Annual Equality and Human Rights Report

2013 / 2014

Supplementary Information

Contents

Section 1 - The Local Population

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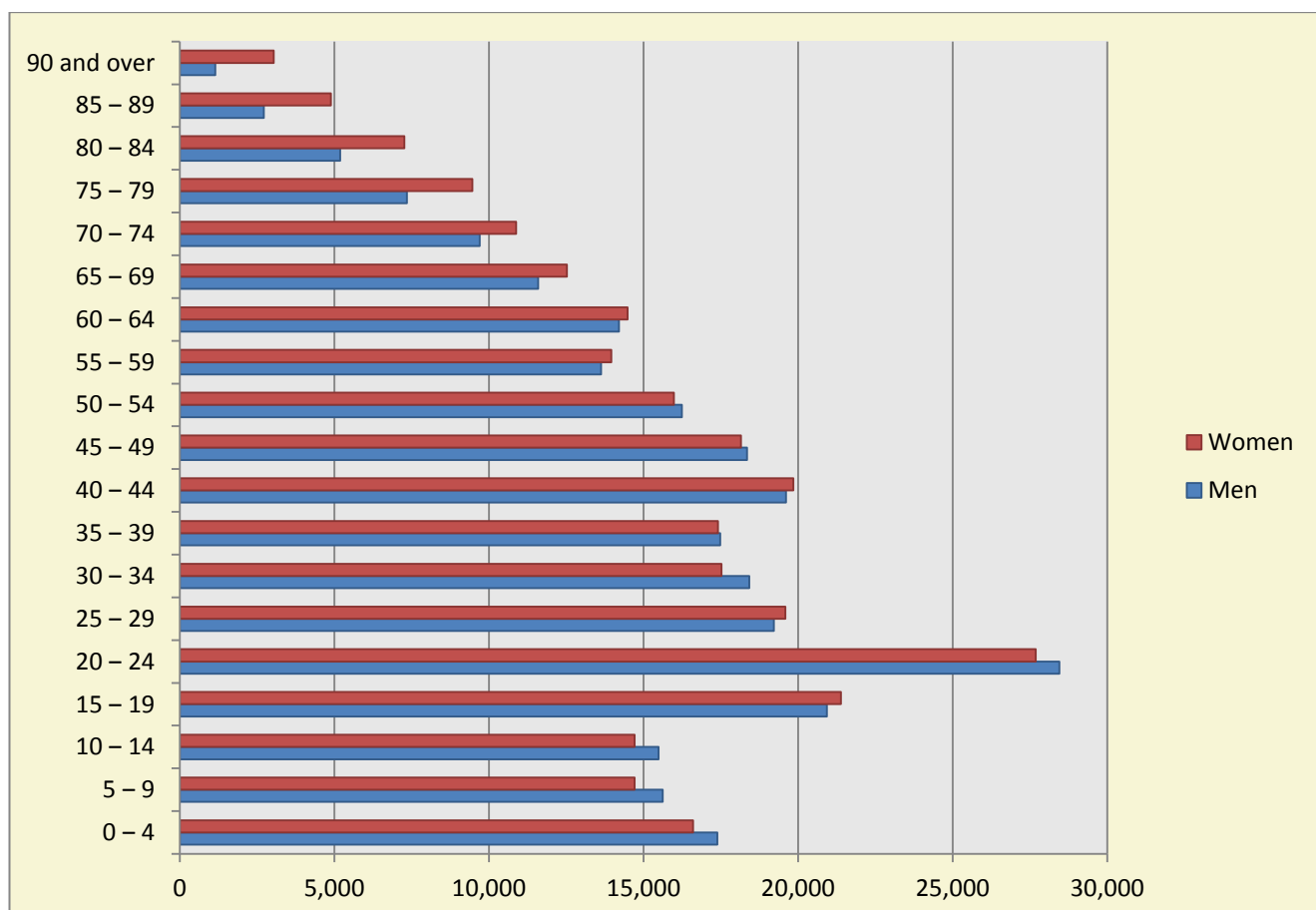
1.3 The Ethnicity of the Sheffield population on the 31st of March 2011

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.
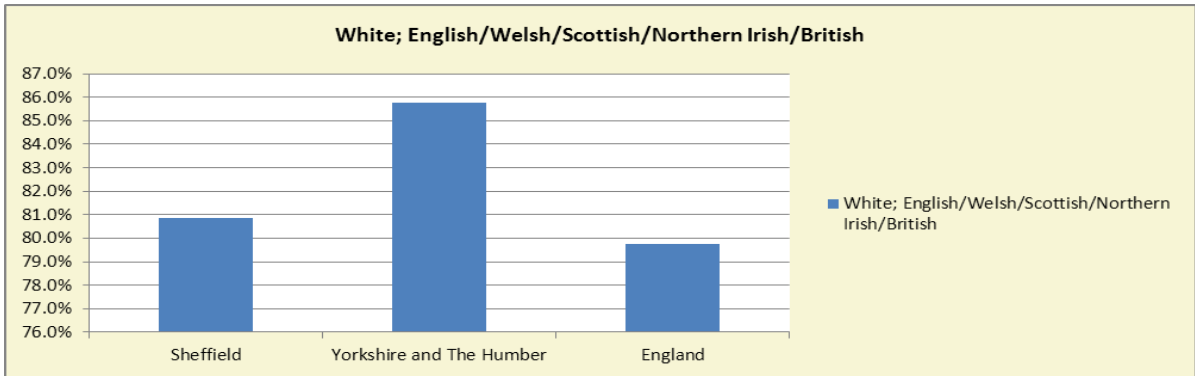
Of the remaining 19% the highest alternative ethnicity reported in Sheffield is the Asian / Asian British Pakistani group (4%). The 2011 Census included two new groups 'gypsy and Irish traveller' and 'Arab'. The percentage of people in Sheffield who describe their ethnicity as Arab (1.5%) is higher than the percentage population in England and in Yorkshire and the Humber.
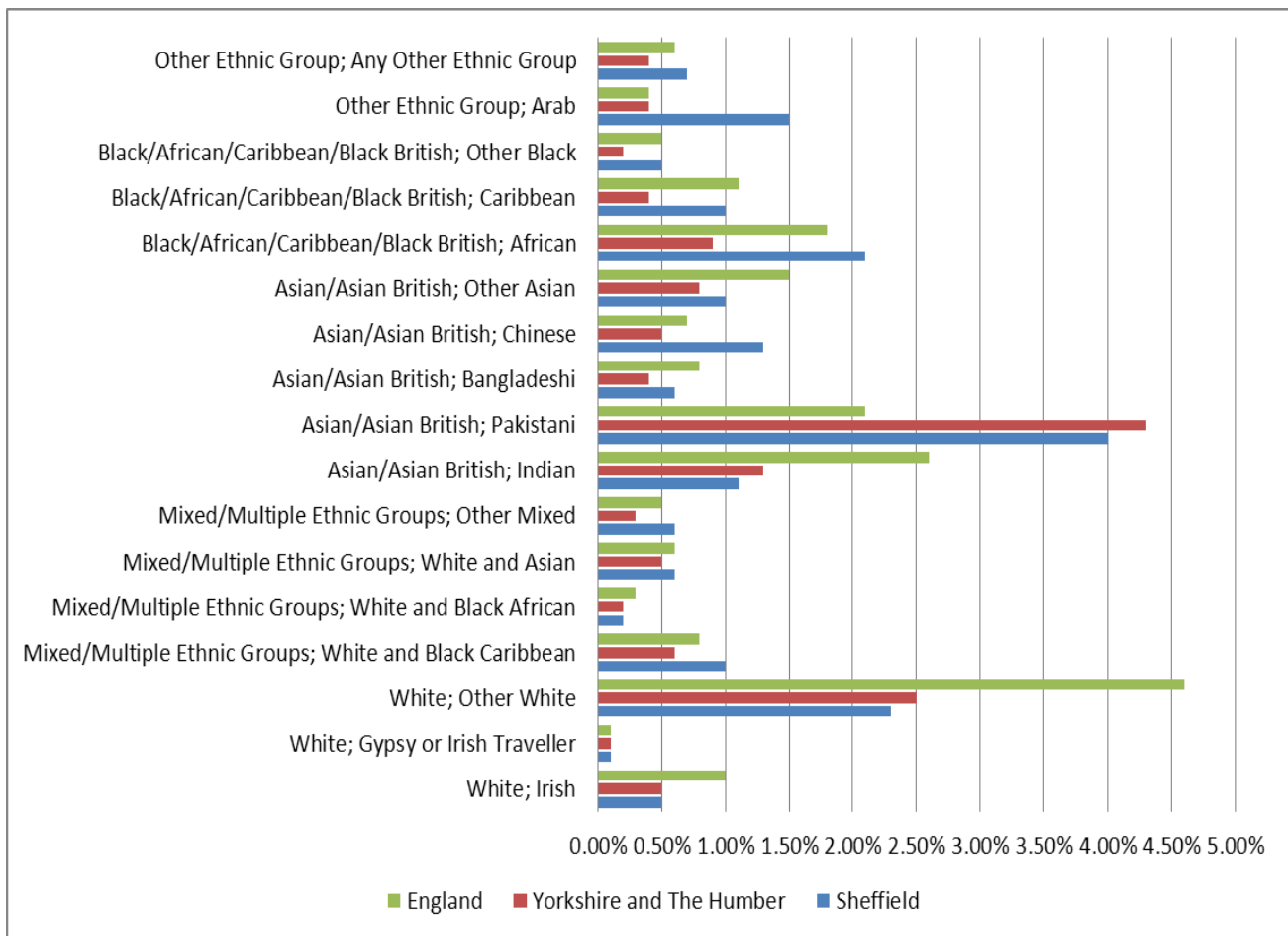
1.4 Languages Spoken In Sheffield on the 31st of March 2011

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.

