



PUBLIC SECTOR EQUALITY DUTIES

BSMHFT ANNUAL EQUALITY MONITORING REPORT

For the period of January 2020 to December 2020



Author: Bina Saini, Senior Equality Diversity and Inclusion Lead & WRES Expert

Recipient: People Committee
Trust Board
Clinical Commissioning Group

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BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST
March 2021

BSMHFT ANNUAL EQUALITY MONITORING REPORT for the period of January 2020 to December 2020

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.

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 Equality Data for both staff and service users from January 2020 to December 2020 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) Strategy and People Strategy over a period of five years (2020 – 2025)

Our strategic ambitions outline 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) Strategy

The EDI Strategy should be read in conjunction with other relevant policies, procedures and strategies including the Trust Strategy, People Strategy, 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 core business for 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 through co-production and co-learning.

The EDI Strategy outlines how the Trust will address health inequalities including complying with relevant legal duties (The Equality Act (2010), Public Sector Equalities Duty and the Human Rights Act) and national Equality Standards (Workforce Race Equality Standard (WRES) the Workforce Disability Equality Standard (WDES) the Accessible Information Standard (AIS), Gender Pay Gap Reporting (GPG) the Sexual Orientation Monitoring Standard (SOM)) and meets its requirements in line with the Equality Delivery System (EDS2).

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.

The EDI Strategy is underpinned by an action plan, outlining the steps that have been taken in ensuring that equality, inclusion and human rights is embedded in all aspects of core business. 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 Strategy demonstrates how we will:

- Maximise our contribution to reducing inequalities and promoting equality of access, experience and outcomes for both our staff and service users.
- 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:

- Work in partnership with neighbouring Trusts and broaden our reach to voluntary partners and communities in order to gain different perspectives.
- Involve communities in equality impact assessments and identify remedial action to be taken where adverse impact is identified
- Engage and work jointly with seldom heard and socially excluded groups (e.g. disabled, LGBT and BAME groups) to develop sustainable initiatives in response to identified inequalities and take action where required.

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 with corporate and operational teams

Our Approach

Our Vision

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

Our Values

Our values are our guide to how we treat ourselves, one another, our service users, families and carers, and our partners.

Compassionate

Supporting recovery for all and maintaining hope for the future.

Be kind to ourselves and others.

Showing empathy for others and appreciating vulnerability in each of us

Inclusive

Treating people fairly, with dignity and respect

Challenging all forms of discrimination

Valuing all voices so we all feel we belong

Committed

Striving to deliver the best work and keeping service users at the heart.

Taking responsibility for our work and doing what we say we will.

Courage to question to help learn, improve, and grow together

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 their treatment and 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 2020 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 up it uptake during 2021
- 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 2020 to December 2020. 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 2020 service user data shows that:

- The highest age group remains as 30 to 44 at 28.03% followed by 45 to 59% at 22.90%
- In relation to gender 53.78% of service users are female and 46.17% are male. 0.04% of service users identify as non-binary and 0.01% are shown as not known.
- 28.16% of service users identify as Black Asian and Ethnic Minority (BAME), with British Pakistani continuing to being the highest BAME service user at 8.46% followed by Black African Caribbean at 7% and Asian British Indian at 3.36%
- 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 date.
- 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 Report

APPENDIX 2 - Service User Equality Data Report

APPENDIX 1

Birmingham and Solihull Mental Health NHS Foundation Trust

Workforce Equality Data Report

January 2020 to December 2020

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

BSMHFT Equality and Diversity Workforce Data Report for the period of January 2020 to December 2020

TABLE 1: Workforce Age Profile

Age Range	2020		2019	2018	2017	2016	2015
	Headcount	2020					
<20	9	0.22%	0.20%	0.20%	0.40%	0.60%	0.50%
20-29	600	14.76%	14.60%	14.70%	14.20%	14.30%	14.70%
30-39	937	23.06%	23.40%	23.30%	23.10%	23.10%	24.50%
40-49	1075	26.45%	26.50%	26.70%	28.20%	28.60%	29.00%
50-59	1111	27.34%	27.80%	28.20%	27.50%	26.90%	25.70%
60-64	255	6.27%	5.60%	5.30%	5.10%	4.80%	4.40%
>65	77	1.89%	1.90%	1.60%	1.60%	1.60%	1.20%
Grand Total	4064	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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 50-59.

TABLE 2: Workforce Disability Profile

Disability	2020		2019	2018	2017	2016	2015
	Headcount	2020					
No	3409	84%	85%	86%	88%	91%	93%
Not Declared/Undefined	455	11%	11%	10%	8%	5%	3%
Yes	200	5%	5%	4%	4%	4%	4%
Grand Total	4064	100%	100%	100%	100%	100%	100%

In table 2 we see little improvement in the rate of declaration when it comes to disability. 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

Religion	2020		2019	2018	2017	2016	2015
	Headcount	2020					
Atheism	410	10%	9%	9%	9%	9%	8%
Buddhism	19	0%	0%	0%	0%	0%	0%
Christianity	1654	41%	40%	40%	41%	41%	40%
Hinduism	68	2%	2%	2%	2%	2%	2%
Islam	285	7%	6%	6%	6%	5%	5%
Jainism	1	0%	0%	0%	0%	0%	0%
Judaism	5	0%	0%	0%	0%	0%	0%
Other	302	7%	7%	7%	6%	7%	6%
Sikhism	108	3%	2%	2%	2%	2%	2%
I do not wish to disclose my religion/belief	867	21%	24%	6%	31%	34%	36%
Not Declared/Undefined	345	8%	8%	27%	9%	0%	1%
Grand Total	4064	100%	100%	100%	100%	100%	100%

In Table 3 there has been a slight improvement in the declaration rate, however the percentage for I do not wish to disclose my religion/belief/not declared/undefined categories remain high. The religion/belief profiling remains the same as previous years.

TABLE 4: Gender Profile

Gender	2020		2019	2018	2017	2016	2015
	Headcount	2020					
Female	2949	73%	73%	71%	71%	71%	71%
Male	1115	27%	27%	29%	29%	29%	29%
Grand Total	4064	100%	100%	100%	100%	100%	100%

No change has taken place in the above table since last year. Efforts continue to include other categories into this section such as non-binary or gender identity and gender expression.

TABLE 5: Sexual Orientation Profile

Sexual Orientation	2020		2019	2018	2017	2016	2015
	Headcount	2020					
Bisexual	45	1.11%	1%	1%	1%	1%	1%
Gay or Lesbian	77	1.89%	2%	2%	1%	1%	1%
Heterosexual	2846	70.03%	68%	66%	65%	64%	62%
Lesbian	0	0%	0	0	1%	1%	1%
I do not wish to disclose	745	18.33%	21%	25%	30%	34%	35%
Other sexual orientation not listed	2	0.05%					
Undecided	4	0.10%					
Not Declared/Undefined	345	8.49%	8%	6%	3%	0%	1%
Grand Total	4064	100%	100%	100%	100%	100%	100%

There has been a slight shift in the figures this year. I do not wish to disclose/not declared/undefined categories remain high.

