

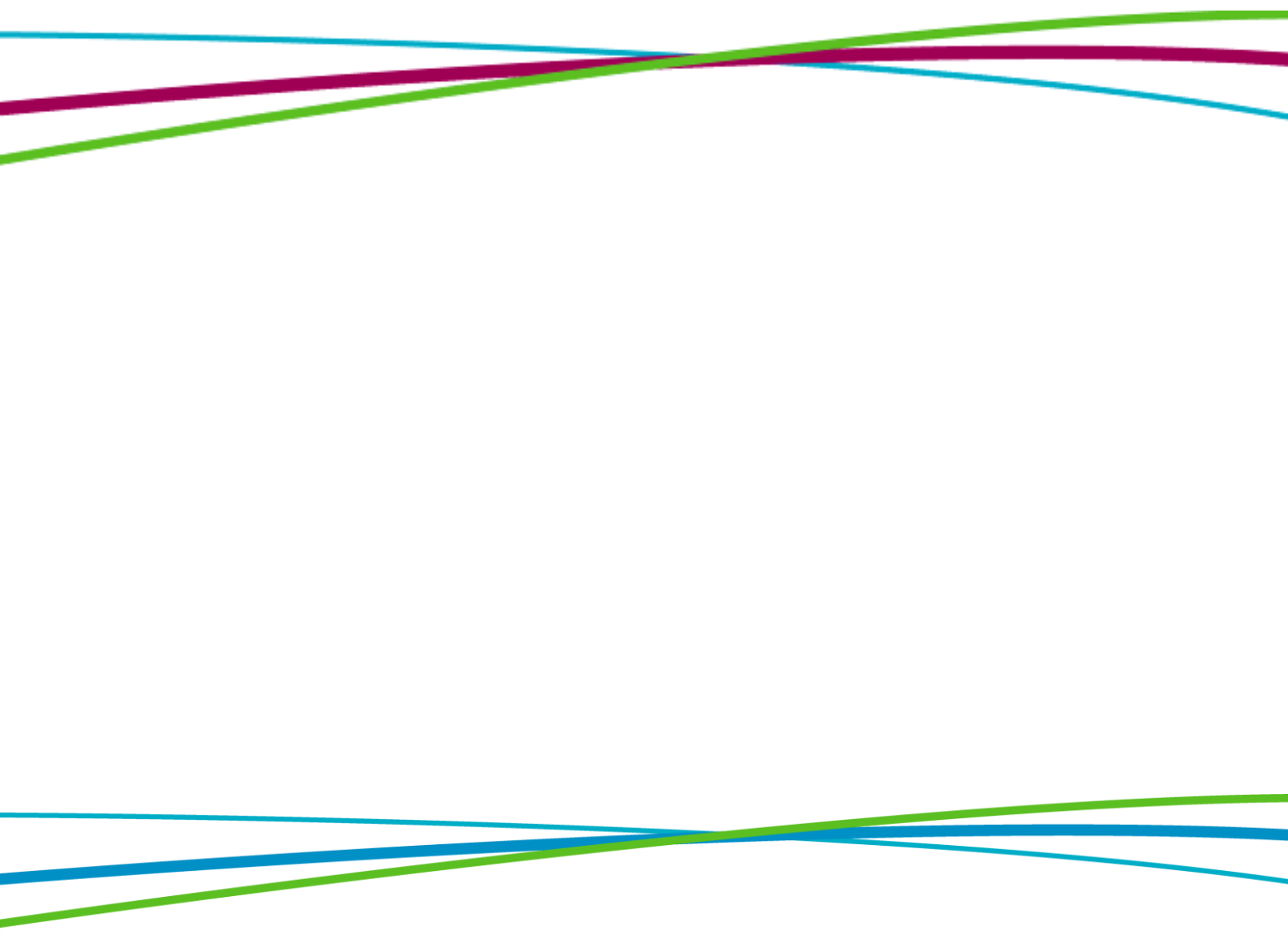


Sheffield Health and Social Care
NHS Foundation Trust



Annual Equality and Human Rights Report 2012 /13

Supplementary Information



Contents

	Page
Section 1 - The Local Population	3
Section 2 - Staff Data and Information	8
Section 3 – Service User Data and Information	24
Section 3 - Information about Membership	32

Section 1 - The Local Population

		Page
1.1	About the population of Sheffield	4
1.2	The Age of the Sheffield population on the 31st of March 2011	4
1.3	The Ethnicity of the Sheffield population on the 31st of March 2011	5
1.4	Languages Spoken In Sheffield on the 31st of March 2011	6
1.5	Religion of the Sheffield population on the 31st of March 2011	6
1.6	Sexual Orientation	7
1.7	Long-Term Health Problem or Disability of the Sheffield population on the 31st of March 2011	7
1.8	People providing unpaid care to the Sheffield population on the 31st of March 2011	7

This section provides background information about the population of Sheffield and surrounding areas to put into context the rest of the information provided in the Supplementary Information report.

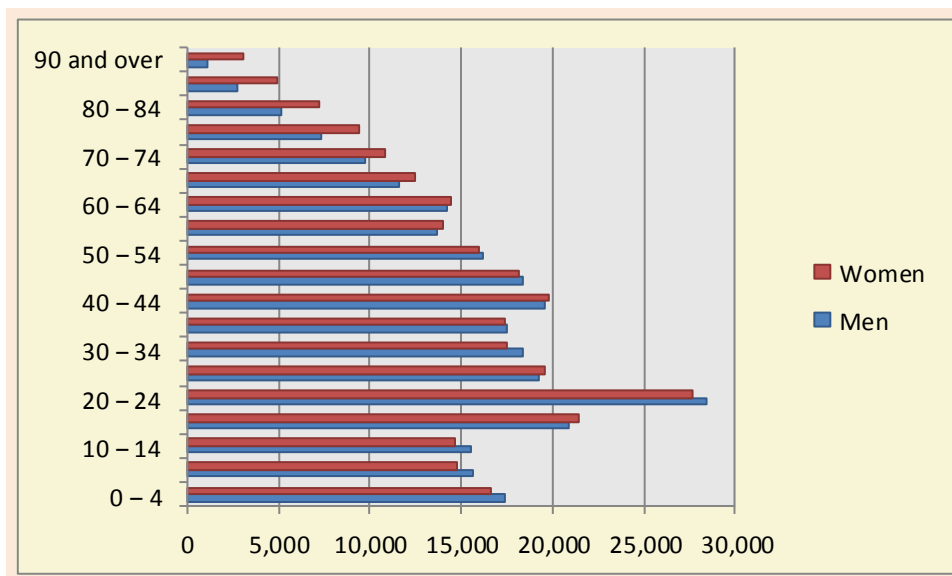
1.1 About the population of Sheffield ¹

In 2011 a Census took place across the UK – the results were published in 2012 by the Office of National Statistics so we now have much better information about the population of Sheffield and the people who use and work in our organisation.

The Census suggests that on the 31st of March 2011 there were **552,698** people across all age ranges living in Sheffield.

1.2 The Age of the Sheffield population on the 31st of March 2011

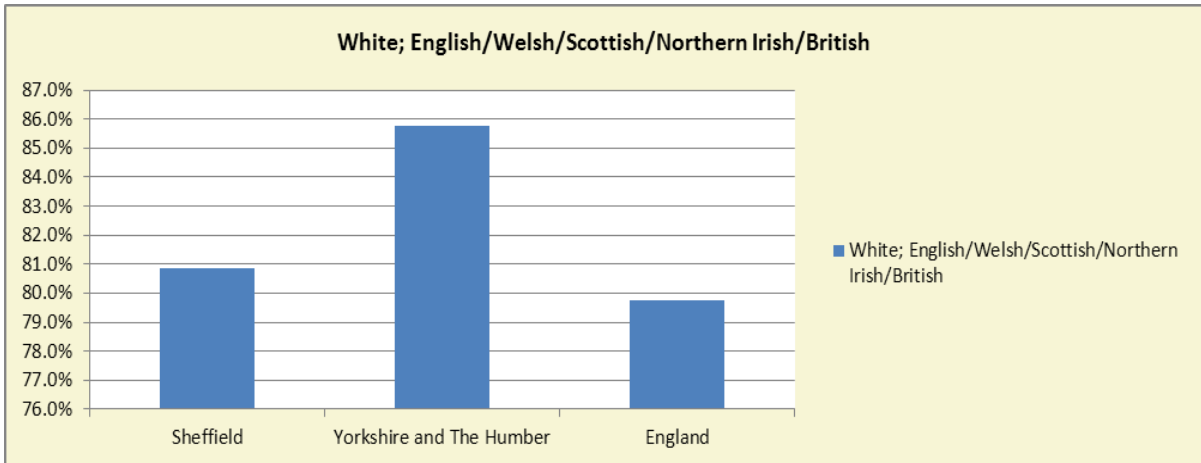
Overall there are slightly more women (50.7%) in Sheffield than men (49.3%). The chart below indicates that in age groups up to mid-fifties there are slightly more men than women but in older age groups there are more women than men.