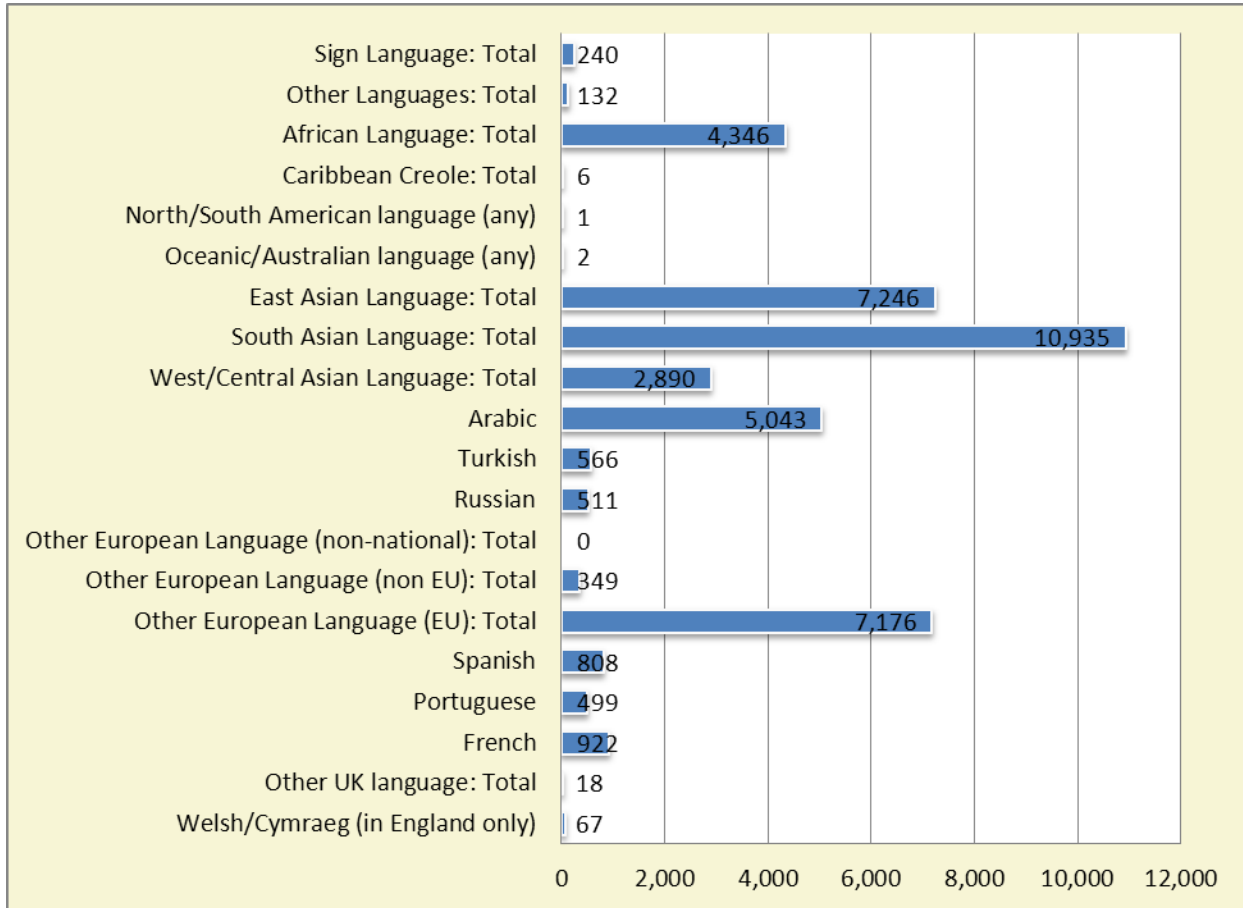| Language	Number
Sign Language: Total	240
Other Languages: Total	132
African Language: Total	4,346
Caribbean Creole: Total	6
North/South American language (any)	1
Oceanic/Australian language (any)	2
East Asian Language: Total	7,246
South Asian Language: Total	10,935
West/Central Asian Language: Total	2,890
Arabic	5,043
Turkish	566
Russian	511
Other European Language (non-national): Total	0
Other European Language (non EU): Total	349
Other European Language (EU): Total	7,176
Spanish	808
Portuguese	499
French	922
Other UK language: Total	18
Welsh/Cymraeg (in England only)	67

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.

Religion	Percentage
Religion Not Stated	6.8%
No Religion	31.2%
Other Religion	0.4%
Sikh	0.2%
Muslim	7.7%
Jewish	0.1%
Hindu	0.6%
Buddhist	0.4%
Christian	52.5%
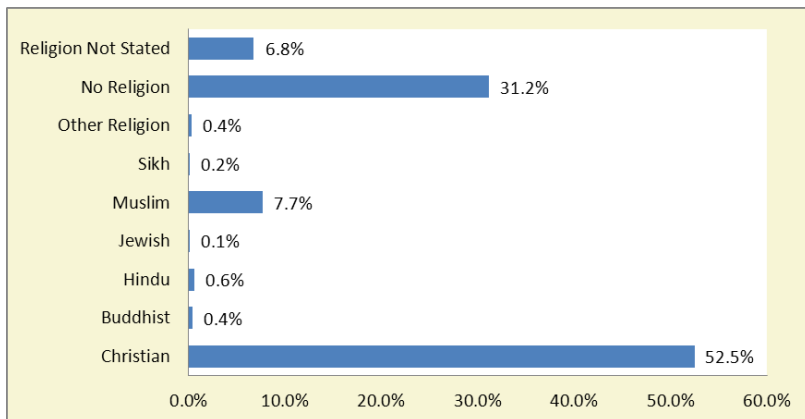
1.6 Sexual Orientation

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.

Mental Health

The Sheffield **Joint Strategic Needs Assessment Position Statement 2013**[2] reports:

- *Common mental health problems, such as depression and anxiety - around 12.27% of Sheffield adults are estimated to have depression compared with 11.68% in England.* **Sheffield JSNA 2013 p.26**
- *Severe mental illness (such as psychosis or severe depression) the latest figures for Sheffield (2011-12) suggest that the number of people with a psychosis (all ages) registered with a Sheffield GP practice was approximately 4,500. When considered as a percentage of all people registered with a Sheffield GP , this represents 0.80% which is on a par with the England average of 0.82%.* **Sheffield JSNA 2013 p.26**

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[2] https://www.sheffield.gov.uk/caresupport/health/health-wellbeing-board/JSNA.html

Dementia

The Sheffield **Joint Strategic Needs Assessment Position Statement 2013** reports:

- *There are currently around 6,400 people living with dementia in the City, but this is expected to rise to over 7,300 by 2020 and 9,300 by 2030, with the biggest increase in people aged 85 and over.* **Sheffield JSNA 2013 p.26**

Learning Disability

The Sheffield **Joint Strategic Needs Assessment Position Statement 2013** reports:

- *Sheffield has a higher prevalence of people with learning disabilities than the national average – this relates both to adults (18-64 years) where prevalence is 5.17 per 1,000 people registered with a GP compared with 4.33 nationally, and to children where 35.20 per 1,000 known to schools have a learning difficulty compared with 24.61 nationally –* **Sheffield JSNA 2013 p.26**

People who are Deaf

The Health and Information Centre reports the number of people in Sheffield registered Deaf in Sheffield on the 31st of March 2010 was 990 people of all ages.[3]

People who are registered 'hard of hearing'

The Health and Information Centre reports the number of people in Sheffield registered as Hard of Hearing in Sheffield on the 31st of March 2010 550 people of all ages.[4]

People who are Blind

The Health and Information Centre reports the number of people of all ages.in Sheffield registered as Blind on the 31st of March 2011 was **1,725**[5]

People who are Partially Sighted

The Health and Information Centre reports the number of people of all ages.in Sheffield registered as Partially Sighted in Sheffield on the 31st of March 2011 was **1,945**.[6]

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[3] http://www.hscic.gov.uk/article/2021/Website-Search?productid=1758&q=Deaf&sort=Relevance&size=10&page=1&area=both#top
[4] http://www.hscic.gov.uk/article/2021/Website-Search?productid=1758&q=Deaf&sort=Relevance&size=10&page=1&area=both#top
[5] http://www.hscic.gov.uk/article/2021/Website-Search?productid=1840&q=Blind&topics=13358&infotype=13367&sort=Relevance&size=10&page=1&area=both#top
[6] http://www.hscic.gov.uk/article/2021/Website-Search?productid=1840&q=Blind&topics=13358&infotype=13367&sort=Relevance&size=10&page=1&area=both#top