TABLE 6: Ethnicity Profile. Table 6 below highlights White British remains the highest representative group in the Trust at 46.75% and for the population of Birmingham and Solihull. All the Asian or British Asian groups and Black or Black British groups have seen a slight fluctuation since 2019.

Ethnicity		2015	2016	2017	2018	Trust Profile 2019	Trust Profile 2020	Birmingham Population	Solihull Population	Birmingham & Solihull Population
Asian or British Asian	Bangladeshi	0.006	0.0058	0.59%	0.71%	0.75%	0.74%	3.00%	0.30%	2.60%
	Indian	6.30%	6.21%	6.37%	6.30%	6.17%	6.30%	6.00%	3.40%	5.60%
	Other Asian	1.60%	1.31%	1.16%	1.00%	1.03%	0.86%	2.90%	0.007	0.026
	Pakistani	3.70%	3.46%	3.82%	3.70%	4.19%	4.50%	13.50%	1.70%	11.60%
Black or Black African	Black African	7.40%	7.52%	7.77%	7.80%	8.38%	9.18%	2.80%	0.40%	2.40%
	Black Caribbean	8.80%	8.51%	8.21%	8.40%	7.94%	8.12%	4.40%	0.90%	3.90%
	Other Black	1.00%	1.00%	1.01%	1.04%	0.95%	1.08%	1.70%	0.20%	1.50%
Chinese	Chinese	0.40%	0.40%	0.36%	0.30%	0.33%	0.30%	1.20%	0.40%	1.10%
Mixed	Other Mixed	0.60%	0.77%	0.62%	0.71%	0.75%	0.81%	0.80%	0.30%	0.70%
	White & Asian	0.50%	0.40%	0.44%	0.60%	0.69%	0.64%	1.00%	0.60%	1.00%
	White & Black African	0.50%	0.35%	0.34%	0.28%	0.31%	0.47%	0.30%	0.10%	0.30%
	White & Black Caribbean	2.10%	1.87%	1.78%	1.87%	1.77%	1.80%	2.30%	1.20%	2.10%
Other Ethnic Group	Other Ethnic Group	0.90%	0.91%	1.08%	1.11%	1.08%	1.08%	2.00%	1.00%	2.00%
Undefined	Not Stated	6.60%	8.00%	9.94%	12.24%	12.67%	12.80%	0.00%	0.00%	0.00%
White	British	53.70%	53.10%	51.28%	48.84%	48.71%	46.75%	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%	0.00%
	Irish	2.40%	2.30%	2.19%	2.15%	2.01%	1.89%	2.10%	1.90%	2.00%
	Other White	3.10%	3.30%	3.05%	2.86%	2.24%	2.68%	2.70%	1.40%	2.50%
Grand Total		100.20%	99.99%	100.01%	100.00%	100.00%	100.00%	99.80%	100.30%	100.30%

TABLE 7: Recruitment Data by Protected Characteristics for the period of January 2020 to December 2020

Category	All applications	All applications (%)	Shortlisting: All	Shortlisting: All (%)	Interview: Interview	Interview: Interview (%)	Appointed: All	Appointed: All (%)
Gender								
Male	5549	27.4	3540	28.4	94	27.2	378	26.8
Female	14599	72	8872	71.1	248	71.7	1029	72.9
I do not wish to disclose	115	0.6	70	0.6	4	1.2	5	0.4
Not stated	0	0	0	0	0	0	0	0
Total	20263	100	12482	100	346	100	1412	100
Age								
Under 20	539	2.7	393	3.1	8	2.3	42	3
20 - 24	4585	22.6	3243	26	41	11.8	289	20.5
25 - 29	4196	20.7	2821	22.6	59	17.1	247	17.5
30 - 34	2764	13.6	1771	14.2	45	13	167	11.8
35 - 39	2156	10.6	1293	10.4	39	11.3	161	11.4
40 - 44	1904	9.4	965	7.7	48	13.9	160	11.3
45 - 49	1638	8.1	845	6.8	33	9.5	136	9.6
50 - 54	1423	7	684	5.5	47	13.6	101	7.2
55 - 59	764	3.8	349	2.8	21	6.1	66	4.7
60 - 64	234	1.2	98	0.8	5	1.4	34	2.4
65+	53	0.3	15	0.1	0	0	9	0.6
Not stated	7	0	5	0	0	0	0	0
Total	20263	100	12482	100	346	100	1412	100
Ethnic Origin								
WHITE - British	6864	33.9	4070	32.6	125	36.1	478	33.9
WHITE - Irish	131	0.6	63	0.5	3	0.9	20	1.4
WHITE - Any other white background	654	3.2	480	3.8	8	2.3	32	2.3
ASIAN or ASIAN BRITISH - Indian	1959	9.7	1386	11.1	19	5.5	95	6.7
ASIAN or ASIAN BRITISH - Pakistani	2491	12.3	1845	14.8	30	8.7	100	7.1

ASIAN or ASIAN BRITISH - Bangladeshi	602	3	425	3.4	15	4.3	18	1.3
ASIAN or ASIAN BRITISH - Any other Asian background	394	1.9	249	2	11	3.2	15	1.1
BLACK or BLACK BRITISH - Caribbean	1199	5.9	692	5.5	28	8.1	80	5.7
BLACK or BLACK BRITISH - African	3224	15.9	1795	14.4	62	17.9	228	16.1
BLACK or BLACK BRITISH - Any other black background	241	1.2	132	1.1	10	2.9	16	1.1
MIXED - White & Black Caribbean	557	2.7	357	2.9	8	2.3	32	2.3
MIXED - White & Black African	131	0.6	99	0.8	3	0.9	10	0.7
MIXED - White & Asian	164	0.8	106	0.8	4	1.2	10	0.7
MIXED - any other mixed background	200	1	132	1.1	2	0.6	15	1.1
OTHER ETHNIC GROUP - Chinese	48	0.2	37	0.3	0	0	1	0.1
OTHER ETHNIC GROUP - Any other ethnic group	327	1.6	207	1.7	5	1.4	17	1.2
I do not wish to disclose my ethnic origin	629	3.1	407	3.3	13	3.8	29	2.1
Not stated	448	2.2	0	0	0	0	216	15.3
Total	20263	100	12482	100	346	100	1412	100
Disability								
No	18429	90.9	11686	93.6	314	90.8	1111	78.7
Yes	1004	5	579	4.6	16	4.6	61	4.3
I do not wish to disclose	379	1.9	217	1.7	16	4.6	22	1.6
Not stated	451	2.2	0	0	0	0	218	15.4
Total	20263	100	12482	100	346	100	1412	100
Guaranteed interview scheme								
No	6470	31.9	3749	30	164	47.4	656	46.5
Yes	720	3.6	444	3.6	9	2.6	30	2.1
Not stated	13073	64.5	8289	66.4	173	50	726	51.4

