



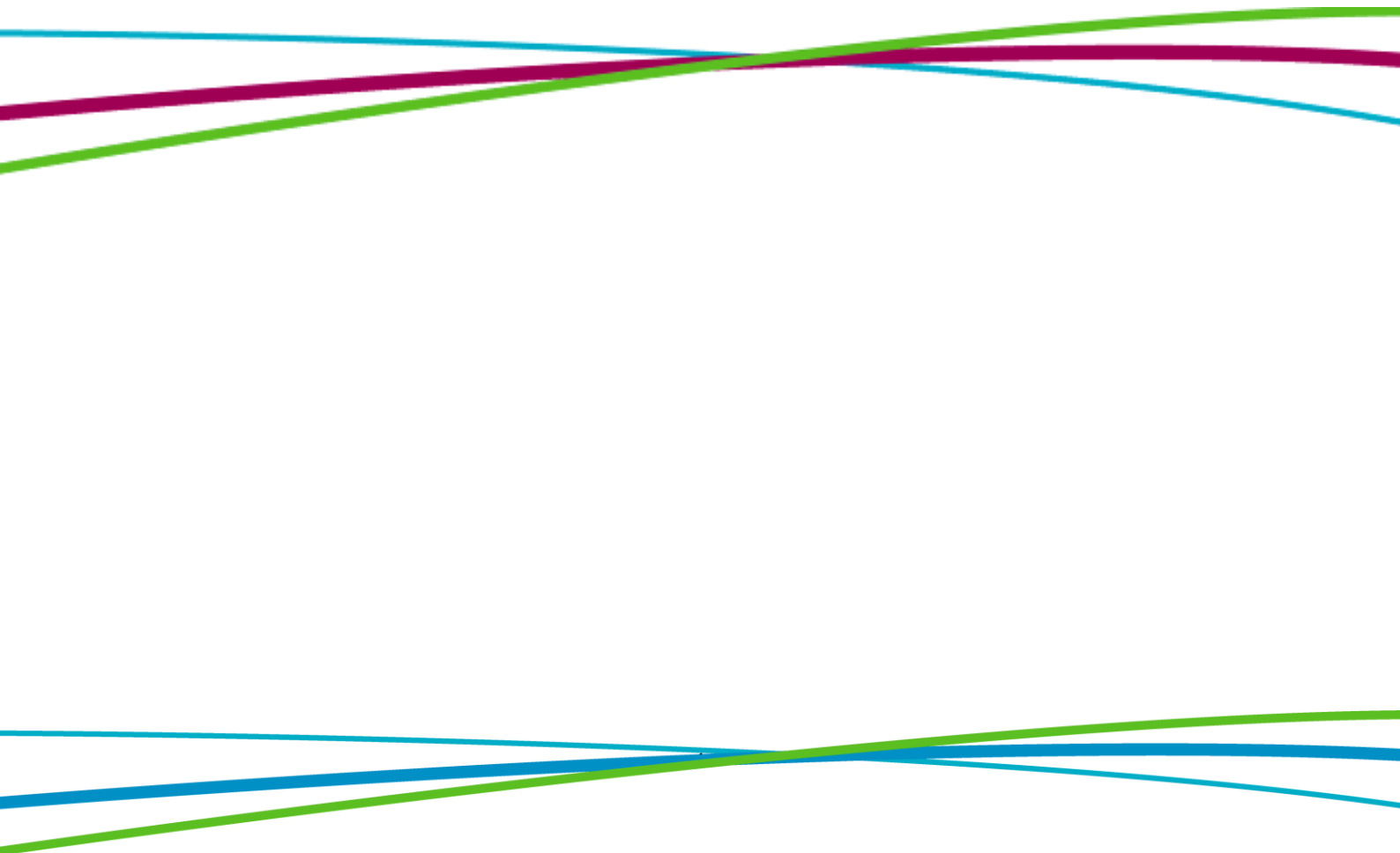
Sheffield Health and Social Care  
NHS Foundation Trust



# Annual Equality and Human Rights Report

## 2014/ 2015

### Supplementary Information



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## Section 1 - The Local Population

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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.

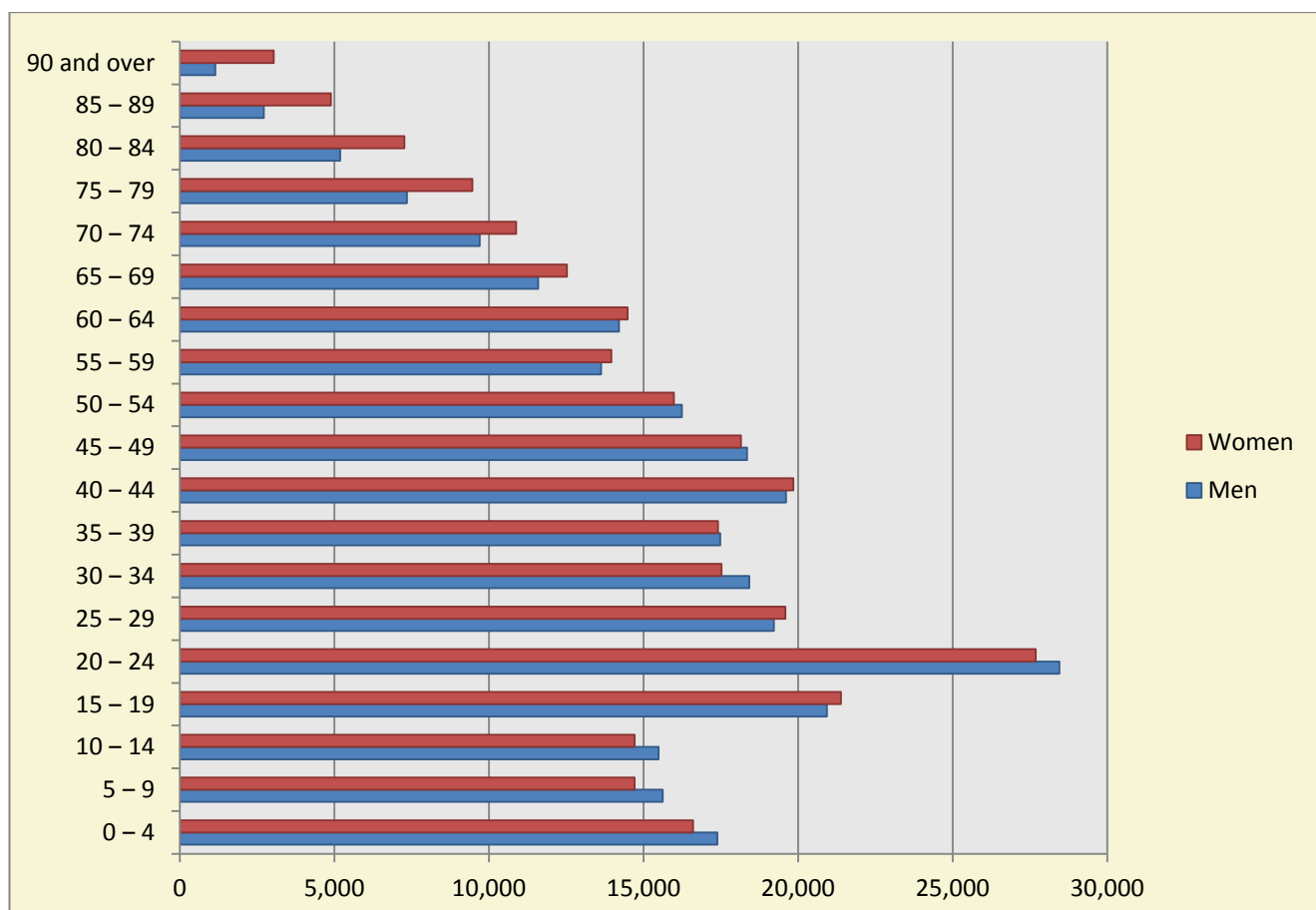
### 1.1 About the population of Sheffield <sup>1</sup>

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 31<sup>st</sup> 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 31<sup>st</sup> of March 2011

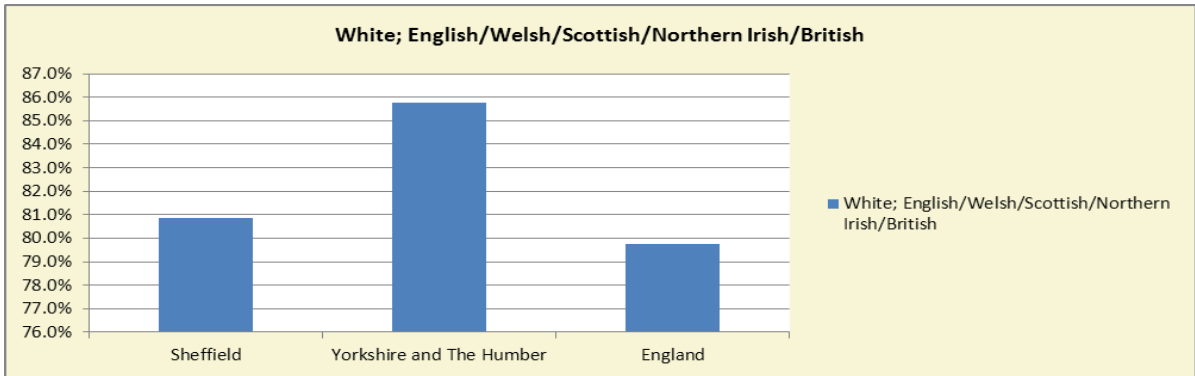
Overall there are slightly more women (50.7%) in Sheffield than men (49.3%). The chart below indicates that in age groups up to mid-fifties there are slightly more men than women but in older age groups there are more women than men.



