

**For the period of January 2019 – December 2019**



Date: March 2020

**BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST**  
**March 2020**

**ANNUAL EQUALITY MONITORING REPORT for the period of January 2019 –December 2019**

**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 2019 to December 2019 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 2019 highlights

- A general improvement in the quality and completeness of the information held in ESR
- Continuance to improve data collection is needed to carry out effective analysis of our workforce data in order to meet 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 aims to review its processes during 2019-2020
- 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

## **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 provides details of the information that has been collected for the term running from January to December 2019. The analysis of the information will be used to influence the decision making process for the Trust in both service provision and workforce planning.

Analysis of the 2019 service user data shows that:

- The highest age group remains as 30 to 44 at 27.72% followed by 45 to 59% at 22.44%
- In relation to Gender 55.95% of service users are female and 44.00% are male. 0.03% of service

users identify as non-binary and 0.02% as shown as not known.

- 27% of service users are from BAME background, with British Pakistani continuing to being the highest BAME service user at 7.99% followed by Black African Caribbean at 4.68% and Asian British Indian at 3.29%.
- The most challenging areas however are as follows:
- There is limited information collected on Transgender and non-binary identities. The Trust aim to see an improvement through the Sexual Orientation Monitoring (SOM) standard and internal systems being improved to capture this data.
- 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.

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 NHS Foundation Trust

Equality and Diversity Workforce Data Report

January 2019 – December 2019

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](mailto:HR.support@bsmhft.nhs.uk)

**TABLE 1: Workforce Age Profile****Age Profile**

	2019					
Age Range	Headcount	2019	2018	2017	2016	2015
<20	8	0.2%	0.2%	0.4%	0.6%	0.5%
20-29	566	14.6%	14.7%	14.2%	14.3%	14.7%
30-39	912	23.4%	23.3%	23.1%	23.1%	24.5%
40-49	1029	26.5%	26.7%	28.2%	28.6%	29.0%
50-59	1083	27.8%	28.2%	27.5%	26.9%	25.7%
60-64	218	5.6%	5.3%	5.1%	4.8%	4.4%
>65	74	1.9%	1.6%	1.6%	1.6%	1.2%
<b>Grand Total</b>	<b>3890</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

The analysis above shows little change in comparison to last year. Thus it continues to indicate the Trust has an aging workforce with an increase of headcount from age 50 plus.

**TABLE 2: Workforce Disability Profile**

	2019					
Disability	Headcount	2019	2018	2017	2016	2015
No	3295	85%	86%	88%	91%	93%
Not Declared/Undefined	416	11%	10%	8%	5%	3%
Yes	179	5%	4%	4%	4%	4%
<b>Grand Total</b>	<b>3890</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

In table 2 we can see a slight increase in declaration however an increase remains in the category of staff not declared/undefined as previous years. The Trust understands the importance of data collection and is working with the Disability and Neurodiversity Staff Network to encourage staff to be open and honest without feeling categorized.



**TABLE 3: Religion and Belief Profile**

	2019					
Religion	Headcount	2019	2018	2017	2016	2015
Atheism	367	9%	9%	9%	9%	8%
Buddhism	17	0%	0%	0%	0%	0%
Christianity	1571	40%	40%	41%	41%	40%
Hinduism	76	2%	2%	2%	2%	2%
Islam	237	6%	6%	6%	5%	5%
Jainism	0	0%	0%	0%	0%	0%
Judaism	5	0%	0%	0%	0%	0%
Other	272	7%	7%	6%	7%	6%
Sikhism	97	2%	2%	2%	2%	2%
I do not wish to disclose my religion/belief	946	24%	6%	31%	34%	36%
Not Declared/Undefined	302	8%	27%	9%	0%	1%
<b>Grand Total</b>	<b>3890</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

In Table 3 there has been a significant increase in the I do not wish to disclose my religion/belief compared to 2018, however the not Declared/Undefined category has seen a decrease. The religion/belief profiling remains the same as previous years.

**TABLE 4: Gender Profile**

	2019					
Gender	Headcount	2019	2018	2017	2016	2015
Female	2822	73%	71%	71%	71%	71%
Male	1068	27%	29%	29%	29%	29%
<b>Grand Total</b>	<b>3890</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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**

	2019					
Sexual Orientation	Headcount	2019	2018	2017	2016	2015
Bisexual	32	1%	1%	1%	1%	1%
Gay or Lesbian	69	2%	2%	1%	1%	1%
Heterosexual	2648	68%	66%	65%	64%	62%
Lesbian				1%	1%	1%
I do not wish to disclose my sexual orientation	834	21%	25%	30%	34%	35%
Not Declared/Undefined	307	8%	6%	3%	0%	1%
<b>Grand Total</b>	<b>3890</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Very little has changed in the table above.

**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 and Black or Black British groups have seen a slight fluctuation since 2018.

Ethnicity		2015	2016	2017	Trust Profile 2018	Trust Profile 2019	Birmingham Population	Solihull Population	Birmingham & Solihull Population
Asian or British Asian	Bangladeshi	0.006	0.0058	0.59%	0.71%	0.75%	3.00%	0.30%	2.60%
	Indian	6.30%	6.21%	6.37%	6.3%	6.17%	6.00%	3.40%	5.60%
	Other Asian	1.60%	1.31%	1.16%	1.0%	1.03%	2.90%	0.007	0.026
	Pakistani	3.70%	3.46%	3.82%	3.7%	4.19%	13.50%	1.70%	11.60%
Black or Black African	Black African	7.40%	7.52%	7.77%	7.8%	8.38%	2.80%	0.40%	2.40%
	Black Caribbean	8.80%	8.51%	8.21%	8.4%	7.94%	4.40%	0.90%	3.90%
	Other Black	1.00%	1.00%	1.01%	1.04%	0.95%	1.70%	0.20%	1.50%
Chinese	Chinese	0.40%	0.40%	0.36%	0.3%	0.33%	1.20%	0.40%	1.10%
Mixed	Other Mixed	0.60%	0.77%	0.62%	0.71%	0.75%	0.80%	0.30%	0.70%
	White & Asian	0.50%	0.40%	0.44%	0.6%	0.69%	1.00%	0.60%	1.00%
	White & Black African	0.50%	0.35%	0.34%	0.28%	0.31%	0.30%	0.10%	0.30%
	White & Black Caribbean	2.10%	1.87%	1.78%	1.87%	1.77%	2.30%	1.20%	2.10%
Other Ethnic Group	Other Ethnic Group	0.90%	0.91%	1.08%	1.11%	1.08%	2.00%	1.00%	2.00%
Undefined	Not Stated	6.60%	8.00%	9.94%	12.24%	12.67%	0.00%	0.00%	0.00%
White	British	53.70%	53.10%	51.28%	48.84%	48.71%	53.10%	85.80%	58.40%
	Gypsy or Irish Traveller	0.00%	0.00%	0.00%	0.03%	0.03%	0.00%	0.00%	0.00%
	Irish	2.40%	2.30%	2.19%	2.15%	2.01%	2.10%	1.90%	2.00%
	Other White	3.10%	3.30%	3.05%	2.86%	2.24%	2.70%	1.40%	2.50%
Grand Total		100.20%	99.99%	100.01%	100.00%	100.00%	99.80%	100.30%	100.30%

**TABLE 7: Recruitment Data by Protected Characteristics**

Category	Applications	% Applications	Shortlisted	% Shortlisted	Interviewed	% Interviewed	Appointed	% Appointed
<b>Gender</b>								
Male	4521	27.1	2561	27.6	1055	26.5	595	26.5
Female	12061	72.3	6676	71.9	2905	72.9	1641	73.2
I do not wish to disclose	90	0.5	54	0.6	27	0.7	7	0.3
Not stated	0	0	0	0	0	0	0	0
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>
<b>Age</b>								
Under 20	348	2.1	254	2.7	52	1.3	28	1.2
20 - 24	2987	17.9	2240	24.1	483	12.1	159	7.1
25 - 29	3345	20.1	2096	22.6	746	18.7	286	12.8
30 - 34	2386	14.3	1378	14.8	579	14.5	258	11.5
35 - 39	1862	11.2	943	10.1	519	13	256	11.4
40 - 44	1604	9.6	722	7.8	513	12.9	253	11.3
45 - 49	1579	9.5	704	7.6	486	12.2	265	11.8
50 - 54	1352	8.1	538	5.8	346	8.7	336	15
55 - 59	829	5	307	3.3	203	5.1	247	11
60 - 64	289	1.7	81	0.9	50	1.3	121	5.4
65+	91	0.5	28	0.3	10	0.3	34	1.5
Not stated	0	0	0	0	0	0	0	0
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>
<b>Ethnic Origin</b>								
WHITE - British	5546	33.3	3277	35.3	1595	40	500	22.3
WHITE - Irish	158	0.9	82	0.9	54	1.4	18	0.8
WHITE - Any other white background	466	2.8	346	3.7	86	2.2	23	1
ASIAN or ASIAN BRITISH - Indian	1406	8.4	992	10.7	327	8.2	50	2.2
ASIAN or ASIAN BRITISH - Pakistani	1770	10.6	1301	14	361	9.1	64	2.9
ASIAN or ASIAN BRITISH - Bangladeshi	458	2.7	349	3.8	89	2.2	10	0.4
ASIAN or ASIAN BRITISH - Any other Asian background	295	1.8	196	2.1	82	2.1	11	0.5
BLACK or BLACK BRITISH - Caribbean	1068	6.4	638	6.9	322	8.1	77	3.4
BLACK or BLACK BRITISH - African	1979	11.9	1092	11.8	657	16.5	141	6.3

