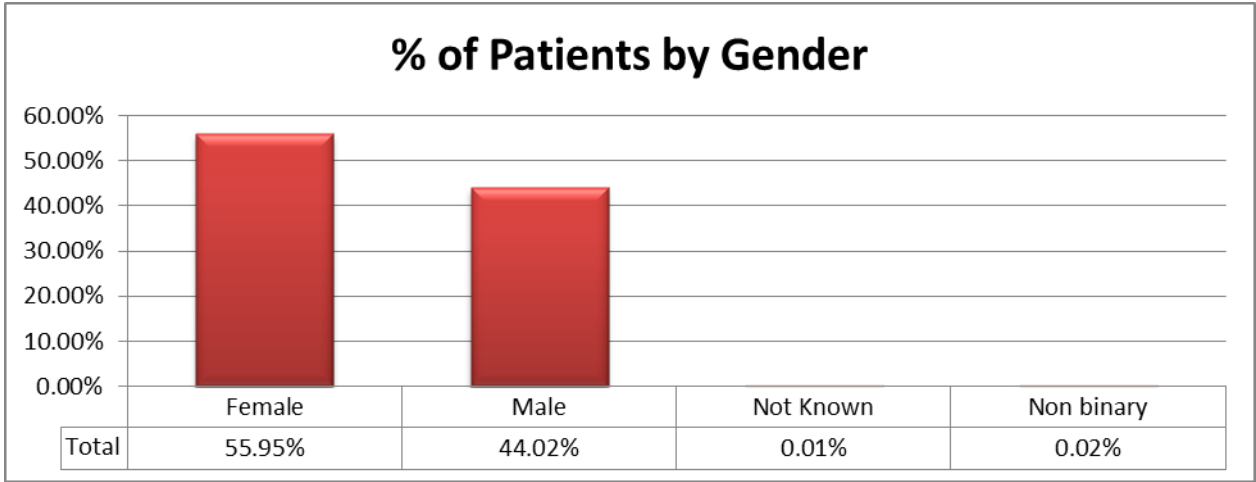
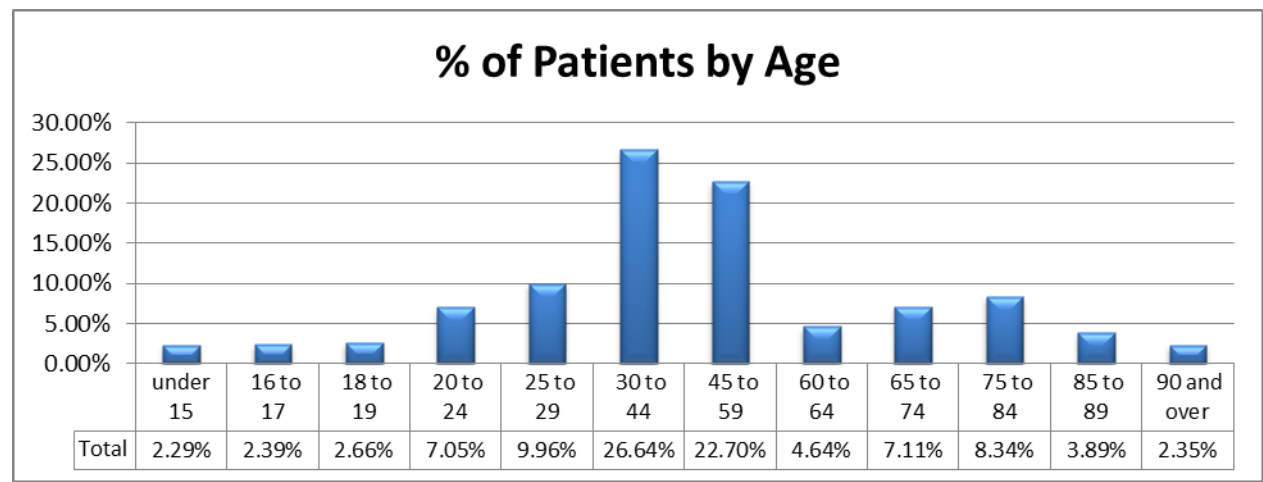