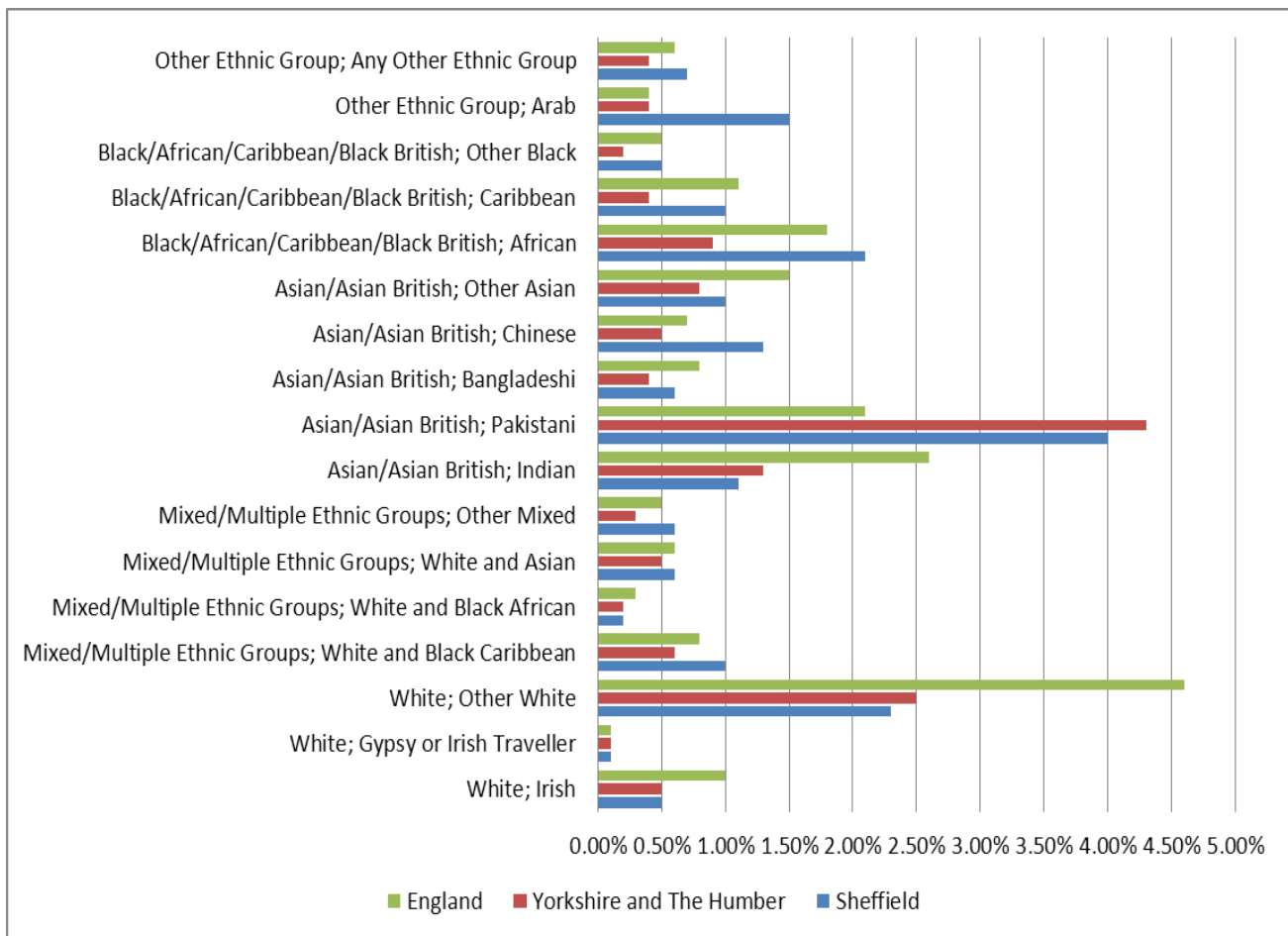
<sup>1</sup> All tables in this document are adapted from data from the Office for National Statistics licensed under the Open Government Licence v.1.0.

### 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.

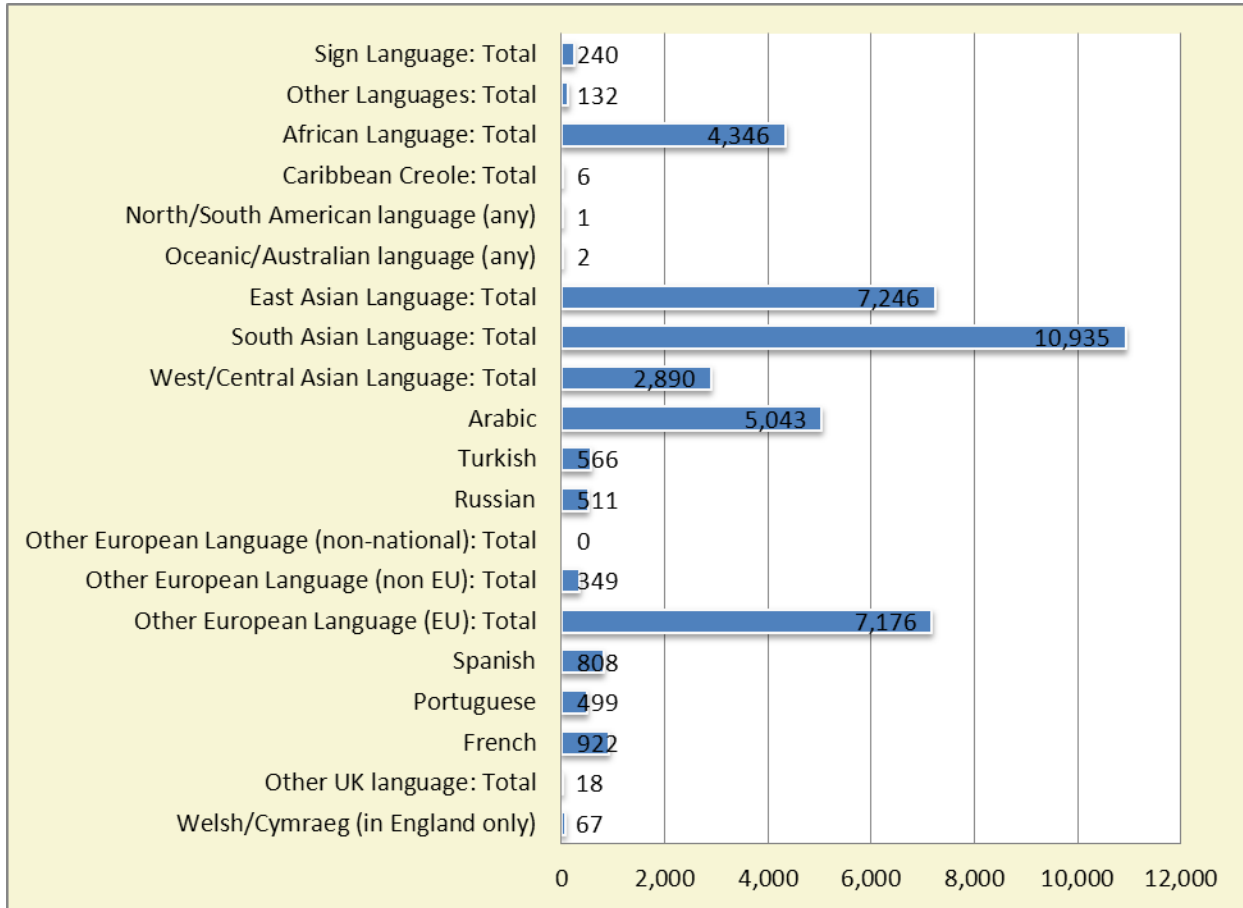


Of the remaining 19% the highest alternative ethnicity reported in Sheffield is the Asian / Asian British Pakistani group (4%). The 2011 Census included two new groups 'gypsy and Irish traveller' and 'Arab'. The percentage of people in Sheffield who describe their ethnicity as Arab (1.5%) is higher than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



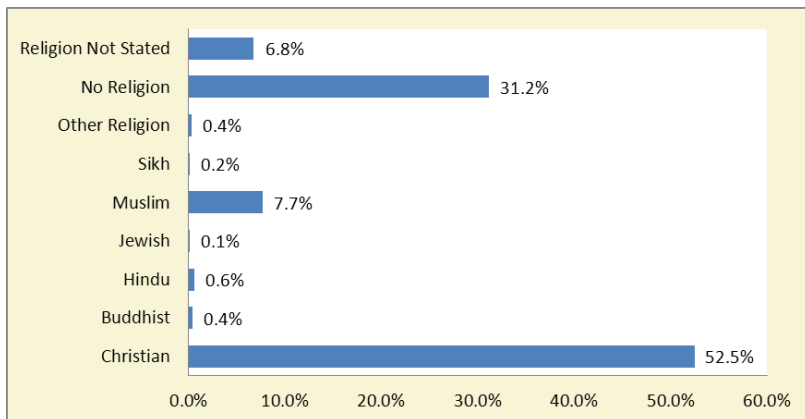
### 1.4 Languages Spoken In Sheffield on the 31st of March 2011

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, the most recent survey indicated that 1.6% of the respondents were 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<sup>2</sup>** 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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<sup>2</sup> <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 31<sup>st</sup> of March 2010 was 990 people of all ages.<sup>3</sup>

## 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 31<sup>st</sup> of March 2010 550 people of all ages.<sup>4</sup>

## People who are Blind

The Health and Information Centre reports the number of people of all ages.in Sheffield registered as Blind on the 31<sup>st</sup> of March 2014 was **1,510**<sup>5</sup>

## 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 31<sup>st</sup> of March 2014 was **1,635**<sup>6</sup>

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<sup>3</sup> <http://www.hscic.gov.uk/article/2021/Website-Search?productid=1758&q=Deaf&sort=Relevance&size=10&page=1&area=both#top>

<sup>4</sup> <http://www.hscic.gov.uk/article/2021/Website-Search?productid=1758&q=Deaf&sort=Relevance&size=10&page=1&area=both#top>

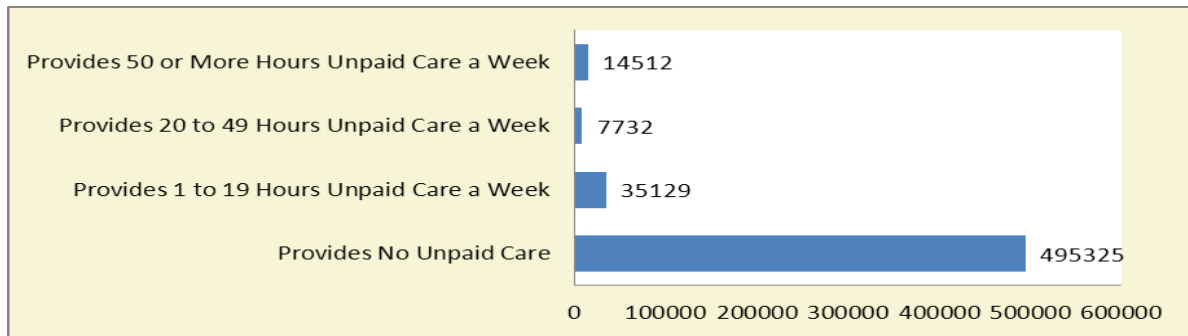
<sup>5</sup> <http://www.hscic.gov.uk/catalogue/PUB14798>

<sup>6</sup> <http://www.hscic.gov.uk/catalogue/PUB14798>



### 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.



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## Section 2 - Staff Data and Information

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## 2.1 Staff Profile - Age, Disability and Ethnicity

AGE	Number on 31/3/15	% on 31/3/15	Sheffield Population - Census Age Bands - nearest equivalent 15+)		% 31/3/14	Change 2014-2015
Under 20	13	0.4%	15-19	9.20%	0.5%	-0.1%
20 to 29	393	12.4%	20-29	20.70%	12.7%	-0.2%
30 to 39	612	19.3%	30-39	15.50%	19.8%	-0.4%
40 to 49	899	28.4%	40-49	16.60%	29.6%	-1.1%
50 to 59	936	29.6%	50-59	13.00%	28.4%	1.3%
60 to 64	205	6.5%	60-64	6.30%	5.8%	0.7%
65 and Over	106	3.4%	65 and above	18.70%	3.2%	0.2%
<b>Total Headcount</b>	<b>3164</b>					
DISABILITY	Number on 31/3/15	% on 31/3/15	Sheffield Population (16 - 64 2011 )	Sheffield Population (All 2011 )	% 31/3/14	Change 2014-2015
Yes	193	6.10%	not available	18.70%	5.6%	0.50%
No	2343	74.05%		81.90%	70.4%	3.65%
Not Stated	628	19.85%		0.00%	24.0%	-4.15%
<b>_Total Headcount</b>	<b>3164</b>					
ETHNICITY	Number on 31/3/15	% on 31/3/15	Sheffield Population (16 - 64 2011 )	Sheffield Population (All 2011 )%	% 31/3/14	Change 2014-2015
<b>Total Headcount</b>						
English/ Welsh/ Scottish/ Northern Irish/ British	2447	77.3%	80.60%	80.80%	77.4%	-0.1%
Irish	28	0.9%	0.50%	0.50%	0.9%	0.0%
Gypsy, Traveller or Irish Traveller **		0.0%	0.10%	0.10%	0.0%	0.0%
Any other White background	55	1.7%	2.70%	2.30%	2.0%	-0.3%
White and Black Caribbean	28	0.9%	0.80%	1.00%	0.7%	0.2%
White and Black African	14	0.4%	0.20%	0.20%	0.5%	-0.1%
White and Asian	6	0.2%	0.50%	0.60%	0.3%	-0.1%
Any other Mixed/ Multiple ethnic background	19	0.6%	0.40%	0.60%	0.7%	-0.1%
Indian	46	1.5%	1.30%	1.10%	1.7%	-0.2%
Pakistani	45	1.4%	3.60%	4.00%	1.6%	-0.2%
Bangladeshi	9	0.3%	0.60%	0.60%	0.2%	0.1%
Chinese	8	0.3%	1.80%	1.30%	0.3%	0.0%
Any other Asian background	19	0.6%	1.10%	1.00%	0.6%	0.0%
African	131	4.1%	2.20%	2.10%	4.5%	-0.4%
Caribbean	51	1.6%	1.00%	1.00%	1.5%	0.1%
Any other Black/ African/ Caribbean background	15	0.5%	0.50%	0.50%	0.6%	-0.1%
Arab**	0	0.0%	1.40%	1.50%	0.0%	0.0%
Any other ethnic group	20	0.6%	0.80%	0.70%	0.5%	0.1%
Not Stated	224	7.1%	0.00%	0.00%	6.0%	1.1%
<b>_Total Headcount</b>	<b>3164</b>					