Total	20263	100	12482	100	346	100	1412	100
Disability Description								
None / Not Applicable	12609	62.2	8282	66.4	173	50	508	36
Physical impairment	69	0.3	49	0.4	2	0.6	1	0.1
Sensory impairment	57	0.3	35	0.3	2	0.6	1	0.1
Mental health condition	195	1	111	0.9	4	1.2	14	1
Learning disability/difficulty	283	1.4	165	1.3	3	0.9	21	1.5
Long-standing illness	208	1	112	0.9	3	0.9	13	0.9
Other	192	0.9	107	0.9	2	0.6	11	0.8
Not stated	6650	32.8	3621	29	157	45.4	843	59.7
Total	20263	100	12482	100	346	100	1412	100
Sexual Orientation								
Heterosexual or Straight	18068	89.2	11407	91.4	307	88.7	1083	76.7
Gay or Lesbian	434	2.1	269	2.2	8	2.3	30	2.1
Bisexual	468	2.3	286	2.3	10	2.9	24	1.7
Other sexual orientation not listed	48	0.2	33	0.3	2	0.6	3	0.2
Undecided	64	0.3	41	0.3	1	0.3	10	0.7
I do not wish to disclose my sexual orientation	732	3.6	446	3.6	18	5.2	46	3.3
Not stated	449	2.2	0	0	0	0	216	15.3
Total	20263	100	12482	100	346	100	1412	100
Transgender								
Not stated	20263	100	12482	100	346	100	1412	100
Total	20263	100	12482	100	346	100	1412	100
Marital Status								
Single	11903	58.7	7861	63	178	51.4	633	44.8
Married	5835	28.8	3401	27.2	127	36.7	424	30
Civil partnership	428	2.1	287	2.3	1	0.3	26	1.8
Legally separated	117	0.6	63	0.5	3	0.9	4	0.3

Divorced	647	3.2	336	2.7	17	4.9	49	3.5
Widowed	77	0.4	46	0.4	1	0.3	3	0.2
Other	167	0.8	92	0.7	4	1.2	17	1.2
I do not wish to disclose	641	3.2	396	3.2	15	4.3	39	2.8
Not stated	448	2.2	0	0	0	0	217	15.4
Total	20263	100	12482	100	346	100	1412	100
Religion								
Atheism	2421	11.9	1453	11.6	40	11.6	178	12.6
Buddhism	103	0.5	64	0.5	2	0.6	7	0.5
Christianity	8099	40	4728	37.9	163	47.1	551	39
Hinduism	541	2.7	396	3.2	5	1.4	15	1.1
Islam	4127	20.4	2971	23.8	62	17.9	174	12.3
Jainism	5	0	2	0	0	0	2	0.1
Judaism	24	0.1	14	0.1	2	0.6	2	0.1
Sikhism	844	4.2	589	4.7	7	2	44	3.1
Other	1947	9.6	1196	9.6	28	8.1	111	7.9
I do not wish to disclose my religion/belief	1701	8.4	1069	8.6	37	10.7	110	7.8
Not stated	451	2.2	0	0	0	0	218	15.4
Total	20263	100	12482	100	346	100	1412	100
Convictions								
Applicant has indicated that they may have convictions etc which should be taken into account	392	1.9	173	1.4	5	1.4	38	2.7
Applicant has indicated that they DO NOT have convictions which should be taken into account	19420	95.8	12309	98.6	341	98.6	1156	81.9
Not stated	451	2.2	0	0	0	0	218	15.4
Total	20263	100	12482	100	346	100	1412	100

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

Age Range	2020				2019				2018				2017			
	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
<20	9		0.28%	0.00%	8		0.26%	0.00%	9		0.29%	0.00%	14	3	0.46%	0.36%
20-29	549	51	17.12%	5.94%	510	56	16.72%	6.67%	535	47	17.35%	5.40%	490	59	16.14%	7.02%
30-39	711	226	22.18%	26.34%	681	231	22.32%	27.53%	669	253	21.69%	29.08%	665	229	21.91%	27.26%
40-49	822	253	25.64%	29.49%	784	245	25.70%	29.20%	792	263	25.68%	30.23%	836	256	27.55%	30.48%
50-59	893	218	27.85%	25.41%	871	212	28.55%	25.27%	898	216	29.12%	24.83%	861	203	28.37%	24.17%
60-64	179	76	5.58%	8.86%	159	59	5.21%	7.03%	148	61	4.80%	7.01%	134	64	4.42%	7.62%
>65	43	34	1.34%	3.96%	38	36	1.25%	4.29%	33	30	1.07%	3.45%	35	26	1.15%	3.10%
Grand	3206	858	100.00%	100.00%	3051	839	100.00%	100.00%	3084	870	100.00%	100.00%	3035	840	100.00%	100.00%

TABLE 9: % of staff working part time by Gender

Gender	2020				2019				2018				2017			
	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
Female	2235	714	69.71%	83.22%	2110	712	69.16%	84.86%	2075	733	67.28%	84.25%	2016	722	66.43%	85.95%
Male	971	144	30.29%	16.78%	941	127	30.84%	15.14%	1009	137	32.72%	15.75%	1019	118	33.57%	14.05%
Grand Total	3206	858	100.00%	100.00%	3051	839	100.00%	100.00%	3084	870	100.00%	100.00%	3035	840	100.00%	100.00%

TABLE 10: % of staff working part time by Disability

Disability	2020				2019				2018				2017			
	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
No	2702	707	84.3%	82.4%	2595	700	85.1%	83.4%	2632	752	85.3%	86.4%	2661	753	87.7%	89.6%
Not declared/ Undefined	341	114	10.6%	13.3%	317	99	10.4%	11.8%	326	80	10.6%	9.2%	244	50	8.0%	6.0%
Yes	163	37	5.1%	4.3%	139	40	4.6%	4.8%	126	38	4.1%	4.4%	130	37	4.3%	4.4%
Grand	3206	858	100.0%	100.0%	3051	839	100.0%	100.0%	3084	870	100.0%	100.0%	3035	840	100.0%	100.0%