BLACK or BLACK BRITISH - Any other black background	178	1.1	104	1.1	60	1.5	10	0.4
MIXED - White & Black Caribbean	367	2.2	231	2.5	95	2.4	25	1.1
MIXED - White & Black African	78	0.5	55	0.6	12	0.3	6	0.3
MIXED - White & Asian	121	0.7	79	0.9	28	0.7	14	0.6
MIXED - any other mixed background	119	0.7	62	0.7	43	1.1	8	0.4
OTHER ETHNIC GROUP - Chinese	57	0.3	40	0.4	10	0.3	4	0.2
OTHER ETHNIC GROUP - Any other ethnic group	198	1.2	130	1.4	38	1	11	0.5
I do not wish to disclose my ethnic origin	481	2.9	317	3.4	127	3.2	26	1.2
Not stated	1927	11.6	0	0	1	0	1245	55.5
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>
<b>Disability</b>								
No	13593	81.5	8585	92.4	3659	91.8	920	41
Yes	879	5.3	529	5.7	262	6.6	56	2.5
I do not wish to disclose whether or not I have a disability	273	1.6	177	1.9	65	1.6	22	1
Not stated	1927	11.6	0	0	1	0	1245	55.5
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>
<b>Guaranteed interview scheme</b>								
No	2635	15.8	1522	16.4	607	15.2	351	15.6
Yes	581	3.5	370	4	159	4	33	1.5
Not stated	13456	80.7	7399	79.6	3221	80.8	1859	82.9
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>
<b>Disability Description</b>								
None / Not Applicable	11485	68.9	7381	79.4	3219	80.7	589	26.3
Physical impairment	123	0.7	84	0.9	29	0.7	4	0.2
Sensory impairment	97	0.6	51	0.5	31	0.8	9	0.4
Mental health condition	162	1	92	1	56	1.4	12	0.5
Learning disability/difficulty	188	1.1	114	1.2	58	1.5	12	0.5
Long-standing illness	168	1	105	1.1	46	1.2	12	0.5
Other	140	0.8	83	0.9	42	1.1	6	0.3
Not stated	4309	25.8	1381	14.9	506	12.7	1599	71.3
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>

<b>Sexual Orientation</b>								
Heterosexual or Straight	13450	80.7	8537	91.9	3604	90.4	882	39.3
Gay or Lesbian	326	2	180	1.9	101	2.5	30	1.3
Bisexual	286	1.7	173	1.9	81	2	19	0.8
Other sexual orientation not listed	36	0.2	27	0.3	7	0.2	0	0
Undecided	52	0.3	34	0.4	12	0.3	5	0.2
I do not wish to disclose my sexual orientation	589	3.5	340	3.7	181	4.5	56	2.5
Not stated	1933	11.6	0	0	1	0	1251	55.8
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>
<b>Transgender</b>								
Not stated	16672	100	9291	100	3987	100	2243	100
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>
<b>Marital Status</b>								
Single	8535	51.2	5681	61.1	2080	52.2	509	22.7
Married	4559	27.3	2664	28.7	1393	34.9	357	15.9
Civil partnership	362	2.2	246	2.6	89	2.2	16	0.7
Legally separated	119	0.7	60	0.6	43	1.1	12	0.5
Divorced	517	3.1	293	3.2	164	4.1	40	1.8
Widowed	55	0.3	29	0.3	17	0.4	4	0.2
Other	79	0.5	36	0.4	18	0.5	17	0.8
I do not wish to disclose this	518	3.1	282	3	182	4.6	41	1.8
Not stated	1928	11.6	0	0	1	0	1247	55.6
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>
<b>Religion</b>								
Atheism	1634	9.8	998	10.7	424	10.6	160	7.1
Buddhism	106	0.6	75	0.8	18	0.5	7	0.3
Christianity	6226	37.3	3645	39.2	1883	47.2	475	21.2
Hinduism	452	2.7	310	3.3	115	2.9	17	0.8
Islam	2854	17.1	2088	22.5	584	14.6	107	4.8
Jainism	3	0	3	0	0	0	0	0
Judaism	10	0.1	5	0.1	4	0.1	0	0
Sikhism	631	3.8	434	4.7	155	3.9	25	1.1

Other	1385	8.3	850	9.1	404	10.1	88	3.9
I do not wish to disclose my religion/belief	1438	8.6	883	9.5	399	10	113	5
Not stated	1933	11.6	0	0	1	0	1251	55.8
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>
<b>Convictions</b>								
Applicant has indicated that they may have convictions etc which should be taken into account	326	2	150	1.6	131	3.3	21	0.9
Applicant has indicated that they DO NOT have convictions which should be taken into account	14394	86.3	9141	98.4	3855	96.7	952	42.4
Not stated	1952	11.7	0	0	1	0	1270	56.6
<b>Total</b>	<b>16672</b>	<b>100</b>	<b>9291</b>	<b>100</b>	<b>3987</b>	<b>100</b>	<b>2243</b>	<b>100</b>

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

	2019				2018				2017				2016				2015			
	Headcount		%Headcount		Headcount		%Headcount		Headcount		%Headcount		Headcount		%Headcount		Headcount		%Headcount	
Age Range	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	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	8		0.26%	0.00%	9		0.29%	0.00%	14	3	0.46%	0.36%	23	2	0.70%	0.20%	17	3	0.50%	0.30%
20-29	510	56	16.72%	6.67%	535	47	17.35%	5.40%	490	59	16.14%	7.02%	502	64	16.40%	7.20%	544	71	16.70%	7.70%
30-39	681	231	22.32%	27.53%	669	253	21.69%	29.08%	665	229	21.91%	27.26%	679	235	22.10%	26.30%	765	258	23.50%	28.00%
40-49	784	245	25.70%	29.20%	792	263	25.68%	30.23%	836	256	27.55%	30.48%	859	276	28.00%	30.90%	926	285	28.40%	30.90%
50-59	871	212	28.55%	25.27%	898	216	29.12%	24.83%	861	203	28.37%	24.17%	849	218	27.70%	24.40%	862	214	26.50%	23.20%
60-64	159	59	5.21%	7.03%	148	61	4.80%	7.01%	134	64	4.42%	7.62%	128	64	4.20%	7.20%	117	69	3.60%	7.50%
>65	38	36	1.25%	4.29%	33	30	1.07%	3.45%	35	26	1.15%	3.10%	28	35	0.90%	3.90%	27	22	0.80%	2.40%
Grand	3051	839	100.00%	100.00%	3084	870	100.00%	100.00%	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**

	2019				2018				2017				2016				2015			
	Headcount		%Headcount		Headcount		%Headcount		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	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Female	2110	712	69.16%	84.86%	2075	733	67.28%	84.25%	2016	722	66.43%	85.95%	2050	764	66.80%	85.50%	2166	796	66.50%	86.30%
Male	941	127	30.84%	15.14%	1009	137	32.72%	15.75%	1019	118	33.57%	14.05%	1018	130	33.20%	14.50%	1092	126	33.50%	13.70%
Grand Total	3051	839	100.00%	100.00%	3084	870	100.00%	100.00%	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**

	2019				2018				2017				2016				2015			
	Headcount		%Headcount		Headcount		%Headcount		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	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
No	2595	700	85.1%	83.4%	2632	752	85.3%	86.4%	2661	753	87.7%	89.6%	2775	827	90.4%	92.5%	3032	864	93.1%	93.7%
Not declared	317	99	10.4%	11.8%	326	80	10.6%	9.2%	244	50	8.0%	6.0%	171	31	5.6%	3.5%	108	21	3.3%	2.3%
Yes	139	40	4.6%	4.8%	126	38	4.1%	4.4%	130	37	4.3%	4.4%	122	36	4.0%	4.0%	118	37	3.6%	4.0%
Grand Total	3051	839	100.0%	100.0%	3084	870	100.0%	100.0%	3035	840	100.0%	100.0%	3068	894	100.0%	100.0%	3258	922	100.0%	100.0%