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

The 2011 Census 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

2.1 Staff Profile - Age, Disability and Ethnicity

AGE	Number on 31/3/14	% on 31/3/14	Sheffield Population - Census Age Bands - nearest equivalent 15+)		% 31/3/13	Change 2013-2014
Under 20	17	0.5%	15-19	9.20%	0.5%	0.0%
20 to 29	410	12.7%	20-29	20.70%	12.4%	0.3%
30 to 39	641	19.8%	30-39	15.50%	20.5%	-0.7%
40 to 49	960	29.6%	40-49	16.60%	30.0%	-0.4%
50 to 59	919	28.4%	50-59	13.00%	27.4%	1.0%
60 to 64	188	5.8%	60-64	6.30%	6.2%	-0.4%
65 and Over	105	3.2%	65 and above	18.70%	3.0%	0.2%
Total Headcount	3240					
DISABILITY	**Number on 31/3/14**	**% on 31/3/14**	**Sheffield Population (16 - 64 2011)**	**Sheffield Population (All 2011)**	**% 31/3/13**	**Change 2013-2014**
Yes	180	5.6%	not available	18.70%	**4.4%**	1.16%
No	2282	70.4%		81.90%	**52.5%**	17.93%
Not Stated	778	24.0%		0.00%	**43.1%**	-19.09%
Total Headcount	3240					
ETHNICITY	**Number on 31/3/14**	**% on 31/3/14**	**Sheffield Population (16 - 64 2011)**	**Sheffield Population (All 2011)%**	**% 31/3/13**	**Change 2013-2014**
Total Headcount						
English/ Welsh/ Scottish/ Northern Irish/ British	2507	77.4%	80.60%	80.80%	77.1%	0.3%
Irish	28	0.9%	0.50%	0.50%	0.8%	0.1%
Gypsy, Traveller or Irish Traveller *	0	0.0%	0.10%	0.10%	0.0%	0.0%
Any other White background	65	2.0%	2.70%	2.30%	1.8%	0.2%
White and Black Caribbean	23	0.7%	0.80%	1.00%	0.6%	0.1%
White and Black African	15	0.5%	0.20%	0.20%	0.5%	0.0%
White and Asian	9	0.3%	0.50%	0.60%	0.3%	0.0%
Any other Mixed/ Multiple ethnic background	22	0.7%	0.40%	0.60%	0.6%	0.1%
Indian	54	1.7%	1.30%	1.10%	1.8%	-0.1%
Pakistani	52	1.6%	3.60%	4.00%	1.3%	0.3%
Bangladeshi	8	0.2%	0.60%	0.60%	0.2%	0.0%
Chinese	10	0.3%	1.80%	1.30%	0.3%	0.0%
Any other Asian background	21	0.6%	1.10%	1.00%	0.6%	0.0%
African	145	4.5%	2.20%	2.10%	4.3%	0.2%
Caribbean	50	1.5%	1.00%	1.00%	1.5%	0.0%
Any other Black/ African/ Caribbean background	19	0.6%	0.50%	0.50%	0.6%	0.0%
Arab	0	0.0%	1.40%	1.50%	0.0%	0.0%
Any other ethnic group	16	0.5%	0.80%	0.70%	0.5%	0.0%
Not Stated	196	6.0%	0.00%	0.00%	7.1%	-1.1%
Total Headcount	3240					

Staff Profile   Religion or Belief, Sex and Sexual Orientation

RELIGION OR BELIEF	Number on 31/3/14	Percentage on 31/3/14	Sheffield Population (All 2011)	Percentage 31/3/13	Percentage Change 2013-2014
Atheism	377	11.6%	31.20%	8.7%	2.9%
Buddhism	17	0.5%	0.40%	0.4%	0.2%
Christianity	1114	34.4%	52.50%	27.3%	7.1%
Hinduism	29	0.9%	0.60%	0.9%	0.0%
Islam	64	2.0%	7.70%	1.2%	0.8%
Judaism	2	0.1%	0.10%	0.0%	0.0%
Sikhism	9	0.3%	0.20%	0.2%	0.1%
Other	232	7.2%	0.40%	5.8%	1.3%
Prefer not to say	920	28.4%	6.80%	23.2%	5.2%
Undefined	476	14.7%	0.00%	32.1%	-17.4%
Total	3240				
Gender	Number on 31/3/14	Percentage on 31/3/14	Sheffield Population (All 2011)	Percentage 31/3/13	Percentage Change 2013-2014
Female	2385	73.6%		73.4%	0.2%
Male	855	26.4%		26.6%	-0.2%
Total	3240				
SEXUAL ORIENTATION	Number on 31/3/14	Percentage on 31/3/14	Estimated UK Population*	Percentage 31/3/13	Percentage Change 2013-2014
Heterosexual	1930	59.6%		46.00%	13.6%
Lesbian, Gay or Bisexual Staff	75	2.3%	*	1.90%	0.4%
Prefer not to say	756	23.3%		19.80%	3.5%
Undefined	479	14.8%		32.30%	-17.5%
Total	3240				

*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.

Ethnicity

The reason for Arab ethnicity indicating 0% for trust workforce is that at present the national electronic staff record system (ESR) does not have a filed for Arab.

Disability

The number of staff indicating that they have a disability has increased from 4.4% to 5.6% and the number of unknowns has decreased.

Sexual Orientation

The information we have about the sexual orientation of staff in our organisation has continued to improve:

- Figures for 2014 show a positive increase in the number of staff declaring that they are Lesbian Gay or Bisexual rising from 1.90% on the 31st of March 2013 to 2.35 on the 31st of March 2014.

- The number of staff who have not included this information on the electronic staff record has decreased which is also positive reducing from 32.30% in 2013 to 14.8% in 2014.

Religion or Belief

The information we have about the religion or beliefs of staff in our organisation has also continued to improve:

- The number of staff who have not included information on the electronic staff record about their religion or beliefs has reduced from 32.10% in 2013 to 14.7% in 2014.

Staff Profile - Distribution of Full Time and Part Time Staff by Sex

	2011		2012		2013		2014	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Female	52.25%	47.75%	45.73%	54.26%	43.10%	56.90%	49.98%	50.02%
Male	77.81%	22.19%	65.15%	34.84%	64.30%	35.70%	77.12%	22.88%
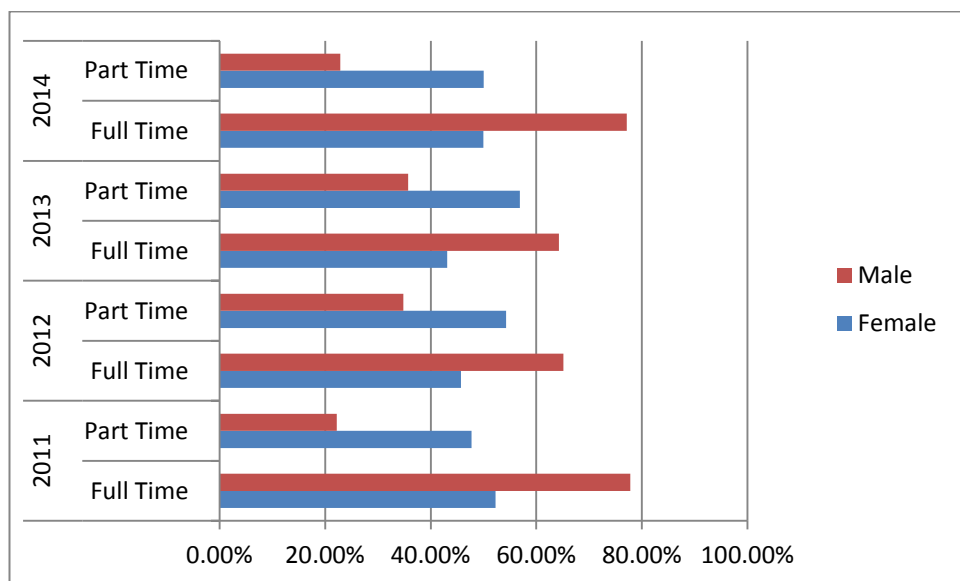
The number of male staff in part time posts in 2014 has reduced to rates similar to 2011 after two years of increased numbers of male staff in part time posts.

2.2 Staff Group   - Staff Group by Ethnicity 2012 – 2014

Staff group on the 31st of March 2014	Prof Scientific & Tech			Clinical Services			Admin & Clerical			Allied Health Prof			Estates & Ancillary			Medical & Dental			Nursing & Midwifery		
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
White British &White Irish	195	186	206	876	908	915	559	530	520	149	139	143	196	180	175	77	76	79	503	475	497
Any Other White Background & White Unspecified	9	8	9	17	19	19	4	3	6	7	7	8	4	3	3	15	13	14	6	5	6
Mixed White / Black Caribbean & Mixed White/ Black African	3	3	3	25	21	22	5	6	4	0		0	4	4	4	1	1	0	3	3	5
Mixed White and Asian	0	0	1	4	7	3	1	1	1	1	1	1	0	0	0	1	1	3	0	0	0
Any other mixed background	2	2	1	7	7	10	3	2	2	0	0	0	1	1	2	1	0	0	10	8	7
Asian British - Indian / Pakistani / Bangladeshi /& any other Asian background	11	10	14	24	22	27	20	24	25	0	0	0	0	0	4	60	58	56	10	11	9
Black or Black British Caribbean & Black or Black British African any other Black background	4	4	3	111	124	134	11	8	8	2	2	1	3	5	4	11	12	15	43	49	49
Chinese	0	0	0	4	3	2	1	2	2	1	1	1	1	0	1	0	0	1	3	3	3
Any other ethnicity	2	1	2	10	8	9		0	0	2	2	2	2	2	2	2	0	0	3	2	1
Not stated	17	14	16	98	111	98	24	26	20	9	13	14	23	21	14	9	14	9	32	28	25
TOTAL	243	228	255	1176	1230	1239	628	602	588	171	165	170	234	216	209	177	175	177	613	584	602
% Total in group (NB excludes unknown ethnicity)	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Total White British / White Irish	86.3%	86.9%	86.2%	81.3%	81.1%	80.2%	92.5%	92.0%	91.5%	92.0%	91.4%	91.7%	92.9%	92.3%	89.7%	45.8%	47.2%	47.0%	86.6%	85.4%	86.1%
Total Black Asian or other minority ethnic group	13.7%	13.1%	13.8%	18.7%	18.9%	19.8%	7.5%	8.0%	8.5%	8.0%	8.6%	8.3%	7.1%	7.7%	10.3%	54.2%	52.8%	53.0%	13.4%	14.6%	13.9%
Total White British / White Irish	195	186	206	876	908	915	559	530	520	149	139	143	196	180	175	77	76	79	503	475	497
Total Black Asian or other minority ethnic group	31	28	33	202	211	226	45	46	48	13	13	13	15	15	20	91	85	89	78	81	80