## Staff Profile Religion or Belief, Sex and Sexual Orientation

RELIGION OR BELIEF	Number on 31/3/15	Percentage on 31/3/15	Sheffield Population (All 2011)	Percentage 31/3/14	Percentage Change 2014-2015
Atheism	398	12.58%	31.20%	11.6%	0.98%
Buddhism	20	0.63%	0.40%	0.5%	0.13%
Christianity	1127	35.62%	52.50%	34.4%	1.22%
Hinduism	22	0.70%	0.60%	0.9%	-0.20%
Islam	68	2.15%	7.70%	2.0%	0.15%
Judaism	2	0.06%	0.10%	0.1%	-0.04%
Sikhism	8	0.25%	0.20%	0.3%	-0.05%
Other	232	7.33%	0.40%	7.2%	0.13%
Prefer not to say	979	30.94%	6.80%	28.4%	2.54%
Undefined	308	9.73%	0.00%	14.7%	-4.97%
<b>Total</b>	<b>3164</b>				
Gender	Number on 31/3/15	Percentage on 31/3/15	Sheffield Population (All 2011)	Percentage 31/3/14	Percentage Change 2014-2015
Female	2337	73.86%		73.6%	0.3%
Male	827	26.14%		26.4%	-0.3%
<b>Total</b>	<b>3164</b>				
SEXUAL ORIENTATION	Number on 31/3/14	Percentage on 31/3/14	Estimated UK Population*	Percentage 31/3/14	Percentage Change 2014-2015
Heterosexual	1974	62.39%		59.6%	2.79%
Lesbian, Gay or Bisexual Staff	83	2.62%	*	2.3%	0.32%
Prefer not to say	797	25.19%		23.3%	1.89%
Undefined	310	9.80%		14.8%	-5.00%
<b>Total</b>	<b>3164</b>				

\*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 , the latest survey estimated approximately 1.6% of the UK population are Gay/Lesbian or Bisexual.

### Ethnicity

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

### Disability

The number of staff indicating that they have a disability has increased again from 5.6% to 6.10% and the number of unknowns has continued to decrease.

### Sexual Orientation

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

- Figures for 2014/15 show a positive increase in the number of staff declaring that they are Lesbian Gay or Bisexual rising from 2.35% on the 31<sup>st</sup> of March 2014 to 2.62% on the 31<sup>st</sup> of March 2015.

- The number of staff who have not included this information on the electronic staff record has decreased again reducing from 32.30% in 2013/14 to 14.8% in 2014/15.

### 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 14.7% in 2014 to 9.80% in 2105

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

	2011		2012		2013		2014		2015	
	Full Time	Part Time	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%	46.38%	53.62%
Male	77.81%	22.19%	65.15%	34.84%	64.30%	35.70%	77.12%	22.88%	68.08%	31.92%

### Staff Group - Staff Group by Ethnicity 2014– 2015

Figures for staff groups by ethnicity are shown on the following two pages. There are some significant changes in numbers regarding ethnicity these are explained as follows:

- The table provided this year for 2015 excludes staff on the Flexible Working bank that only have a contract for the bank, we know that there is a much higher percentage of BME staff in this group so this year figures are shown excluding this group. For example Clinical Services data has previously indicated 134 staff of Black/ Black British ethnicity this has dropped to 52 but 121 staff in this group were on flexible staffing contracts only. More data is provided in more detail in section 2.4 of the differential in numbers including and excluding this group.
- If comparing data in section 2.4 and staff group data on the following pages there are differences in the numbers in the BME group this is because the data table on the following pages includes the any other white within the BME group whereas the data in section 2.4 includes this group in the White group in line with the Workforce Race Equality Standard groupings. This will be rectified in the 2015/16 report so that data groups are reported consistently.
- There are some reductions in groups that are not explained by the above, for example the reduction in Asian staff in the Medical and Dental groupings, this will be reviewed in 2015/16 to see if this a genuine reduction and if so why or if it is linked to any reporting system changes.

## 2.2 Staff Group - Staff Group by Ethnicity 2014– 2015

Staff group on the 31st of March 2014	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
	Prof Scientific & Tech				Clinical Services				Admin & Clerical				Allied Health Prof			
White British & White Irish	195	186	206	135	876	908	915	745	559	530	520	534	149	139	143	132
Any Other White Background & White Unspecified	9	8	9	5	17	19	19	13	4	3	6	5	7	7	8	6
Mixed White / Black Caribbean & Mixed White/ Black African	3	3	3	2	25	21	22	19	5	6	4	6	0		0	0
Mixed White and Asian	0	0	1	0	4	7	3	3	1	1	1	1	1	1	1	0
Any other mixed background	2	2	1	1	7	7	10	7	3	2	2	1	0	0	0	0
Asian British - Indian / Pakistani / Bangladeshi /& any other Asian background	11	10	14	4	24	22	27	27	20	24	25	21	0	0	0	1
Black or Black British Caribbean & Black or Black British African any other Black background	4	4	3	0	111	124	134	52	11	8	8	12	2	2	1	1
Chinese	0	0	0	0	4	3	2	1	1	2	2	2	1	1	1	1
Any other ethnicity	2	1	2	0	10	8	9	12		0	0	0	2	2	2	2
Not stated	17	14	16	12	98	111	98	93	24	26	20	34	9	13	14	11
<b>TOTAL</b>	<b>243</b>	<b>228</b>	<b>255</b>	<b>159</b>	<b>1176</b>	<b>1230</b>	<b>1239</b>	<b>972</b>	<b>628</b>	<b>602</b>	<b>588</b>	<b>616</b>	<b>171</b>	<b>165</b>	<b>170</b>	<b>154</b>
% Total in group (NB excludes unknown ethnicity)	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
Total White British / White Irish	86.30%	86.90%	86.20%	91.84%	81.30%	81.10%	80.20%	84.76%	92.50%	92.00%	91.50%	91.75%	92.00%	91.40%	91.70%	92.31%
Total Black Asian or other minority ethnic group	13.70%	13.10%	13.80%	8.16%	18.70%	18.90%	19.80%	15.24%	7.50%	8.00%	8.50%	8.25%	8.00%	8.60%	8.30%	7.69%
Total White British / White Irish	195	186	206	135	876	908	915	745	559	530	520	534	149	139	143	132
Total Black Asian or other minority ethnic group	31	28	33	12	202	211	226	134	45	46	48	48	13	13	13	11

Staff group on the 31st of March 2014	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
	<b>Estates &amp; Ancillary</b>				<b>Medical &amp; Dental</b>				<b>Nursing &amp; Midwifery</b>			
White British & White Irish	196	180	175	173	77	76	79	84	503	475	497	457
Any Other White Background & White Unspecified	4	3	3	3	15	13	14	11	6	5	6	7
Mixed White / Black Caribbean & Mixed White/ Black African	4	4	4	4	1	1	0	0	3	3	5	6
Mixed White and Asian	0	0	0	0	1	1	3	1	0	0	0	0
Any other mixed background	1	1	2	2	1	0	0	0	10	8	7	6
Asian British - Indian / Pakistani / Bangladeshi / & any other Asian background	0	0	4	2	60	58	56	47	10	11	9	9
Black or Black British Caribbean & Black or Black British African any other Black background	3	5	4	4	11	12	15	14	43	49	49	33
Chinese	1	0	1	1	0	0	1	1	3	3	3	2
Any other ethnicity	2	2	2	2	2	0	0	2	3	2	1	1
Not stated	23	21	14	12	9	14	9	15	32	28	25	29
<b>TOTAL</b>	<b>234</b>	<b>216</b>	<b>209</b>	<b>203</b>	<b>177</b>	<b>175</b>	<b>177</b>	<b>175</b>	<b>613</b>	<b>584</b>	<b>602</b>	<b>550</b>
<b>% Total in group (NB excludes unknown ethnicity)</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
Total White British / White Irish	92.90%	92.30%	89.70%	90.58%	45.80%	47.20%	47.00%	56.38%	86.60%	85.40%	86.10%	87.72%
Total Black Asian or other minority ethnic group	7.10%	7.70%	10.30%	9.42%	54.20%	52.80%	53.00%	43.62%	13.40%	14.60%	13.90%	12.28%
Total White British / White Irish	196	180	175	173	77	76	79	84	503	475	497	457
Total Black Asian or other minority ethnic group	15	15	20	18	91	85	89	65	78	81	80	64

## 2.3 People Who Left the Organisation

Leavers - Number of cases		509		
AGE	Number on 31/3/15	Percentage on 31/3/15	Percentage 2014	Percentage Change 2014-2015
Under 20	3	0.59%	1.45%	-0.86%
20 to 29	130	25.54%	20.23%	5.31%
30 to 39	112	22.00%	23.41%	-1.41%
40 to 49	88	17.29%	12.43%	4.86%
50 to 54	43	8.45%	5.20%	3.25%
55 to 59	61	11.98%	11.56%	0.42%
60 to 64	39	7.66%	15.03%	-7.37%
65 and Over	33	6.48%	10.69%	-4.21%
DISABILITY	Number on 31/3/15	Percentage on 31/3/15	Percentage 2014	Percentage Change 2014-2015
Yes	18	3.54%	5.78%	-2.24%
No	320	62.87%	54.62%	8.25%
Not Stated	171	33.60%	39.60%	-6.00%
ETHNICITY	Number on 31/3/15	Percentage on 31/3/15	Percentage 2014	Percentage Change 2014-2015
White - British	338	66.40%	71.39%	-4.99%
White - Irish	8	1.57%	0.29%	1.28%
White - Any other White background	15	2.95%	2.02%	0.93%
Mixed - White & Black Caribbean	5	0.98%	0.87%	0.11%
Mixed - White & Black African	1	0.20%	0.29%	-0.09%
Mixed - White & Asian	4	0.79%	0.87%	-0.08%
Mixed - Any other mixed background	4	0.79%	0.87%	-0.08%
Asian or Asian British - Indian	17	3.34%	4.05%	-0.71%
Asian or Asian British - Pakistani	9	1.77%	0.58%	1.19%
Asian or Asian British - Bangladeshi	4	0.79%	0.29%	0.50%
Asian or Asian British - Any other Asian background	7	1.38%	1.16%	0.22%
Black or Black British - Caribbean	6	1.18%	1.73%	-0.55%
Black or Black British - African	35	6.88%	4.34%	2.54%
Black or Black British - Any other Black background	5	0.98%	0.29%	0.69%
Chinese	2	0.39%	0.29%	0.10%
Any Other Ethnic Group	1	0.20%	0.58%	-0.38%
Not Stated	48	9.43%	10.12%	-0.69%
Gender	Number on 31/3/15	Percentage on 31/3/15	Percentage 2014	Percentage Change 2014-2015
Female	359	70.53%	69.08%	1.45%
Male	150	29.47%	30.92%	-1.45%
SEXUAL ORIENTATION	Number on 31/3/15	Percentage on 31/3/15	Percentage 2014	Percentage Change 2014-2015
Heterosexual		57.4%	47.69%	9.71%
Lesbian, Gay or Bisexual Staff		1.6%	2.60%	-1.00%
Prefer not to say/undefined		41.1%	49.71	-8.6%