**TABLE 11: % of staff working part time by Ethnicity**

		2019				2018				2017				2016				2015			
		Headcount		%Headcount		Headcount		%Headcount		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	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Asian or British Asian	Bangladeshi	20	9	0.66%	1.07%	21	7	0.7%	0.8%	17	6	0.6%	0.7%	20	3	0.7%	0.3%	20	3	0.6%	0.3%
Asian or British Asian	Indian	190	50	6.23%	5.96%	200	50	6.5%	5.7%	200	47	6.6%	5.6%	195	51	6.4%	5.7%	215	49	6.6%	5.3%
Asian or British Asian	Other Asian	29	11	0.95%	1.31%	28	15	0.9%	1.7%	32	13	1.1%	1.6%	39	16	1.3%	1.8%	46	19	1.4%	2.1%
Asian or British Asian	Pakistani	126	37	4.13%	4.41%	121	27	3.9%	3.1%	126	22	4.2%	2.6%	115	22	3.7%	2.5%	128	25	3.9%	2.7%
Black or Black British	Black African	291	35	9.54%	4.17%	263	44	8.5%	5.1%	259	42	8.5%	5.0%	253	45	8.2%	5.0%	261	50	8.0%	5.4%
Black or Black British	Black Caribbean	269	40	8.82%	4.77%	279	52	9.0%	6.0%	267	51	8.8%	6.1%	278	59	9.1%	6.6%	303	64	9.3%	6.9%
Black or Black British	Other Black	35	2	1.15%	0.24%	37	4	1.2%	0.5%	33	6	1.1%	0.7%	38	8	1.2%	0.9%	31	9	1.0%	1.0%
Chinese	Chinese	11	2	0.36%	0.24%	9	4	0.3%	0.5%	11	3	0.4%	0.4%	12	4	0.4%	0.4%	13	3	0.4%	0.3%
Mixed	Other Mixed	25	4	0.82%	0.48%	24	4	0.8%	0.5%	22	2	0.7%	0.2%	18	1	0.6%	0.1%	20	5	0.6%	0.5%
Mixed	White & Asian	23	4	0.75%	0.48%	19	3	0.6%	0.3%	10	7	0.3%	0.8%	10	6	0.3%	0.7%	11	8	0.3%	0.9%
Mixed	White & Black African	7	5	0.23%	0.60%	7	4	0.2%	0.5%	10	3	0.3%	0.4%	10	6	0.3%	0.7%	14	5	0.4%	0.5%
Mixed	White & Black Caribbean	53	16	1.74%	1.91%	58	16	1.9%	1.8%	49	20	1.6%	2.4%	55	19	1.8%	2.1%	67	19	2.1%	2.1%
Other Ethnic Group	Other Ethnic Group	38	4	1.25%	0.48%	39	5	1.3%	0.6%	38	4	1.3%	0.5%	33	3	1.1%	0.3%	36	3	1.1%	8.4%
Undefined	Not Stated	382	111	12.52%	13.23%	382	102	12.4%	11.7%	303	82	10.0%	9.8%	242	74	7.9%	8.3%	200	77	6.1%	0.3%
White	British	1424	471	46.67%	56.14%	1447	484	46.9%	55.6%	1503	484	49.5%	57.6%	1578	526	51.4%	58.8%	1704	539	52.3%	58.5%
White	Gypsy or Irish Traveller	1	0	0.03%	0.00%	0	0	0.0%	0.0%	0	0	0.0%	0.0%	1	0	0.0%	0.0%				
White	Irish	60	18	1.97%	2.15%	66	19	2.1%	2.2%	66	19	2.2%	2.3%	70	21	2.3%	2.3%	82	20	2.5%	2.2%
White	Other White	67	20	2.20%	2.38%	84	30	2.7%	3.4%	89	29	2.9%	3.5%	101	30	3.3%	3.4%	107	24	3.3%	2.6%
Grand Total		3051	839	100.00%	100.00%	3084	870	100.0%	100.0%	3035	840	100.0%	100.0%	3068	894	100.0%	100.0%	3258	922	100.0%	100.0%



**TABLE 12: Overall leavers by Ethnic Origin**

		2019			2018			2017			2016			2015		
		No of Leavers 2019	% of Leavers 2019	Staff Base 2019	No of Leavers 2018	% of Leavers 2018	Staff Base 2018	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
Asian or British Asian	Bangladeshi	5	1.1%	0.75%	2	0.5%	0.7%	6	1.3%	0.6%	2	0.5%	0.6%	6	1.2%	0.6%
Asian or British Asian	Indian	38	8.4%	6.2%	29	6.5%	6.3%	29	6.1%	6.4%	25	6.4%	6.2%	30	6.1%	6.3%
Asian or British Asian	Other Asian	5	1.1%	1.0%	5	1.1%	1.0%	7	1.5%	1.2%	7	1.8%	1.3%	6	1.2%	1.6%
Asian or British Asian	Pakistani	15	3.3%	4.2%	15	3.4%	3.7%	12	2.5%	3.8%	15	3.9%	3.5%	17	3.5%	3.7%
Black or Black British	Black African	36	8.0%	8.38%	38	8.6%	7.8%	30	6.3%	7.8%	46	11.8%	7.5%	41	8.3%	7.4%
Black or Black British	Black Caribbean	40	8.8%	7.94%	21	4.7%	8.4%	35	7.4%	8.2%	27	6.9%	8.5%	31	6.3%	8.8%
Black or Black British	Other Black	5	1.1%	0.95%	2	0.5%	1.0%	4	0.8%	1.0%	4	1.0%	1.0%	6	1.2%	1.0%
Chinese	Chinese	1	0.2%	0.33%	0	0.0%	0.3%	1	0.2%	0.4%	2	0.5%	0.4%	4	0.8%	0.4%
Mixed	Other Mixed	4	0.9%	0.75%	2	0.5%	0.7%	2	0.4%	0.6%	1	0.3%	0.8%	2	0.4%	0.6%
Mixed	White & Asian	5	1.1%	0.69%	2	0.5%	0.6%	1	0.2%	0.4%	2	0.5%	0.4%	1	0.2%	0.5%
Mixed	White & Black African	2	0.4%	0.31%	3	0.7%	0.3%	2	0.4%	0.3%	4	1.0%	0.4%	2	0.4%	0.5%

Mixed	White & Black Caribbean	8	1.8%	1.77%	10	2.3%	1.9%	11	2.3%	1.8%	6	1.5%	1.9%	11	2.2%	2.1%
Other Ethnic Group	Other Ethnic Group	1	0.2%	1.08%	4	0.9%	1.1%	4	0.8%	1.1%	4	1.0%	0.9%	2	0.4%	0.9%
Undefined	Not Stated	60	13.3%	12.67%	63	14.2%	12.2%	53	11.2%	9.9%	20	5.1%	8.0%	25	5.1%	6.6%
White	British	206	45.6%	48.71%	223	50.2%	48.8%	254	53.5%	51.3%	208	53.5%	53.1%	277	56.3%	53.7%
White	Gypsy or Irish Traveller	0	0.0%	0.03%	0	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%
White	Irish	11	2.4%	2.01%	11	2.5%	2.1%	10	2.1%	2.2%	8	2.1%	2.3%	16	3.3%	2.4%
White	Other White	10	2.2%	2.24%	14	3.2%	2.9%	14	3.0%	3.1%	8	2.1%	3.3%	15	3.0%	3.1%
Grand Total		452	100.0%	100.0%	444	100.0%	100.0%	475	100.0%	100.0%	389	100.0%	100.0%	492	100.0%	100.0%

**TABLE 13: Leavers by Gender**

	2019			2018			2017			2016			2015		
Gender	No of Leavers 2019	% of Leavers 2019	Staff Base 2019	No of Leavers 2018	% of Leavers 2018	Staff Base 2018	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
Female	314	69.5%	72.5%	312	70.3%	71.0%	348	73.3%	71.0%	278	71.5%	71.0%	360	73.2%	70.9%
Male	138	30.5%	27.5%	132	29.7%	29.0%	127	26.7%	29.0%	211	54.2%	29.0%	132	26.8%	29.1%
Grand Total	452	100.0%	100.0%	444	100.0%	100.0%	475	100.0%	100.0%	389	100.0%	100.0%	492	100.0%	100.0%

**TABLE 14: Leavers by Age Range**

	2019			2018			2017			2016			2015			2014		
Age Range	No of Leavers 2019	% of Leavers 2019	Staff Base 2019	No of Leavers 2018	% of Leavers 2018	Staff Base 2018	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 2014
<20	2	0.4%	0.2%	1	0.2%	0.2%	13	2.7%	0.6%	2	0.5%	0.6%	6	1.2%	0.0%	1	0.2%	0.5%
20-29	89	19.7%	14.6%	83	18.7%	14.7%	115	24.2%	14.3%	123	31.6%	14.3%	108	22.0%	15.0%	132	25.0%	14.3%
30-39	138	30.5%	23.4%	112	25.2%	23.3%	129	27.2%	23.1%	126	32.4%	23.1%	126	25.6%	24.0%	136	25.8%	25.2%
40-49	91	20.1%	26.5%	98	22.1%	26.7%	72	15.2%	28.6%	95	24.4%	28.6%	116	23.6%	29.0%	106	20.1%	29.9%
50-59	86	19.0%	27.8%	104	23.4%	28.2%	104	21.9%	26.9%	32	8.2%	26.9%	82	16.7%	26.0%	105	19.9%	24.6%
60-64	27	6.0%	5.6%	28	6.3%	5.3%	30	6.3%	4.8%	8	2.1%	4.8%	36	7.3%	4.0%	41	7.8%	4.2%
>65	19	4.2%	1.9%	18	4.1%	1.6%	12	2.5%	1.6%	3	0.8%	1.6%	18	3.7%	1.0%	7	1.3%	1.3%
Grand Total	452	100.0%	100.0%	444	100.0%	100.0%	475	100.0%	100.0%	389	100.0%	100.0%	492	100.0%	100.0%	528	100.0%	100.0%