2.3 People Who Left the Organisation

Leavers - Number of cases	346			
AGE	Number on 31/3/14	Percentage on 31/3/14	Percentage 2013	Percentage Change 2013-2014
Under 20	5	1.45%	0.90%	0.55%
20 to 29	70	20.23%	23.20%	-2.97%
30 to 39	81	23.41%	22.60%	0.81%
40 to 49	43	12.43%	16.20%	-3.77%
50 to 54	18	5.20%	6.70%	-1.50%
55 to 59	40	11.56%	10.10%	1.46%
60 to 64	52	15.03%	14.60%	0.43%
65 and Over	37	10.69%	5.80%	4.89%
DISABILITY	Number on 31/3/14	Percentage on 31/3/14	Percentage 2013	Percentage Change 2013-2014
Yes	20	5.78%	6.70%	-0.92%
No	189	54.62%	59.50%	-4.88%
Not Stated	137	39.60%	33.80%	5.80%
ETHNICITY	Number on 31/3/14	Percentage on 31/3/14	Percentage 2013	Percentage Change 2013-2014
White - British	247	71.39%	71.30%	0.09%
White - Irish	1	0.29%	1.50%	-1.21%
White - Any other White background	7	2.02%	2.70%	-0.68%
White Unspecified	0	0.00%	0.30%	-0.30%
Mixed - White & Black Caribbean	3	0.87%	1.20%	-0.33%
Mixed - White & Black African	1	0.29%	0.30%	-0.01%
Mixed - White & Asian	3	0.87%	0.30%	0.57%
Mixed - Any other mixed background	3	0.87%	1.20%	-0.33%
Asian or Asian British - Indian	14	4.05%	2.70%	1.35%
Asian or Asian British - Pakistani	2	0.58%	1.80%	-1.22%
Asian or Asian British - Bangladeshi	1	0.29%	0.00%	0.29%
Asian or Asian British - Any other Asian background	4	1.16%	1.50%	-0.34%
Black or Black British - Caribbean	6	1.73%	1.50%	0.23%
Black or Black British - African	15	4.34%	3.40%	0.94%
Black or Black British - Any other Black background	1	0.29%	0.30%	-0.01%
Chinese	1	0.29%	0.30%	-0.01%
Any Other Ethnic Group	2	0.58%	1.20%	-0.62%
Not Stated	35	10.12%	8.20%	1.92%
Gender	Number on 31/3/14	Percentage on 31/3/14	Percentage 2013	Percentage Change 2013-2014
Female	239	69.08%	73.80%	-4.72%
Male	107	30.92%	26.20%	4.72%
SEXUAL ORIENTATION	Number on 31/3/14	Percentage on 31/3/14	Percentage 2013	Percentage Change 2013-2014
Heterosexual		47.69%	58.20%	-10.51%
Lesbian, Gay or Bisexual Staff		2.60%	4.60%	-2.00%
Prefer not to say		17.34%	13.40%	3.94%
Undefined		32.37%	23.80%	8.57%

Areas of note regarding leavers:

- As reported in 2013 a number of leavers from Black Asian and minority ethnic groups are trainee doctors.

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

Black Asian and Minority Ethnic Staff - Pay Banding Breakdown	2012	2013	2014	Change
TOTAL BME STAFF	**463**	**506**	**507**	**+1**
Band 1	0	1	1	0
Band 2	94	102	111	9
Band 3	104	111	117	6
Band 4	22	21	22	1
Band 5	78	82	81	-1
Band 6	33	39	41	2
Band 7	25	28	21	-7
Band 8a	3	4	4	0
Band 8b	4	5	1	-4
Band 8c	0	1	0	-1
Band 8d	1	1	1	0
Band 9	0	0	0	0
Senior Managers		0	2	2
Council	3	15	13	-2
Trust	5	10	3	-7
M&D Staff	91	86	89	3
White British Banding Breakdown	2012	2013	2014	Change
TOTALSTAFF	**2513**	**2472**	**2535**	**+63**
Band 1	11	9	13	4
Band 2	435	430	422	-8
Band 3	623	638	642	4
Band 4	212	199	203	4
Band 5	380	351	370	19
Band 6	328	319	343	24
Band 7	230	198	206	8
Band 8a	83	87	90	3
Band 8b	37	32	33	1
Band 8c	18	18	18	0
Band 8d	16	15	14	-1
Band 9	5	3	3	0
Senior Managers			18	18
Council	21	59	53	-6
Trust	37	39	29	-10
M&D Staff	77	75	78	3

Pay Banding Ethnicity not known

Total Not Banding Breakdown	2012	2013	2014	Change
TOTALSTAFF	208	227	198	-29
Band 1	4	4	3	-1
Band 2	39	32	29	-3
Band 3	61	68	61	-7
Band 4	14	10	5	-5
Band 5	25	26	21	-5
Band 6	39	52	48	-4
Band 7	6	7	8	1
Band 8a	4	5	6	1
Band 8b	0	0	0	0
Band 8c	0	0	1	1
Band 8d	3	3	3	0
Band 9	0	0	0	0
Trust	4	2	0	-2
Council	0	4	4	0
M&D Staff	9	14	9	-5

Notes

The figures in the tables above include information about staff registered for the Trust flexible workforce but staff are only counted once in the figures.

2.5 Disciplinary

AGE	Number on 31/3/14	Percentage on 31/3/14	Percentage 2012/ 2013 (19 cases)	Percentage Change 2013-2014
Under 20	0	0.0%	0.0%	0.00%
20 to 29	5	14.7%	5.3%	9.41%
30 to 39	5	14.7%	10.5%	4.21%
40 to 49	12	35.3%	26.3%	8.99%
50 to 54	5	14.7%	10.5%	4.21%
55 to 59	2	5.9%	15.8%	-9.92%
60 to 64	2	5.9%	21.1%	-15.22%
65 and Over	3	8.8%	10.5%	-1.68%
DISABILITY	**Number on 31/3/14**	**Percentage on 31/3/14**	**Percentage 2012/ 2013 (19 cases)**	**Percentage Change 2013-2014**
Yes	1	2.9%	0.0%	-2.94%
No	16	47.1%	47.4%	0.34%
Not Stated	17	50.0%	52.6%	2.60%
ETHNICITY	**Number on 31/3/14**	**Percentage on 31/3/14**	**Percentage 2012/ 2013 (19 cases)**	**Percentage Change 2013-2014**
White - British	19	55.9%	68.4%	12.52%
White - Irish	1	2.9%	5.3%	2.36%
White - Any other White background	0	0.0%	10.5%	10.50%
White Unspecified	0	0.0%	0.0%	0.00%
Mixed - White & Black Caribbean	0	0.0%	0.0%	0.00%
Mixed - White & Black African	0	0.0%	0.0%	0.00%
Mixed - White & Asian	0	0.0%	0.0%	0.00%
Mixed - Any other mixed background	0	0.0%	0.0%	0.00%
Asian or Asian British - Indian	0	0.0%	0.0%	0.00%
Asian or Asian British - Pakistani	1	2.9%	0.0%	-2.94%
Asian or Asian British - Bangladeshi	0	0.0%	0.0%	0.00%
Asian or Asian British - Any other Asian background	0	0.0%	0.0%	0.00%
Black or Black British - Caribbean	0	0.0%	5.3%	5.30%
Black or Black British - African	5	14.7%	0.0%	-14.71%
Black or Black British - Any other Black background	1	2.9%	0.0%	-2.94%
Chinese	1	2.9%	5.3%	2.36%
Any Other Ethnic Group	2	5.9%	0.0%	-5.88%
Not Stated	4	11.8%	5.3%	-6.46%
Gender	**Number on 31/3/14**	**Percentage on 31/3/14**	**Percentage 2012/ 2013 (19 cases)**	**Percentage Change 2013-2014**
Female	17	50.00%	63.2%	13.2%
Male	17	50.00%	36.8%	-13.2%
SEXUAL ORIENTATION	**Number on 31/3/14**	**Percentage on 31/3/14**	**Percentage 2012/ 2013 (19 cases)**	**Percentage Change 2013-2014**
Heterosexual		41.2%	31.6%	-9.58%
Lesbian, Gay or Bisexual Staff		2.9%	0.0%	-2.94%
Prefer not to say		26.5%	31.6%	5.13%
Undefined		29.4%	36.8%	7.39%

Disciplinary Procedures:

In 2012/13 we reviewed relevant cases concluded in 2012/13 and found that the reasons for bringing disciplinary action were associated with issues which are defined as serious or gross misconduct under the Trust disciplinary policy. In cases reviewed there had been no alternative intervention which would have been more appropriate or could have avoided the need for disciplinary action.

In 2013/14 a high percentage of cases of disciplinary action have again been taken against staff with Black Asian or other minority ethnicities. The Trust has again undertaken a review of these cases, the figures above relate to new cases commenced in the financial year 2013/14 therefore some are on-going at the time of this report.

As was the case in 2012/13, out of the 11 cases in the table 79% were disciplinary cases which were for reasons that would be classed as gross misconduct under the Trust policy, if proved. The remaining 21% were legitimate cases under the disciplinary policy but not cases of gross misconduct.

A common factor identified was that of staff that are subject to disciplinary procedures, there is a higher percentage of staff in BME ethnicity groups as opposed to White British ethnicity groups that, in addition to their main post , also undertake work in the Trust through the flexible staffing service, this will be looked into in more detail in 2014/2015.

In 2013 we introduced a new system for reviewing pre disciplinary action and reported that we would give an update of this in this year's annual report. The first review of this monitoring has taken place and has already indicated some areas for action by the Trust which could be of benefit to all staff, for example use of the Trust capability procedures.