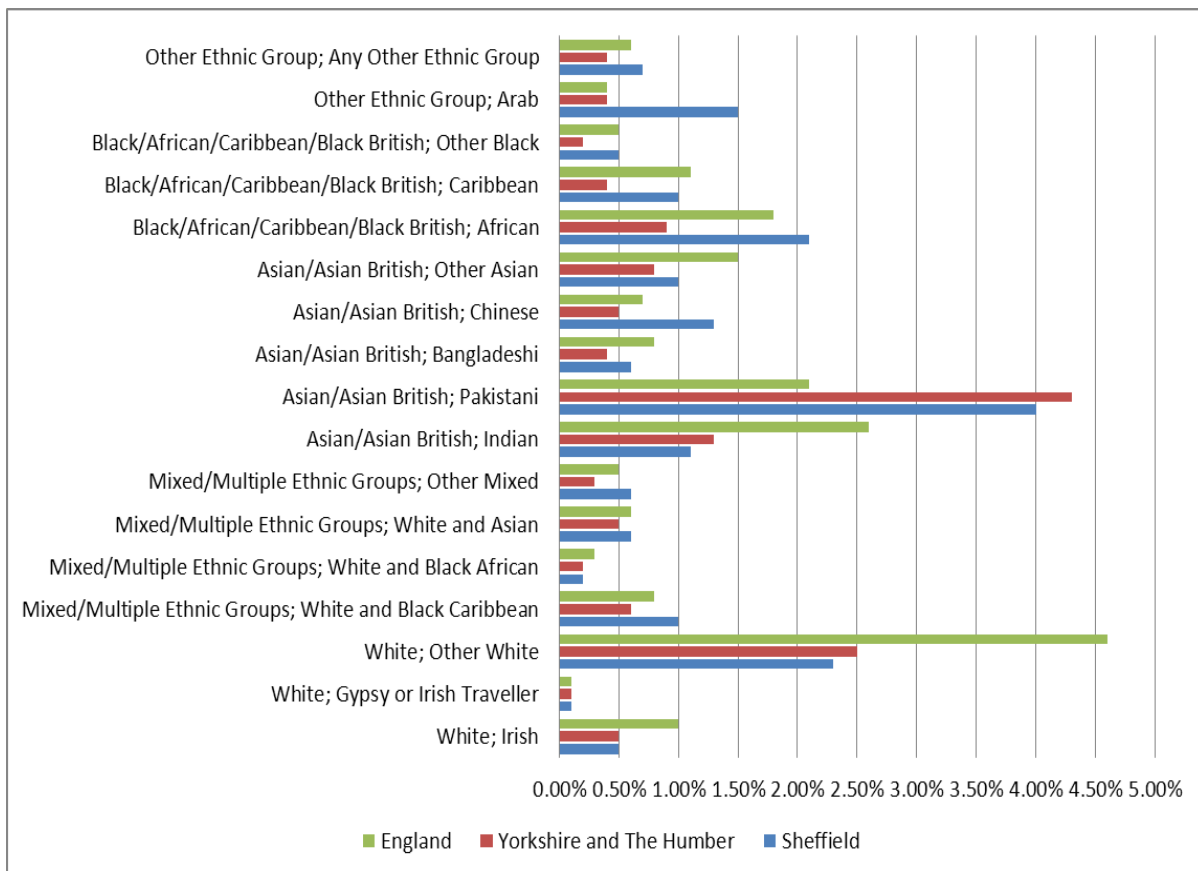
¹ All tables in this document are adapted from data from the Office for National Statistics licensed under the Open Government Licence v.1.0.

1.3 The Ethnicity of the Sheffield population on the 31st of March 2011

Nearly 81% of the Sheffield population describe themselves as White - English/Welsh/Scottish/Northern Irish/British. This is higher than the overall population in England but lower than the population of Yorkshire and the Humber.

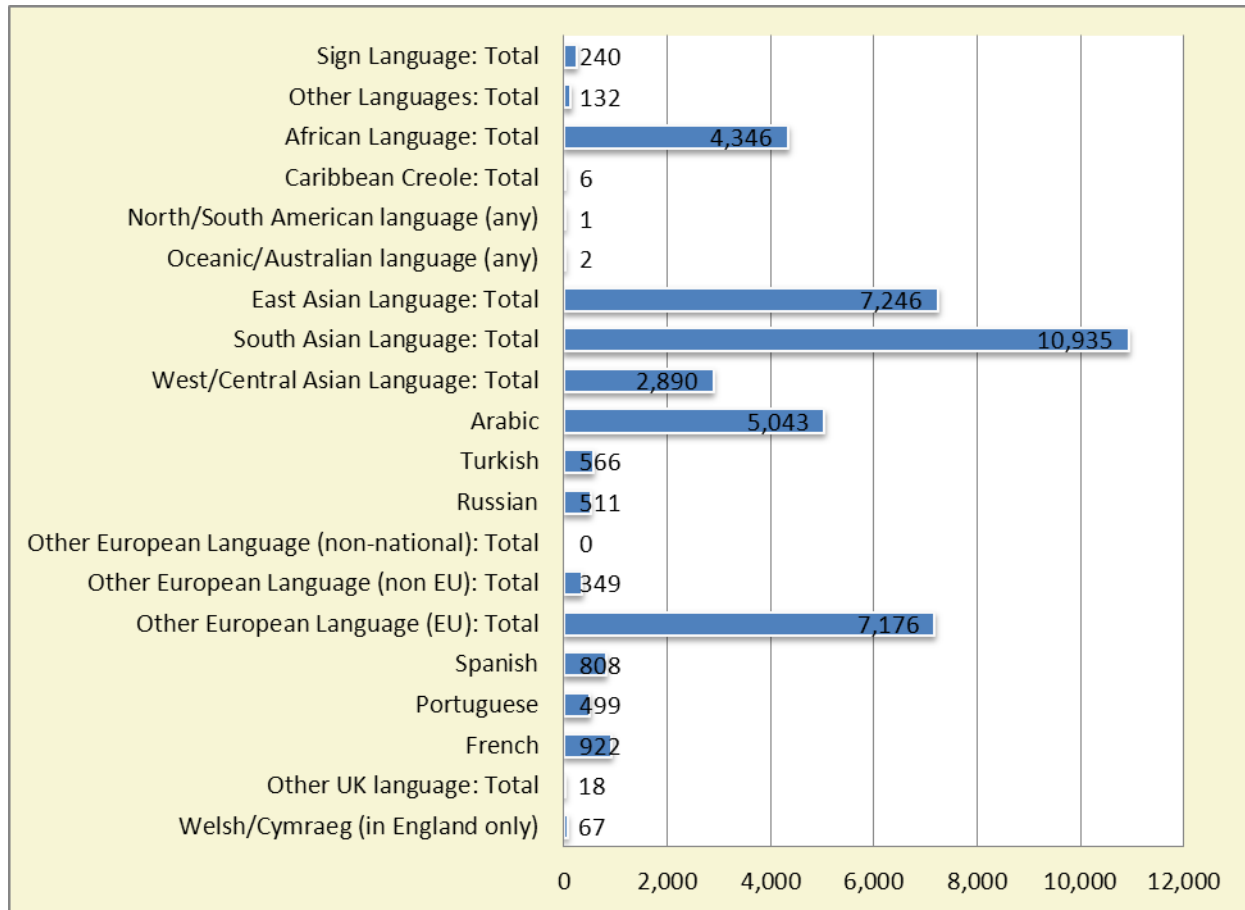


Of the remaining 19% the highest alternative ethnicity reported in Sheffield is the Asian / Asian British Pakistani group (4%). The 2011 Census included two new groups 'gypsy and Irish traveller' and 'Arab'. The percentage of people in Sheffield who describe their ethnicity as Arab (1.5%) is higher than the percentage population in England and in Yorkshire and the Humber.



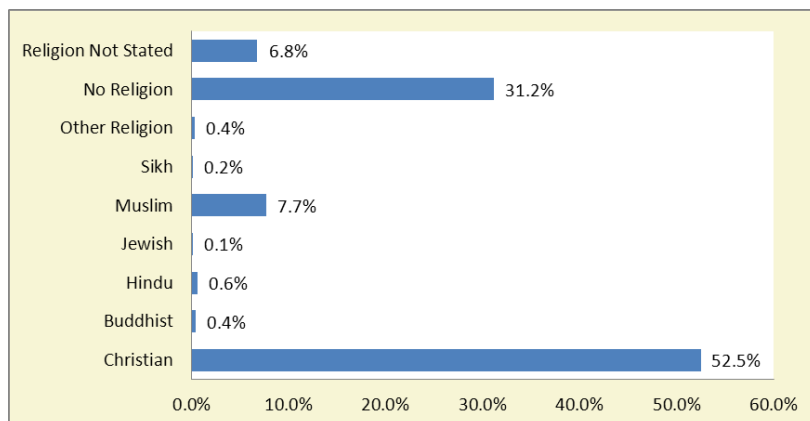
1.4 Languages Spoken In Sheffield on the 31st of March 2011

The Census suggested that only 9232 of the population on the 31st of March said they could not speak English or could not speak English well. The table below shows a breakdown in numbers of people and the main language used by the person, other than English, the table includes British Sign Language.



1.5 Religion of the Sheffield population on the 31st of March 2011

Just over 50% of Sheffield people stated in the Census they had a Christian religion, 31% no religion and 7.7% Muslim.



1.6 Sexual Orientation

Sexual Orientation was not recorded in the 2011 Census – the most up to date information about Sexual Orientation is found through the Office of National Statistic ‘Household’ Survey which estimated approximately 1.5% of the UK population are Gay/Lesbian or Bisexual.

