



Sheffield Health and Social Care  
NHS Foundation Trust



# Annual Equality and Human Rights Report - Supplementary Information

2015/2016

(This document is an appendix to the SHSC Annual Equality and Human Rights Report)



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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.

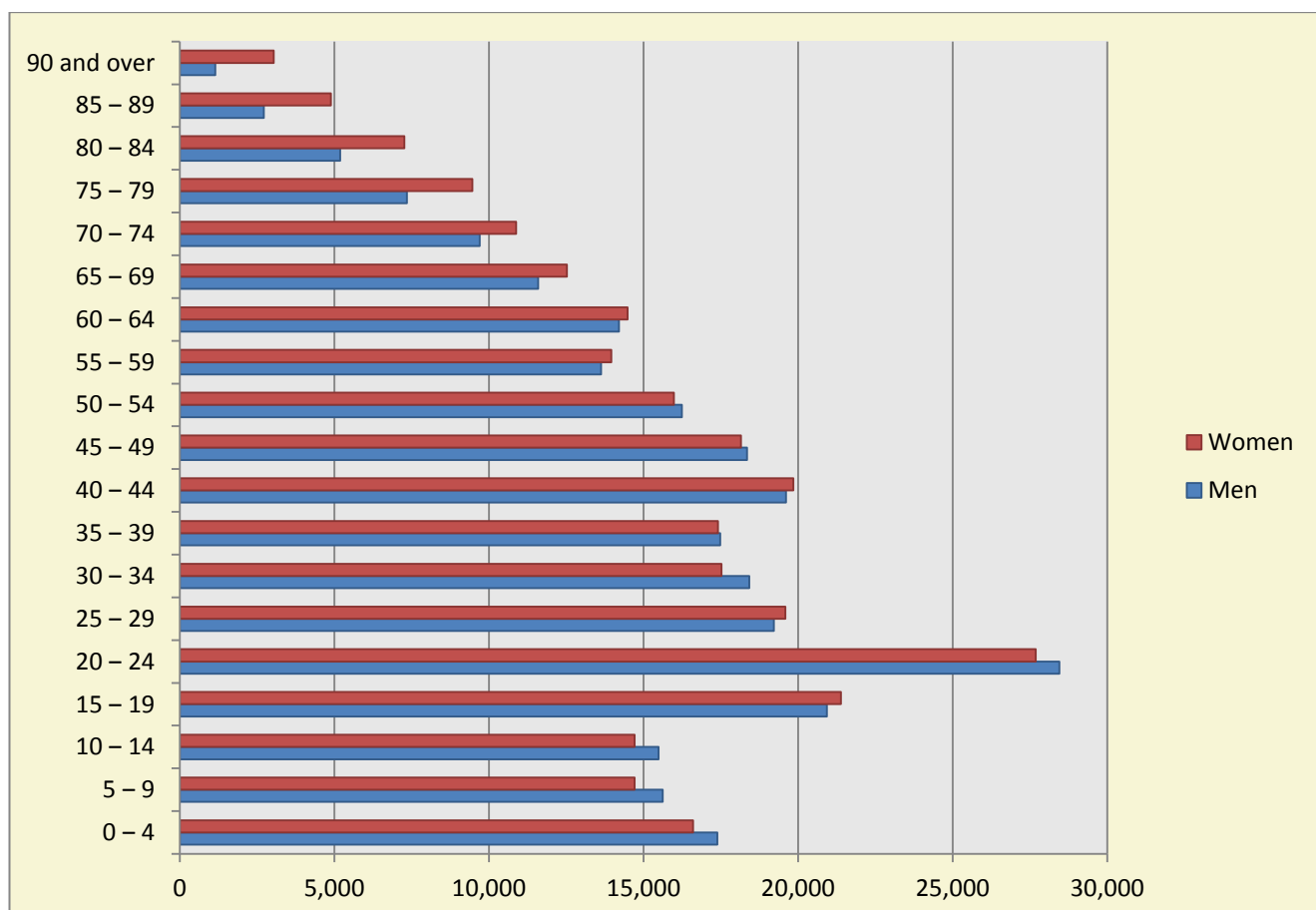
### 1.1 About the population of Sheffield <sup>1</sup>