Areas of note regarding leavers:

- As reported previously 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	2015	Difference 14/15
<b>TOTAL BME STAFF</b>	<b>463</b>	<b>506</b>	<b>507</b>	411	-96
Band 1	0	1	1	1	0
Band 2	94	102	111	99	-12
Band 3	104	111	117	99	-18
Band 4	22	21	22	23	1
Band 5	78	82	81	78	-3
Band 6	33	39	41	24	-17
Band 7	25	28	21	14	-7
Band 8a	3	4	4	2	-2
Band 8b	4	5	1	0	-1
Band 8c	0	1	0	1	1
Band 8d	1	1	1	0	-1
Band 9	0	0	0	0	0
Council	3	15	13	1	-12
M&D Staff	91	86	89	65	-24
Senior M & D Staff	n/a	n/a	n/a	0	0
Senior Managers	n/a	0	2	1	-1
Trust	5	10	3	3	0
White British Banding Breakdown	2012	2013	2014	2015	Difference 14/15
<b>TOTALSTAFF</b>	<b>2513</b>	<b>2472</b>	<b>2535</b>	2528	-7
Band 1	11	9	13	14	1
Band 2	435	430	422	406	-16
Band 3	623	638	642	647	5
Band 4	212	199	203	195	-8
Band 5	380	351	370	384	14
Band 6	328	319	343	362	19
Band 7	230	198	206	213	7
Band 8a	83	87	90	95	5
Band 8b	37	32	33	33	0
Band 8c	18	18	18	17	-1
Band 8d	16	15	14	15	1
Band 9	5	3	3	3	0
Council	21	59	53	9	-44
M&D Staff	77	75	78	95	17
Senior M & D Staff	0	0	0	0	0
Senior Managers	0	0	18	14	-4
Trust	37	39	29	26	-3

The table above includes staff registered for the Trust flexible workforce but staff are only counted once in the figures.

In 2014/15 we changed the groups that we include in 'BME' for banding to reflect the guidance issued by NHS England on the Workforce Race Equality Standard. For this reason BME no longer includes White Irish and Any Other White Background. Because of this the numbers in the BME group for 2014/15 have dropped. Another reason for a reduction in the number of BME staff is people who register for the Trust flexible workforce but then do not do any shifts, as mentioned above this workforce is very diverse and when staff are removed from the service because they have not undertaken any work for the Trust this can lead to apparently high reduction in workforce numbers in terms of ethnicity.

This year we are publishing more detail about the numbers of staff that are employed by our Flexible Workforce team because we know that proportionately more BME staff are employed on Flexible Workforce contracts. This information is provided in the table below.

Band	BME Staff			UNKNOWN Staff			WHITE Staff			Total All	
	TOTAL Number	Excluding Flexible Workforce Staff	Staff Flexible Workforce	TOTAL Number	Excluding Flexible Workforce Staff	Staff Flexible Workforce	TOTAL Number	Excluding Flexible Workforce Staff	Staff Flexible Workforce	All	Excluding Flexible Workforce
AFC Band 1	1	1	0	1	1	0	14	14	0	16	16
AFC Band 2	99	55	44	33	29	4	406	354	52	538	438
AFC Band 3	99	63	36	56	48	8	647	556	91	802	667
AFC Band 4	23	21	2	9	9	0	195	195	0	227	225
AFC Band 5	78	64	14	19	18	1	384	355	29	481	437
AFC Band 6	24	24	0	44	43	1	362	351	11	430	418
AFC Band 7	14	14	0	13	13	0	213	213	0	240	240
AFC Band 8a	2	2	n/a	7	7	n/a	95	95	n/a	104	104
AFC Band 8b	0	0	n/a	0	0	n/a	33	33	n/a	33	33
AFC Band 8c	1	1	n/a	2	2	n/a	17	17	n/a	20	20
AFC Band 8d	0	0	n/a	2	2	n/a	15	15	n/a	17	17
AFC Band 9	0	0	n/a	0	0	n/a	3	3	n/a	3	3
Council Scales	1	1	n/a	0	0	n/a	9	9	n/a	10	10
M & D Staff	65	65	n/a	14	14	n/a	95	95	n/a	174	174
Senior M & D Staff	0	0	n/a	1	1	n/a	0	0	n/a	1	1
Senior Manager	1	1	n/a	0	0	n/a	14	14	n/a	15	15
Trust Scale	3	3	n/a	24	24	n/a	26	26	n/a	53	53
<b>Grand Total</b>	<b>411</b>	<b>315</b>	<b>96</b>	<b>225</b>	<b>211</b>	<b>14</b>	<b>2528</b>	<b>2345</b>	<b>183</b>	<b>3164</b>	<b>2871</b>

## 2.5 Disciplinary

AGE	Number on 31/3/15	Percentage on 31/3/15	Percentage 2013/ 2014 (34 cases)	Percentage Change 2014-2015
Under 20	0	0.0%	0.0%	0.00%
20 to 29	1	2.8%	14.7%	-11.92%
30 to 39	6	16.7%	14.7%	1.97%
40 to 49	18	50.0%	35.3%	14.70%
50 to 54	10	27.8%	14.7%	13.08%
55 to 59	0	0.0%	5.9%	-5.90%
60 to 64	1	2.8%	5.9%	-3.12%
65 and Over	0	0.0%	8.8%	-8.80%
DISABILITY	Number on 31/3/15	Percentage on 31/3/15	Percentage 2013/ 2014 (34 cases)	Percentage Change 2014-2015
Yes	4	11.1%	2.9%	8.2%
No	24	66.7%	47.1%	19.6%
Not Stated	8	22.2%	50.0%	-27.8%
ETHNICITY	Number on 31/3/15	Percentage on 31/3/15	Percentage 2013/ 2014 (34 cases)	Percentage Change 2014-2015
White - British	26	72.22%	55.9%	16.32%
White - Irish	0	0.00%	2.9%	-2.90%
White - Any other White background	0	0.00%	0.0%	0.00%
White Unspecified	0	0.00%	0.0%	0.00%
Mixed - White & Black Caribbean	0	0.00%	0.0%	0.00%
Mixed - White & Black African	0	0.00%	0.0%	0.00%
Mixed - White & Asian	0	0.00%	0.0%	0.00%
Mixed - Any other mixed background	1	2.78%	0.0%	2.78%
Asian or Asian British - Indian	1	2.8%	0.0%	2.78%
Asian or Asian British - Pakistani	0	0.00%	2.9%	-2.90%
Asian or Asian British - Bangladeshi	0	0.00%	0.0%	0.00%
Asian or Asian British - Any other Asian background	0	0.00%	0.0%	0.00%
Black or Black British - Caribbean	2	5.56%	0.0%	5.56%
Black or Black British - African	1	2.78%	14.7%	-11.92%
Black or Black British - Any other Black background	0	0.00%	2.9%	-2.90%
Chinese	0	0.00%	2.9%	-2.90%
Any Other Ethnic Group	2	5.56%	5.9%	-0.34%
Not Stated	3	8.33%	11.8%	-3.47%
Gender	Number on 31/3/15	Percentage on 31/3/15	Percentage 2013/ 2014 (34 cases)	Percentage Change 2014-2015
Female	23	63.9%	50.00%	13.9%
Male	13	36.1%	50.00%	-13.9%
SEXUAL ORIENTATION	Number on 31/3/15	Percentage on 31/3/15	Percentage 2013/ 2014 (34 cases)	Percentage Change 2014-2015
Heterosexual		5.6%	41.2%	-35.6%
Lesbian, Gay or Bisexual Staff		63.9%	2.9%	61.0%
Prefer not to say		22.2%	26.5%	-4.3%
Undefined		8.3%	29.4%	-21.1%

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

AGE	Number on 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014- 2015
Under 20		0%	0.0%	0.00%
20 to 29		14.29%	12.5%	1.79%
30 to 39		14.29%	25.0%	-10.71%
40 to 49		57.14%	25.0%	32.14%
50 to 54		14.29%	12.5%	1.79%
55 to 59		0%	12.5%	-12.50%
60 to 64		0%	12.5%	-12.50%
65 and Over		0%	0.0%	0.00%
DISABILITY	Number on 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014- 2015
Yes		14.29%	12.5%	1.79%
No		57.14%	75.0%	-17.86%
Not Stated		28.57%	12.5%	16.07%
ETHNICITY	Number on 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014- 2015
White - British		85.71%	87.5%	0.00%
White - Irish		0.0%	0.0%	0.00%
White - Any other White background		0.0%	0.0%	0.00%
White Unspecified		0.0%	0.0%	0.00%
Mixed - White & Black Caribbean		0.0%	0.0%	0.00%
Mixed - White & Black African		0.0%	0.0%	0.00%
Mixed - White & Asian		0.0%	0.0%	0.00%
Mixed - Any other mixed background		14.29%	12.5%	0.00%
Asian or Asian British - Indian		0.0%	0.0%	0.00%
Asian or Asian British - Pakistani		0.0%	0.0%	0.00%
Asian or Asian British - Bangladeshi		0.0%	0.0%	0.00%
Asian or Asian British - Any other Asian background		0.0%	0.0%	0.00%
Black or Black British - Caribbean		0.0%	0.0%	0.00%
Black or Black British - African		0.0%	0.0%	0.00%
Black or Black British - Any other Black background		0.0%	0.0%	0.00%
Chinese		0.0%	0.0%	0.00%
Any Other Ethnic Group		0.0%	0.0%	0.00%
Not Stated		0.0%	0.0%	0.00%
Gender	Number on 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014- 2015
Female		87.5%	87.5%	0.00%
Male		12.5%	12.5%	0.00%
SEXUAL ORIENTATION	Number on 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014- 2015
Heterosexual		42.86%	75.0%	-32.14%
Lesbian, Gay or Bisexual Staff		0.00%	0.0%	0.00%
Prefer not to say		42.86%	12.5%	30.36%
Undefined		14.29%	12.5%	1.79%

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

AGE	Number on 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014-2015
Under 20		0.0%	0.0%	0.00%
20 to 29		16.67%	20.0%	-3.33%
30 to 39		33.33%	40.0%	-6.67%
40 to 49		33.33%	20.0%	13.33%
50 to 54		16.67%	20.0%	-3.33%
55 to 59		0.0%	0.0%	0.00%
60 to 64		0.0%	0.0%	0.00%
65 and Over		0.0%	0.0%	0.00%
DISABILITY	Number on 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014-2015
Yes		0.0%	20.0%	-20.00%
No		83.33%	20.0%	63.33%
Not Stated		16.67%	60.0%	-43.33%
ETHNICITY	Number on 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014-2015
White - British		83.33%	100.0%	-16.67%
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		16.67%	0.0%	16.67%
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%	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 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014-2015
Female		83.33%	60.0%	23.33%
Male		16.67%	40.0%	-23.33%
SEXUAL ORIENTATION	Number on 31/3/15 – less than 10	Percentage on 31/3/15	Percentage 2013/ 2014 Less than 10 cases)	Percentage Change 2014-2015
Heterosexual		50.00%	40.0%	10.00%
Lesbian, Gay or Bisexual Staff		0.0%	20.0%	-20.00%
Prefer not to say		50.00%	0.0%	50.00%
Undefined		0.0%	40.0%	-40.00%

## **2.8 Capability**

Due to the small numbers of cases dealt with under the capability policy in this financial year no specific details are provided.