TABLE 2: Patients by Age



Age	% by Age
under 15	2.29%
16 to 17	2.39%
18 to 19	2.66%
20 to 24	7.05%
25 to 29	9.96%
30 to 44	26.64%
45 to 59	22.70%
60 to 64	4.64%
65 to 74	7.11%
75 to 84	8.34%
85 to 89	3.89%
90 and over	2.35%

Grand Total	100.00%
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TABLE 3: Patients by Ethnicity

Ethnic Groups	% by Ethnicity
Any other Ethnic Group	3.00%
Asian/Asian British: Bangladeshi	1.14%
Asian/Asian British: Chinese	0.26%
Asian/Asian British: Indian	3.39%
Asian/Asian British: Other Asian	1.58%
Asian/Asian British: Pakistani	7.64%
Black/African/Caribbean/Black British: African	1.22%
Black/African/Caribbean/Black British: Caribbean	4.87%
Black/African/Caribbean/Black British: Other Black	0.63%
Mixed/multiple ethnic group: White and Asian	0.41%
Mixed/multiple ethnic group: White and Black African	0.19%
Mixed/multiple ethnic group: White and Black Caribbean	1.62%
Other ethnic group: Arab	0.25%
Other Mixed	0.91%
White: English/Welsh/Scottish/Northern Irish/British	62.34%
White: Gypsy or Irish Traveller	0.04%
White: Irish	1.86%
White: Other White	2.01%
Not Known	6.66%
Grand Total	100.00%

% of Patients by Ethnicity

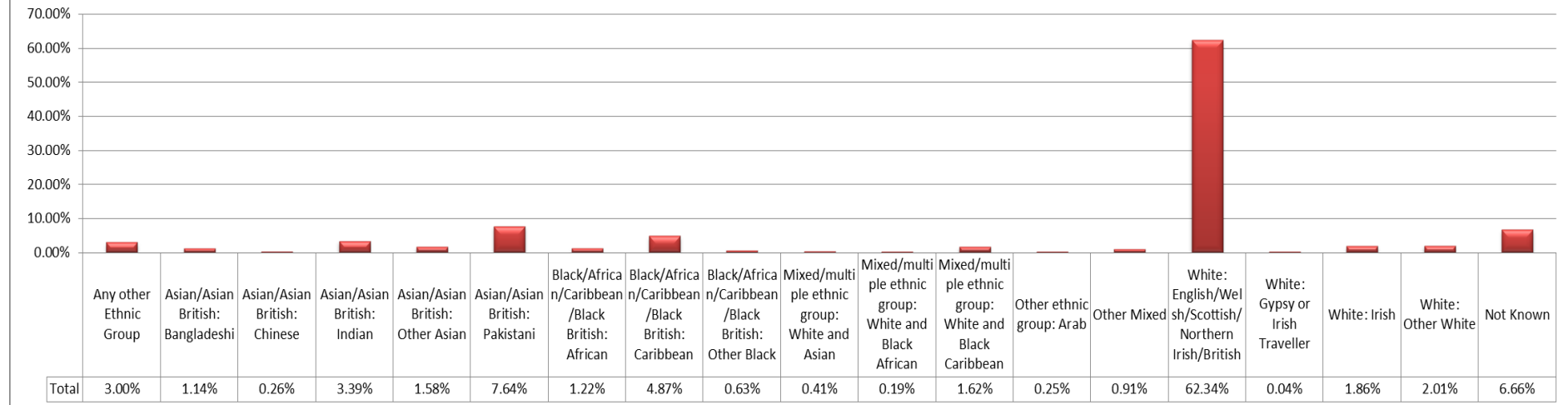
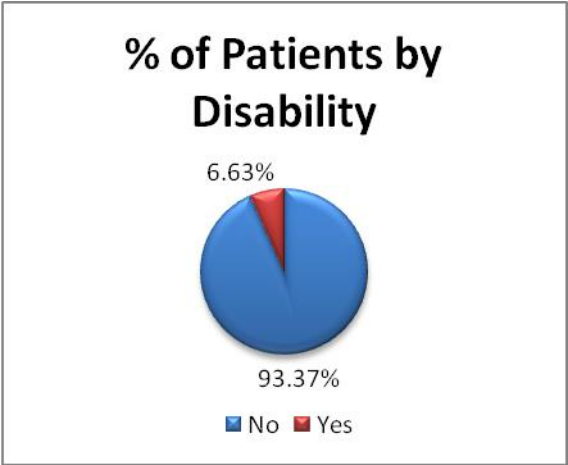