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

AGE	Number on 31/3/14 less than 10	Percentage on 31/3/14	Percentage 2012/ 2013 (less than 10 cases)	Percentage Change 2013-2014
Under 20		0.0%	0.00%	0.00%
20 to 29		12.5%	0.00%	12.50%
30 to 39		25.0%	0.00%	25.00%
40 to 49		25.0%	50.00%	-25.00%
50 to 54		12.5%	50.00%	-37.50%
55 to 59		12.5%	0.00%	12.50%
60 to 64		12.5%	0.00%	12.50%
65 and Over		0.0%	0.00%	0.00%
DISABILITY	**Number on 31/3/14 less than 10**	**Percentage on 31/3/14**	**Percentage 2012/ 2013 (less than 10 cases)**	**Percentage Change 2013-2014**
Yes		12.5%	25.0%	12.5%
No		75.0%	63.0%	-12.0%
Not Stated		12.5%	13.0%	0.5%
ETHNICITY	**Number on 31/3/14 less than 10**	**Percentage on 31/3/14**	**Percentage 2012/ 2013 (less than 10 cases)**	**Percentage Change 2013-2014**
White - British		87.5%	88.0%	-0.5%
White - Irish		0.0%	0.0%	0.0%
White - Any other White background		0.0%	13.0%	-13.0%
White Unspecified		0.0%	0.0%	0.0%
Mixed - White & Black Caribbean		0.0%	0.0%	0.0%
Mixed - White & Black African		0.0%	0.0%	0.0%
Mixed - White & Asian		0.0%	0.0%	0.0%
Mixed - Any other mixed background		12.5%	0.0%	12.5%
Asian or Asian British - Indian		0.0%	0.0%	0.0%
Asian or Asian British - Pakistani		0.0%	0.0%	0.0%
Asian or Asian British - Bangladeshi		0.0%	0.0%	0.0%
Asian or Asian British - Any other Asian background		0.0%	0.0%	0.0%
Black or Black British - Caribbean		0.0%	0.0%	0.0%
Black or Black British - African		0.0%	0.0%	0.0%
Black or Black British - Any other Black background		0.0%	0.0%	0.0%
Chinese		0.0%	0.0%	0.0%
Any Other Ethnic Group		0.0%	0.0%	0.0%
Not Stated		0.0%	0.0%	0.0%
Gender	**Number on 31/3/14 less than 10**	**Percentage on 31/3/14**	**Percentage 2012/ 2013 (less than 10 cases)**	**Percentage Change 2013-2014**
Female		87.5%	**50.0%**	37.5%
Male		12.5%	**50.0%**	-37.5%
SEXUAL ORIENTATION	**Number on 31/3/14 less than 10**	**Percentage on 31/3/14**	**Percentage 2012/ 2013 (less than 10 cases)**	**Percentage Change 2013-2014**
Heterosexual		75.0%	38.0%	37.0%
Lesbian, Gay or Bisexual Staff		0.0%	13.0%	-13.0%
Prefer not to say		12.5%	38.0%	-25.5%
Undefined		12.5%	13.0%	-0.5%

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

AGE	Number on 31/3/14 - less than 10	Percentage on 31/3/14	Percentage 2012/ 2013 (less than 10 cases)	Percentage Change 2013-2014
Under 20	0	0.0%	0.0%	0.0%
20 to 29	1	20.0%	0.0%	-20.0%
30 to 39	2	40.0%	25.0%	-15.0%
40 to 49	1	20.0%	50.0%	30.0%
50 to 54	1	20.0%	25.0%	5.0%
55 to 59	0	0.0%	0.0%	0.0%
60 to 64	0	0.0%	0.0%	0.0%
65 and Over	0	0.0%	0.0%	0.0%
DISABILITY	Number on 31/3/14 - less than 10	Percentage on 31/3/14	Percentage 2012/ 2013 (less than 10 cases)	Percentage Change 2013-2014
Yes	1	20.0%	25.0%	5.0%
No	1	20.0%	38.0%	18.0%
Not Stated	3	60.0%	38.0%	-22.0%
ETHNICITY	Number on 31/3/14 - less than 10	Percentage on 31/3/14	Percentage 2012/ 2013 (less than 10 cases)	Percentage Change 2013-2014
White - British		100.0%	75.0%	25.0%
White - Irish		0.0%	0.0%	0.0%
White - Any other White background		0.0%	0.0%	0.0%
White Unspecified		0.0%	0.0%	0.0%
Mixed - White & Black Caribbean		0.0%	0.0%	0.0%
Mixed - White & Black African		0.0%	0.0%	0.0%
Mixed - White & Asian		0.0%	0.0%	0.0%
Mixed - Any other mixed background		0.0%	0.0%	0.0%
Asian or Asian British - Indian		0.0%	0.0%	0.0%
Asian or Asian British - Pakistani		0.0%	13.0%	-13.0%
Asian or Asian British - Bangladeshi		0.0%	0.0%	0.0%
Asian or Asian British - Any other Asian background		0.0%	0.0%	0.0%
Black or Black British - Caribbean		0.0%	0.0%	0.0%
Black or Black British - African		0.0%	0.0%	0.0%
Black or Black British - Any other Black background		0.0%	0.0%	0.0%
Chinese		0.0%	0.0%	0.0%
Any Other Ethnic Group		0.0%	0.0%	0.0%
Not Stated		0.0%	13.0%	-13.0%
Gender	Number on 31/3/14 - less than 10	Percentage on 31/3/14	Percentage 2012/ 2013 (less than 10 cases)	Percentage Change 2013-2014
Female		60.0%	75.0%	15.0%
Male		40.0%	25.0%	-15.0%
SEXUAL ORIENTATION	Number on 31/3/14 - less than 10	Percentage on 31/3/14	Percentage 2012/ 2013 (less than 10 cases)	Percentage Change 2013-2014
Heterosexual		40.0%	13.0%	-27.0%
Lesbian, Gay or Bisexual Staff		20.0%	0.0%	-20.0%
Prefer not to say		0.0%	63.0%	63.0%
Undefined		40.0%	25.0%	-15.0%

2.8 Capability

There were only two cases dealt with under the capability policy in this financial year therefore no specific details are provided, both related to staff capability due to health .

2.9 Recruitment

Trust recruitment data is obtained through NHS Jobs. In 2014 NHS jobs upgraded their systems. At the time of completing this report it was not possible to download a report for the 2013/2014 period due to this change. We continue to liaise with NHS Jobs to address this and will post an additional recruitment report when this information is available.

Section 3 – Service User Data and Information

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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 2013 and the 31st of March 2014.

3.2 Women and Men who used our services

	Learning Disability		Mental illness		Substance Misuse	
	2013	2014	2013	2014	2013	2014
Female	588	590	4879	4898	1296	1292
Male	770	776	5291	5289	3031	3025
TOTAL	**1358**	**1366**	**10170**	**10187**	**4327**	**4317**

Use of Services By Sex
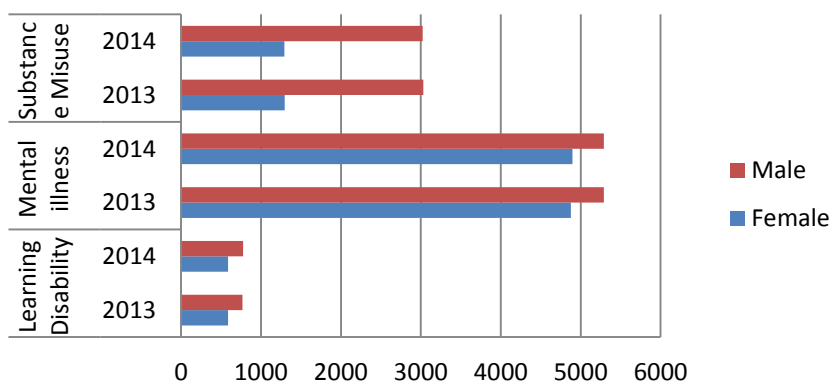
Between the 1st of April 2013 and the 31st of March 2014 15,870 people used our three main services .The gender split in terms of use indicates that a higher number of men use substance misuse services but in mental health and learning disability services the split is less significant, there has been no significant change in this position since April 2013

3.3 Age

	Learning Disability		Mental illness		Substance Misuse	
	2013	2014	2013	2014	2013	2014
Under 18	25	25	305	306	29	29
18-29	465	469	2741	2758	879	879
30-39	187	188	2176	2184	1332	1331
40-49	238	237	2423	2422	1291	1288
50-59	240	242	1562	1556	565	561
60-69	125	125	765	763	193	191
70 -79	78	80	198	198	38	38