1.7 Long-Term Health Problem or Disability of the Sheffield population on the 31st of March 2011

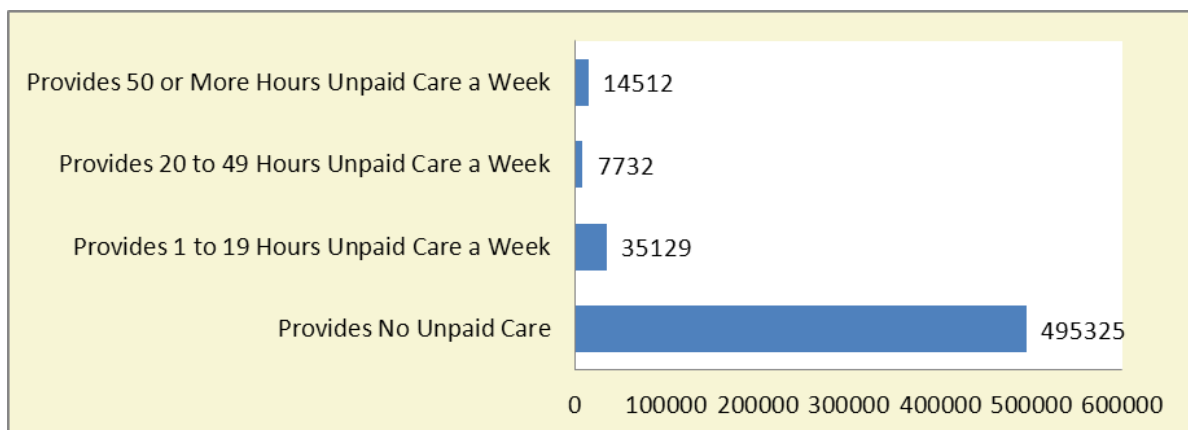
The Equality Act 2010 says a person has a disability if they have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on a person’s ability to do normal daily activities.

The Census 2011 asks questions about a long-term (over 12 months) health problem or disability which limits the person’s ability to undertake day to day activities, this includes activities limited due to health problems experienced due to older age. This is an indicator of the likely number of people in Sheffield who have a disability. The Census reported that;

- 9.1% of people said that their day-to-day activities were limited ‘a lot’ due long-term health problem or disability
- 9.6 % of people said that their day-to-day activities were limited ‘a little’ due long-term health problem or disability
- 81.2% said that their day-to-day activities were not limited due to a long-term health problem or disability.

1.8 People providing unpaid care to the Sheffield population on the 31st of March 2011

The Census also asked about people providing unpaid care in Sheffield. The chart below provides information about numbers of people in Sheffield providing unpaid care.



Section 2 – Staff Data and Information

		Page
2.1	Staff Profile	9 -10
2.2	Staff Group	11 - 12
2.3	People Who Left The Organisation	13 - 14
2.4	Black Asian and Minority Ethnic Staff Band and White British Staff Band Comparison	15 - 16
2.5	Disciplinary	17 - 18
2.6	Grievance	19 - 20
2.7	Capability	20
2.8	Bullying and Harassment	21
2.9	Recruitment	22 - 23

2.1 Staff Profile

Age, Disability and Ethnicity

Staff Profile headcount			3205			
AGE - New ESR Grouping	Number 31st March 2013	Percentage 31/3/13	Sheffield Population - Census Age Bands - nearest equivalent 15+)		Trust Percentage 31/3/12	Change 2012-2013
Under 20	16	0.5%	15-19	9.2%	0.43%	0.07%
20-29	398	12.4%	20-29	20.7%	11.75%	0.67%
30-39	656	20.5%	30-39	15.5%	21.10%	-0.63%
40-49	963	30.0%	40-49	16.6%	30.72%	-0.67%
50-54	510	15.9%	50-59	13.0%	26.68%	-10.77%
60-64	200	6.2%	60-64	6.3%	6.94%	-0.70%
65 and Over	97	3.0%	65 and above	18.7%	2.38%	0.65%
DISABILITY *						
	Number 31st March 2013	Percentage 31/3/13	Sheffield Population (16 - 64 2011)	Sheffield Population (All 2011)	Trust Percentage 31/3/12	Change 2012-2013
Yes	142	4.4%		18.7%	4.7%	-0.26%
No	1683	52.5%		81.9%	50.7%	1.80%
Not Stated/Undefined	1380	43.1%	not available	0.0%	44.6%	-1.54%
ETHNICITY						
	Number 31st March 2013	Percentage 31/3/13	Sheffield Population (16 - 64 2011)	Sheffield Population (All 2011)	Trust Percentage 31/3/12	Change 2012-2013
White - British	2472	77.1%	80.6%	80.8%	77.9%	-0.77%
White - Irish	26	0.8%	0.5%	0.5%	0.9%	-0.09%
White; Gypsy or Irish Traveller	0	0.0%	0.1%	0.1%	*	
White - Any other White background	59	1.8%	2.7%	2.3%	1.9%	-0.06%
White Unspecified	0	0.0%	0.0%	0.0%	0.0%	0.00%
Mixed - White & Black Caribbean	20	0.6%	0.8%	1.0%	0.7%	-0.08%
Mixed - White & Black African	16	0.5%	0.2%	0.2%	0.6%	-0.10%
Mixed - White & Asian	10	0.3%	0.5%	0.6%	0.2%	0.11%
Mixed - Any other mixed background	20	0.6%	0.4%	0.6%	0.7%	-0.08%
Asian or Asian British - Indian	57	1.8%	1.3%	1.1%	1.7%	0.08%
Asian or Asian British - Pakistani	41	1.3%	3.6%	4.0%	1.3%	-0.02%
Asian or Asian British - Bangladeshi	7	0.2%	0.6%	0.6%	0.2%	0.02%
Asian or Asian British - Any other Asian background	20	0.6%	1.1%	1.0%	0.7%	-0.08%
Black or Black British - Caribbean	49	1.5%	1.0%	1.0%	1.5%	0.03%
Black or Black British - African	138	4.3%	2.2%	2.1%	3.5%	0.81%
Black or Black British - Any other Black background	19	0.6%	0.5%	0.5%	0.6%	-0.01%
Chinese	9	0.3%	1.8%	1.3%	0.3%	-0.02%
Any Other Ethnic Group - Arab	0	0.0%	1.4%	1.5%	*	
Any Other Ethnic Group	15	0.5%	0.8%	0.7%	0.6%	-0.13%
Not Stated	227	7.1%	0.0%	0.0%	6.5%	0.58%

*self-assessment of whether or not a person has a limiting long-term illness, health problem or disability which limits their daily activities or the work they can do, including problems that are due to old age.

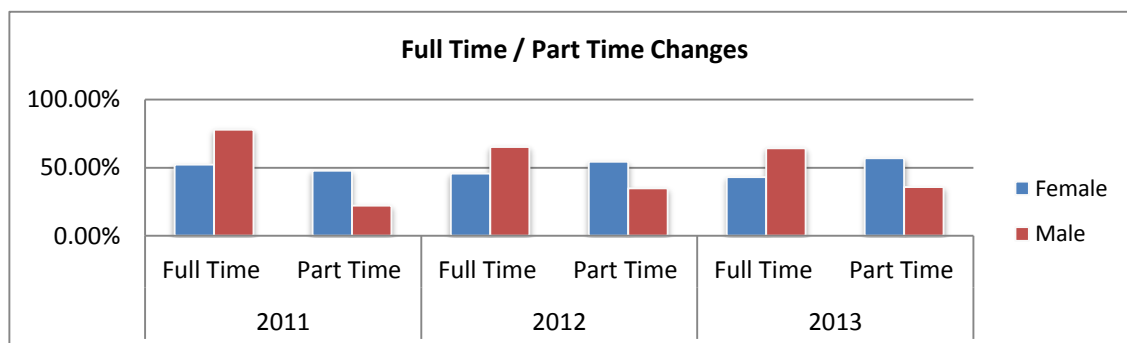
Religion or Belief, Sex and Sexual Orientation

Staff Profile headcount			3205		
RELIGION OR BELIEF	Number 31st March 2013	Percentage 31/3/13	Sheffield Population (All 2011)	Percentage 31/3/12	Percentage Change 2012-2013
Atheism	280	8.74%	31.20%	7.65%	1.09%
Buddhism	12	0.37%	0.40%	0.43%	-0.06%
Christianity	876	27.33%	52.50%	26.47%	0.86%
Hinduism	28	0.87%	0.60%	0.93%	-0.06%
Islam	39	1.22%	7.70%	1.30%	-0.08%
Judaism	1	0.03%	0.10%	0.06%	-0.03%
Sikhism	7	0.22%	0.20%	0.22%	0.00%
Other	187	5.83%	0.40%	5.34%	0.49%
Prefer not to say	745	23.24%	6.80%	24.09%	-0.85%
Undefined	1030	32.14%	0.00%	33.53%	-1.39%
Gender	Number 31st March 2013	Percentage 31/3/13	Sheffield Population (All 2011)	Percentage 31/3/12	Percentage Change 2012-2013
Female	2351	73.4%	50.67%	73.44%	-0.09%
Male	854	26.6%	49.33%	26.56%	0.09%
SEXUAL ORIENTATION	Number 31st March 2013	Percentage 31/3/13	Estimated UK Population*	Percentage 31/3/12	Percentage Change 2012-2013
Heterosexual	1473	46.0%		43.9%	2.04%
Lesbian, Gay or Bisexual Staff	62	1.9%	1.50%	1.9%	0.02%
Prefer not to say	635	19.8%		20.4%	-0.58%
Undefined	1035	32.3%		33.8%	-1.49%

*Sexual Orientation was not recorded in the 2011 Census – the most up to date information about Sexual Orientation is found through the Office of National Statistic 'Household' Survey which estimated approximately 1.5% of the UK population are Gay/Lesbian or Bisexual.