## **2.9 Recruitment**

Recruitment data for ethnicity is reported in the Trust Workforce Race Equality Standard Report. We have continued to experience problems with changes to systems that allow reporting of recruitment data but hope to resolve these in time for the next report.

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## Section 3 – Service User Data and Information

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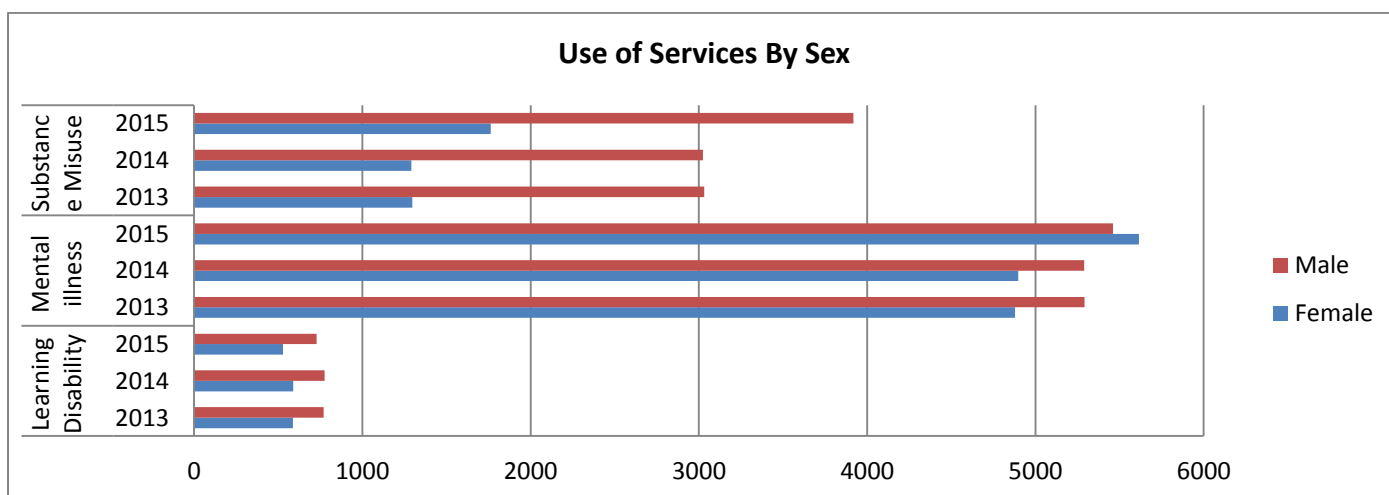
### 3.1 Introduction

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 1<sup>st</sup> of April 2014 and the 31st of March 2015.

### 3.2 Women and Men who used our services

	Learning Disability			Mental illness			Substance Misuse		
	2013	2014	2015	2013	2014	2015	2013	2014	2015
<b>Female</b>	588	590	529	4879	4898	5615	1296	1292	1763
<b>Male</b>	770	776	728	5291	5289	5460	3031	3025	3919
<b>TOTAL</b>	<b>1358</b>	<b>1366</b>	<b>1257</b>	<b>10170</b>	<b>10187</b>	<b>11075</b>	<b>4327</b>	<b>4317</b>	<b>5682</b>

8 people are recorded as other in Substance misuse services



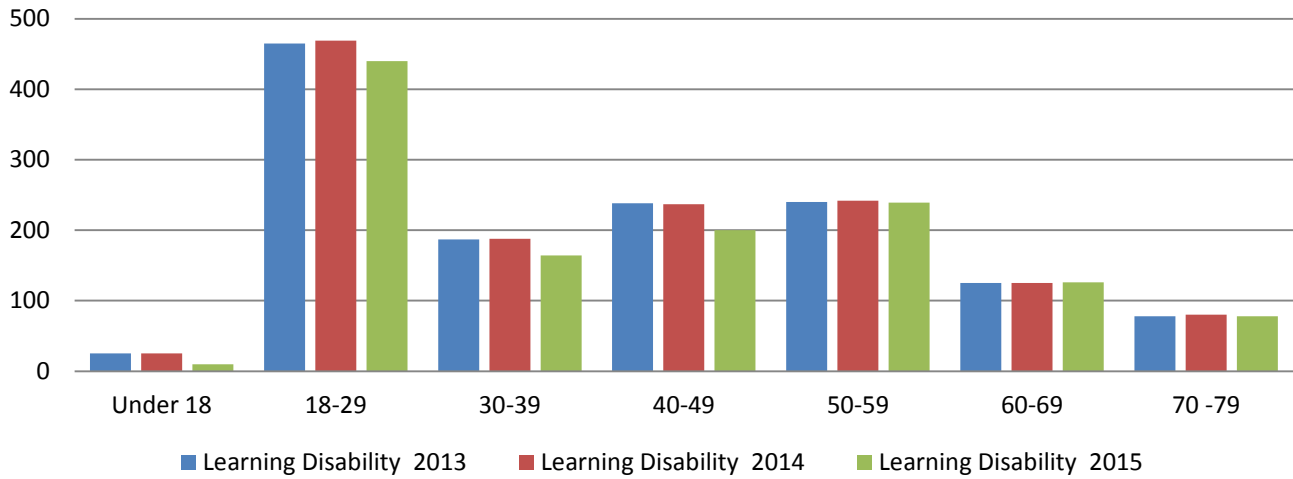
Between the 1st of April 2014 and the 31st of March 2015 18,014 people used our three main services. The gender split in terms of use indicates that a higher number of men use substance misuse services but in mental health and learning disability services the split is less significant, there appears to have been an increase in women using mental health services since April 2014

### 3.3 Age

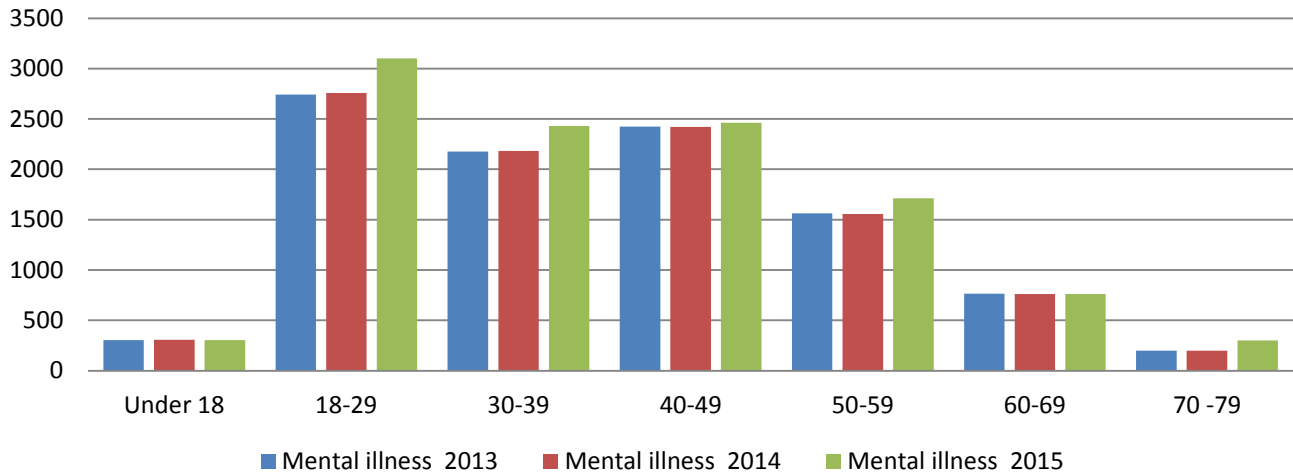
	Learning Disability			Mental illness			Substance Misuse		
	2013	2014	2015	2013	2014	2015	2013	2014	2015
<b>Under 18</b>	25	25	10	305	306	305	29	29	21
<b>18-29</b>	465	469	440	2741	2758	3102	879	879	915
<b>30-39</b>	187	188	164	2176	2184	2432	1332	1331	1764
<b>40-49</b>	238	237	200	2423	2422	2461	1291	1288	1843
<b>50-59</b>	240	242	239	1562	1556	1712	565	561	806
<b>60-69</b>	125	125	126	765	763	761	193	191	258
<b>70 -79</b>	78	80	78	198	198	302	38	38	83
	<b>1358</b>	<b>1366</b>	<b>1257</b>	<b>10170</b>	<b>10187</b>	<b>11075</b>	<b>4327</b>	<b>4317</b>	<b>5690</b>



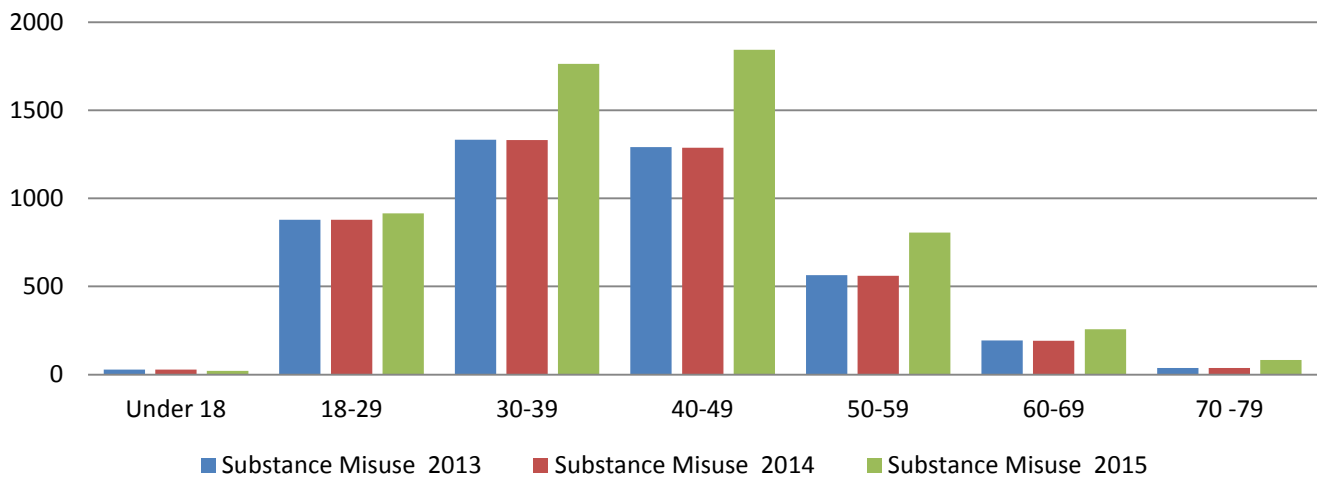
### Use of Services by Age Learning Disability



### Mental Health



### Substance Misuse Services



There have been changes in the age profile but these could be to do with general changes in the Trust main services from 2014 to 2015.

### 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 31<sup>st</sup> of March 2013 indicated that this field was not being used by staff. To address this series of team briefings took place in early 2014 however this field is still not being populated. Action will be reviewed when the Trust introduces action to support the introduction of the accessible information standard in 15/16. New flags have been placed on Trust systems where someone has a learning disability.