Use of Services by Age Learning Disability

Learning Disability 2013 | Learning Disability 2014

Mental Health

Mental illness 2013 | Mental illness 2014

Substance Misuse Services
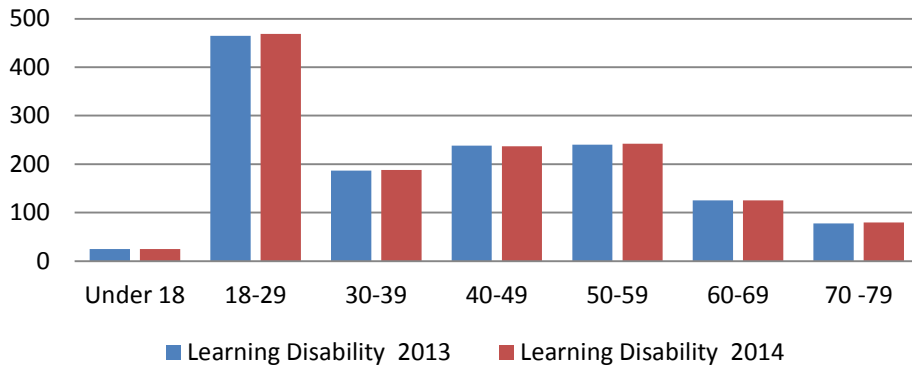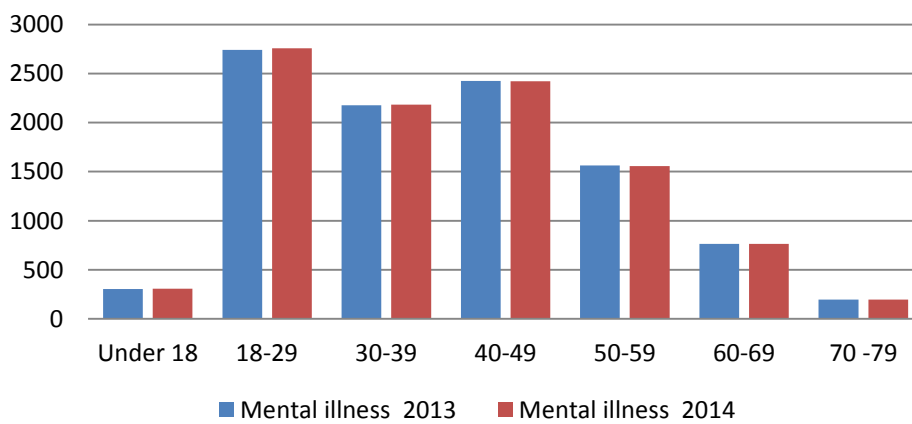
Substance Misuse 2013 | Substance Misuse 2014
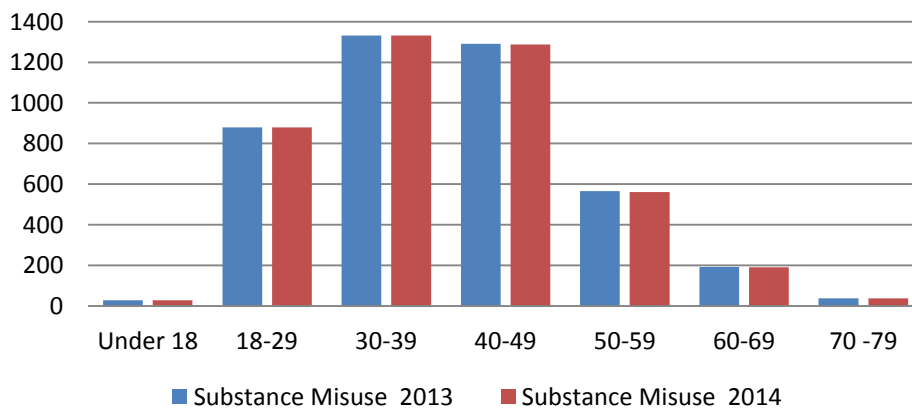
There does not appear to have been any real change in the age of people using any of our main services from 2013 to 2014.

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 indicated that this field was not being used by staff. To address this a series of team briefings took place in early 2014. There are other developments anticipated in 2014/2015 that we hope will lead to more focus on recording disability. These are discussed in the main report.

3.5 Religion

	Learning Disability			Mental Illness			Substance Misuse		
	2012	2013	2014	2012	2013	2014	2012	2013	2014
No Religion /Agnostic/Atheist	20	13	18	917	1136	1301	973	1503	2909
Christian	285	263	270	1761	1743	1885	629	785	3017
Muslim	19	20	21	415	394	409	58	62	508
Other	5	5	4	199	203	190	46	22	246
Refused /Unable to answer /Unknown	1023	1056	1053	6384	6687	6402	1526	6255	10050

3.6 Sexual Orientation

In 2012/2013 we introduced a new field in our service user information system for recording Sexual Orientation, in 2013/2014 recording remains too low to publish in all services apart from mental health. Teams have recently been briefed about the availability of this field and we plan to run some training sessions in 2014/2015 as this was a need identified during staff briefings.

Mental Health Service	
Lesbian /Gay / Bi-sexual	11
Client does not know or is not sure	2
Heterosexual	455
Not asked	9715
Refused to answer/Unable to answer	4

## 3.7 The Ethnicity of People Using our Services

|	Learning Disability 2013		Learning Disability 2014		Mental Health 2013		Mental Health 2014		Substance Misuse 2013		Substance Misuse 2014		All 2013		All 2014		Sheffield Population (all age %)
	Learning Disability	Total %	Learning Disability	Total %	Mental Illness	Total %	Mental Illness	Total %	Substance Misuse	Total %	Substance Misuse	Total %	TOTAL	Total %	TOTAL	Total %	
White British	1058	77.9%	1070	78.3%	6842	67.9%	7179	70.5%	3389	77.7%	3389	78.5%	11289	71%	11638	73%	80.8%
White Irish	6	0.4%	6	0.4%	61	0.6%	65	0.6%	25	0.6%	28	0.6%	92	1%	99	1%	0.5%
White Other	7	0.5%	7	0.5%	121	1.2%	127	1.2%	63	1.4%	63	1.5%	191	1%	197	1%	2.3%
White: Gypsy or Irish Traveller																	0.1%
Asian or Asian British Bangladeshi	1	0.1%	1	0.1%	34	0.3%	34	0.3%	3	0.1%	3	0.1%	38	0%	38	0%	0.6%
Asian or Asian British Indian	3	0.2%	2	0.1%	40	0.4%	41	0.4%	15	0.3%	15	0.3%	58	0%	58	0%	1.1%
Asian or Asian British Pakistani	55	4.1%	56	4.1%	290	2.9%	297	2.9%	46	1.1%	47	1.1%	391	2%	400	3%	4.0%
Chinese	1	0.1%	1	0.1%	33	0.3%	36	0.4%	0	0.0%		0.0%	34	0%	37	0%	1.3%
Vietnamese	1	0.1%	1	0.1%	2	0.0%	2	0.0%	1	0.0%	1	0.0%	4	0%	4	0%	SHSC system only
Asian other	6	0.4%	6	0.4%	98	1.0%	103	1.0%	18	0.4%	19	0.4%	122	1%	128	1%	1.0%
Black or Black British African	6	0.4%	6	0.4%	113	1.1%	119	1.2%	26	0.6%	26	0.6%	145	1%	151	1%	2.1%
Black or Black British Caribbean	21	1.5%	22	1.6%	168	1.7%	171	1.7%	41	0.9%	44	1.0%	230	1%	237	1%	1.0%
Somali	7	0.5%	9	0.7%	122	1.2%	125	1.2%	10	0.2%	10	0.2%	139	1%	144	1%	SHSC system only
Yemeni	6	0.4%	6	0.4%	85	0.8%	86	0.8%	8	0.2%	7	0.2%	99	1%	99	1%	SHSC system only
Black other	1	0.1%	1	0.1%	53	0.5%	55	0.5%	8	0.2%	8	0.2%	62	0%	64	0%	0/5%
Other ethnic group: Arab																	1.5%
Mixed White & Asian	2	0.1%	2	0.1%	35	0.3%	40	0.4%	19	0.4%	21	0.5%	56	0%	63	0%	0.6%
Mixed White & Black African	0	0.0%		0.0%	19	0.2%	18	0.2%	5	0.1%	6	0.1%	24	0%	24	0%	0.2%
Mixed White & Black Caribbean	14	1.0%	16	1.2%	96	1.0%	100	1.0%	36	0.8%	36	0.8%	146	1%	152	1%	1.0%
Mixed other	5	0.4%	5	0.4%	64	0.6%	65	0.6%	24	0.6%	24	0.6%	93	1%	94	1%	0.6%
Other	14	1.0%	14	1.0%	243	2.4%	249	2.4%	38	0.9%	39	0.9%	295	2%	302	2%	0.7%
Refused to answer	0	0.0%			5	0.0%	7	0.1%	2	0.0%	2	0.0%	7	0%	9	0%	0.0%
Unable to answer	3	0.2%	3	0.2%	3	0.0%	5	0.0%	5	0.1%	4	0.1%	11	0%	12	0%	0.0%
Not asked/unknown	141	10.4%	132	9.7%	1543	15.3%	1263	12.4%	579	13.3%	525	12.2%	2263	14%	1920	12%	0.0%
	1358	1	1366		10070	1	10187		4361	1	4317		15789		15870		