Distribution of Full Time and Part Time Staff

	2011		2012		2013	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Female	52.25%	47.75%	45.73%	54.26%	43.1%	56.9%
Male	77.81%	22.19%	65.15%	34.84%	64.3%	35.7%



2.2 Staff Group

Staff Group by Ethnicity 2011 – 2013

on the 31st of March	Add Prof Sci & Tech			Add Clinical Services			Admin & Clerical			Allied Health Prof			Estates & Ancillary			Medical & Dental			Nursing & Midwifery		
	2011	2012	2013	2011	2012	2013	2011	2012	2013	2011	2012	2013	2011	2012	2013	2011	2012	2013	2011	2012	2013
White British & White Irish	154	195	186	901	876	908	519	559	530	120	149	139	216	196	180	64	77	76	482	503	475
Any Other White Background & White Unspecified	5	9	8	15	17	19	7	4	3	7	7	7	5	4	3	10	15	13	5	6	5
Mixed White / Black Caribbean & Mixed White/ Black African	2	3	3	34	25	21	3	5	6	0	0		4	4	4	0	1	1	3	3	3
Mixed White and Asian	0	0	0	4	4	7	2	1	1	1	1	1	0	0	0	1	1	1	0	0	0
Any other mixed background	2	2	2	8	7	7	2	3	2	0	0	0	1	1	1	2	1	0	8	10	8
Asian British - Indian / Pakistani / Bangladeshi /& any other Asian background	6	11	10	17	24	22	11	20	24	0	0	0	0	0	0	61	60	58	11	10	11
Black or Black British Caribbean & Black or Black British African any other Black background	1	4	4	125	111	124	7	11	8	2	2	2	4	3	5	7	11	12	42	43	49
Chinese	0	0	0	3	4	3	1	1	2	1	1	1	1	1	0	0	0	0	3	3	3
Any other ethnicity	2	2	1	10	10	8	0		0	3	2	2	3	2	2	1	2	0	3	3	2
Not stated	10	17	14	107	98	111	21	24	26	8	9	13	26	23	21	7	9	14	29	32	28
	182	243	228	1224	1176	1230	573	628	602	142	171	165	260	234	216	153	177	175	586	613	584

Staff Group by Ethnicity Comparison 2011 to 2013

On the 31st of March	Total			Percentage		
	2011	2012	2013	2011	2012	2013
White British & White Irish	2456	2555	2494	79%	79%	77.9%
Any Other White Background & White Unspecified	54	62	58	2%	2%	1.8%
Mixed White / Black Caribbean & Mixed White/ Black African	46	41	38	1%	1%	1.2%
Mixed White and Asian	8	7	10	0%	0%	0.3%
Any other mixed background	23	24	20	1%	1%	0.6%
Asian British - Indian / Pakistani / Bangladeshi /& any other Asian background	106	125	125	3%	4%	3.9%
Black or Black British Caribbean & Black or Black British African any other Black background	188	185	204	6%	6%	6.4%
Chinese	9	10	9	0%	0%	0.3%
Any other ethnicity	22	21	15	1%	1%	0.5%
Not stated	208	212	227	7%	7%	7.1%
TOTAL	3120	3242	3200			

2.3 People Who Left the Organisation

AGE	Number on 31/3/13	Percentage on 31/3/13	Percentage on 31/3/12	Change 2012-2013
Under 20	3	0.9%	0.48%	-0.43%
20 to 29	76	23.2%	22.12%	-1.05%
30 to 39	74	22.6%	23.32%	0.76%
40 to 49	53	16.2%	14.66%	-1.50%
50 to 54	22	6.7%	7.93%	1.22%
55 to 59	33	10.1%	6.49%	-3.57%
60 to 64	48	14.6%	11.78%	-2.85%
65 and Over	19	5.8%	13.22%	7.43%
DISABILITY	Number on 31/3/13	Percentage on 31/3/13	Percentage on 31/3/12	Change 2012-2013
Yes	22	6.7%	5.29%	-1.42%
No	195	59.5%	37.98%	-21.47%
Not Stated	111	33.8%	56.73%	22.89%
ETHNICITY	Number on 31/3/12	Percentage on 31/3/13	Percentage on 31/3/12	Change 2012-2013
White - British	234	71.3%	74.28%	2.94%
White - Irish	5	1.5%	0.00%	-1.52%
White - Any other White background	9	2.7%	1.44%	-1.30%
White Unspecified	1	0.3%	0.00%	-0.30%
Mixed - White & Black Caribbean	4	1.2%	0.48%	-0.74%
Mixed - White & Black African	1	0.3%	1.92%	1.62%
Mixed - White & Asian	1	0.3%	0.00%	-0.30%
Mixed - Any other mixed background	4	1.2%	0.72%	-0.50%
Asian or Asian British - Indian	9	2.7%	3.37%	0.63%
Asian or Asian British - Pakistani	6	1.8%	1.68%	-0.15%
Asian or Asian British - Bangladeshi	0	0.0%	0.24%	0.24%
Asian or Asian British - Any other Asian background	5	1.5%	0.96%	-0.56%
Black or Black British - Caribbean	5	1.5%	1.68%	0.16%
Black or Black British - African	11	3.4%	4.33%	0.98%
Black or Black British - Any other Black background	1	0.3%	0.00%	-0.30%
Chinese	1	0.3%	0.00%	-0.30%
Any Other Ethnic Group	4	1.2%	0.48%	-0.74%
Not Stated	27	8.2%	8.41%	0.18%
SEX	Number on 31/3/13	Percentage on 31/3/13	Percentage on 31/3/12	Change 2011-2012
Female	242	73.8%	72.84%	3.41%
Male	86	26.2%	27.16%	-3.41%
SEXUAL ORIENTATION	Number on 31/3/13	Percentage on 31/3/13	Percentage on 31/3/12	Change 2012-2013
Heterosexual	191	58.2%	40.87%	-17.36%
Lesbian, Gay or Bisexual Staff	15	4.6%	1.68%	-2.89%
Prefer not to say	44	13.4%	13.94%	0.53%
Undefined	78	23.8%	43.51%	19.73%

Areas of note regarding leavers:

- The percentage of people leaving the organisation from Black Asian and Minority Ethnic groups appears to be high at 29%. The reasons for leaving have been reviewed and a number of leavers are trainee doctors. The reasons for leaving from other groups are varied however these appear to be in the main positive * further analysis is planned.
- The number of staff stating they are Gay Lesbian or Bisexual leaving the organisation appears high at 4.6% of all leavers. The increase could partially be due to an improvement in the number of people recording their sexual orientation. An initial review of reasons for leaving did not indicate any trends in services or potentially negative reasons for leaving and at least 73% of reasons could be described as positive or neutral in the rest there was insufficient information in the reason for leaving to reach a conclusion. Further review is planned.

**For example potentially negative reason for leaving could be dismissal, ill health or redundancy whereas neutral reasons for leaving include but are not limited to, the Mutually Agreed Resignation Scheme (MARS), promotion, relocation, to undertake training or education, completion of training or retirement due to age.*

2.4 Black Asian and Minority Ethnic Staff Band and White British Staff Band Comparison

	2013		2012		2011		Change 2012-2013
BAME Banding Breakdown							Number
Total BME Headcount	506		463		485		43
Band 1	1	0.2%	0	0.00%	2	60.00%	1
Band 2	102	20.2%	94	20.30%	116	19.60%	8
Band 3	111	21.9%	104	22.50%	105	12.70%	7
Band 4	21	4.2%	22	4.80%	21	9.10%	-1
Band 5	82	16.2%	78	16.80%	74	16.10%	4
Band 6	39	7.7%	33	7.10%	37	10.60%	6
Band 7	28	5.5%	25	5.40%	26	10.60%	3
Band 8a	4	0.8%	3	0.60%	4	5.10%	1
Band 8b	5	1.0%	4	0.90%	6	15.40%	1
Band 8c	1	0.2%	0	0.00%	1	5.00%	1
Band 8d	1	0.2%	1	0.20%	1	5.00%	0
Band 9	0	0.0%	0	0.00%	0	0.00%	0
Trust pay scale	10	2.0%	5	1.10%	7	11.70%	5
Council pay scale (includes social workers)	15	3.0%	3	0.60%	3	10.70%	12
M&D Staff	86	17.0%	91	19.70%	82	41.80%	-5
Non BAME Banding Breakdown							Number
Total Non BME Headcount	2472		2513		2431		-41
Band 1	9	0.4%	11	0.44%	9	13.30%	-2
Band 2	430	17.4%	435	17.31%	425	71.90%	-5
Band 3	638	25.8%	623	24.79%	651	78.50%	15
Band 4	199	8.1%	212	8.44%	201	87.40%	-13
Band 5	351	14.2%	380	15.12%	361	78.60%	-29
Band 6	319	12.9%	328	13.05%	285	81.40%	-9
Band 7	198	8.0%	230	9.15%	214	87.00%	-32
Band 8a	87	3.5%	83	3.30%	71	89.90%	4
Band 8b	32	1.3%	37	1.47%	33	84.60%	-5
Band 8c	18	0.7%	18	0.72%	18	90.00%	0
Band 8d	15	0.6%	16	0.64%	16	80.00%	-1
Band 9	3	0.1%	5	0.20%	5	100.00%	-2
Trust pay scale	39	1.6%	37	1.47%	53	88.30%	2
Council pay scale (includes social workers)	59	2.4%	21	0.84%	25	89.30%	38
M&D Staff	75	3.0%	77	3.06%	64	53.60%	-2