### 3.5 Religion

	Learning Disability				Mental Illness				Substance Misuse			
	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
<b>No Religion /Agnostic/Atheist</b>	20	13	18	24	917	1136	1301	1229	973	1503	1555	1478
<b>Christian</b>	285	263	270	240	1761	1743	1885	1914	629	785	832	1301
<b>Muslim</b>	19	20	21	17	415	394	409	382	58	62	65	94
<b>Other</b>	5	5	4	3	199	203	190	191	46	48	40	61
<b>Refused /Unable to answer /Unknown</b>	1023	1056	1053	973	6384	6687	6402	7359	1526	1929	1819	2756
	1352	1357	1366	1257	9676	10163	10187	11075	3232	4327	4311	5690

### 3.6 Sexual Orientation

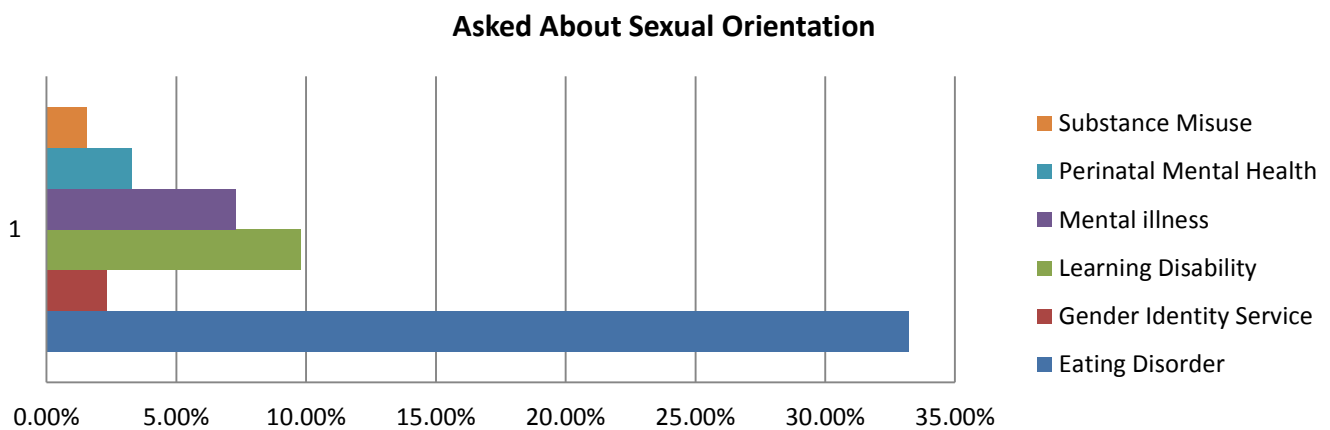
In 2013 we included Sexual Orientation in our service user demographics for the first time. In 2013/2014 recording was too low to publish in all services apart from mental health. Teams were briefed in mental health services about the availability of this field in 2014 and in 2014/15 the numbers of people asked has increased.

When people are asked about sexual orientation only a very small percentage refuse to answer. Of those people asked in mental health services just over 2% say they are lesbian, gay or bisexual. This is a higher rate than the rate reported in the national household survey which is currently 1.6%. See table below.

Mental Health Service		
	2014	2015
Number asked	472	811
Lesbian /Gay / Bi-sexual	2.33%	2.10%
Client does not know or is not sure	0.42%	0.25%
Heterosexual	96.40%	96.92%
Refused to answer/Unable to answer	0.85%	0.74%
Not asked	9715	10264

The percentage rates of people being asked about Sexual orientation vary by service with the eating Disorders service being most consistent across services reported on in this annual report.

### Percentage of people using all services that were asked about sexual orientation



### 3.7 The Ethnicity of People Using our Services

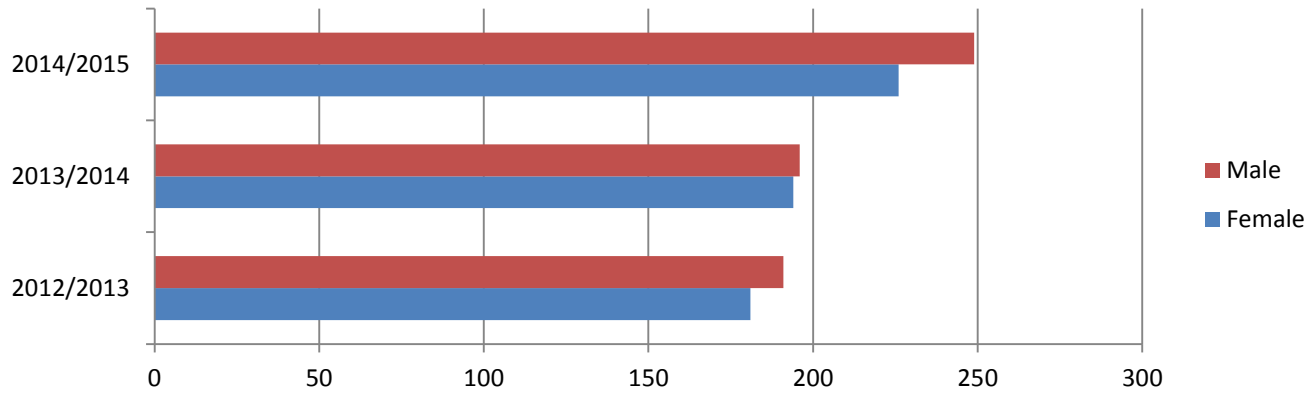
	Learning Disability 2013 to 2015				Mental Health 2013 to 2015				Substance Misuse 2013 to 2015				ALL TOTAL 2013 to 2015				Sheffield Population (all age %)	
	2013	2014	2015	2015 Number	2013	2014	2015	2015 Number	2013	2014	2015	2015 Number	TOTAL % 2013	TOTAL % 2014	TOTAL 2015	TOTAL 2015 Number		
White British	77.9%	78.3%	71.6%	900	67.9%	70.5%	65.4%	7242	77.7%	78.5%	73.5%	4184	71%	73%	68.4%	12326	80.8%	
White Irish	0.4%	0.4%	0.3%	4	0.6%	0.6%	0.6%	67	0.6%	0.6%	0.7%	41	1%	1%	0.6%	112	0.5%	
White Other	0.5%	0.5%	0.6%	7	1.2%	1.2%	1.3%	144	1.4%	1.5%	1.3%	74	1%	1%	1.2%	225	2.3%	
White: Gypsy or Irish Traveller																		0.1%
Asian or Asian British Bangladeshi	0.1%	0.1%	0.1%	1	0.3%	0.3%	0.3%	38	0.1%	0.1%	0.1%	7	0%	0%	0.3%	46	0.6%	
Asian or Asian British Indian	0.2%	0.1%	0.2%	2	0.4%	0.4%	0.4%	47	0.3%	0.3%	0.3%	17	0%	0%	0.4%	66	1.1%	
Asian or Asian British Pakistani	4.1%	4.1%	3.9%	49	2.9%	2.9%	2.9%	319	1.1%	1.1%	1.4%	79	2%	3%	2.5%	447	4.0%	
Chinese	0.1%	0.1%	0.1%	1	0.3%	0.4%	0.3%	31	0.0%	0.0%	0.0%	1	0%	0%	0.2%	33	1.3%	
Vietnamese	0.1%	0.1%	0.1%	1	0.0%	0.0%	0.0%	2	0.0%	0.0%	0.0%	0	0%	0%	0.0%	3	SHSC only	
Asian other	0.4%	0.4%	0.3%	4	1.0%	1.0%	1.1%	124	0.4%	0.4%	0.5%	27	1%	1%	0.9%	155	1.0%	
Black or Black British African	0.4%	0.4%	0.3%	4	1.1%	1.2%	1.2%	136	0.6%	0.6%	0.6%	36	1%	1%	1.0%	176	2.1%	
Black or Black British Caribbean	1.5%	1.6%	1.3%	16	1.7%	1.7%	1.6%	180	0.9%	1.0%	1.1%	63	1%	1%	1.4%	259	1.0%	
Somali	0.5%	0.7%	0.4%	5	1.2%	1.2%	1.1%	119	0.2%	0.2%	0.2%	13	1%	1%	0.8%	137	SHSC only	
Yemeni	0.4%	0.4%	0.2%	3	0.8%	0.8%	0.9%	97	0.2%	0.2%	0.2%	9	1%	1%	0.6%	109	SHSC only	
Black other	0.1%	0.1%	0.0%		0.5%	0.5%	0.4%	42	0.2%	0.2%	0.3%	19	0%	0%	0.3%	61	0/5%	
Other ethnic group: Arab																		1.5%
Mixed White & Asian	0.1%	0.1%	0.3%	4	0.3%	0.4%	0.4%	46	0.4%	0.5%	0.5%	28	0%	0%	0.4%	78	0.6%	
Mixed White & Black African	0.0%	0.0%	0.1%	1	0.2%	0.2%	0.2%	20	0.1%	0.1%	0.2%	9	0%	0%	0.2%	30	0.2%	
Mixed White & Black Caribbean	1.0%	1.2%	1.1%	14	1.0%	1.0%	1.2%	133	0.8%	0.8%	1.0%	56	1%	1%	1.1%	203	1.0%	
Mixed other	0.4%	0.4%	0.6%	7	0.6%	0.6%	0.6%	71	0.6%	0.6%	0.6%	32	1%	1%	0.6%	110	0.6%	
Other	1.0%	1.0%	1.0%	12	2.4%	2.4%	2.0%	221	0.9%	0.9%	1.0%	55	2%	2%	1.6%	288	0.7%	
Refused to answer	0.0%		0.0%		0.0%	0.1%	0.1%	9	0.0%	0.0%	0.0%	2	0%	0%	0.1%	11	0.0%	
Unable to answer	0.2%	0.2%	0.3%	4	0.0%	0.0%	0.0%	4	0.1%	0.1%	0.0%	2	0%	0%	0.1%	10	0.0%	
Not asked/unknown	10.4%	9.7%	17.3%	218	15.3%	12.4%	17.9%	1983	13.3%	12.2%	16.4%	936	14%	12%	17.4%	3137	0.0%	

\*SHSC system only

### 3.8 The Trust Gender Identity Service

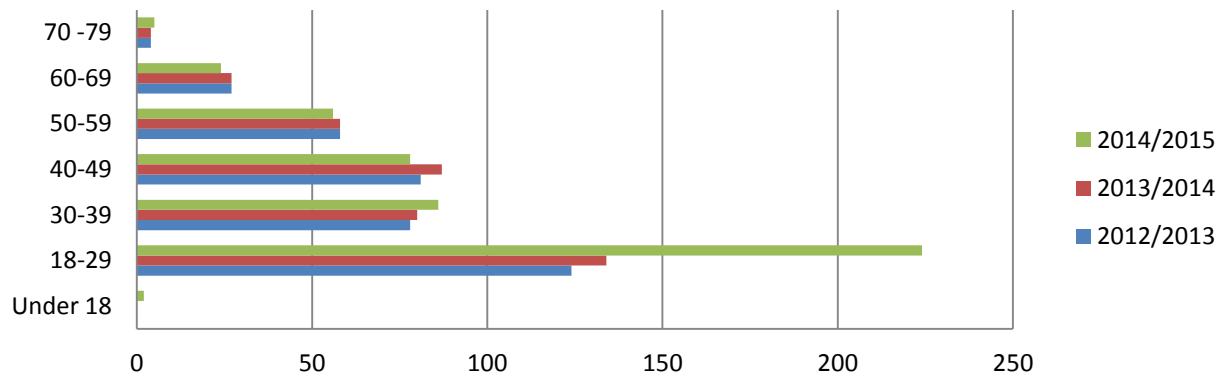
SHSC has a specialist service for people who are considering or undergoing gender reassignment. 475 people used the service in 2014/15. The tables below show the numbers of people in different groups.