TABLE 4: Patients by Disability

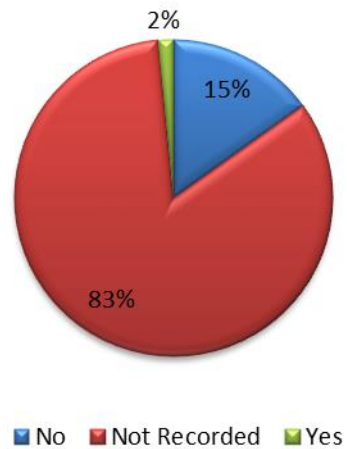


Disability	% by Disability
No	94.19%
Yes	5.81%
Grand Total	100.00%

TABLE 5: Patients by Disability – Hearing and Sight

Disability - Hearing	% by Disability-Hearing	Disability-Sight	% by Disability-Sight
No	15.11%	No	15.00%
Not Recorded	83.35%	Not Recorded	83.56%
Yes	1.54%	Yes	1.44%
Grand Total	100.00%		100.00%

% Patients by Disability - Hearing



% Patients by Disability - Sight

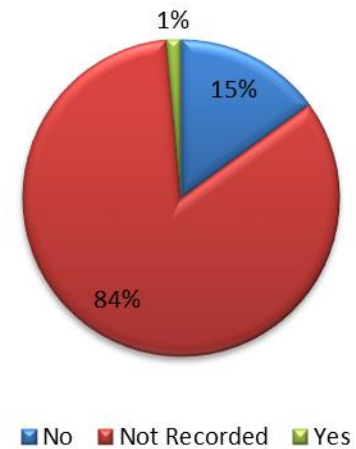
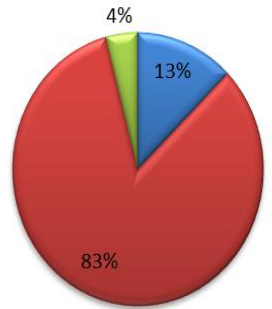


TABLE 6: Patients by Disability – Mobility and Learning Disability

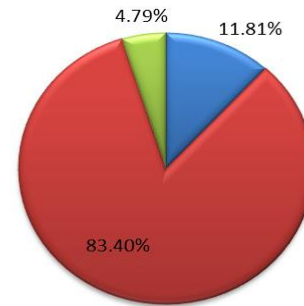
Disability - Mobility	% by Disability-Mobility	Disability - Learning Disability	% by Disability - Learning Disability
No	12.64%	No	11.81%
Not Recorded	83.26%	Not Recorded	83.40%
Yes	4.10%	Yes	4.79%
Grand Total	100.00%		100.00%

% Patients by Disability - Mobility



■ No ■ Not Recorded ■ Yes

% Patients by Disability - Learning Disability



■ No ■ Not Recorded ■ Yes

TABLE 7: Patients by Marital Status

Marital Status	% by Marital Status
Co-Habitee	1.74%
Common Law/Cohabit	0.04%
Divorced / Civil Partnership dissolved	3.42%
Married/Civil Partner	18.09%
Separated	1.90%
Single	31.92%
Widowed	5.69%
Not Known	37.21%
Grand Total	100.00%