TABLE 11: % of staff working part time by Ethnicity

		2020				2019				2018				2017			
		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
Asian or British Asian	Bangladeshi	20	10	0.62%	1.17%	20	9	0.66%	1.07%	21	7	0.7%	0.8%	17	6	0.6%	0.7%
Asian or British Asian	Indian	203	53	6.33%	6.18%	190	50	6.23%	5.96%	200	50	6.5%	5.7%	200	47	6.6%	5.6%
Asian or British Asian	Other Asian	25	10	0.78%	1.17%	29	11	0.95%	1.31%	28	15	0.9%	1.7%	32	13	1.1%	1.6%
Asian or British Asian	Pakistani	150	33	4.68%	3.85%	126	37	4.13%	4.41%	121	27	3.9%	3.1%	126	22	4.2%	2.6%
Black or Black British	Black African	330	43	10.29%	5.01%	291	35	9.54%	4.17%	263	44	8.5%	5.1%	259	42	8.5%	5.0%
Black or Black British	Black Caribbean	287	43	8.95%	5.01%	269	40	8.82%	4.77%	279	52	9.0%	6.0%	267	51	8.8%	6.1%
Black or Black British	Other Black	39	5	1.22%	0.58%	35	2	1.15%	0.24%	37	4	1.2%	0.5%	33	6	1.1%	0.7%
Chinese	Chinese	11	1	0.34%	0.12%	11	2	0.36%	0.24%	9	4	0.3%	0.5%	11	3	0.4%	0.4%
Mixed	Other Mixed	30	3	0.94%	0.35%	25	4	0.82%	0.48%	24	4	0.8%	0.5%	22	2	0.7%	0.2%
Mixed	White & Asian	23	3	0.72%	0.35%	23	4	0.75%	0.48%	19	3	0.6%	0.3%	10	7	0.3%	0.8%
Mixed	White & Black African	15	4	0.47%	0.47%	7	5	0.23%	0.60%	7	4	0.2%	0.5%	10	3	0.3%	0.4%
Mixed	White & Black Caribbean	58	15	1.81%	1.75%	53	16	1.74%	1.91%	58	16	1.9%	1.8%	49	20	1.6%	2.4%
Other Ethnic Group	Other Ethnic Group	40	4	1.25%	0.47%	38	4	1.25%	0.48%	39	5	1.3%	0.6%	38	4	1.3%	0.5%
Undefined	Not Stated	401	119	12.51%	13.87%	382	111	12.52%	13.23%	382	102	12.4%	11.7%	303	82	10.0%	9.8%
White	British	1430	470	44.60%	54.78%	1424	471	46.67%	56.14%	1447	484	46.9%	55.6%	1503	484	49.5%	57.6%
White	Gypsy or Irish Traveller					1	0	0.03%	0.00%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
White	Irish	62	15	1.93%	1.75%	60	18	1.97%	2.15%	66	19	2.1%	2.2%	66	19	2.2%	2.3%
White	Other White	82	27	2.56%	3.15%	67	20	2.20%	2.38%	84	30	2.7%	3.4%	89	29	2.9%	3.5%
Grand Total		3206	858	100.00%	100.00%	3051	839	100.00%	100.00%	3084	870	100.0%	100.0%	3035	840	100.0%	100.0%

TABLE 12: Overall leavers by Ethnic Origin

		2020			2019			2018			2017		
		No of Leavers 2020	% of Leavers 2020	Staff Base 2020	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
Asian or British Asian	Bangladeshi	6	1.62%	0.74%	5	1.1%	0.74%	2	0.5%	0.7%	6	1.3%	0.6%
Asian or British Asian	Indian	20	5.39%	6.30%	38	8.4%	6.3%	29	6.5%	6.3%	29	6.1%	6.4%
Asian or British Asian	Other Asian	5	1.35%	0.86%	5	1.1%	0.9%	5	1.1%	1.0%	7	1.5%	1.2%
Asian or British Asian	Pakistani	15	4.04%	4.50%	15	3.3%	4.5%	15	3.4%	3.7%	12	2.5%	3.8%
Black or Black British	Black African	35	9.43%	9.18%	36	8.0%	9.18%	38	8.6%	7.8%	30	6.3%	7.8%
Black or Black British	Black Caribbean	25	6.74%	8.12%	40	8.8%	8.12%	21	4.7%	8.4%	35	7.4%	8.2%
Black or Black British	Other Black	2	0.54%	1.08%	5	1.1%	1.08%	2	0.5%	1.0%	4	0.8%	1.0%
Chinese	Chinese	1	0.27%	0.30%	1	0.2%	0.30%	0	0.0%	0.3%	1	0.2%	0.4%
Mixed	Other Mixed		0.00%	0.81%	4	0.9%	0.81%	2	0.5%	0.7%	2	0.4%	0.6%
Mixed	White & Asian	3	0.81%	0.64%	5	1.1%	0.64%	2	0.5%	0.6%	1	0.2%	0.4%
Mixed	White & Black African	1	0.27%	0.47%	2	0.4%	0.47%	3	0.7%	0.3%	2	0.4%	0.3%
Mixed	White & Black Caribbean	11	2.96%	1.80%	8	1.8%	1.80%	10	2.3%	1.9%	11	2.3%	1.8%
Other Ethnic Group	Other Ethnic Group	2	0.54%	1.08%	1	0.2%	1.08%	4	0.9%	1.1%	4	0.8%	1.1%
Undefined	Not Stated	44	11.86%	12.80%	60	13.3%	12.80%	63	14.2%	12.2%	53	11.2%	9.9%
White	British	181	48.79%	46.75%	206	45.6%	46.75%	223	50.2%	48.8%	254	53.5%	51.3%
White	Gypsy or Irish Traveller		0.00%	0.00%	0	0.0%	0.00%	0	0.0%	0.0%	0	0.0%	0.0%
White	Irish	7	1.89%	1.89%	11	2.4%	1.89%	11	2.5%	2.1%	10	2.1%	2.2%
White	Other White	13	3.50%	2.68%	10	2.2%	2.68%	14	3.2%	2.9%	14	3.0%	3.1%
Grand Total		371	100.00%	100.00%	452	100.0%	100.0%	444	100.0%	100.0%	475	100.0%	100.0%

TABLE 13: Leavers by Gender

	2020			2019			2018			2017		
	No of Leavers 2020	% of Leavers 2020	Staff Base 2020	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
Female	274	73.9%	72.6%	314	69.5%	72.5%	312	70.3%	71.0%	348	73.3%	71.0%
Male	97	26.1%	27.4%	138	30.5%	27.5%	132	29.7%	29.0%	127	26.7%	29.0%
Grand Total	371	100.0%	100.0%	452	100.0%	100.0%	444	100.0%	100.0%	475	100.0%	100.0%

TABLE 14: Leavers by Age Range

Age Range	2020			2019			2018			2017		
	No of Leavers 2020	% of Leavers 2020	Staff Base 2020	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
<20	2	0.5%	0.2%	2	0.4%	0.2%	1	0.2%	0.2%	13	2.7%	0.6%
20-29	67	18.1%	14.8%	89	19.7%	14.6%	83	18.7%	14.7%	115	24.2%	14.3%
30-39	94	25.3%	23.1%	138	30.5%	23.4%	112	25.2%	23.3%	129	27.2%	23.1%
40-49	77	20.8%	26.5%	91	20.1%	26.5%	98	22.1%	26.7%	72	15.2%	28.6%
50-59	74	19.9%	27.3%	86	19.0%	27.8%	104	23.4%	28.2%	104	21.9%	26.9%
60-64	36	9.7%	6.3%	27	6.0%	5.6%	28	6.3%	5.3%	30	6.3%	4.8%
>65	21	5.7%	1.9%	19	4.2%	1.9%	18	4.1%	1.6%	12	2.5%	1.6%
Grand Total	371	100.0%	100.0%	452	100.0%	100.0%	444	100.0%	100.0%	475	100.0%	100.0%

TABLE 15: Leavers by Disability

	2020			2019			2018			2017		
	No of Leavers 2020	% of Leavers 2020	Staff Base 2020	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	318	85.7%	83.9%	370	81.9%	84.7%	372	0.837837838		410	0.8632	0.9091
Not Declared/Undefined	37	10.0%	11.0%	64	14.2%	10.7%	51	0.027027027		45	0.0947	0.051
Yes	16	4.3%	4.9%	18	4.0%	4.6%	21	0.087837838		20	0.0421	0.0399
Grand Total	371	100.0%	100.0%	452	100.0%	100.0%	444	0.047297297		475	1	1

Volunteering Recruitment Equality Monitoring Data

During the period of January 2020 to December 2020 there was limited uptake for the use of volunteers due to the pandemic. The Trust has utilized the redeployed staff to fulfil duties which would normally be carried out by volunteers. We are hoping we will see an increase in 2021.