Not Stated Banding Breakdown							Number
Total Not Known Headcount	227		208		208		19
Band 1	4	1.8%	4	1.90%	4	26.70%	0
Band 2	32	14.1%	39	18.80%	50	8.50%	-7
Band 3	68	30.0%	61	29.30%	73	8.80%	7
Band 4	10	4.4%	14	6.70%	8	3.50%	-4
Band 5	26	11.5%	25	12.00%	24	5.20%	1
Band 6	52	22.9%	39	18.80%	28	8.00%	13
Band 7	7	3.1%	6	2.90%	6	2.40%	1
Band 8a	5	2.2%	4	1.90%	4	5.10%	1
Band 8b	0	0.0%	0	0.00%	0	0.00%	0
Band 8c	0	0.0%	0	0.00%	1	5.00%	0
Band 8d	3	1.3%	3	1.40%	3	15.00%	0
Band 9	0	0.0%	0	0.00%	0	0.00%	0
Trust Pay scale	2	0.9%	4	1.90%	0	0.00%	-2
Council pay scale (includes social workers)	4	1.8%	0	0.00%	0	0.00%	4
M&D Staff	14	6.2%	9	4.30%	7	4.60%	5
TOTAL	3205		3184				

Areas of note regarding Black Asian and Minority Ethnic Staff Band and White British Staff Band comparison:

- The figures in the tables above include information about staff registered for the Trust flexible workforce. Staff on council pay scales includes social workers who were identified separately in last year's report. This does affect the changes in number of staff and this should be considered when reviewing the figures above.
- The figures above are relatively positive; they indicate that despite a reduction in overall staffing there has been an increase overall in the numbers of staff in post from Black Asian and Minority Ethnic groups. Some staff will be people registered on the Trust flex system which tends to be more diverse in terms of ethnicity, however but there has been a small increase in staff in senior posts (i.e. Bands 6 – 8d).

2.5 Disciplinary

Disciplinary				
Number of cases	19		34	
AGE	Number 2012/2013	Percentage 2012/2013	Percentage 2011/2012	Percentage Change 2011-2013
Under 20	0	0.0%	0.00%	0.00%
20 to 29	1	5.3%	8.82%	-3.56%
30 to 39	2	10.5%	29.41%	-18.88%
40 to 49	5	26.3%	38.24%	-11.92%
50 to 54	2	10.5%	8.82%	1.71%
55 to 59	3	15.8%	2.94%	12.85%
60 to 64	4	21.1%	5.88%	15.17%
65 and Over	2	10.5%	0.00%	10.53%
no record	0	0.0%	0.00%	0.00%
DISABILITY	Number 2012/2013	Percentage 2012/2013	Percentage 2011/2012	Percentage Change 2011-2013
Yes	0	0.0%	8.82%	-8.8%
No	9	47.4%	41.18%	6.2%
Not Stated	10	52.6%	50.00%	2.6%
ETHNICITY	Number 2012/2013	Percentage 2012/2013	Percentage 2011/2012	Percentage Change 2011-2013
White - British	13	68.4%	67.65%	0.8%
White - Irish	1	5.3%	2.94%	2.3%
White - Any other White background	2	10.5%	0.00%	10.5%
White Unspecified	0	0.0%	0.00%	0.0%
Mixed - White & Black Caribbean	0	0.0%	2.94%	-2.9%
Mixed - White & Black African	0	0.0%	0.00%	0.0%
Mixed - White & Asian	0	0.0%	2.94%	-2.9%
Mixed - Any other mixed background	0	0.0%	0.00%	0.0%
Asian or Asian British - Indian	0	0.0%	0.00%	0.0%
Asian or Asian British - Pakistani	0	0.0%	0.00%	0.0%
Asian or Asian British - Bangladeshi	0	0.0%	0.00%	0.0%
Asian or Asian British - Any other Asian background	0	0.0%	0.00%	0.0%
Black or Black British - Caribbean	1	5.3%	2.94%	2.3%
Black or Black British - African	0	0.0%	14.71%	-14.7%
Black or Black British - Any other Black background	0	0.0%	2.94%	-2.9%
Chinese	1	5.3%	0.00%	5.3%
Any Other Ethnic Group	0	0.0%	0.00%	0.0%
Not Stated	1	5.3%	2.94%	2.3%

SEX	Number on 31/3/12	Percentage 2012/2013	Percentage 2011/2012	Percentage Change 2011-2012
Female	12	63.2%	52.94%	10.2%
Male	7	36.8%	47.06%	-10.2%
SEXUAL ORIENTATION	Number on 2012/2013	Percentage 2012/2013	Percentage 2011/2012	Percentage Change 2011-2013
Heterosexual	6	31.6%	not published due to low numbers	
Lesbian, Gay or Bisexual Staff	0	0.0%		
Prefer not to say	6	31.6%		
Undefined	7	36.8%		

Areas of note regarding disciplinary procedures:

- In 2011/12 we reported that we would undertake a case by case review of disciplinary cases involving people from Black Asian or Minority Ethnic Groups. In 2012/13 we have reviewed relevant cases concluded in 2012/13. We found that the reasons for bringing disciplinary action were associated with issues defined as serious or gross misconduct under the Trust disciplinary policy. In cases reviewed there was no alternative intervention which would have been more appropriate or could have avoided the need for disciplinary action.
- In 2013 we introduced a new system for reviewing pre disciplinary action; the results of using this system will be reported in the next annual report.

2.6 Grievance (numbers are not shown where low numbers might provide identifiable data)

<i>Number of cases</i>	less than 10		less than 10	
AGE	Number on 31/3/13	Percentage 31/3/13	Percentage on 31/3/12	Change 2012-2013
Under 20		0%	0%	0.0%
20 to 29		0%	0%	0.0%
30 to 39		0%	13%	400.0%
40 to 49		50%	38%	350.0%
50 to 54		50%	38%	-50.0%
55 to 59		0%	0%	0.0%
60 to 64		0%	0%	0.0%
65 and Over		0%	0%	0.0%
not recorded		0%	13%	-13.0%
DISABILITY	Number on 31/3/13	Percentage 31/3/13	Percentage on 31/3/12	Change 2012-2013
Yes		25%	25%	0.00%
No		63%	63%	-0.50%
Not Stated		13%	13%	-0.50%
ETHNICITY	Number on 31/3/13	Percentage 31/3/13	Percentage on 31/3/12	Change 2012-2013
White - British		88%	88%	-0.50%
White - Irish		0%	0%	0.00%
White - Any other White background		13%	13%	-0.50%
White Unspecified		0%	0%	0.00%
Mixed - White & Black Caribbean		0%	0%	0.00%
Mixed - White & Black African		0%	0%	0.00%
Mixed - White & Asian		0%	0%	0.00%
Mixed - Any other mixed background		0%	0%	0.00%
Asian or Asian British - Indian		0%	0%	0.00%
Asian or Asian British - Pakistani		0%	0%	0.00%
Asian or Asian British - Bangladeshi		0%	0%	0.00%
Asian or Asian British - Any other Asian background		0%	0%	0.00%
Black or Black British - Caribbean		0%	0%	0.00%
Black or Black British - African		0%	0%	0.00%
Black or Black British - Any other Black background		0%	0%	0.00%
Chinese		0%	0%	0.00%
Any Other Ethnic Group		0%	0%	0.00%
Not Stated		0%	0%	0.00%

SEX	Number on 31/3/13	Percentage 31/3/13	Percentage on 31/3/12	Change 2012-2013
Female		50%	50%	0.00%
Male		50%	50%	0.00%
SEXUAL ORIENTATION	Number on 31/3/13	Percentage 31/3/13	Percentage on 31/3/12	Change 2012-2013
Heterosexual		38%	25%	13%
Lesbian, Gay or Bisexual Staff		13%	25%	-13%
Prefer not to say		38%	38%	-1%
Undefined		13%	13%	-1%

2.7 Capability

There was only one case dealt with under the capability policy in this financial year therefore no details are provided.

2.8 Bullying and Harassment (numbers are not shown where low numbers might provide identifiable data)

<i>Number of cases</i>	<i>less than 10</i>		<i>less than 10</i>	
AGE	Number on 31/3/13	Percentage on 31/3/13	Percentage on 31/3/12	Change 2012-2013
Under 20		0%	0%	0.00%
20 to 29		0%	0%	0.00%
30 to 39		25%	29%	-4.00%
40 to 49		50%	43%	7.00%
50 to 54		25%	29%	-4.00%
55 to 59		0%	0%	0.00%
60 to 64		0%	0%	0.00%
65 and Over		0%	0%	0.00%
DISABILITY	Number on 31/3/13	Percentage on 31/3/13	Percentage on 31/3/12	Change 2012-2013
Yes		25%	43%	-18.00%
No		38%	29%	8.50%
Not Stated		38%	29%	8.50%
ETHNICITY	Number on 31/3/13	Percentage on 31/3/13	Percentage on 31/3/12	Change 2012-2013
White - British		75%	43%	32.00%
White - Irish		0%	0%	0.00%
White - Any other White background		0%	0%	0.00%
White Unspecified		0%	0%	0.00%
Mixed - White & Black Caribbean		0%	0%	0.00%
Mixed - White & Black African		0%	0%	0.00%
Mixed - White & Asian		0%	0%	0.00%
Mixed - Any other mixed background		0%	0%	0.00%
Asian or Asian British - Indian		0%	0%	0.00%
Asian or Asian British - Pakistani		13%	14%	-1.50%
Asian or Asian British - Bangladeshi		0%	0%	0.00%
Asian or Asian British - Any other Asian background		0%	0%	0.00%
Black or Black British - Caribbean		0%	0%	0.00%
Black or Black British - African		0%	0%	0.00%
Black or Black British - Any other Black background		0%	0%	0.00%
Chinese		0%	0%	0.00%
Any Other Ethnic Group		0%	0%	0.00%
Not Stated		13%	43%	-30.50%
SEX	Number on 31/3/13	Percentage on 31/3/13	Percentage on 31/3/12	Change 2012-2013
Female		75%	86%	-11.00%
Male		25%	14%	11.00%
SEXUAL ORIENTATION	Number on 31/3/13	Percentage on 31/3/13	Percentage on 31/3/12	Change 2012-2013
Heterosexual		13%	29%	-17%
Lesbian, Gay or Bisexual Staff		0%	0%	0%
Prefer not to say		63%	57%	6%
Undefined		25%	14%	11%