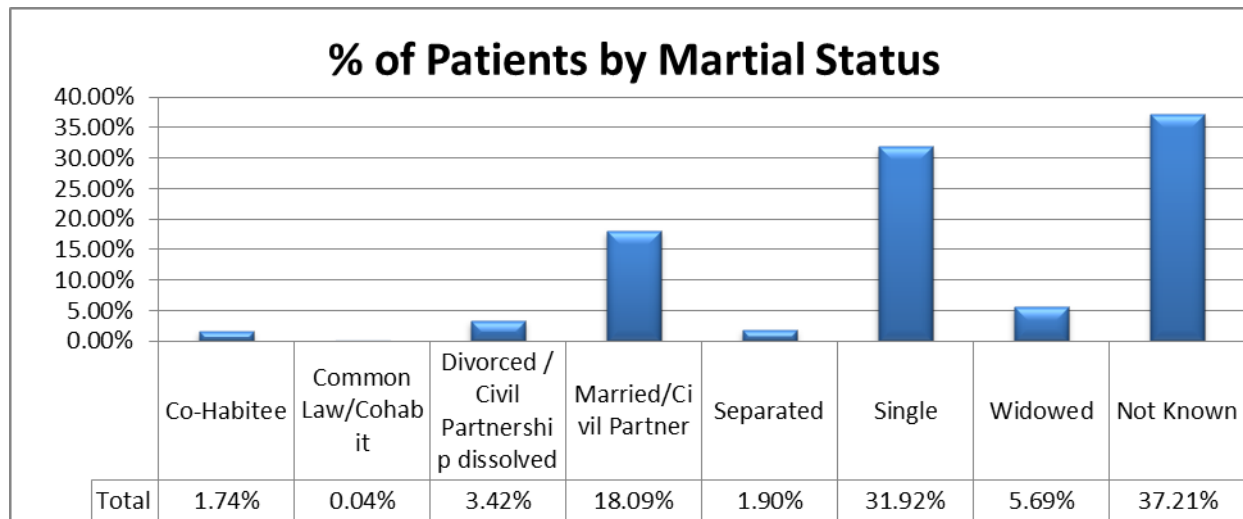


TABLE 8: Patients by sexual Orientation

Sexual Orientation	% by Sexual Orientation
Bi-sexual	0.23%
Gay/Lesbian	0.31%
Heterosexual	13.08%
Other	0.13%
Not Known	86.25%
Grand Total	100.00%