Volunteering Recruitment Equality Monitoring Data for the period of January 2019 to December 2019 can be found in the Trusts Annual Equality Report 2020 at <https://www.bsmhft.nhs.uk/about-us/equality-inclusion-and-human-rights/reports/>

APPENDIX 2

Birmingham and Solihull Mental Health NHS Foundation Trust

Service User Equality Data Report

January 2020 to December 2020

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

BSMHFT Service User Equality Data Report for the period of January 2020 to December 2020

TABLE 1: Patients by Gender

Gender	Percentage
Female	53.78%
Male	46.17%
Non binary	0.04%
Unknown	0.01%
Grand Total	100.00%

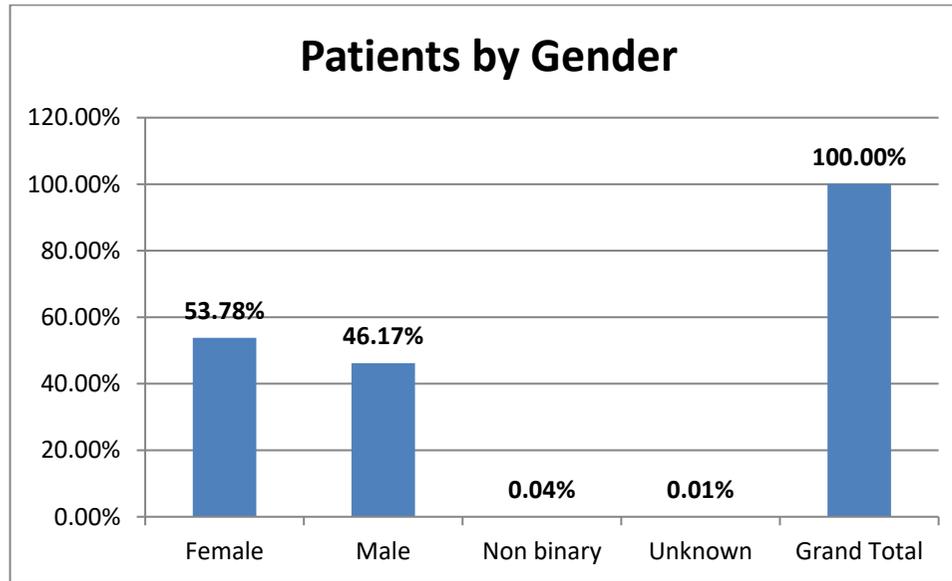


TABLE 2: Patients by Age

Age	Percentage
15 or under	3.63%
16 to 17	2.07%
18 to 19	2.03%
20 to 24	4.83%
25 to 29	9.34%
30 to 44	28.03%
45 to 59	22.90%
60 to 64	5.32%
65 to 74	7.58%
75 to 84	8.16%
85 to 89	3.69%
90 or over	2.41%
Not Recorded	0.00%
Grand Total	100.00%

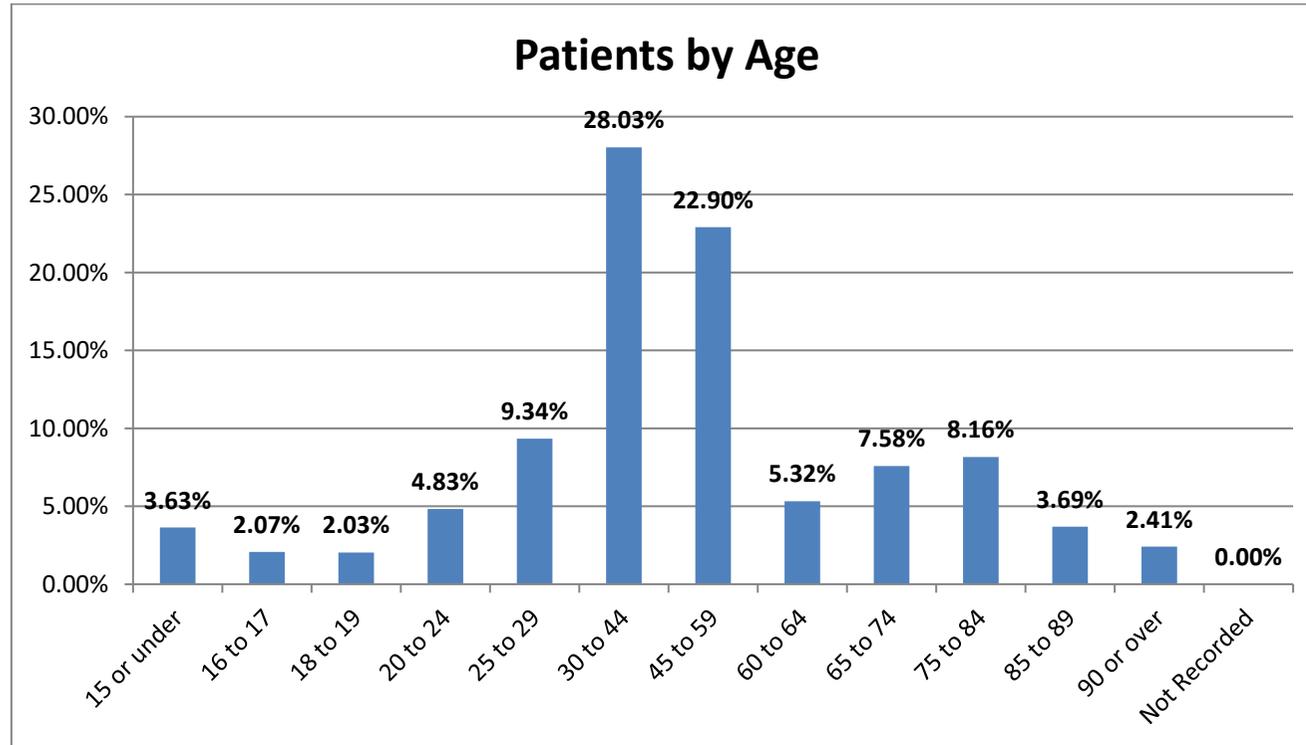


TABLE 3: Patients by Ethnicity

Ethnicity	Percentage
Any other Ethnic Group	2.14%
Asian/Asian British: Bangladeshi	1.23%
Asian/Asian British: Chinese	0.27%
Asian/Asian British: Indian	3.36%
Asian/Asian British: Other Asian	1.81%
Asian/Asian British: Pakistani	8.46%
Black/African/Caribbean/Black British: African	1.44%
Black/African/Caribbean/Black British: Caribbean	4.91%
Black/African/Caribbean/Black British: Other Black	0.65%
Mixed/multiple ethnic group: White and Asian	0.48%
Mixed/multiple ethnic group: White and Black African	0.23%
Mixed/multiple ethnic group: White and Black Caribbean	1.88%
Not Asked/Stated	5.80%
Not Recorded	1.45%
Other ethnic group: Arab	0.29%
Other Mixed	1.02%
White: English/Welsh/Scottish/Northern Irish/British	61.02%
White: Gypsy or Irish Traveller	0.04%
White: Irish	1.46%
White: Other White	2.07%
Grand Total	100.00%