2.9 Recruitment

<i>Headcount</i>	2383		797		250		
1-4-2012 to 31-30-13	Applicants		Shortlisted		Recruited		% recruited from number who applied
AGE	Number	%	Number	%	Number	%	
Under 20	151	6.3%	69	8.7%	8	3.2%	5.3%
20 to 29	993	41.7%	289	36.3%	121	48.4%	12.2%
30 to 39	572	24.0%	190	23.8%	58	23.2%	10.1%
40 to 49	463	19.4%	166	20.8%	47	18.8%	10.2%
50 to 54	137	5.7%	58	7.3%	10	4.0%	7.3%
55 to 59	51	2.1%	17	2.1%	5	2.0%	9.8%
60 to 64	8	0.3%	5	0.6%	1	0.4%	12.5%
65 and Over	7	0.3%	2	0.3%	0	0.0%	0.0%
undefined	1	0.0%	1	0.1%	0	0.0%	0.0%
1-4-2012 to 31-30-13	Applicants		Shortlisted		Recruited		% recruited from number who applied
DISABILITY	Number	%	Number	%	Number	%	
Yes	129	5.4%	53	6.6%	10	4.0%	7.8%
No	2094	87.9%	657	82.4%	236	94.4%	11.3%
Not Stated	160	6.7%	87	10.9%	4	1.6%	2.5%
1-4-2012 to 31-30-13	Applicants		Shortlisted		Recruited		% recruited from number who applied
ETHNICITY	Number	%	Number	%	Number	%	
White - British	1572	66.0%	575	72.1%	186	74.4%	11.8%
White - Irish	10	0.4%	4	0.5%	0	0.0%	0.0%
White - Any other White background	83	3.5%	30	3.8%	5	2.0%	6.0%
White Unspecified	1	0.0%	1	0.1%	0	0.0%	0.0%
Mixed - White & Black Caribbean	25	1.0%	9	1.1%	4	1.6%	16.0%
Mixed - White & Black African	21	0.9%	5	0.6%	1	0.4%	4.8%
Mixed - White & Asian	15	0.6%	3	0.4%	2	0.8%	13.3%
Mixed - Any other mixed background	21	0.9%	5	0.6%	2	0.8%	9.5%
Asian or Asian British - Indian	73	3.1%	16	2.0%	2	0.8%	2.7%
Asian or Asian British - Pakistani	97	4.1%	28	3.5%	5	2.0%	5.2%
Asian or Asian British - Bangladeshi	10	0.4%	1	0.1%	1	0.4%	10.0%
Asian or Asian British - Any other Asian background	25	1.0%	3	0.4%	1	0.4%	4.0%
Black or Black British - Caribbean	54	2.3%	20	2.5%	6	2.4%	11.1%
Black or Black British - African	291	12.2%	66	8.3%	33	13.2%	11.3%
Black or Black British - Any other Black background	19	0.8%	4	0.5%	0	0.0%	0.0%
Chinese	5	0.2%	2	0.3%	1	0.4%	20.0%
Any Other Ethnic Group	15	0.6%	2	0.3%	0	0.0%	0.0%
Not Stated	46	1.9%	23	2.9%	1	0.4%	2.2%

1-4-2012 to 31-30-13	Applicants		Shortlisted		Recruited		% recruited from number who applied
SEX	Number	%	Number	%	Number	%	
Female	1708	71.7%	557	69.9%	192	76.8%	11.2%
Male	674	28.3%	240	30.1%	58	23.2%	8.6%
Not Stated	1	0.0%	0	0.0%	0	0.0%	0.0%
1-4-2012 to 31-30-13	Applicants		Shortlisted		Recruited		% recruited from number who applied
SEXUAL ORIENTATION	Number	%	Number	%	Number	%	
Heterosexual	2112	88.6%	707	88.7%	223	89.2%	10.6%
Lesbian, Gay or Bisexual Staff	80	3.4%	25	3.1%	13	5.2%	16.3%
Prefer not to say/undefined	191	8.0%	65	8.2%	14	5.6%	7.3%

Areas of note with regarding recruitment:

- Recruitment figures appear relatively positive for staff identifying as lesbian gay or bisexual which is a trend which was also noted in the previous financial year.
- The percentage success rate of applicants from Asian backgrounds appears to be relatively low but applicants with Black /Black British ethnicities appear to be as successful as White British applicants when applying for posts.

Section 3 – Service User Data and Information

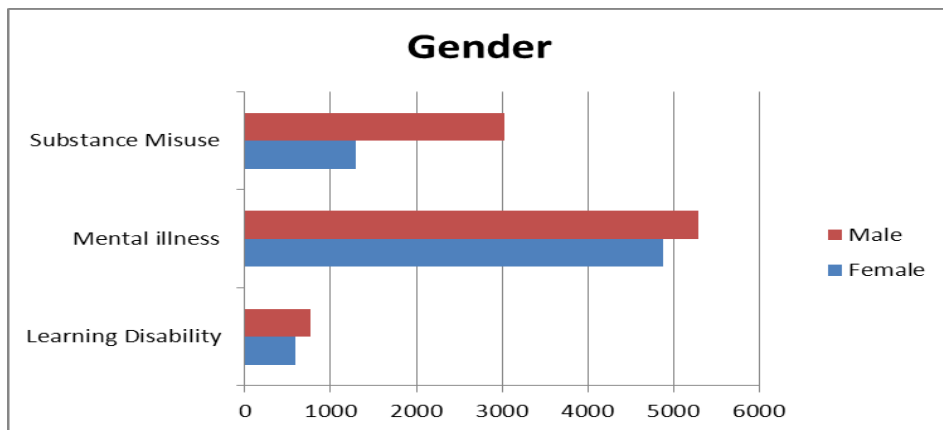
		Page
3.1	Introduction	25
3.2	Women And Men Who Used Our Services	25
3.3	Age	25
3.4	Disability	26
3.5	Religion	26
3.6	Ethnicity	27
3.7	Sexual Orientation	28
3.8	Gender Identity Service	28
3.9	Maternal (Perinatal) Mental Health	29
3.10	Other Information About People Who Use Our Services	30

3.1 Introduction

The Trust has three main service user groups and a number of specialist services, information is provided below about the use of services by the three main service groups and relates to people using SHSC services between the 1st of April 2012 and the 31st of March 2013.

3.2 Women and Men who used our services

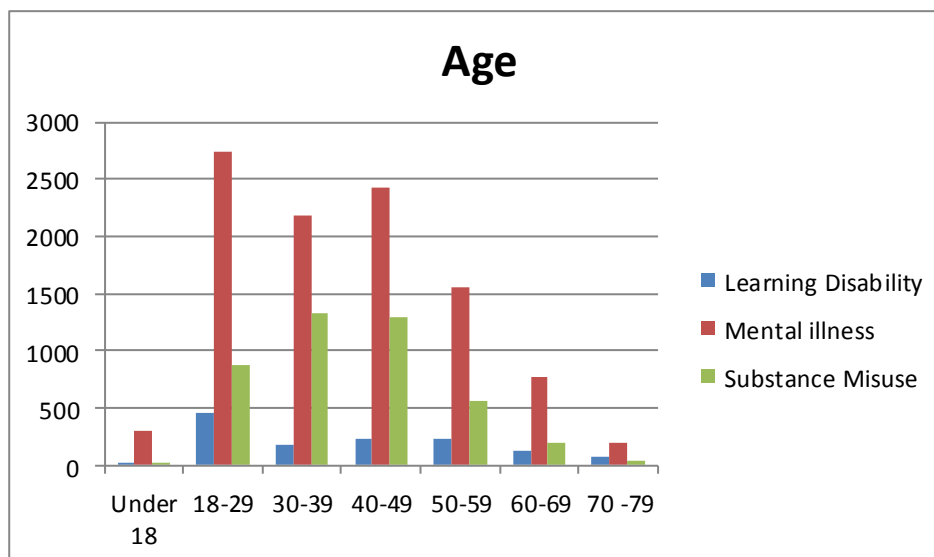
	Learning Disability	Mental illness	Substance Misuse
Female	588	4879	1296
Male	770	5291	3031
TOTAL	1358	10170	4327



Between the 1st of April 2012 and the 31st of March 2013 15,855 people used our three main services. The gender split in terms of use indicates that a higher number of men use substance misuse services but in mental health and learning disability services the split is less significant.

3.3 Age

	Learning Disability	Mental illness	Substance Misuse
Under 18	25	305	29
18-29	465	2741	879
30-39	187	2176	1332
40-49	238	2423	1291
50-59	240	1562	565
60-69	125	765	193
70 -79	78	198	38



The differences in distribution of age in our three main services indicate that our mental health services are being accessed by younger service users with the highest usage being in the 18 to 29 age group.

3.4 Disability and People who use our Services

A large number of people who use our services will be defined as having a Disability under equality legislation, but many may have more than one type of disability. One of the Equality Objectives set by the Trust in April 2012 was to improve the information that we have about disabilities that service users may have. With this in mind we established a new section in our patient information system to allow staff to record disability in more detail. Records reviewed at the 31st of March 2013 indicate that this field is not being used by staff so action will be taken in 2013/14 to advise staff about the importance of completing this information.