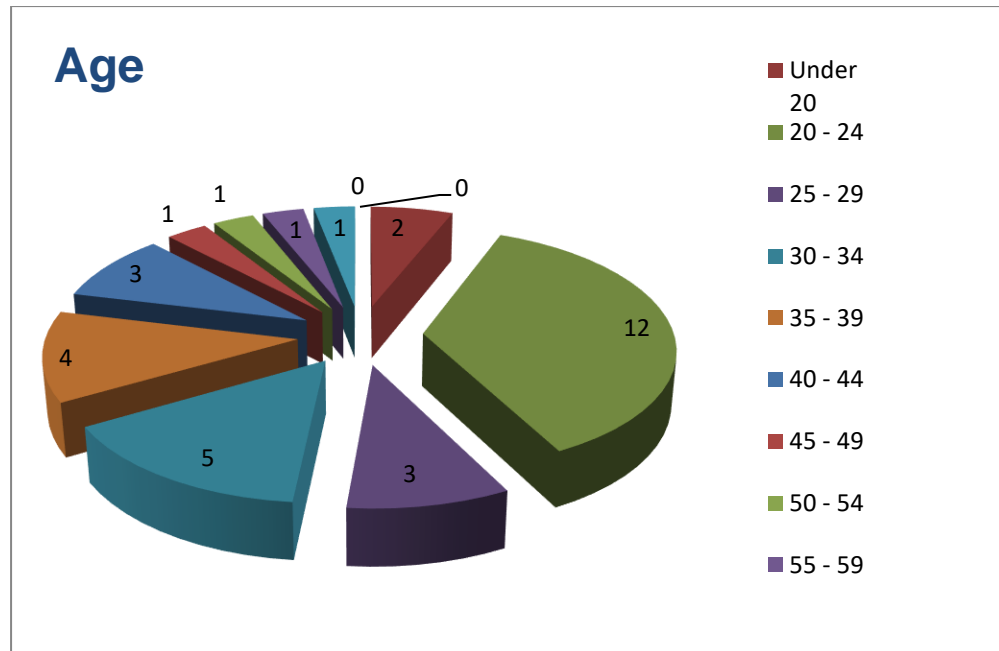
**TABLE 15: Leavers by Disability**

	2019			2018			2017			2016			2015			2014		
	No of Leavers 2019	% of Leavers 2019	Staff Base 2019	No of Leavers 2018	% of Leavers 2018	Staff Base 2018	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 2014
No	370	81.9%	84.7%	372	83.8%	85.6%	410	86.3%	90.9%	357	91.8%	90.9%	423	86.0%	93.2%	337	63.8%	67.3%
Not Declared/ Undefined	64	14.2%	10.7%	51	11.5%	10.3%	45	9.5%	5.1%	14	3.6%	5.1%	51	10.4%	3.1%	180	34.1%	29.2%
Yes	18	4.0%	4.6%	21	4.7%	4.1%	20	4.2%	4.0%	18	4.6%	4.0%	18	3.7%	3.7%	11	2.1%	3.6%
Grand Total	452	100.0%	100.0%	444	100.0%	100.0%	475	100.0%	100.0%	389	100.0%	100.0%	492	100.0%	100.0%	528	100.0%	100.0%

# 2019/20

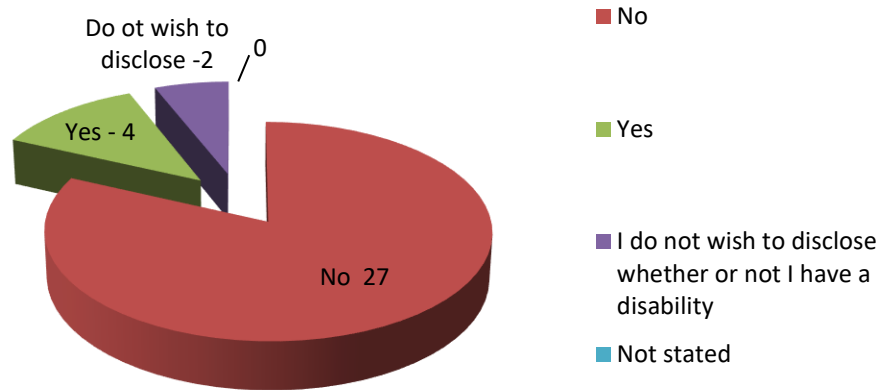
## Volunteering Recruitment Equality Monitoring Data

The 2019/20 Recruitment of volunteers, was managed through the TRAC online HR recruitment system. There were 53 applicants which were all shortlisted, 33 applicants accepted invitations to interview.

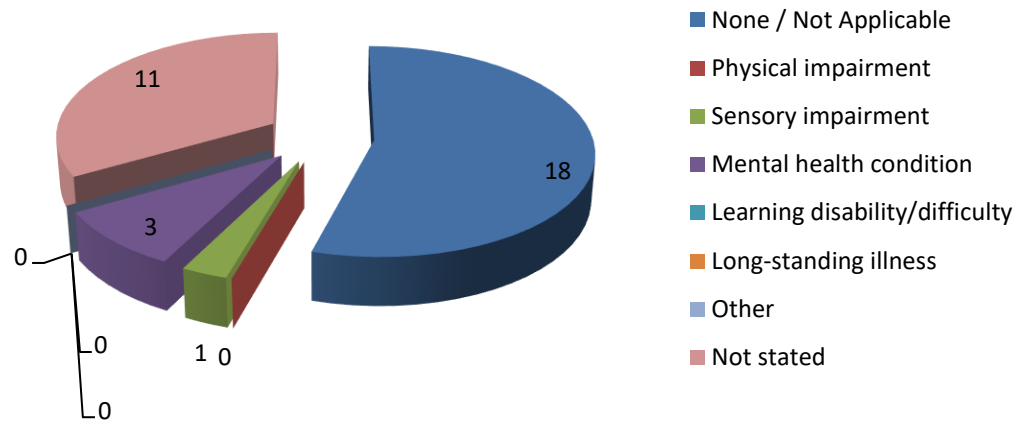


In the 2019 recruitment we attracted many more young volunteers. The largest group of candidates were 20-29, these may be students looking for experience to support their studies, some of all ages may also be carers. The next highest age group was 60-64 and +65's, some of these may include students, carers or retired applicants. Supporting this group remains a challenge.

## Disability

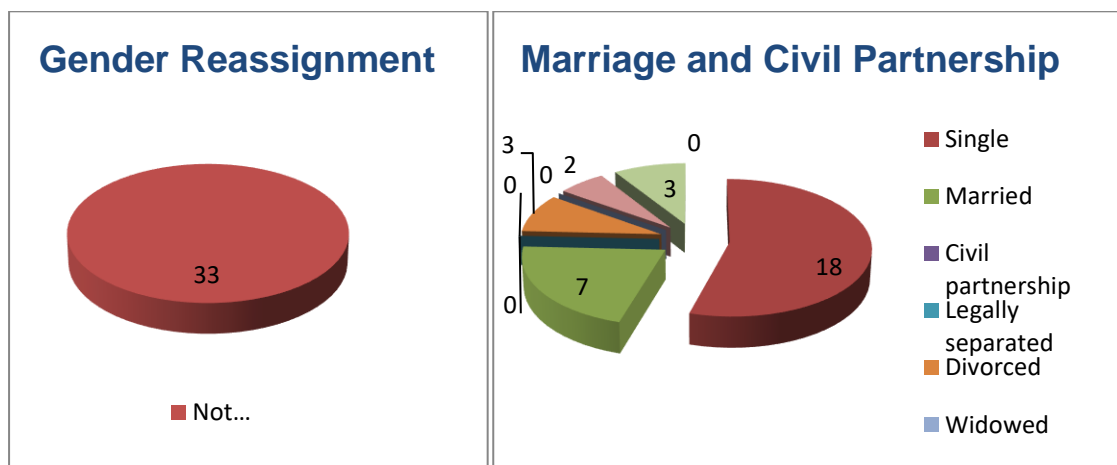


## Guaranteed interview



The Widening Participation Team will also support candidates to complete paper interview forms. This is the data captured for the 33 interviewee candidates.