#### Sex



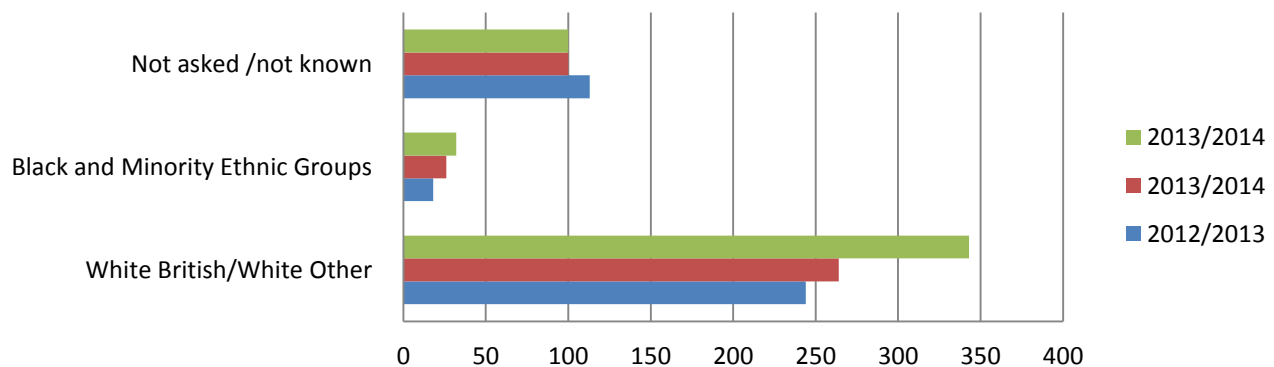
#### Age

People using the Gender Identity Service - Age



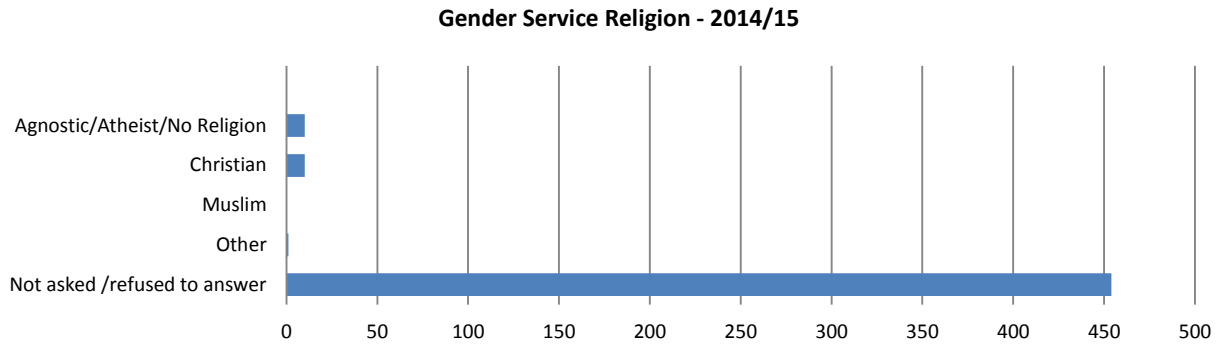
#### Ethnicity

People using the Gender Identity Service - Ethnicity



## Religion

Because there were under 16 responses in 2013/14 for Religion, Religion was not reported. In 2014/15 reporting has improved although it is still low.



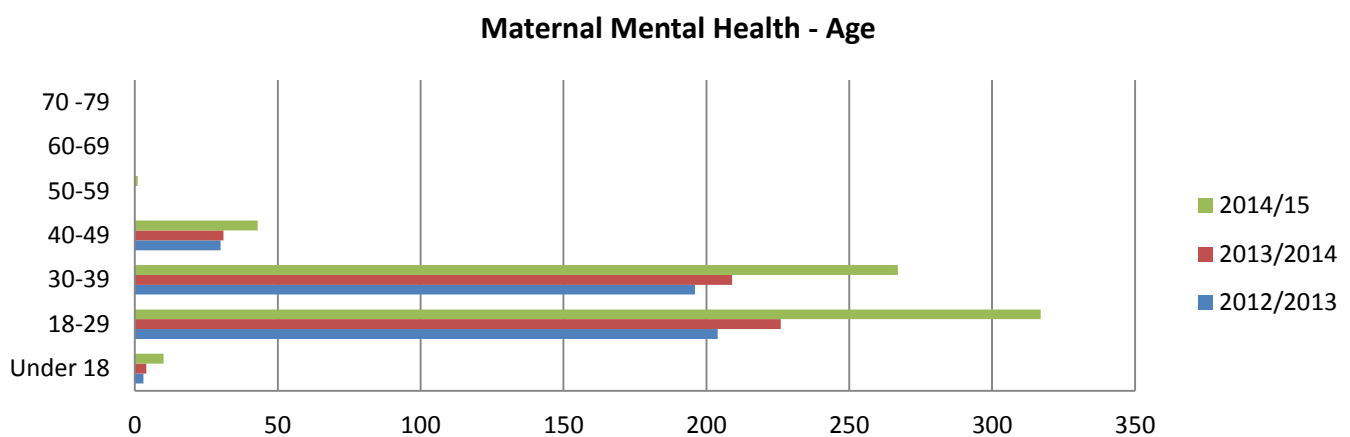
## Sexual Orientation and Disability – Gender Identity Service

Because there were under 16 responses in 2014/15 for Sexual orientation and Disability these have not been reported.

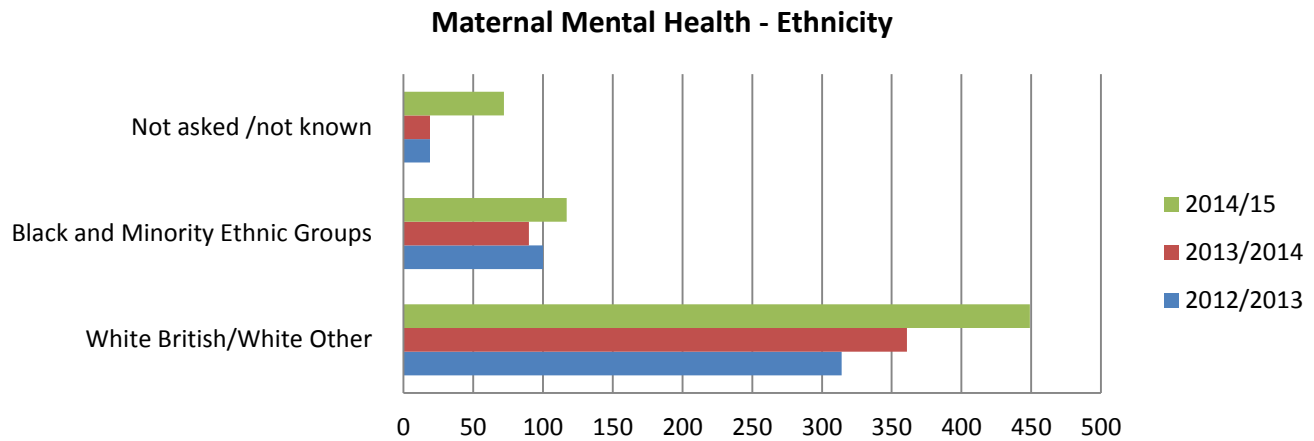
### 3.9 Maternal Mental Health Service

SHSC has a specialist service for maternal mental health. A total of 638 people used the service in 2014/15. The tables below show the numbers of people in different groups.

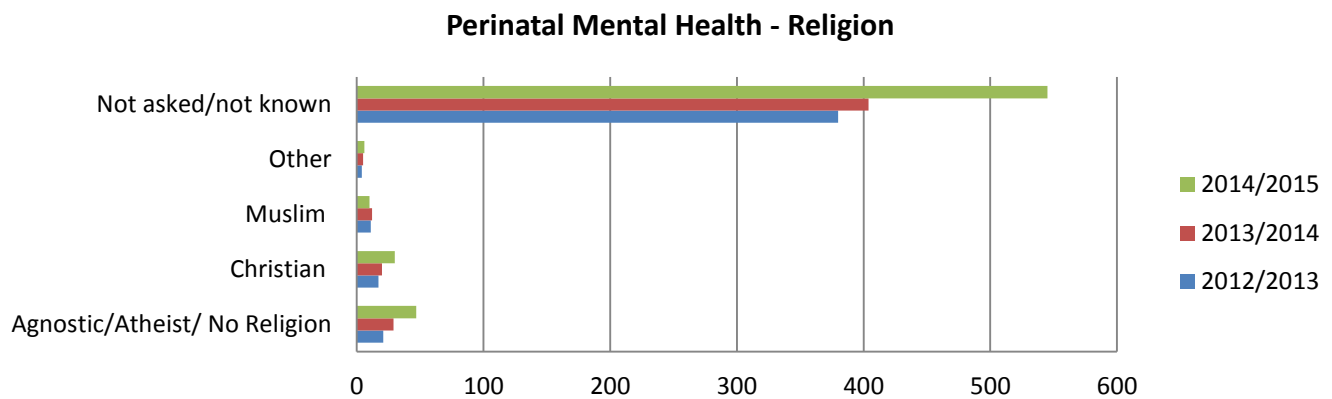
#### Age



## Ethnicity



## Religion



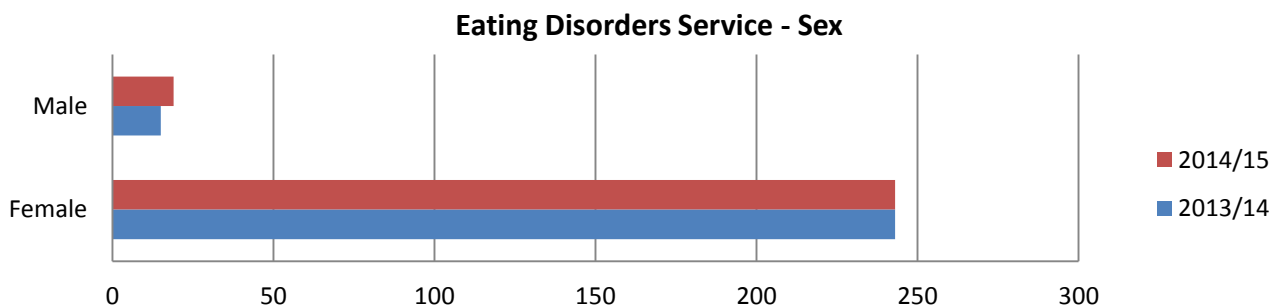
## Sexual Orientation and Disability – Perinatal Mental Health

21 people were asked about Sexual Orientation and 100% responded heterosexual. Disability recording was too low to report.