3.5 Religion

	Learning Disability		Mental Illness		Substance Misuse	
	2011/12	2012/13	2012/2013	2012/2013	2011/12	2012/2013
No Religion /Agnostic/Atheist	20	13	917	1136	973	1503
Christian	285	263	1761	1743	629	785
Muslim	19	20	415	394	58	62
Other	5	5	199	203	46	22
Refused /Unable to answer /Unknown	1023	1056	6384	6687	1526	6255

3.6 The Ethnicity of People Using our Services

	Learning Disability	Total %	Mental Illness	Total %	Substance Misuse	Total %	TOTAL	Total %	Sheffield Population (all age %)	
White British	1058	77.9%	6842	67.9%	3355	77.5%	11255	71%	80.8%	
White Irish	6	0.4%	61	0.6%	25	0.6%	92	1%	0.5%	
White Other	7	0.5%	121	1.2%	63	1.5%	191	1%	2.3%	
White: Gypsy or Irish Traveller	New census group									0.1%
Asian or Asian British Bangladeshi	1	0.1%	34	0.3%	3	0.1%	38	0%	0.6%	
Asian or Asian British Indian	3	0.2%	40	0.4%	15	0.3%	58	0%	1.1%	
Asian or Asian British Pakistani	55	4.1%	290	2.9%	46	1.1%	391	2%	4.0%	
Chinese	1	0.1%	33	0.3%	0	0.0%	34	0%	1.3%	
Vietnamese	1	0.1%	2	0.0%	1	0.0%	4	0%	*	
Asian other	6	0.4%	98	1.0%	18	0.4%	122	1%	1.0%	
Black or Black British African	6	0.4%	113	1.1%	26	0.6%	145	1%	2.1%	
Black or Black British Caribbean	21	1.5%	168	1.7%	41	0.9%	230	1%	1.0%	
Somali	7	0.5%	122	1.2%	10	0.2%	139	1%	*	
Yemeni	6	0.4%	85	0.8%	8	0.2%	99	1%	*	
Black other	1	0.1%	53	0.5%	8	0.2%	62	0%	0.5%	
Other ethnic group: Arab	New census group									1.5%
Mixed White & Asian	2	0.1%	35	0.3%	19	0.4%	56	0%	0.6%	
Mixed White & Black African	0	0.0%	19	0.2%	5	0.1%	24	0%	0.2%	
Mixed White & Black Caribbean	14	1.0%	96	1.0%	36	0.8%	146	1%	1.0%	
Mixed other	5	0.4%	64	0.6%	24	0.6%	93	1%	0.6%	
Other	14	1.0%	243	2.4%	38	0.9%	295	2%	0.7%	
Refused to answer	0	0.0%	5	0.0%	2	0.0%	7	0%	0.0%	
Unable to answer	3	0.2%	3	0.0%	5	0.1%	11	0%	0.0%	
Not asked/unknown	141	10.4%	1543	15.3%	579	13.4%	2263	14%	0.0%	
Total	1358		10070		4327		15755			

*SHSC system only

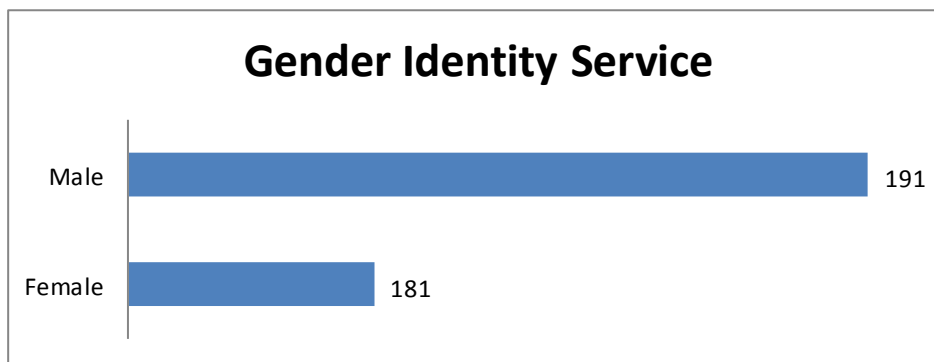
3.7 Sexual Orientation

We do not keep detailed information about the Sexual Orientation of people who use our services; this is why we have identified this as an Equality Objective. There is a field for Sexual orientation on our patient information system and reporting has improved in our mental health services. Numbers remain too low to publish however.

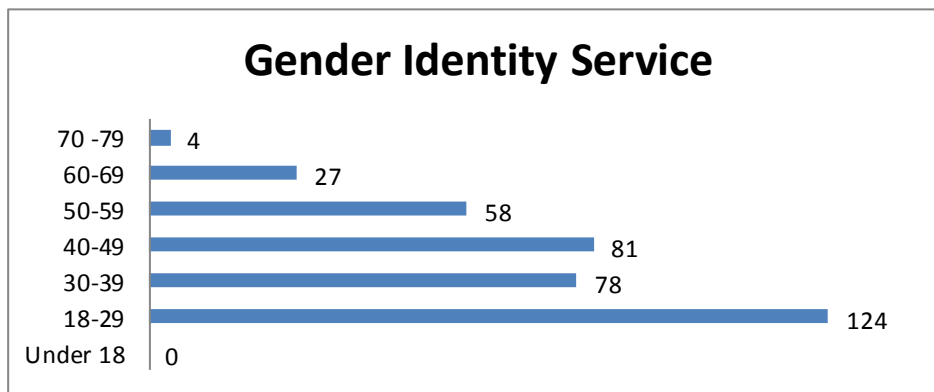
3.8 The Trust Gender Identity Service

SHSC has a specialist service for people who are considering or undergoing gender reassignment. This year we have specifically considered information about people who use this service. A total of 372 people used the service in 2012/13. The tables below show the numbers of people in different groups.

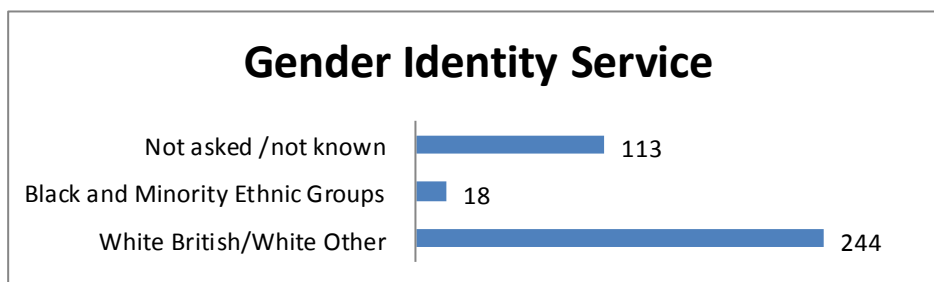
– **Sex**



– **Age**



– **Ethnicity**



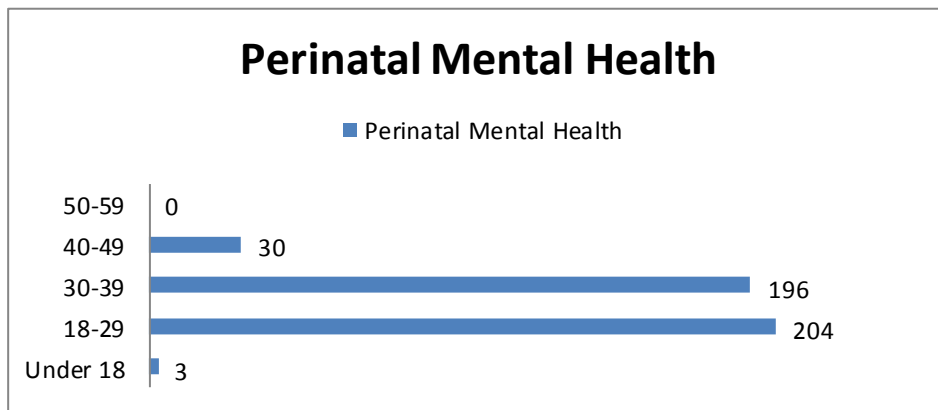
– **Religion, Sexual Orientation and Disability – Gender Identity Service**

Because there were under 16 responses for Religion, Sexual Orientation and Disability these groups have not been reported.

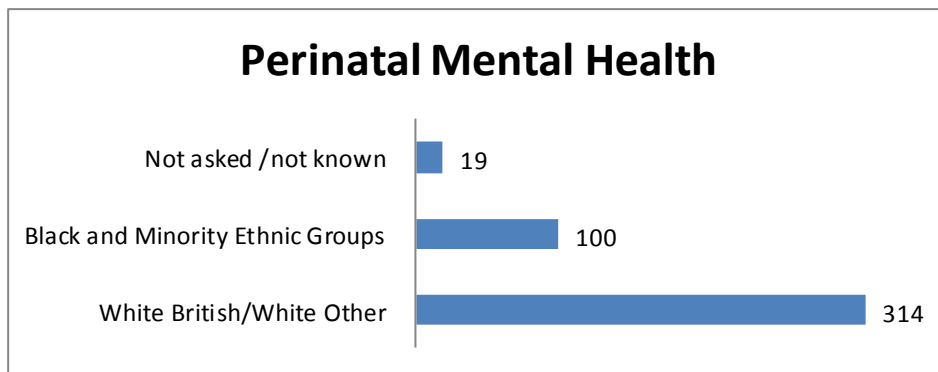
3.9 Maternal Mental Health Service

SHSC has a specialist service for maternal mental health this year we have specifically considered information about people who use this service. A total of 433 people used the service in 2012/13. The tables below show the numbers of people in different groups.