Patients by Ethnicity

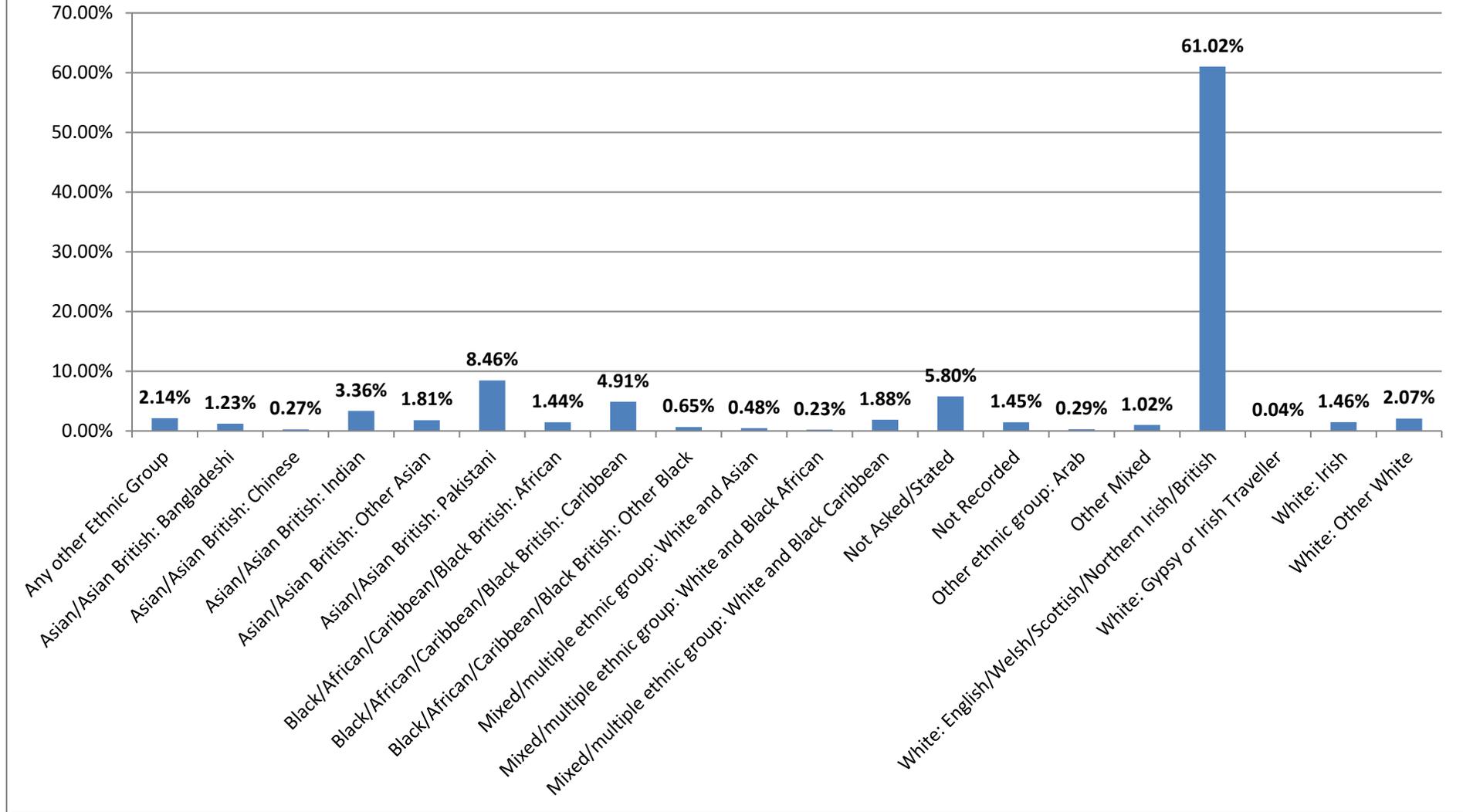


TABLE 4: Patients by Disability

Disability	Percentage
No	96.59%
Yes	3.41%
Grand Total	100.00%

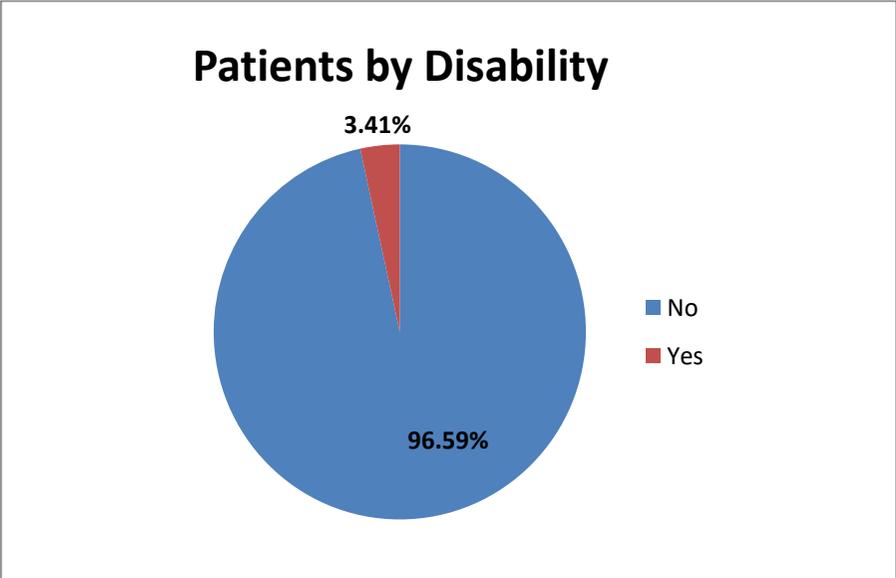
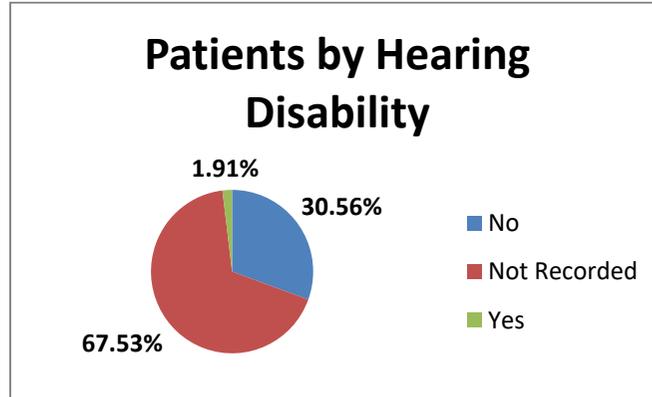


TABLE 5: Patients by Disability – Hearing and Sigh

Hearing Disability	Percentage
No	30.56%
Not Recorded	67.53%
Yes	1.91%
Grand Total	100.00%



Sight Disability	Percentage
No	29.92%
Not Recorded	68.01%
Yes	2.07%
Grand Total	100.00%