### 3.10 Eating Disorder Services

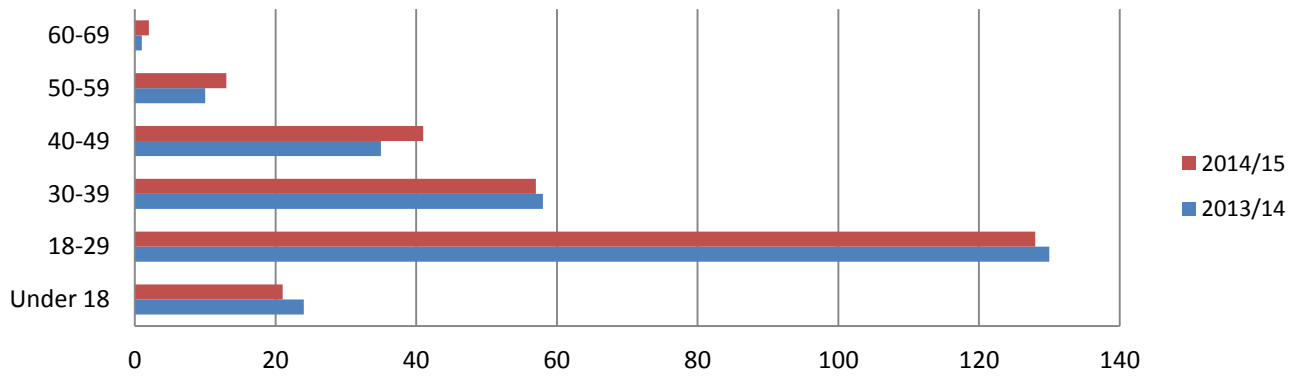
The Trust has a specialist eating disorders service –data for this service was included for the first time in 2013/2014. In 2014/15 262 people used the service.

## Sex



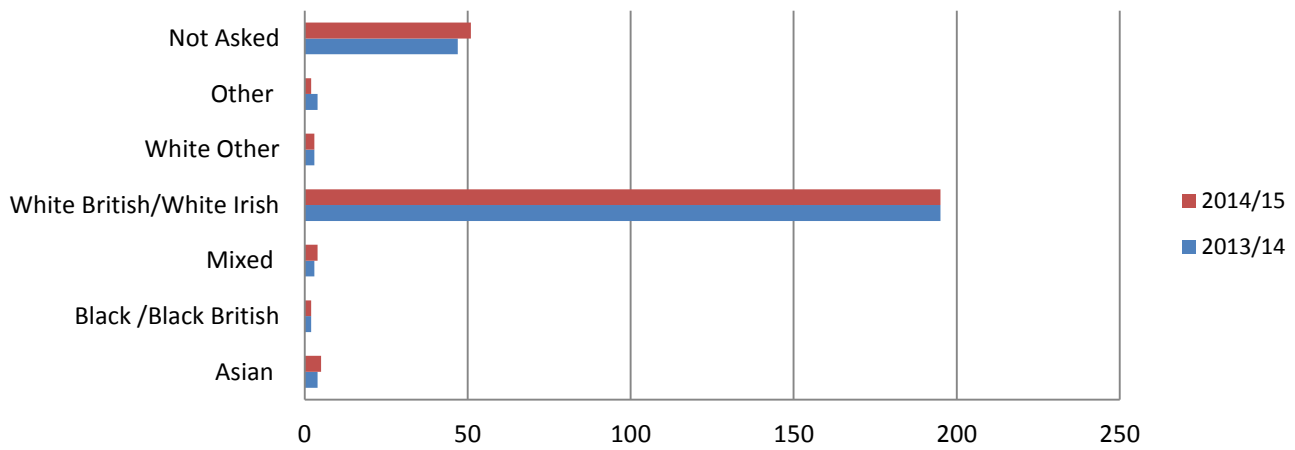
## Age

Eating Disorders Service - Age



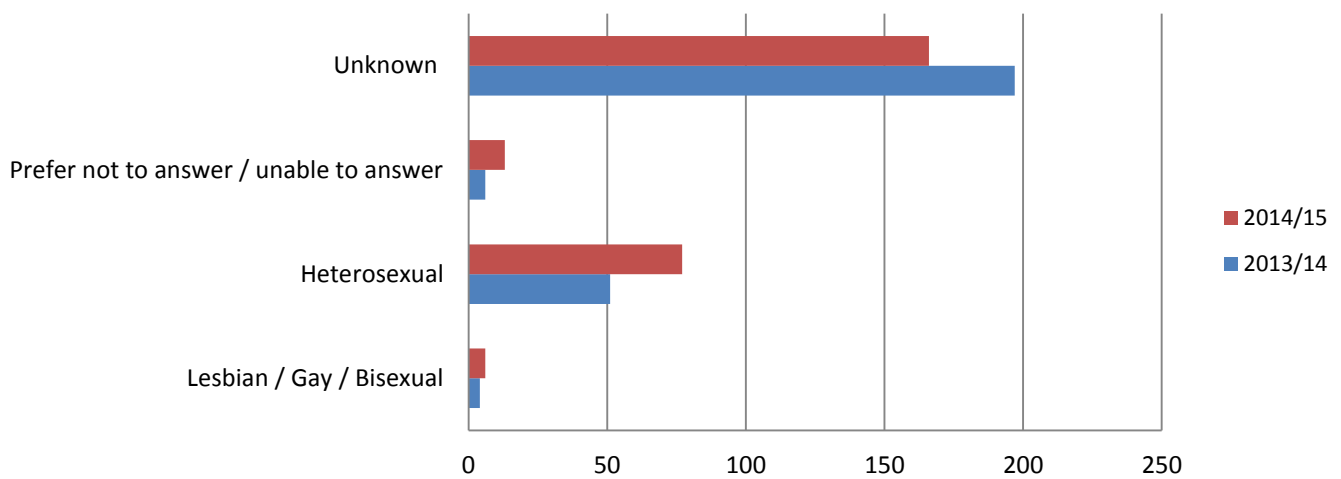
## Ethnicity

Eating Disorders Service - Ethnicity



## Sexual Orientation

Eating Disorders Service - Sexual Orientation





### 3.11 Other Information about People Who Use Our Services

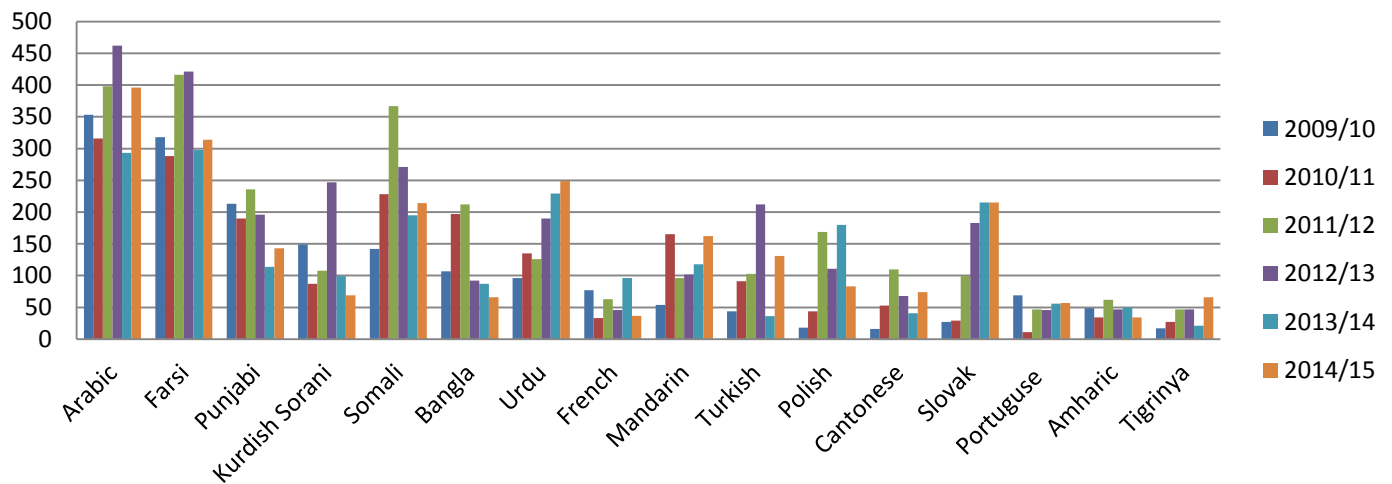
#### Use of Interpreting Services

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

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

The steady increase in requests for Urdu and Slovak noted in last year's report continue

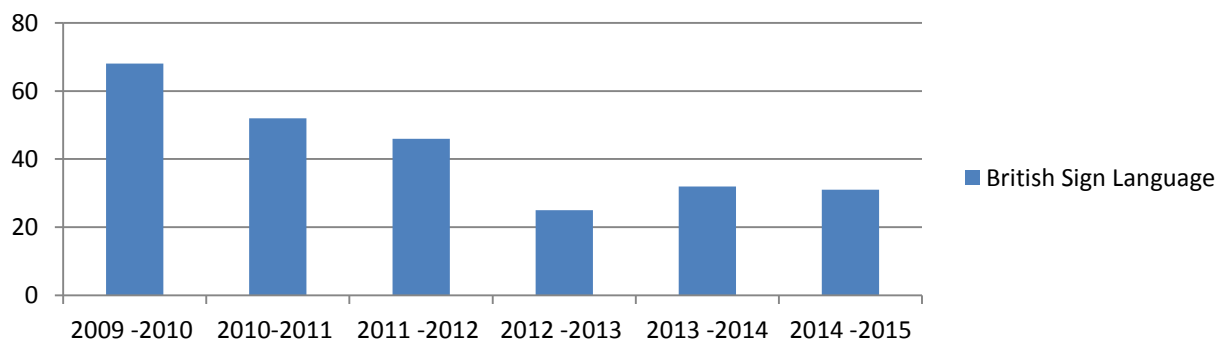
**Top Requests by Language 2009 - 2015**



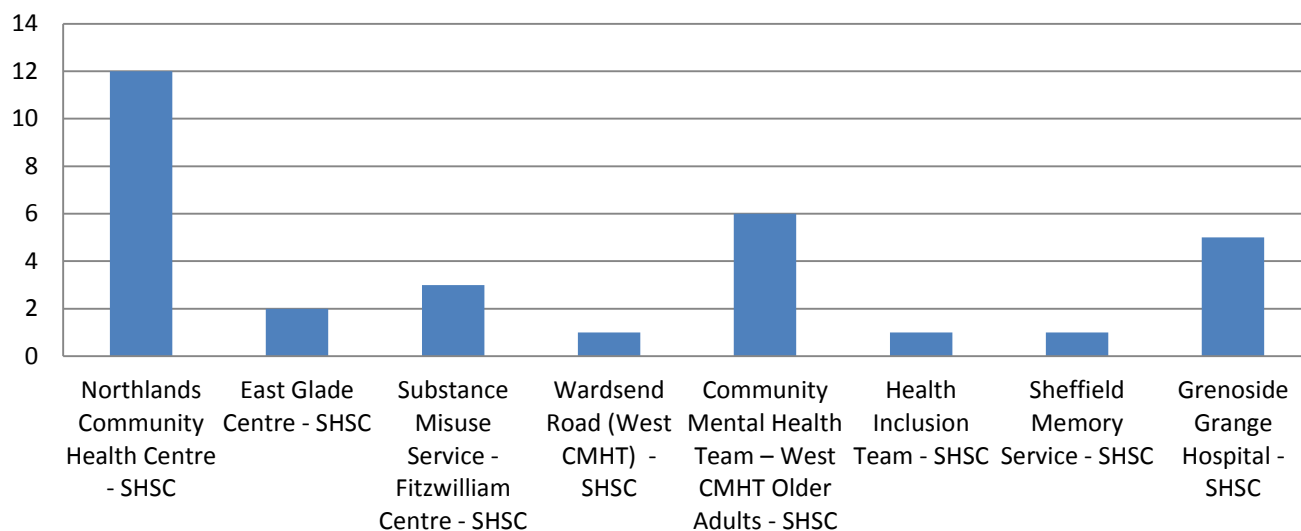
#### British Sign Language

Requests for BSL interpreting have remained at a similar rate for the last two years

**British Sign Language**



### Requests for BSL Interpreters 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 our services.

<http://www.cqc.org.uk/provider/TAH/survey/6>

### 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 11 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/documents/MH14 TAH.pdf](http://www.nhssurveys.org/Filestore/documents/MH14_TAH.pdf)