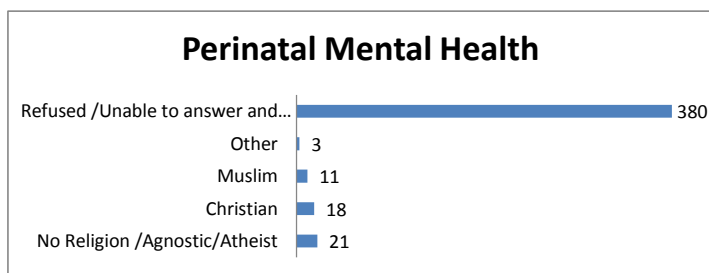
– **Age**



– **Ethnicity**



– **Religion**



– **Sexual Orientation and Disability – Perinatal Mental Health**

Because there were under 16 responses for, Sexual Orientation and Disability these groups have not been reported.

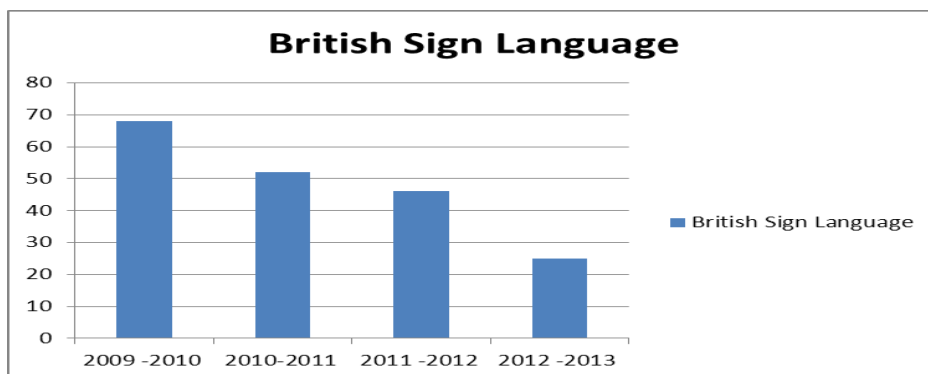
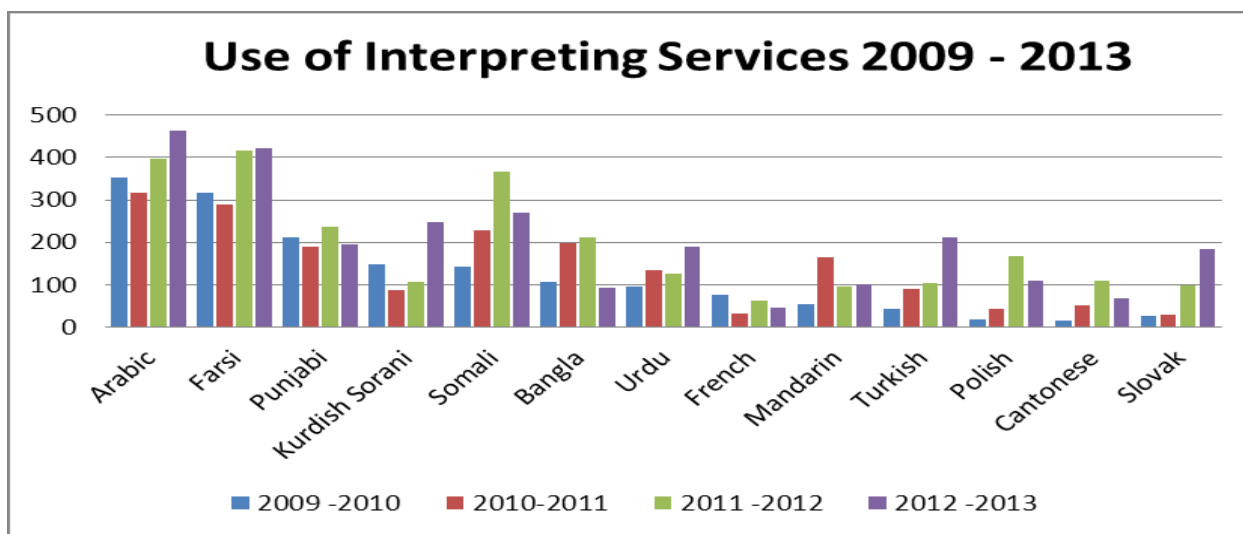
3.10 Other Information about People Who Use Our Services

– Use of Interpreting Services

This table shows the use of interpreting services over the last four years and reflects changes in the demographics of people using Trust services.

There appears to be an increase in the need for Slovak interpreting services this year which reflects an increase identified in the city and the acute Trusts in 2011/12.

There has also been a notable decrease in requests for Bangla and British Sign Language interpreting and a continuing increase in requests for Arabic interpreting.



– Care Quality Commission Reports

The Care Quality Commission expects NHS organisations to take account of Equality and Human Rights in all that they do. When they inspect hospitals and care services this is one of the areas they look at. The Trust is currently meeting all of the Care Quality Commission Standards; please see the link below for inspection information about any of our services.

http://www.cqc.org.uk/search/apachesolr_search/Longley%20centre?filters=group_type:1&search_type=ppsearch&level1=1&deregistered=0

– Patient Surveys

Surveys of people who have recently used our services are completed by external organisations. The link below will take you to the most recent **Survey of Community Mental Health Services** for Sheffield Health and Social Care.

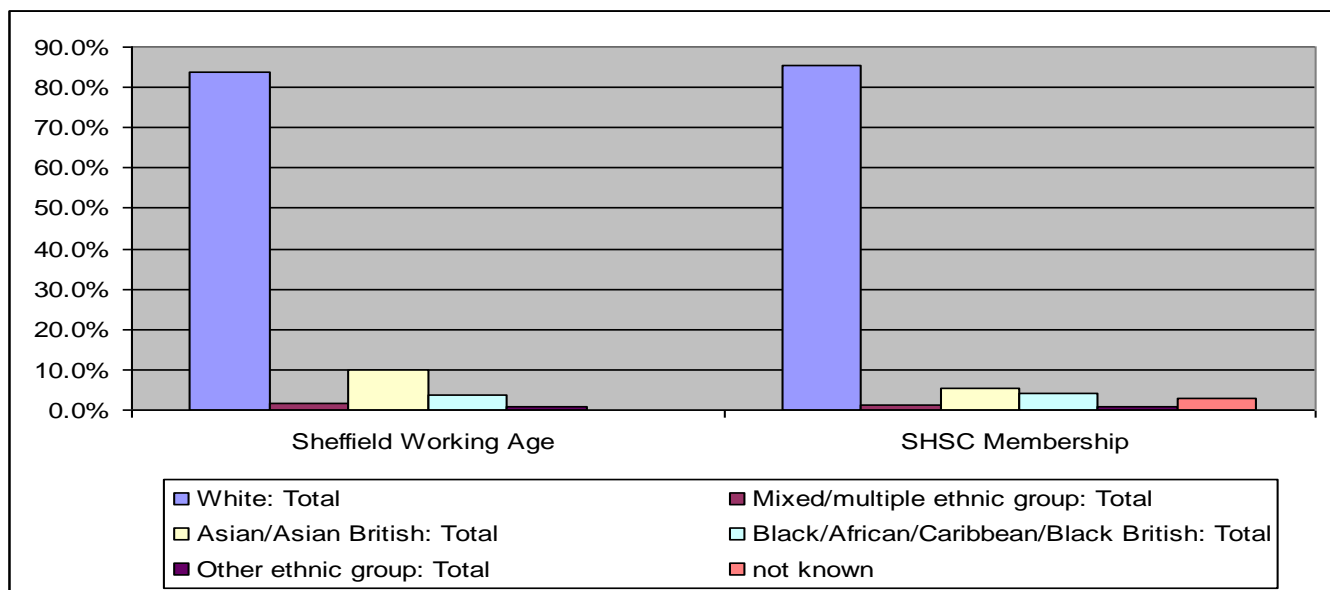
Information about the Age, Sex, Ethnicity, Religion and Sexual Orientation of the range of people surveyed can be found on page 1 of this report. This information is provided as a percentage figure and compared to other organisations involved in the survey.

http://www.nhssurveys.org/Filestore/MH12/Benchmark_2012/MH12_TAH.pdf

Section 4 – Membership

Sheffield Health and Social Care is a Foundation Trust. Foundation Trusts are ‘Public Benefit Corporations’, because of this Foundation Trusts are accountable to local communities, they do this by having public and employee membership and a council of governors. It is therefore important that the Trust’s Membership and the Council of Governors reflect the communities the organisation serves.

The table below compares the Membership of SHSC on the 31st of March 2013 with the ethnicity of the working age population of Sheffield which is from 2011 census information about the population.



This table indicates that as a percentage of the overall public membership of the Trust which is 12,630 people, around 85% say they are in a White British group; the working age White British ethnicity population of Sheffield in 2011 was 83.9%. Membership of people from Asian groups is lower than the Sheffield population in this group which is 9.8% whereas the membership of the Trust for this group is 5.4%. For Black/African/Caribbean/Black British groups however membership of the Trust exceeds the ethnicity of the city with Trust membership representing 4.2% of members compared to the Sheffield population for this group which is 3.6%.

The Trust are very active in aiming to encourage people across the city to become members of the Trust and to join the Trusts council of Governors, this includes attending local community events and the work of teams in the Trust such as the Community Development Worker Team.

The chart below shows a breakdown by ethnicity of membership in different areas of the city, this roughly reflects the diversity of the specific areas of the city highlighted and the above activity is focused on maintaining this.