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

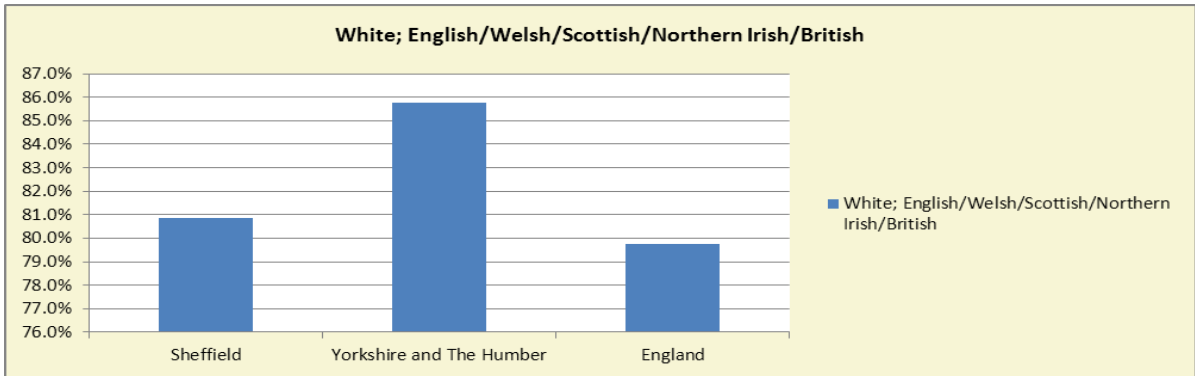
Overall there are slightly more women (50.7%) in Sheffield than men (49.3%). The chart below indicates that in age groups up to mid-fifties there are slightly more men than women but in older age groups there are more women than men.



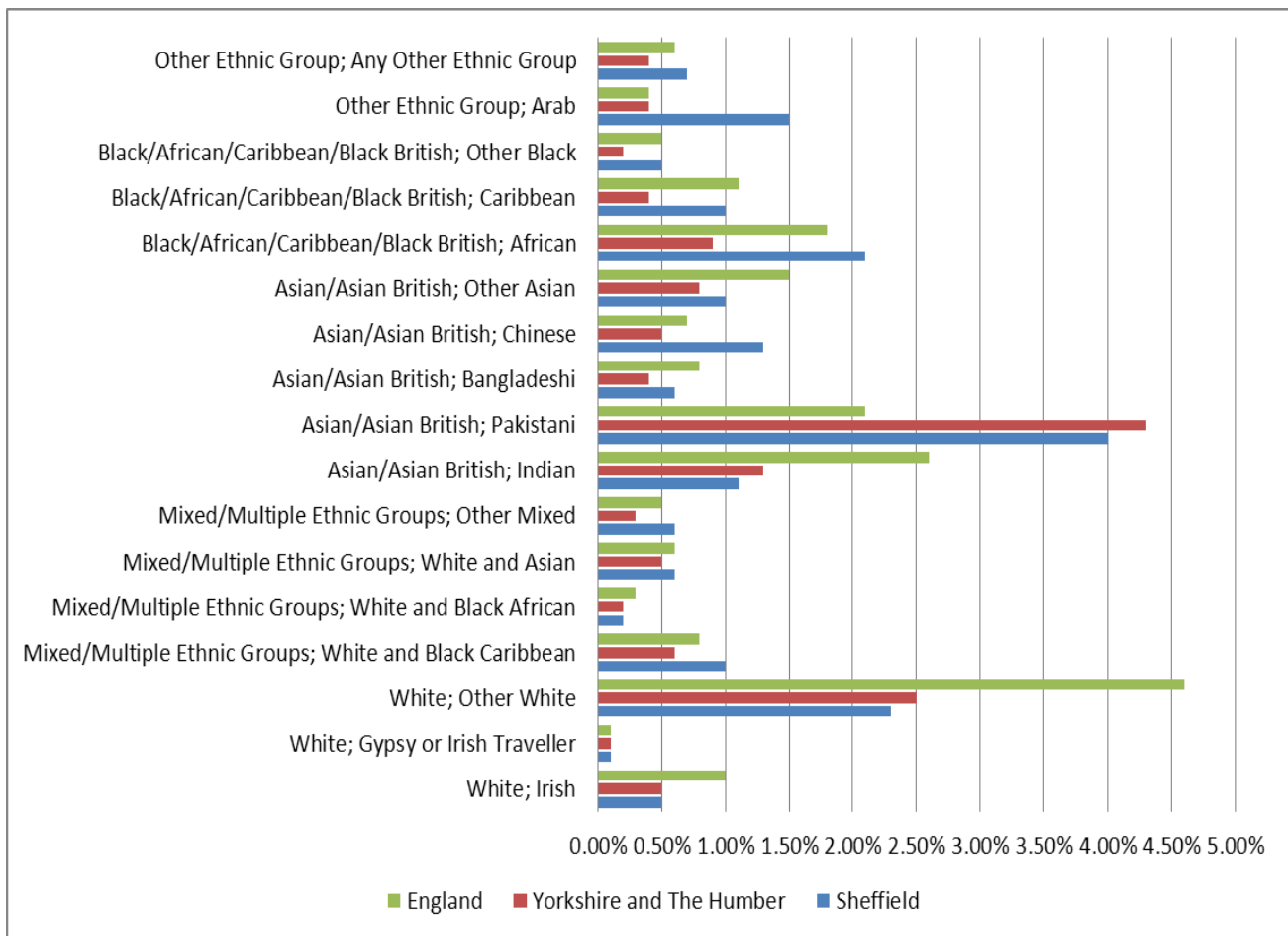
<sup>1</sup> All tables in this document are adapted from data from the Office for National Statistics licensed under the Open Government Licence v.1.0.