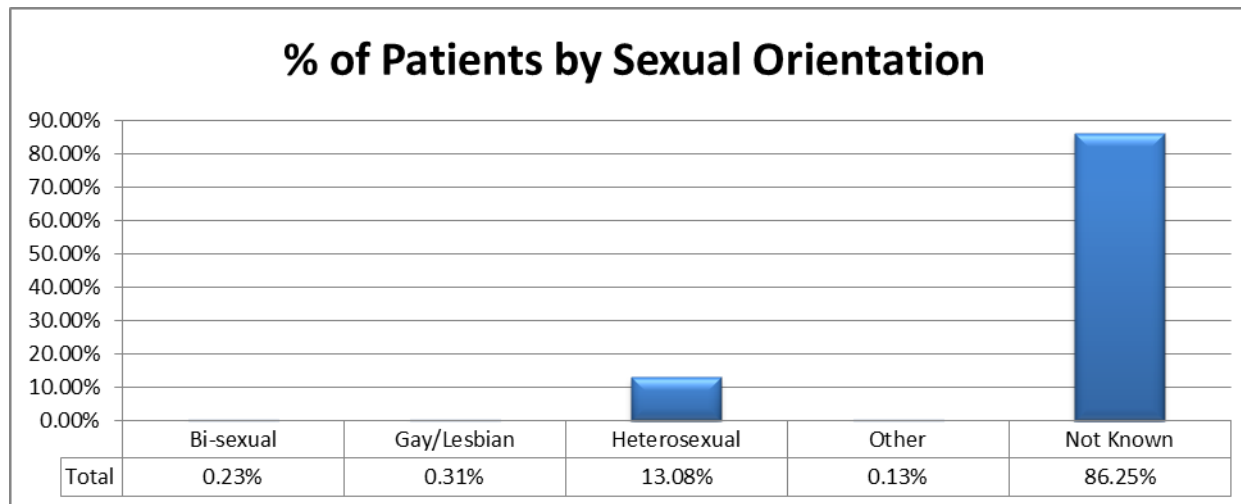
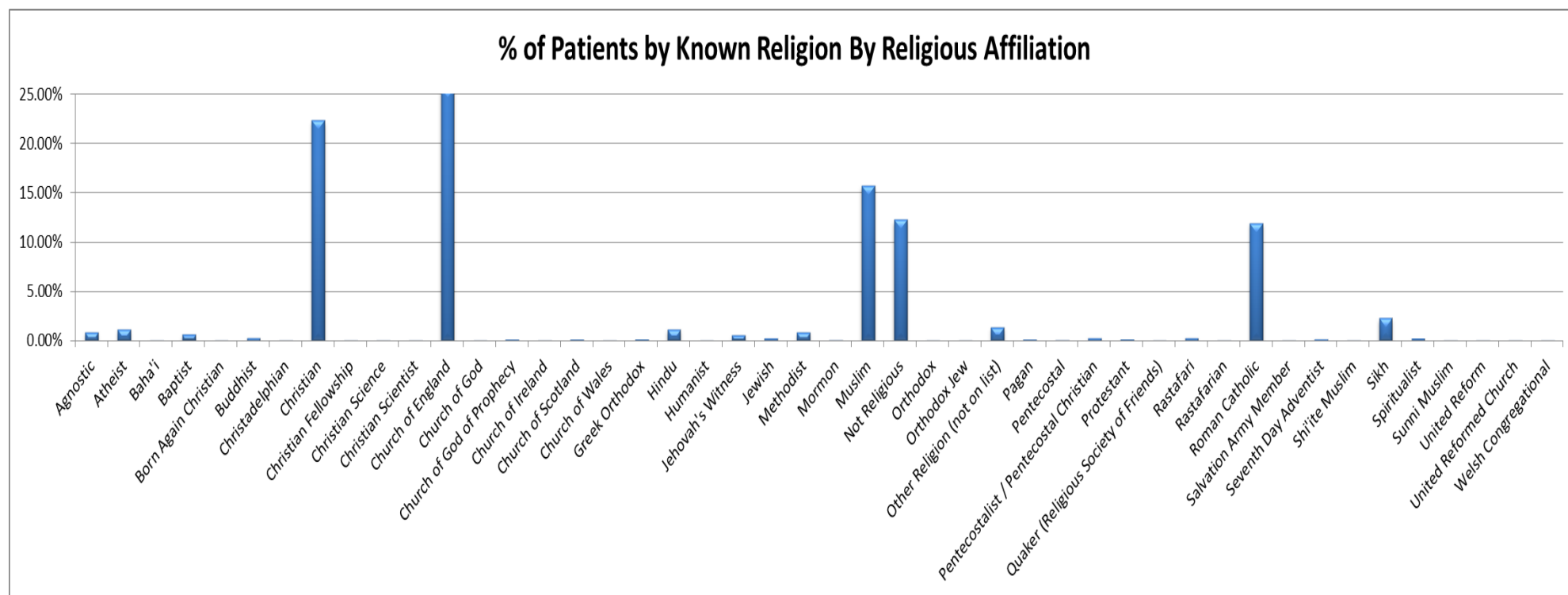


TABLE 9: Patients by Religion

Religion	% by Religion
Agnostic	0.90%
Atheist	1.16%
Baha'i	0.01%
Baptist	0.63%
Born Again Christian	0.07%
Buddhist	0.32%
Christadelphian	0.08%
Christian	22.37%
Christian Fellowship	0.01%
Christian Science	0.01%
Christian Scientist	0.01%
Church of England	25.57%
Church of God	0.05%
Church of God of Prophecy	0.13%
Church of Ireland	0.07%
Church of Scotland	0.12%
Church of Wales	0.02%
Greek Orthodox	0.14%
Hindu	1.16%
Humanist	0.02%
Jehovah's Witness	0.61%
Jewish	0.25%
Methodist	0.86%
Mormon	0.11%
Muslim	15.75%

Not Religious	12.28%
Orthodox	0.06%
Orthodox Jew	0.01%
Other Religion (not on list)	1.38%
Pagan	0.13%
Pentecostal	0.11%
Pentecostalist / Pentecostal Christian	0.30%
Protestant	0.14%
Quaker (Religious Society of Friends)	0.06%
Rastafari	0.28%
Rastafarian	0.07%
Roman Catholic	11.92%
Salvation Army Member	0.01%
Seventh Day Adventist	0.18%
Shi'ite Muslim	0.01%
Sikh	2.31%
Spiritualist	0.22%
Sunni Muslim	0.06%
United Reform	0.05%
United Reformed Church	0.02%
Welsh Congregational	0.01%
Grand Total	100.00%



Patients who have no known religion (74%) 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.