*SHSC system only

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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 390 people used the service in 2013/14. The tables below show the numbers of people in different groups.
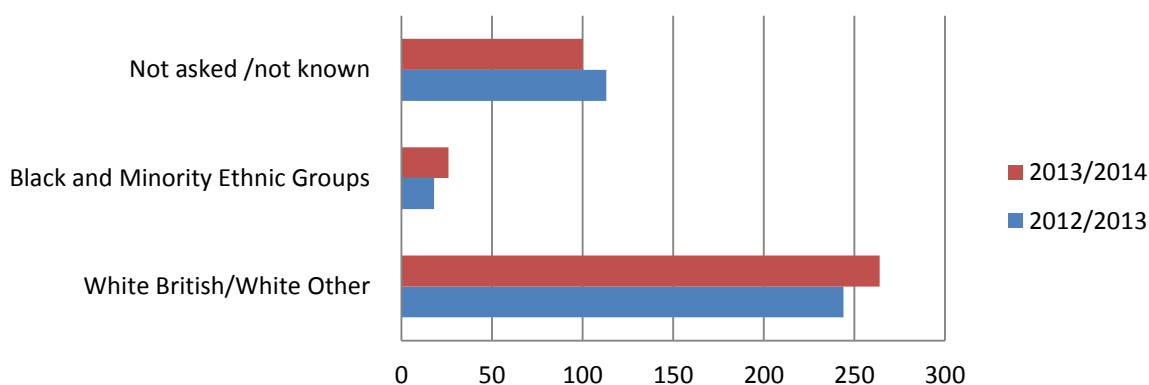
People Using the Trust Gender Identity Service - Sex
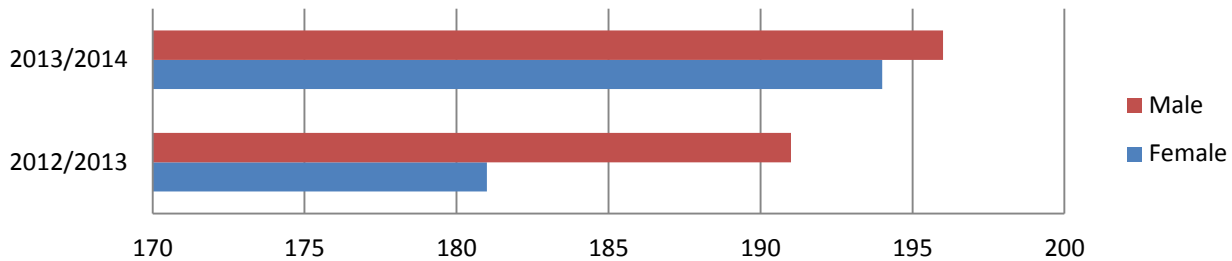
**People using the Gender Identity Service - Age**
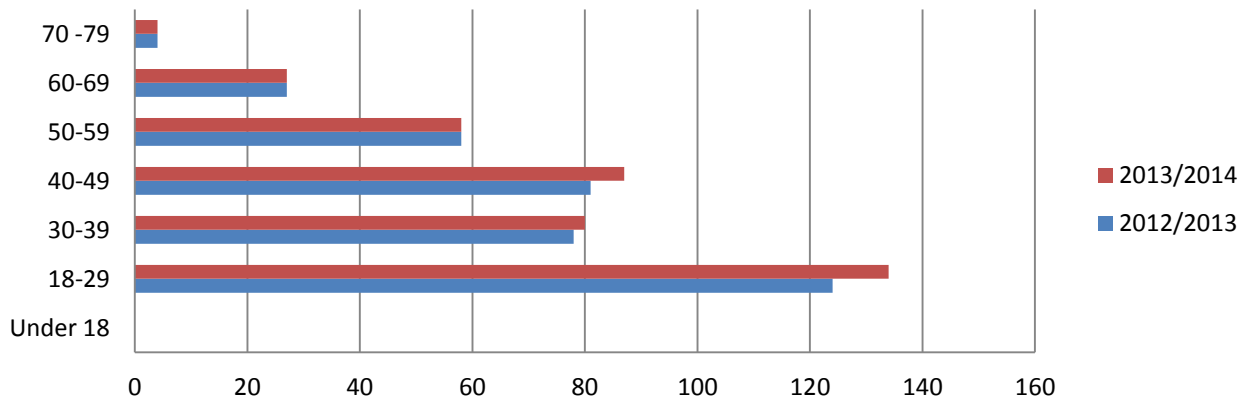
People using the Gender Identity Service - Ethnicty

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 470 people used the service in 2013/14. The tables below show the numbers of people in different groups.

Perinatal Mental Health - Age
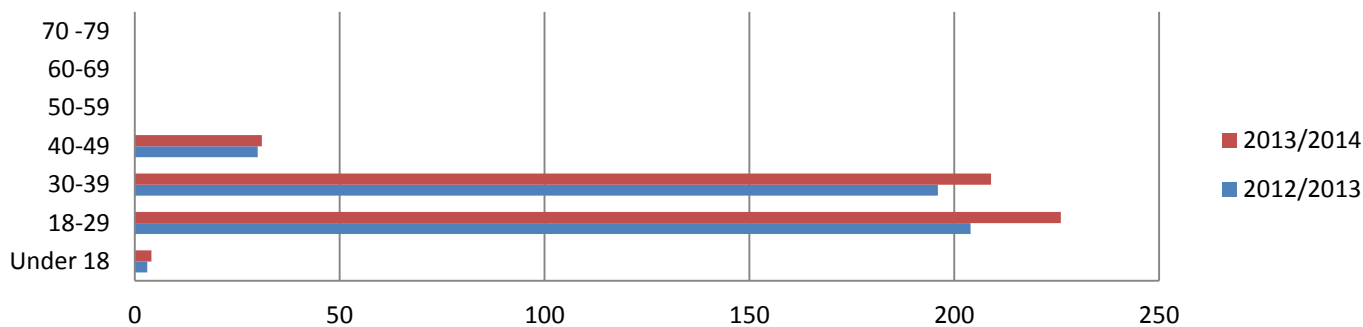
Perinatal Mental Health - Ethnicity
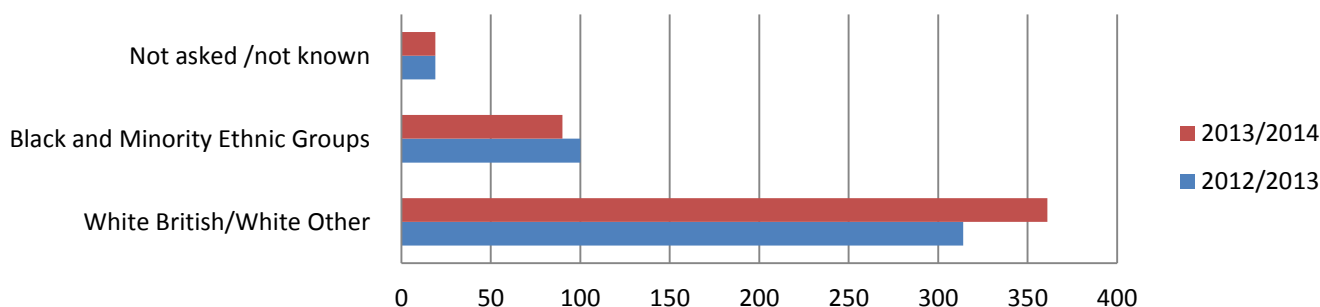
Perinatal Mental Health - Religion
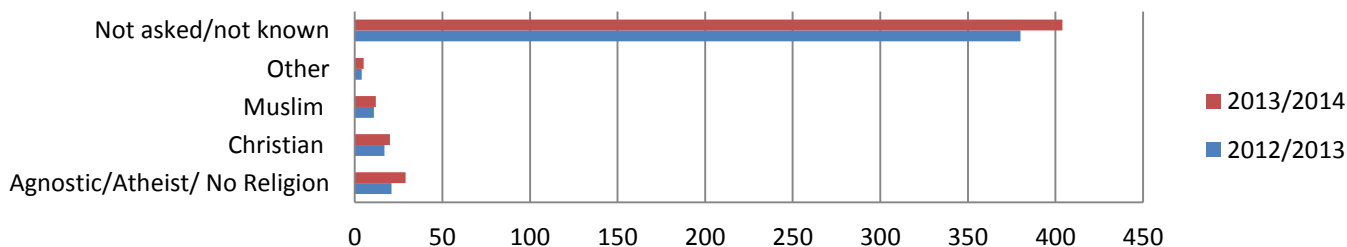
Sexual Orientation and Disability – Perinatal Mental Health

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

3.10 Eating Disorder Services

The Trust has a specialist eating disorders service – we have included data on this service for the first time in this report. In 2013/2014 the service 258 people used the service.

Eating Disorders Service
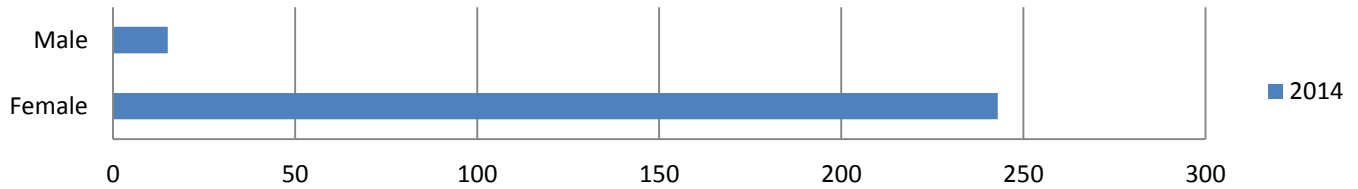
Eating Disorders Service - Age
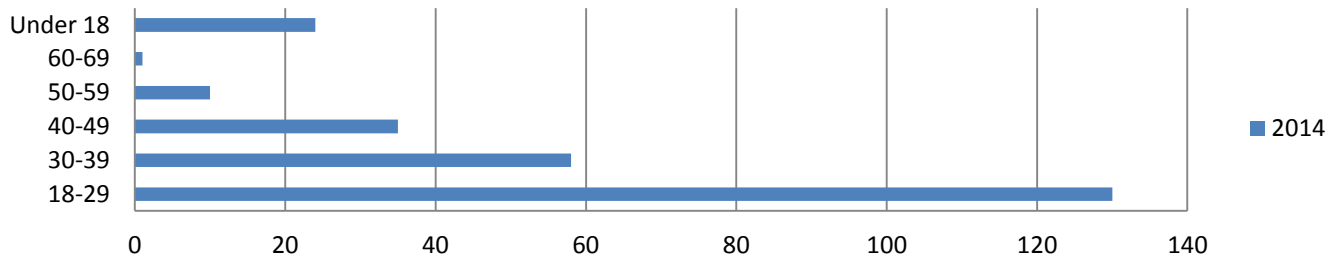
Eating Disorders Service - Ethnicty
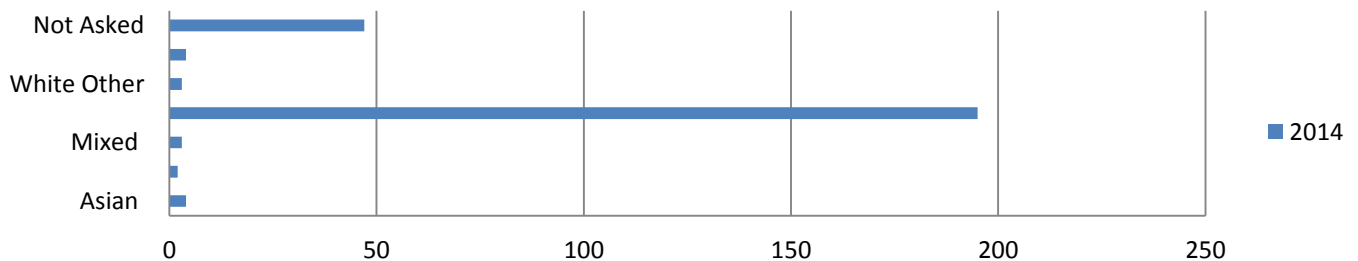
Eating Disorders Service - Sexual Orientation
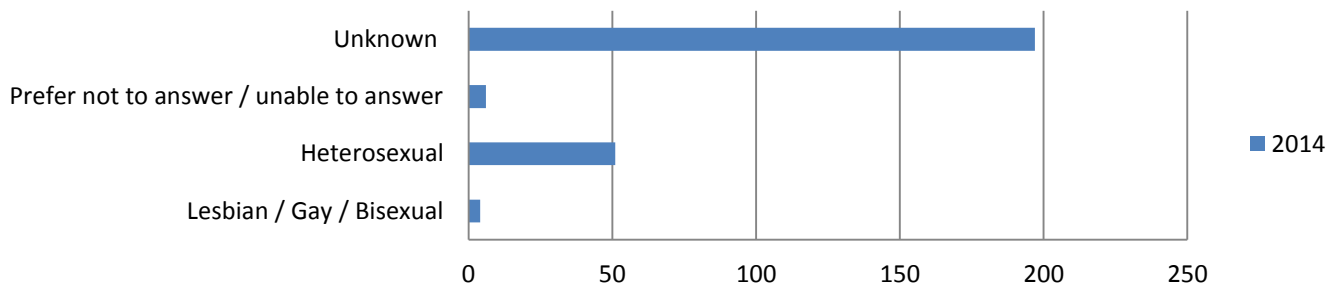
## 3.11 Other Information about People Who Use Our Services