### 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.

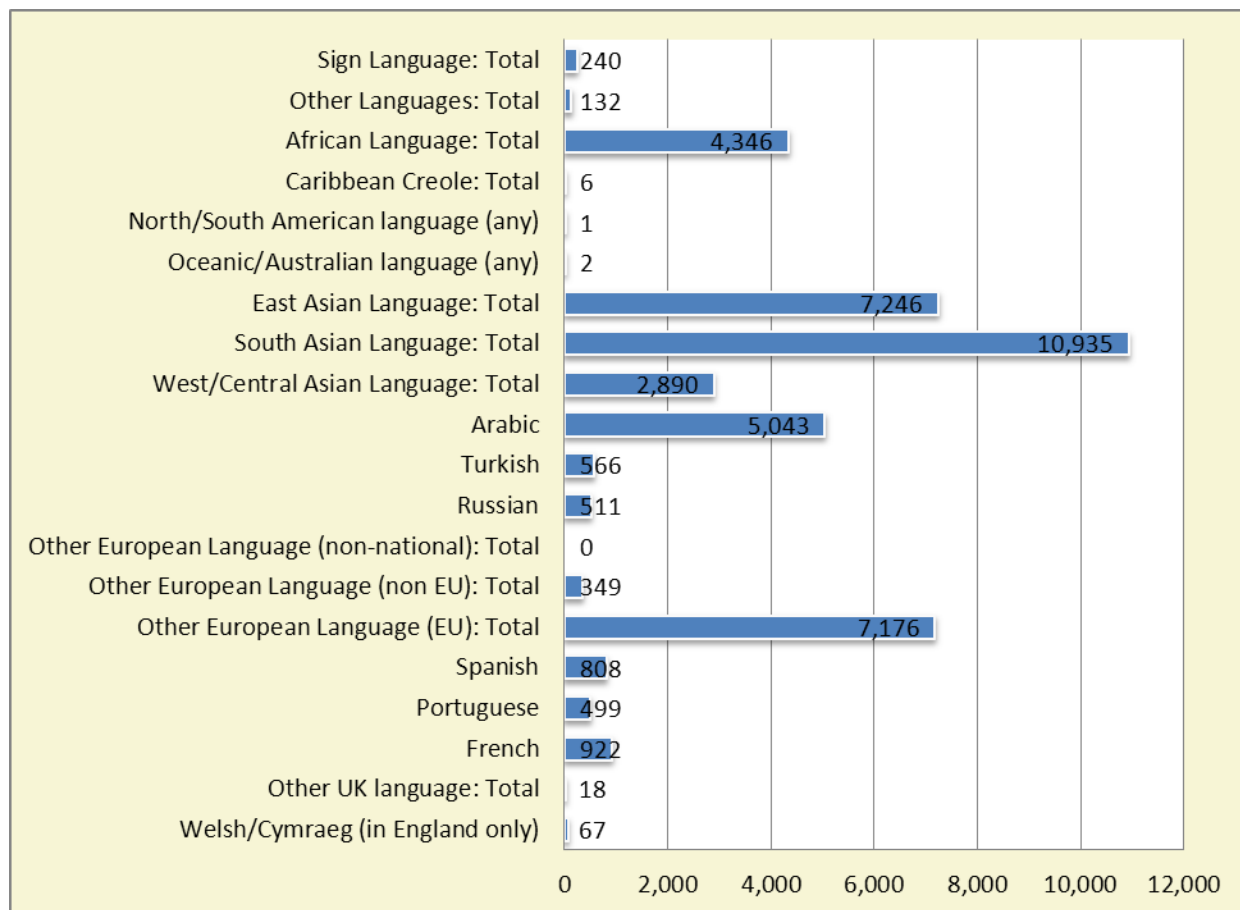


Of the remaining 19% the highest alternative ethnicity reported in Sheffield is the Asian / Asian British Pakistani group (4%). The 2011 Census included two new groups 'gypsy and Irish traveller' and 'Arab'. The percentage of people in Sheffield who describe their ethnicity as Arab (1.5%) is higher than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