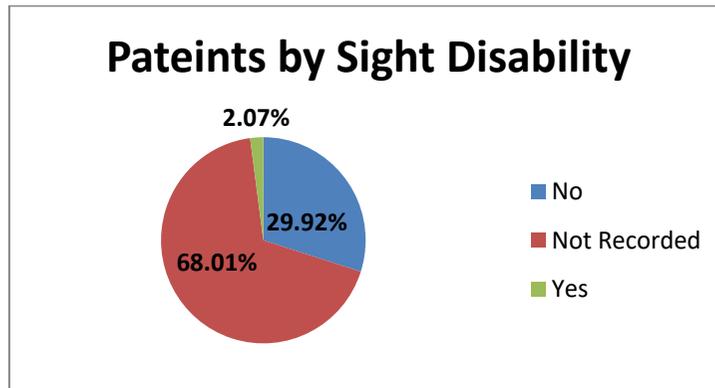
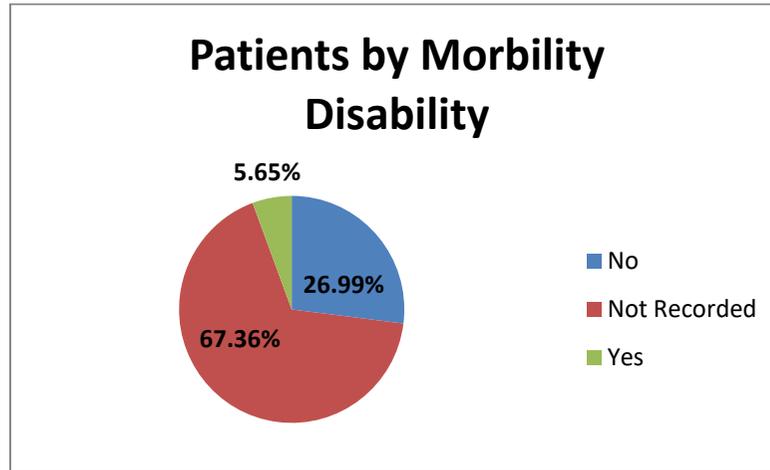


TABLE 6: Patients by Disability – Mobility and Learning Disability

Mobility Disability	Percentage
No	26.99%
Not Recorded	67.36%
Yes	5.65%
Grand Total	100.00%



Learning Disability	Percentage
No	29.15%
Not Recorded	67.70%
Yes	3.16%
Grand Total	100.00%

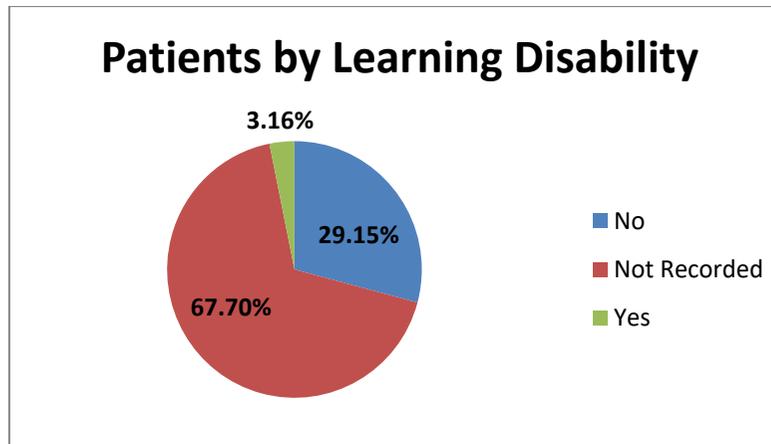


TABLE 7: Patients by Marital Status

Marital Status	Percentage
Co-Habitee	1.73%
Divorced / Civil Partnership dissolved	3.00%
Married / Civil Partner	14.37%
Not Asked	37.15%
Not recorded	6.97%
Other/Unknown	1.37%
Separated	1.70%
Single	30.27%
Widowed / Surviving Civil Partner	3.44%
Grand Total	100.00%

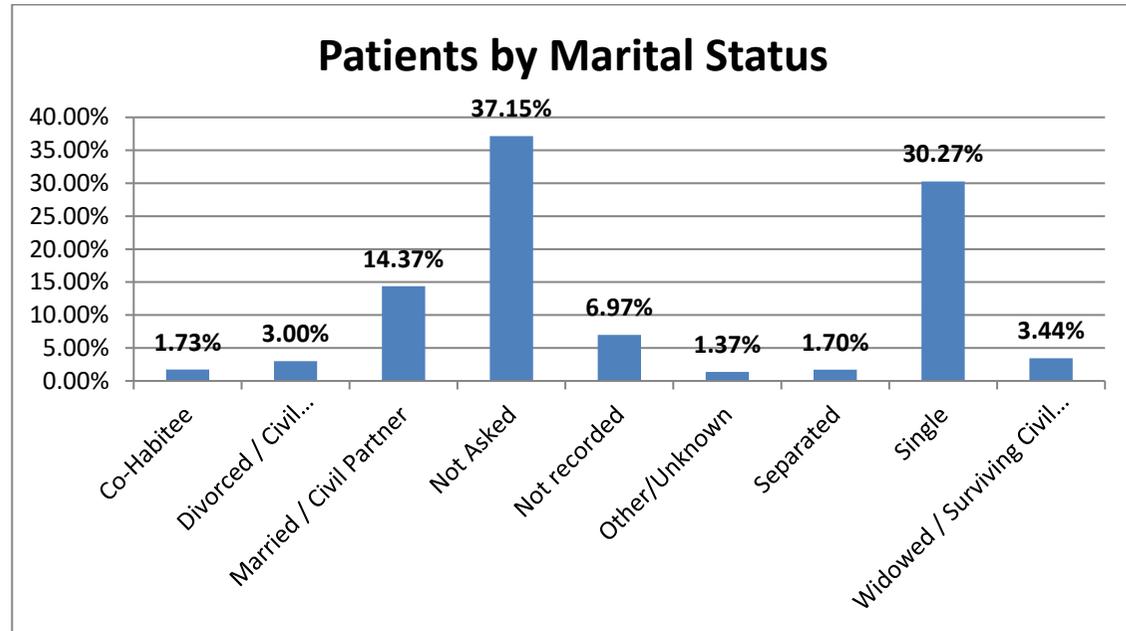


TABLE 8: Patients by Sexual Orientation

Sexual Orientation	Percentage
Bi-sexual	0.39%
Heterosexual	19.03%
Homosexual	0.52%
Not Recorded	79.82%
Other	0.19%
Unknown	0.05%
Grand Total	100.00%