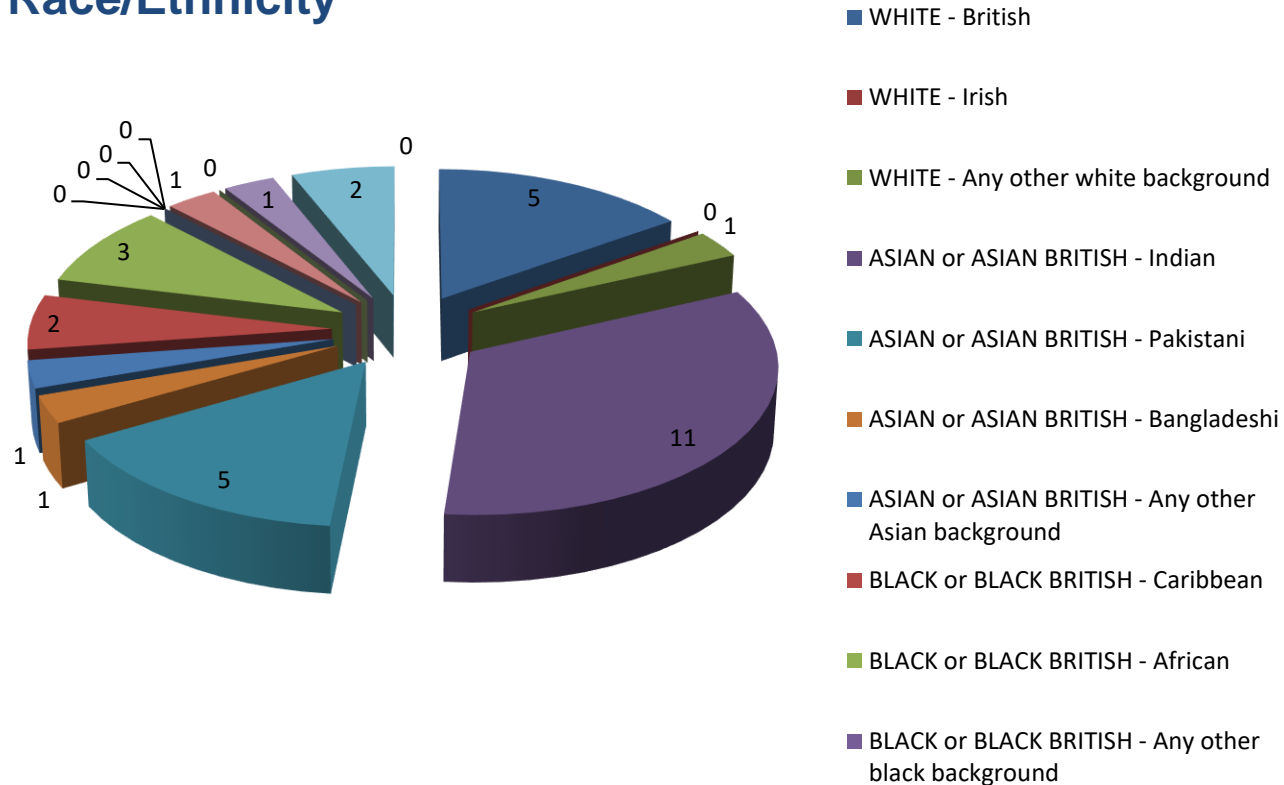
The Trust is a disability confident employer and as such any declared disabilities are guaranteed interviews. The Widening Participation team support the Trust in being more inclusive. As a means all interviewees all who applied to volunteer were offering multiple interview dates in order to provide flexibility. Anecdotally, the online process and to a greater extent the ELearning is reported as challenging. This continues to be a challenge; more resource is needed to offer face to face fundamental training for Volunteers, which would speed up the process. No applicants identified themselves as transgender.



No applicants identified themselves under the gender reassignment characteristic.

Maternity data was not specified in these figures.

## Race/Ethnicity

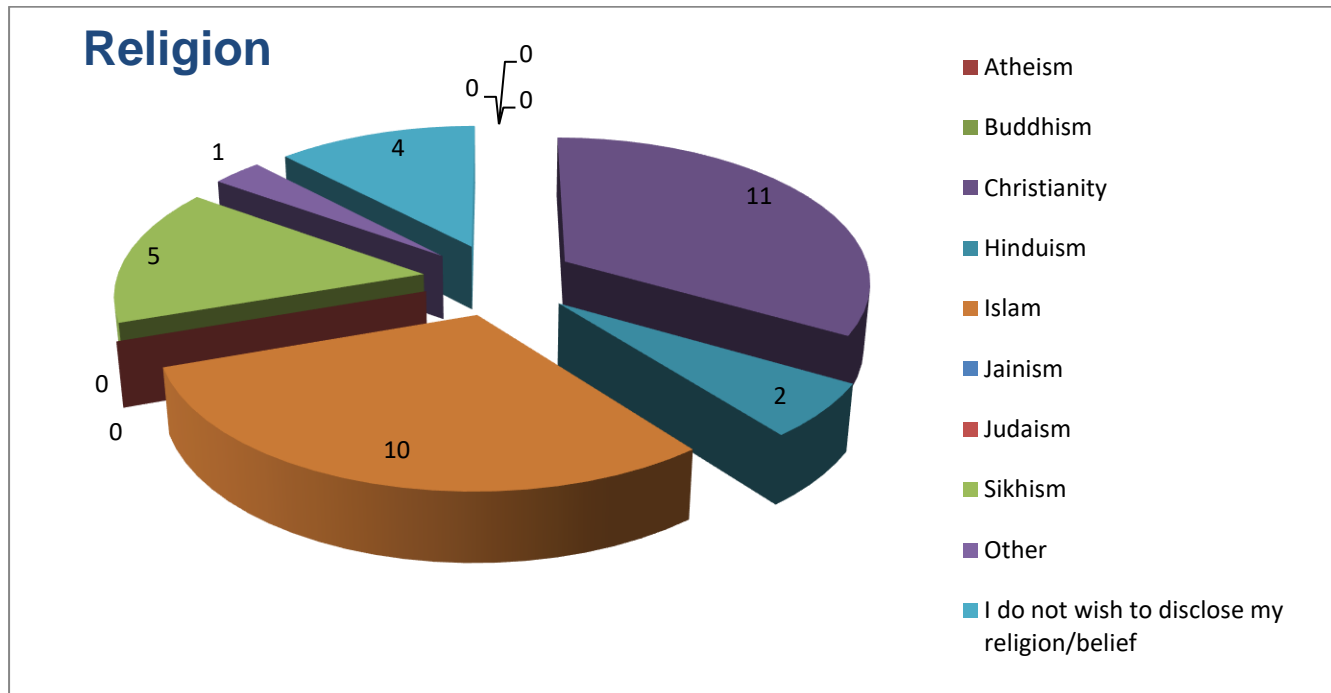


The data on Race and Ethnicity does not include the 'Elders project' as this is a Community Engagement team project within Secure Services and is in the process of conducting DBS checks and training candidates. (This is a project specific to the BAME and Faith communities within secure care).

Over the coming year the Community Engagement Team project to recruit and train "Elders Volunteers" to support forensic services, should be seeing some progress. These services see a high detention rate percentage of Afro/Caribbean males and the need for a supporting service

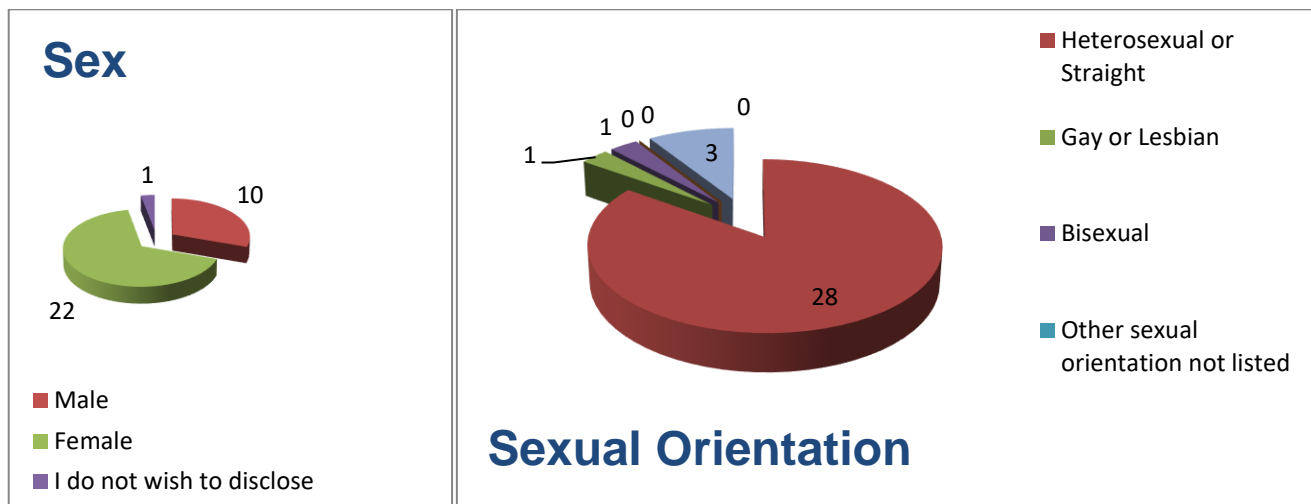


was agreed. The project has received a positive response and seen a good level of support at the recruitment stage. These initiatives aspire to support dis-advantaged groups which are over represented in services and under-represented in volunteering groups encouraging inclusion and social mobility. This more co-ordinated approach should lead to the increase in the total number of volunteers and particularly those with protected characteristics.