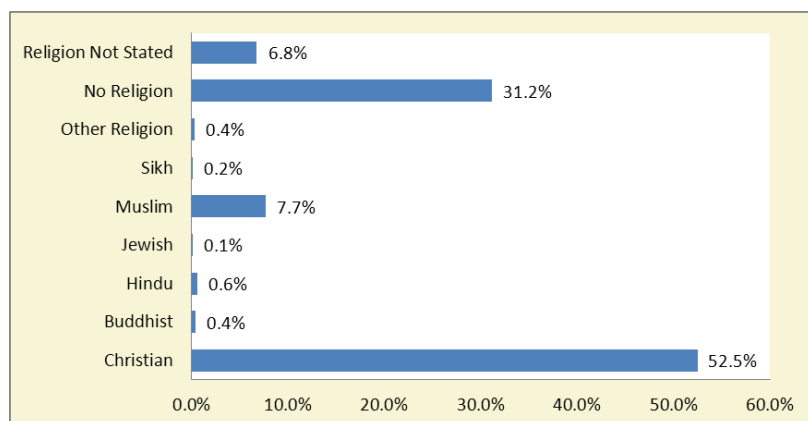
### 1.4 Languages Spoken In Sheffield on the 31st of March 2011

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>

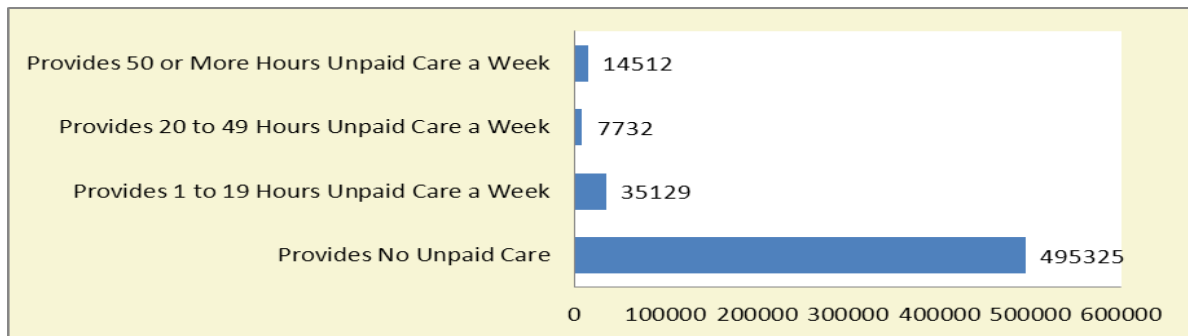
<sup>5</sup> <http://www.hscic.gov.uk/catalogue/PUB14798>

<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 – Information About People Who Work in Our Services

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## 2.1 Staff Profile - Age, Disability and Ethnicity