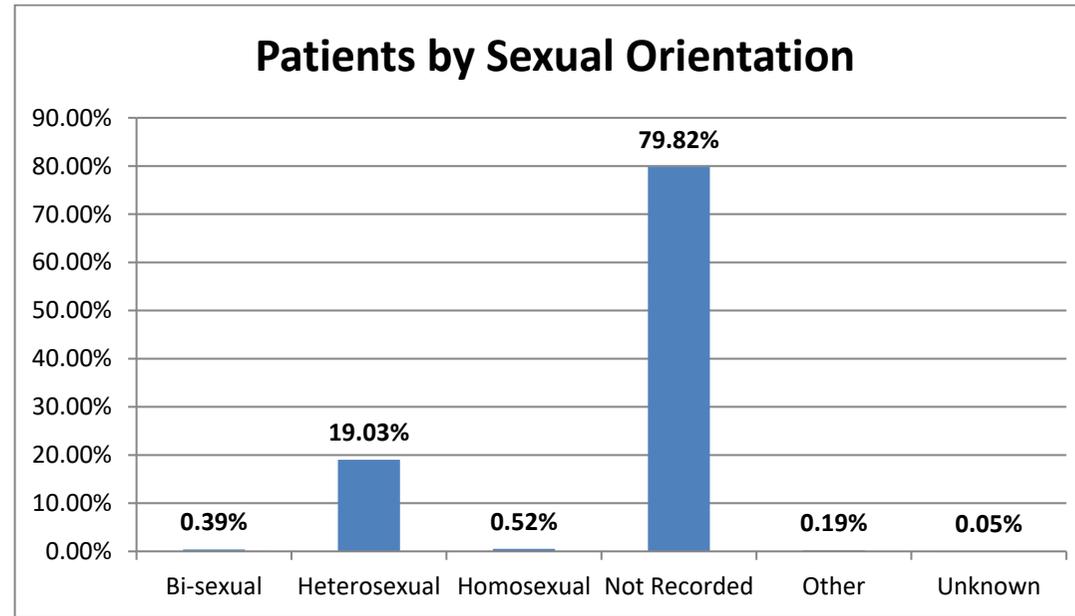
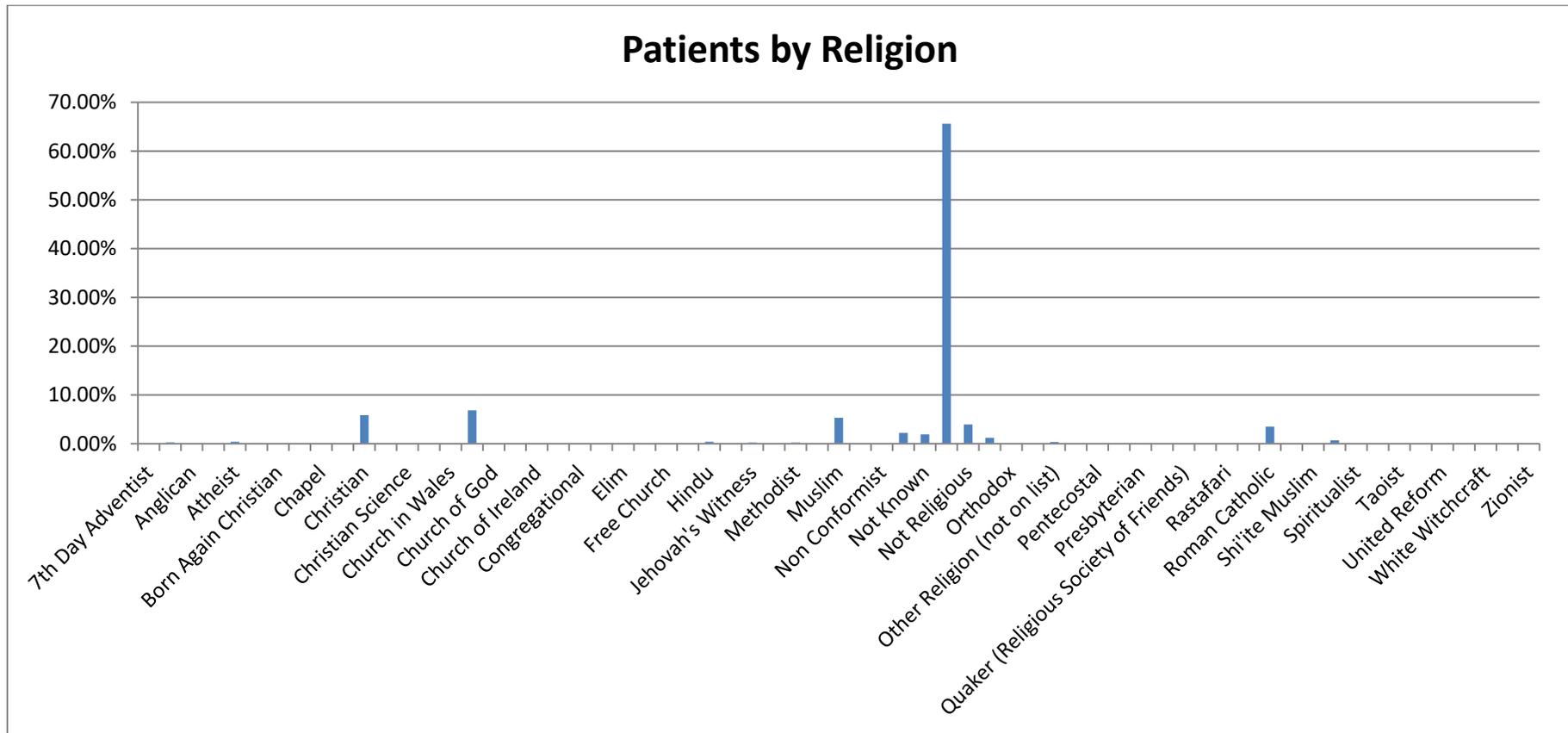


TABLE 9: Patients by Religion

Religious	Percentage
7th Day Adventist	0.01%
Agnostic	0.25%
Anglican	0.01%
Apostolic Church	0.00%
Atheist	0.40%
Baptist	0.16%
Born Again Christian	0.02%
Buddhist	0.10%
Chapel	0.00%
Christadelphian	0.03%
Christian	5.84%
Christian Fellowship	0.01%
Christian Science	0.00%
Christian Scientist	0.00%
Church in Wales	0.01%
Church of England	6.85%
Church of God	0.02%
Church of God of Prophecy	0.04%
Church of Ireland	0.01%
Congregational	0.00%
Druid	0.00%
Elim	0.00%
Evangelical	0.01%
Free Church	0.00%
Greek Orthodox	0.03%
Hindu	0.38%
Humanist	0.01%
Jehovah's Witness	0.23%
Jewish	0.08%
Methodist	0.23%
Mormon	0.03%
Muslim	5.31%
New Testament	0.00%
Non Conformist	0.01%
Not Asked	2.22%
Not Known	1.91%
Not Recorded	65.60%
Not Religious	3.95%
Not Stated (Refused)	1.17%

Orthodox	0.01%
Orthodox Jew	0.00%
Other Religion (not on list)	0.34%
Pagan	0.07%
Pentecostal	0.03%
Pentecostalist / Pentecostal Christian	0.09%
Presbyterian	0.01%
Protestant	0.05%
Quaker (Religious Society of Friends)	0.01%
Radna Krishna Temple	0.00%
Rastafari	0.10%
Rastafarian	0.02%
Roman Catholic	3.48%
Seventh Day Adventist	0.05%
Shi'ite Muslim	0.01%
Sikh	0.66%
Spiritualist	0.06%
Sunni Muslim	0.02%
Taoist	0.00%
Unitarian	0.00%
United Reform	0.01%
United Reformed Church	0.01%
White Witchcraft	0.00%
Wiccan	0.00%
Zionist	0.00%
Grand Total	100.00%



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