The Trust enjoys several volunteers who stay for a long time, 3/5/7 years plus. However we continue to experience a shortage of suitable places to engage volunteers.

The bespoke Spiritual care team offer of a befriending and pastoral approach to all faiths and none continues to be successful in many parts of the Trust.



### Summary – Volunteers Data

There continues to be recruitment process challenges and safeguarding concerns with a vulnerable client group in mental health. The recruiting volunteers overall is improving, thus the placement opportunities continues to be a challenge.

The Widening Participation team continues to work in partnerships with managers and services, to meet the challenge of developing appropriate and safe volunteering experiences for all interests. We hope to work with HR and Learning Services teams to create a face to face bespoke induction for volunteers to make recruitment and volunteering more accessible.

## **APPENDIX 2**

Birmingham and Solihull Mental Health NHS Foundation Trust

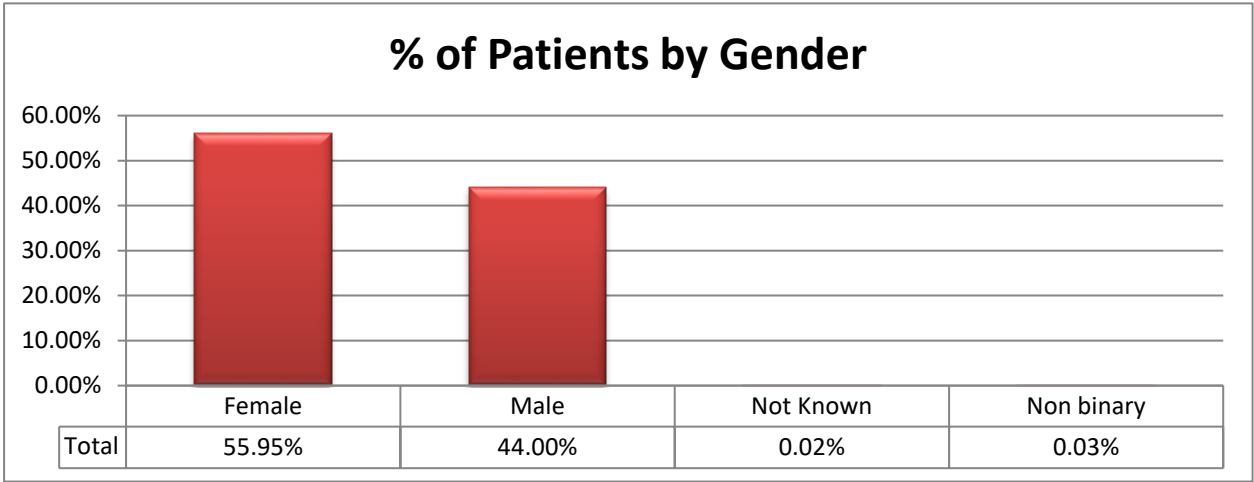
Service User Data Report

January 2019 – December 2019

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](mailto:HR.support@bsmhft.nhs.uk)

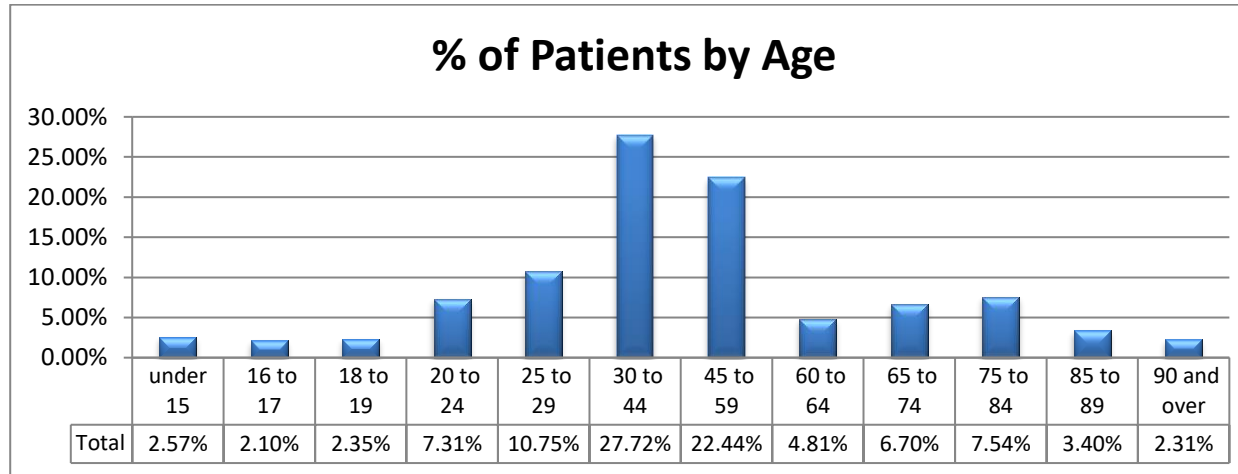
TABLE 1: Patients by Gender

Gender	% of Gender
Female	55.95%
Male	44.00%
Not Known	0.02%
Non binary	0.03%
Grand Total	100%



**TABLE 2: Patients by Age**

Age	% by Age
under 15	2.57%
16 to 17	2.10%
18 to 19	2.35%
20 to 24	7.31%
25 to 29	10.75%
30 to 44	27.72%
45 to 59	22.44%
60 to 64	4.81%
65 to 74	6.70%
75 to 84	7.54%
85 to 89	3.40%
90 and over	2.31%
<b>Grand Total</b>	<b>100.00%</b>



**TABLE 3: Patients by Ethnicity**

<b>Ethnic Groups</b>	<b>% by Ethnicity</b>
Any other Ethnic Group	2.45%
Asian/Asian British: Bangladeshi	1.18%
Asian/Asian British: Chinese	0.30%
Asian/Asian British: Indian	3.29%
Asian/Asian British: Other Asian	1.64%
Asian/Asian British: Pakistani	7.99%
Black/African/Caribbean/Black British: African	1.33%
Black/African/Caribbean/Black British: Caribbean	4.68%
Black/African/Caribbean/Black British: Other Black	0.57%
Mixed/multiple ethnic group: White and Asian	0.46%
Mixed/multiple ethnic group: White and Black African	0.21%
Mixed/multiple ethnic group: White and Black Caribbean	1.73%
Other ethnic group: Arab	0.29%
Other Mixed	0.90%
White: English/Welsh/Scottish/Northern Irish/British	62.58%
White: Gypsy or Irish Traveller	0.04%
White: Irish	1.52%
White: Other White	1.90%
Not Known	6.93%
<b>Grand Total</b>	<b>100.00%</b>