<b>AGE</b>	<b>Number on 31/3/16</b>	<b>% on 31/3/16</b>	<b>Sheffield Population - Census Age Bands - nearest equivalent 15+)</b>		<b>% 31/3/15</b>	<b>Change 2015-2016</b>
Under 20	21	0.7%	15-19	9.20%	0.40%	0.27%
20 to 29	403	12.9%	20-29	20.70%	12.40%	0.52%
30 to 39	634	20.3%	30-39	15.50%	19.30%	1.02%
40 to 49	835	26.8%	40-49	16.60%	28.40%	-1.64%
50 to 59	916	29.36%	50-59	13.00%	29.60%	-0.24%
60 to 64	217	7.0%	60-64	6.30%	6.50%	0.46%
65 and Over	94	3.0%	65 and above	18.70%	3.40%	-0.39%
<b>Total Headcount</b>	<b>3120</b>					
<b>DISABILITY</b>	<b>Number on 31/3/16</b>	<b>% on 31/3/16</b>	<b>Sheffield Population - Census Age Bands - nearest equivalent 15+)</b>		<b>% 31/3/15</b>	<b>Change 2015-2016</b>
Yes	187	6.0%	not available	18.70%	6.10%	-0.11%
No	2392	76.7%		81.90%	74.05%	2.62%
Not Stated	541	17.34%		0.00%	19.85%	-2.51%
<b>Total Headcount</b>	<b>3120</b>					
<b>ETHNICITY</b>	<b>Number on 31/3/16</b>	<b>% on 31/3/16</b>	<b>Sheffield Population - Census Age Bands - nearest equivalent 15+)</b>		<b>% 31/3/15</b>	<b>Change 2015-2016</b>
<b>Total Headcount</b>						
English/ Welsh/ Scottish/ Northern Irish/ British	2389	76.57%	80.60%	80.80%	77.30%	-0.73%
Irish	29	0.93%	0.50%	0.50%	0.90%	0.03%
Gypsy, Traveller or Irish Traveller **	0	0.00%	0.10%	0.10%	0.00%	0.00%
Any other White background	56	1.79%	2.70%	2.30%	1.70%	0.09%
White and Black Caribbean	23	0.74%	0.80%	1.00%	0.90%	-0.16%
White and Black African	14	0.45%	0.20%	0.20%	0.40%	0.05%
White and Asian	5	0.16%	0.50%	0.60%	0.20%	-0.04%
Any other Mixed/ Multiple ethnic background	17	0.54%	0.40%	0.60%	0.60%	-0.06%
Indian	44	1.41%	1.30%	1.10%	1.50%	-0.09%
Pakistani	54	1.73%	3.60%	4.00%	1.40%	0.33%
Bangladeshi	8	0.26%	0.60%	0.60%	0.30%	-0.04%
Chinese	8	0.26%	1.80%	1.30%	0.30%	-0.04%
Any other Asian background	20	0.64%	1.10%	1.00%	0.60%	0.04%
African	130	4.17%	2.20%	2.10%	4.10%	0.07%
Caribbean	52	1.67%	1.00%	1.00%	1.60%	0.07%
Any other Black/ African/ Caribbean background	12	0.38%	0.50%	0.50%	0.50%	-0.12%
Arab**	0	0.00%	1.40%	1.50%	0.00%	0.00%
Any other ethnic group	20	0.64%	0.80%	0.70%	0.60%	0.04%
Not Stated	239	7.66%	0.00%	0.00%	7.10%	0.56%
<b>Total Headcount</b>	<b>3120</b>					