Use of Interpreting Services

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

Consistently the top two most requested languages are Arabic and Farsi.

There has been a steady increase in requests for Urdu and Slovak over the last five years.

In 2012/2013 there had been a notable decrease in requests for Bangla this has continued in 2013/14 and there has also been a drop in requests for Turkish.
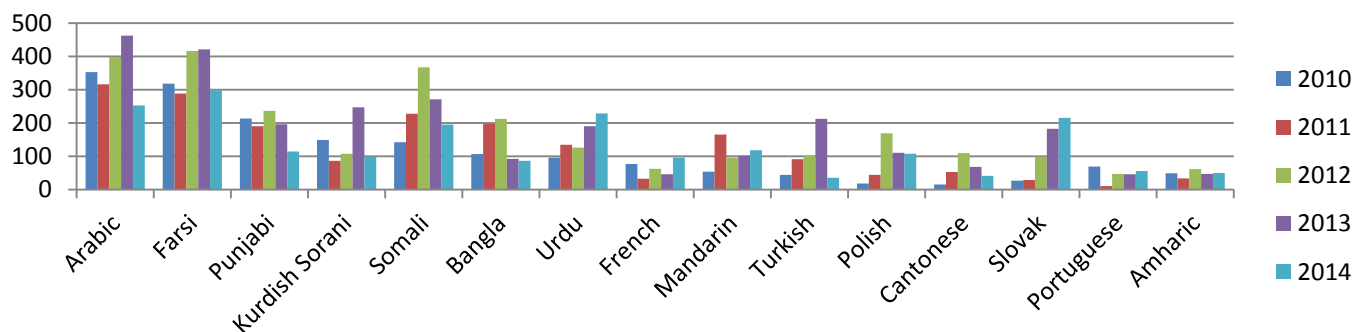
British Sign Language

British Sign Language
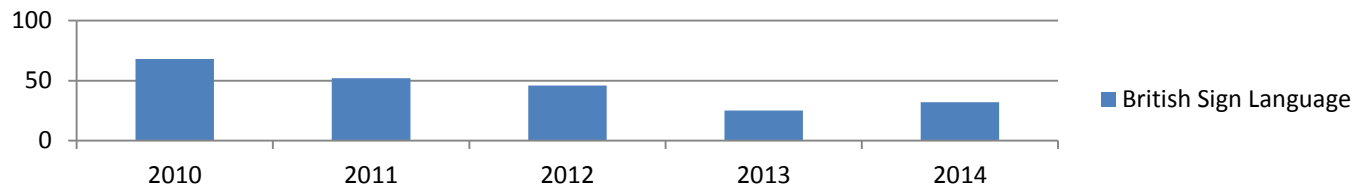
In 2012/2013 there had been a reduction in requests for BSL interpreting, this has risen slightly in 2013/14.

Requests for BSL by Service
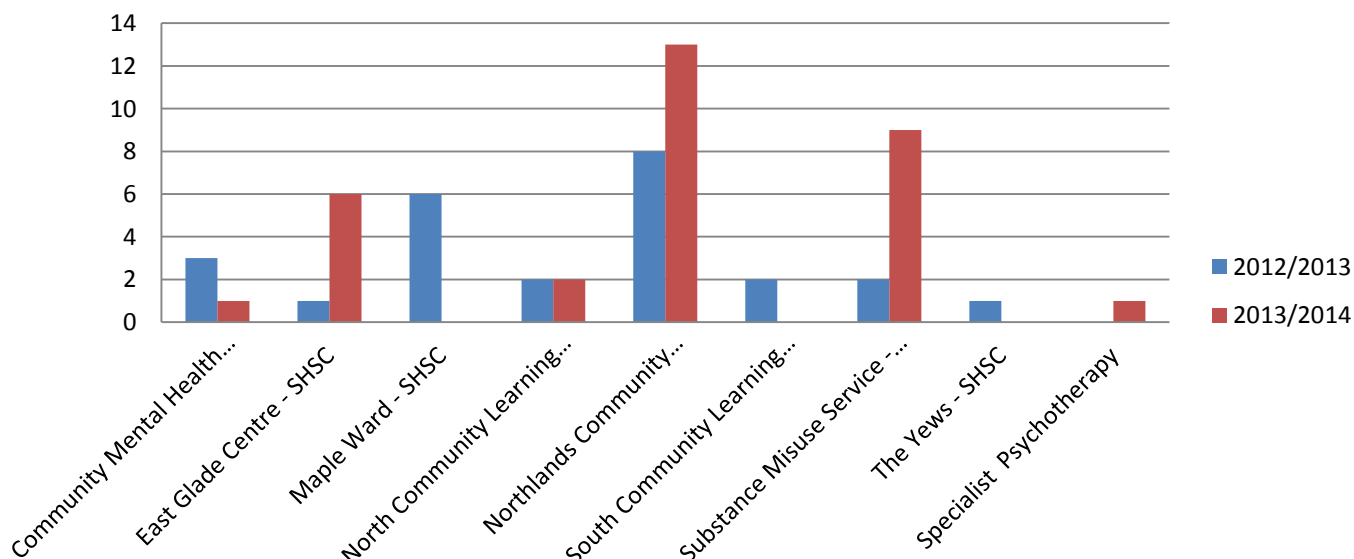
Care Quality Commission Reports

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. please see the link below for inspection information about any of our services.

http://www.cqc.org.uk/search/site/longley%20centre%20SHSC?sort=default&distance=15&mode=html&f[0]=im_field_popular_services%3A3958

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 13 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/MH13/MH13_BM/MH13_Sheffield_Health_and_Social_Care_NHS_Foundation_Trust_TAH.pdf

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 percentage of Black Asian and Minority Ethnic membership of the Trust has risen slightly from March 2013 –March 2014 but is still below the Sheffield working age population percentage of 19.4%.

Membership by Ethnicity Compared to the Sheffield Census
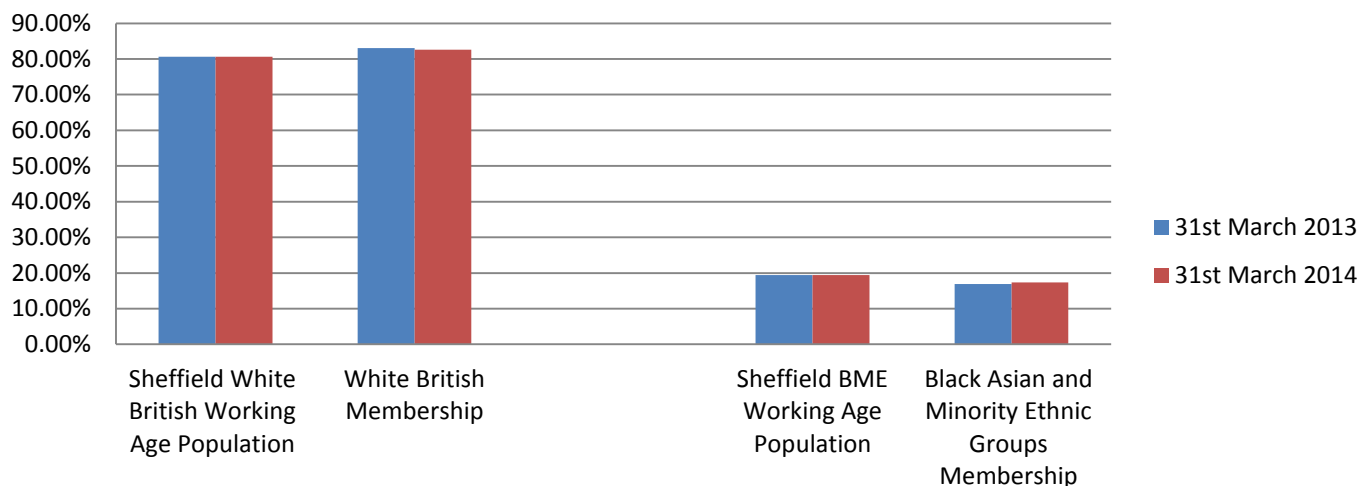
The following chart shows the breakdown of membership by ethnicity excluding the White British ethnicity group.

Membership by Ethnicty 2013- 2014