% of Patients by Ethnicity

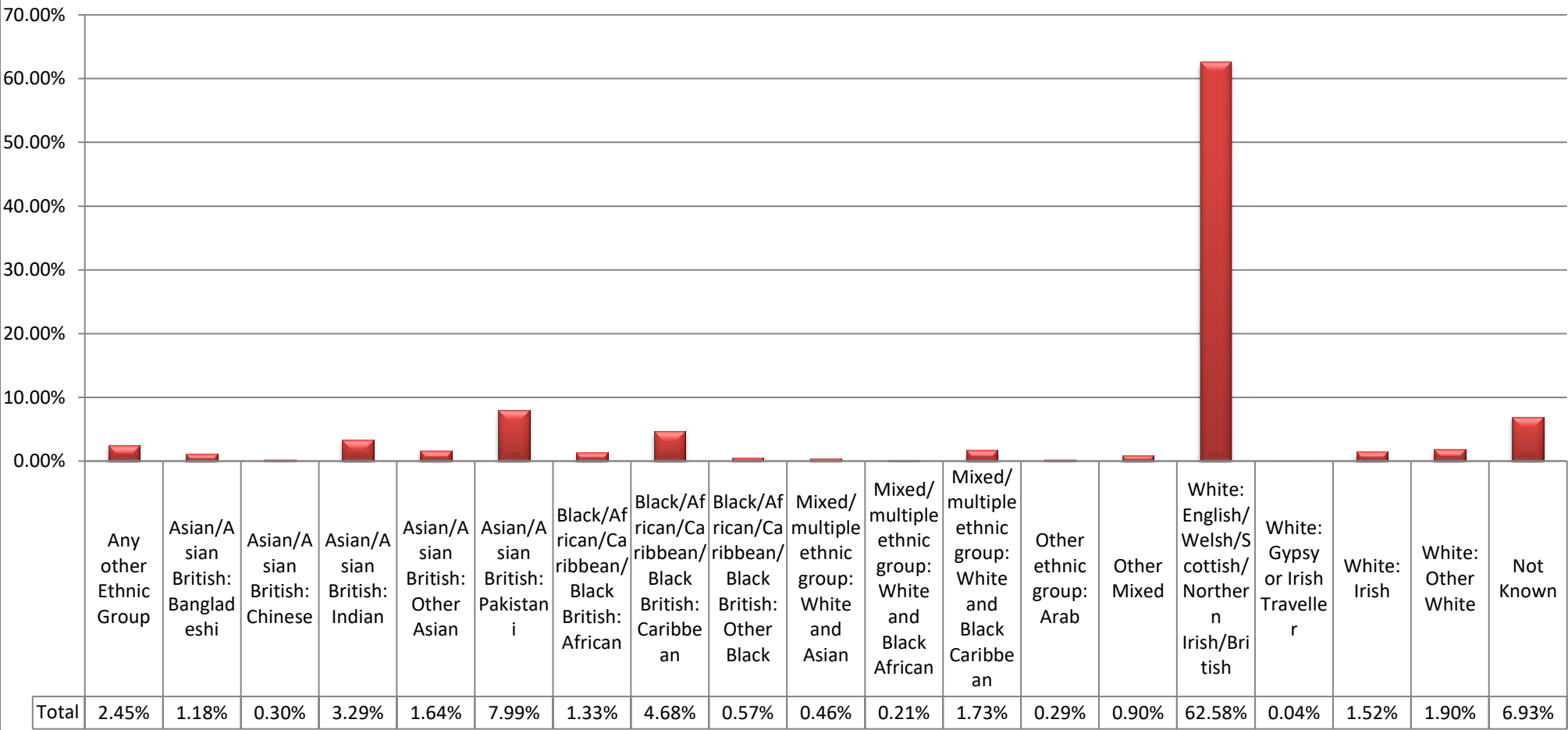
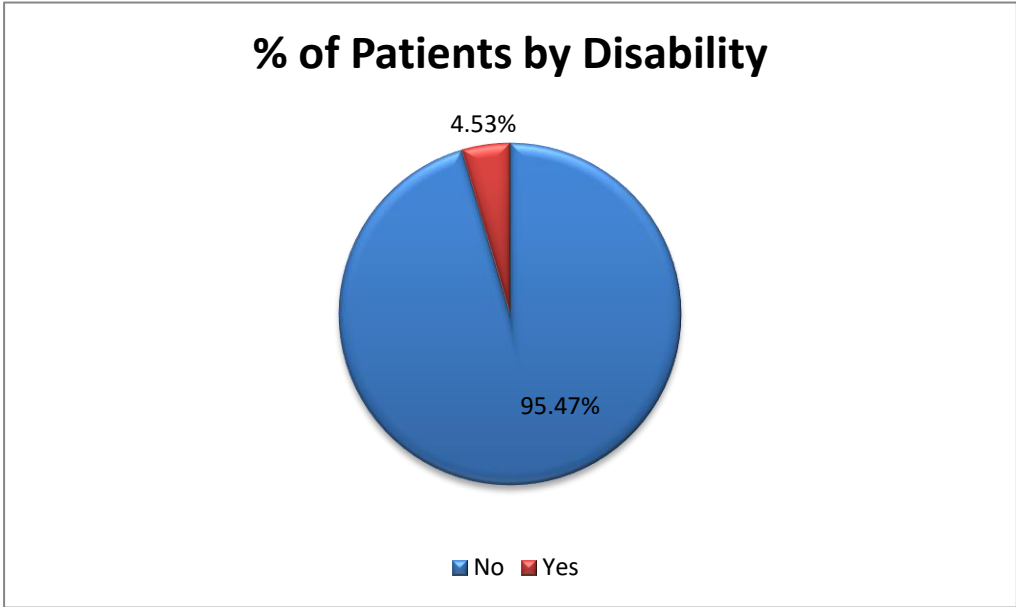




TABLE 4: Patients by Disability

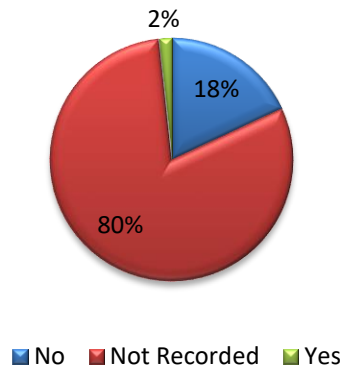
Disability	% by Disability
No	95.47%
Yes	4.53%
Grand Total	100.00%



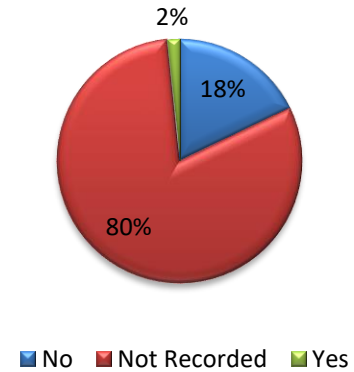
**TABLE 5: Patients by Disability – Hearing and Sight**

Disability - Hearing	% by Disability-Hearing	Disability-Sight	% by Disability-Sight
No	18.07%	No	17.86%
Not Recorded	80.24%	Not Recorded	80.52%
Yes	1.69%	Yes	1.62%
<b>Grand Total</b>	<b>100.00%</b>		<b>100.00%</b>

**% Patients by Disability - Hearing**



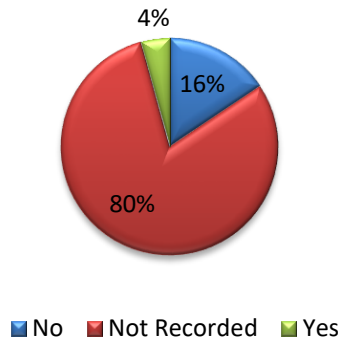
**% Patients by Disability - Sight**



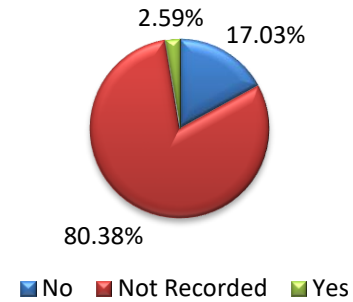
**TABLE 6: Patients by Disability – Mobility and Learning Disability**

<b>Disability - Mobility</b>	<b>% by Disability-Mobility</b>	<b>Disability - Learning Disability</b>	<b>% by Disability - Learning Disability</b>
No	15.59%	No	17.03%
Not Recorded	80.15%	Not Recorded	80.38%
Yes	4.26%	Yes	2.59%
<b>Grand Total</b>	<b>100.00%</b>		<b>100.00%</b>

**% Patients by Disability - Mobility**

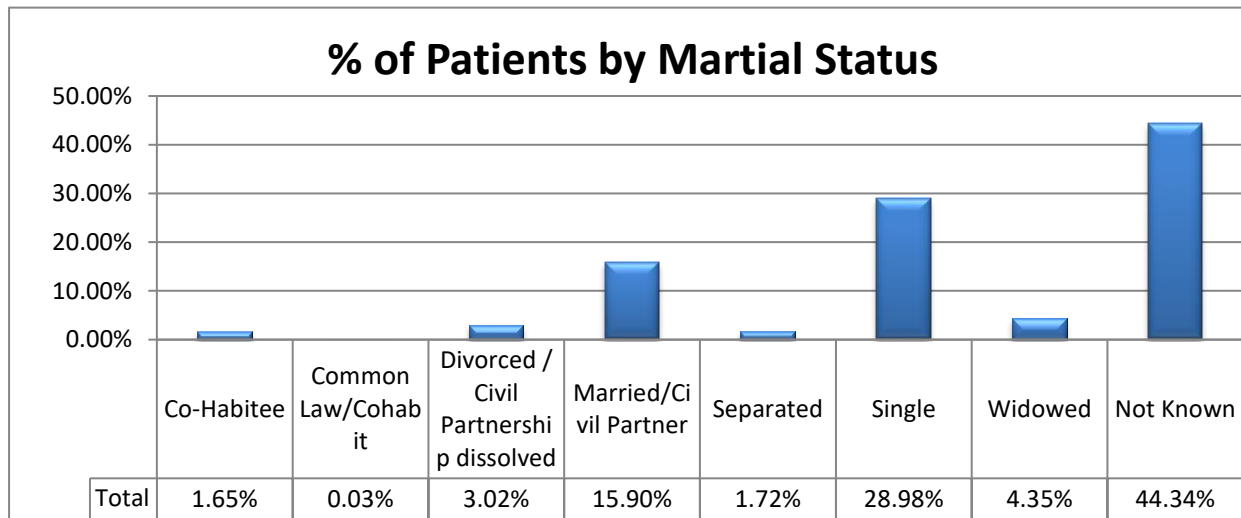


**% Patients by Disability - Learning Disability**



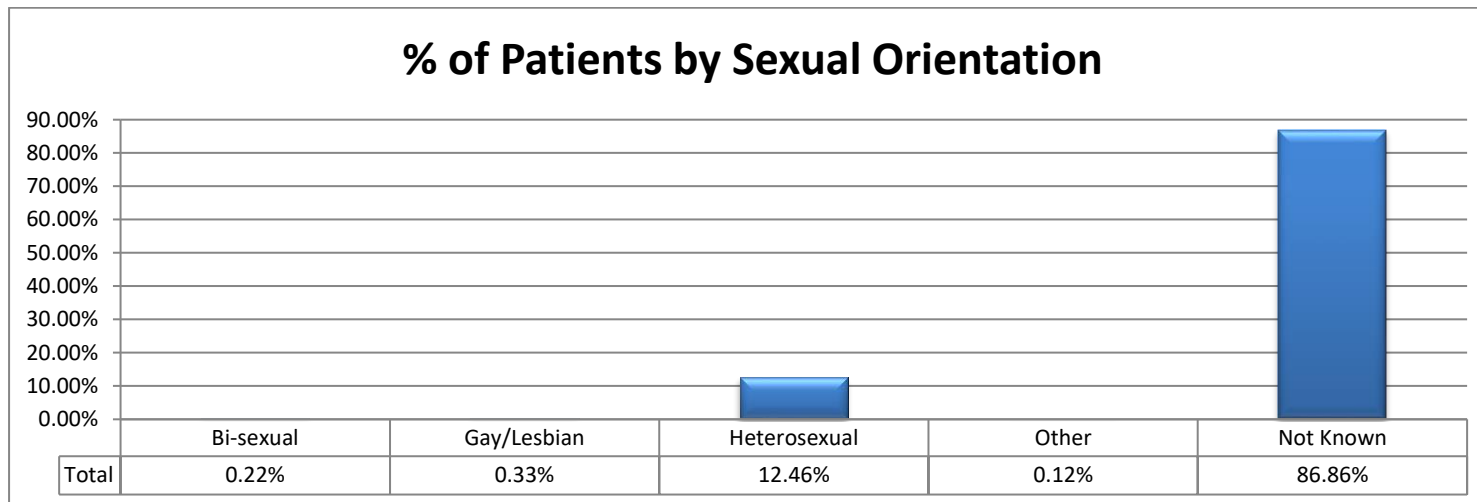
**TABLE 7: Patients by Marital Status**

Marital Status	% by Marital Status
Co-Habitee	1.65%
Common Law/Cohabit	0.03%
Divorced / Civil Partnership dissolved	3.02%
Married/Civil Partner	15.90%
Separated	1.72%
Single	28.98%
Widowed	4.35%
Not Known	44.34%
<b>Grand Total</b>	<b>100.00%</b>



**TABLE 8: Patients by sexual Orientation**

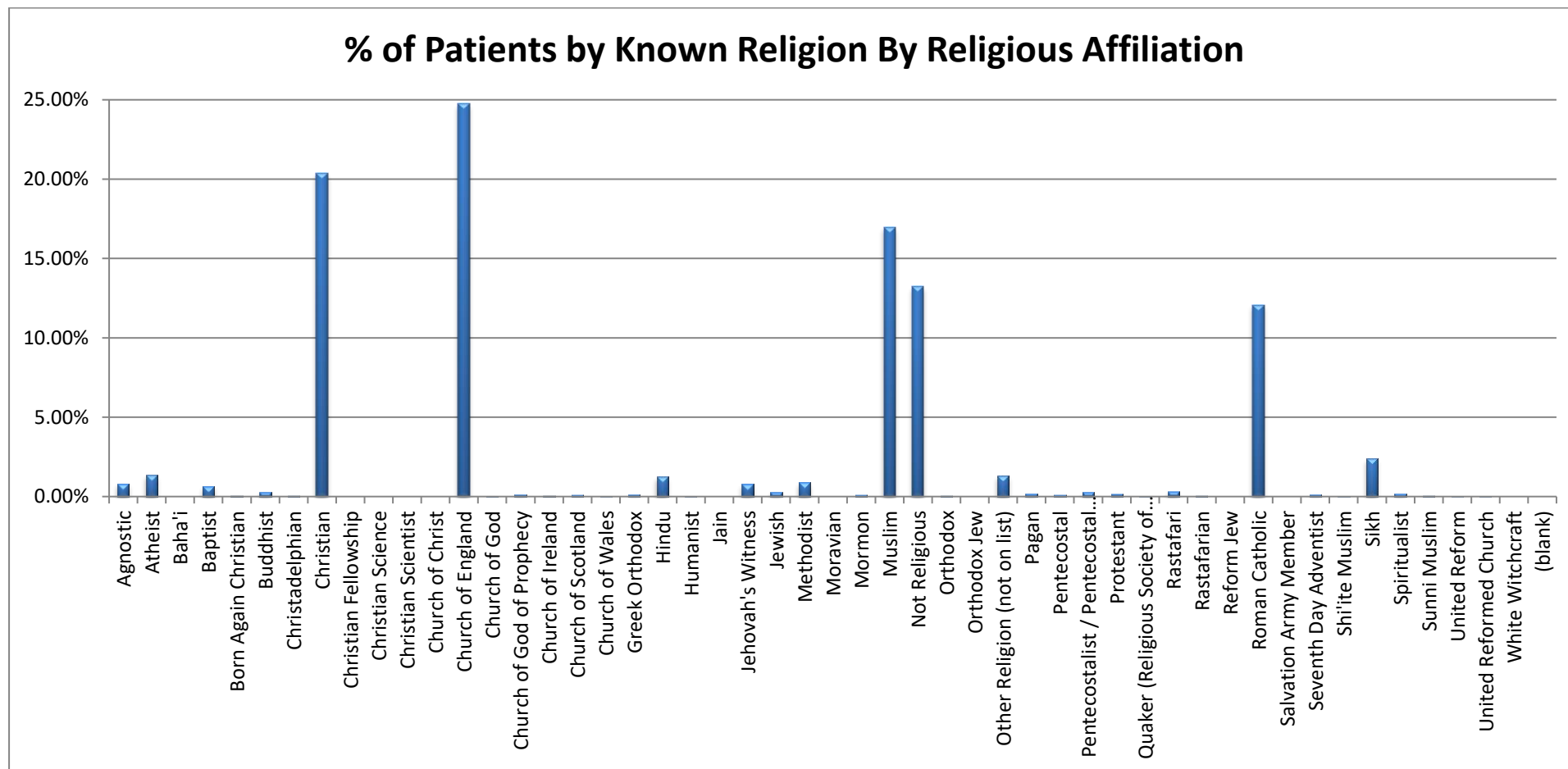
Sexual Orientation	% by Sexual Orientation
Bi-sexual	0.22%
Gay/Lesbian	0.33%
Heterosexual	12.46%
Other	0.12%
Not Known	86.86%
<b>Grand Total</b>	<b>100.00%</b>



**TABLE 9: Patients by Religion**

Religion	% by Religion
Agnostic	0.82%
Atheist	1.33%
Baha'i	0.01%
Baptist	0.66%
Born Again Christian	0.05%
Buddhist	0.29%
Christadelphian	0.07%
Christian	20.39%
Christian Fellowship	0.01%
Christian Science	0.01%
Christian Scientist	0.01%
Church of Christ	0.01%
Church of England	24.74%
Church of God	0.04%
Church of God of Prophecy	0.15%
Church of Ireland	0.05%
Church of Scotland	0.10%
Church of Wales	0.03%
Greek Orthodox	0.13%
Hindu	1.26%
Humanist	0.03%
Jain	0.01%
Jehovah's Witness	0.78%
Jewish	0.28%
Methodist	0.90%

Moravian	0.01%
Mormon	0.10%
Muslim	16.97%
Not Religious	13.24%
Orthodox	0.06%
Orthodox Jew	0.01%
Other Religion (not on list)	1.32%
Pagan	0.18%
Pentecostal	0.10%
Pentecostalist / Pentecostal Christian	0.29%
Protestant	0.16%
Quaker (Religious Society of Friends)	0.03%
Rastafari	0.31%
Rastafarian	0.07%
Reform Jew	0.01%
Roman Catholic	12.07%
Salvation Army Member	0.01%
Seventh Day Adventist	0.14%
Shi'ite Muslim	0.03%
Sikh	2.39%
Spiritualist	0.20%
Sunni Muslim	0.07%
United Reform	0.03%
United Reformed Church	0.03%
White Witchcraft	0.01%
(blank)	0.00%
<b>Grand Total</b>	<b>100.00%</b>



Patients who have no known religion (78%) 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.