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

RELIGION OR BELIEF	Number on 31/3/16	Percentage on 31/3/16	Sheffield Population (All 2011)	Percentage 31/3/15	Change 2015-2016
Atheism	421	13.5%	31.20%	12.6%	0.9%
Buddhism	22	0.7%	0.40%	0.6%	0.1%
Christianity	1123	36.0%	52.50%	35.6%	0.4%
Hinduism	23	0.7%	0.60%	0.7%	0.0%
Islam	68	2.2%	7.70%	2.2%	0.0%
Judaism	3	0.1%	0.10%	0.1%	0.0%
Sikhism	6	0.2%	0.20%	0.3%	-0.1%
Other	237	7.6%	0.40%	7.3%	0.3%
Prefer not to say	910	29.2%	6.80%	30.9%	-1.8%
Undefined	307	9.8%	0.00%	9.7%	0.1%
<b>Total</b>	<b>3120</b>				
Gender	Number on 31/3/16	Percentage on 31/3/16	Sheffield Population (All 2011)	Percentage 31/3/15	Change 2015-2016
Female	2303	72.8%	50.70%	73.60%	-0.81%
Male	817	25.8%	49.30%	26.40%	-0.58%
<b>Total</b>	<b>3164</b>				
SEXUAL ORIENTATION	Number on 31/3/16	Percentage on 31/3/16	Sheffield Population (All 2011)	Percentage 31/3/15	Change 2015-2016
Heterosexual	1989	63.8%		62.39%	1.36%
Lesbian, Gay or Bisexual Staff	82	2.6%	*	2.62%	0.01%
Prefer not to say	740	23.7%		25.19%	-1.47%
Undefined	309	9.9%		9.80%	0.10%
<b>Total</b>	<b>3120</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.

### Age

The trust has previously identified low numbers of younger staff in the workforce. In 2015/16 there has been a small increase in the number of staff under 40 working in the organisation.

### Disability

Workforce and Disability has a national focus at present, with NHS England consulting on a new workforce equality standard, one of the areas of concern nationally is the low numbers of staff who report

they have a disability to their NHS employer . SHSC have relatively good levels of reporting although these can still be improved. The number of staff indicating that they have a disability in the workforce record is to 6%. The number of ‘unknowns’ continues to decrease from around 20% on the 31<sup>st</sup> of March 2015 to 17% on the 31<sup>st</sup> of March 2016.

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

	2011		2012		2013		2014		2015		2016	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Female	52.25%	47.75%	45.73%	54.26%	43.10%	56.90%	49.98%	50.02%	46.38%	53.62%	46%	54%
Male	77.81%	22.19%	65.15%	34.84%	64.30%	35.70%	77.12%	22.88%	68.08%	31.92%	68%	32%

### Staff Group - Staff Group by Ethnicity 2015– 2016

The Workforce Race Equality Standard Metric 1 now asks trust to report the ethnicity of their staff by agenda for change pay bands 1-9 and very senior managers and to split this report into clinical and non – clinical areas. Information on staff group by ethnicity is now therefore found in the trust WRES report. This can be found by following the URL links on the Trust website published alongside this report. In 2016 WRES reports must be published by the 1<sup>st</sup> of August 2016, the information in the report is as of the 31<sup>st</sup> of March 2016. The WRES report also includes an action plan that sets out what the trust has done and intends to do in response to the WRES report

## 2.2 People Who Left the Organisation

Leavers - Number of cases	447		
AGE	Number on 31/3/16	Percentage on 31/3/16	Percentage 2015
Under 20	6	1.34%	0.59%
20 to 29	83	18.57%	25.54%
30 to 39	69	15.44%	22.00%
40 to 49	85	19.02%	17.29%
50 to 54	60	13.42%	8.45%
55 to 59	63	14.09%	11.98%
60 to 64	50	11.19%	7.66%
65 and Over	31	6.94%	6.48%
DISABILITY	Number on 31/3/16	Percentage on 31/3/16	Percentage 2015
Yes	29	6.49%	3.54%
No	334	74.72%	62.87%
Not Stated	84	18.79%	33.60%
ETHNICITY	Number on 31/3/16	Percentage on 31/3/16	Percentage 2015
White - British	327	73.15%	66.40%
White - Irish	4	0.89%	1.57%
White - Any other White background	7	1.57%	2.95%
Mixed - White & Black Caribbean	4	0.89%	0.98%
Mixed - White & Black African	0	0.00%	0.20%
Mixed - White & Asian	3	0.67%	0.79%
Mixed - Any other mixed background	3	0.67%	0.79%
Asian or Asian British - Indian	11	2.46%	3.34%
Asian or Asian British - Pakistani	8	1.79%	1.77%
Asian or Asian British - Bangladeshi	2	0.45%	0.79%
Asian or Asian British - Any other Asian background	4	0.89%	1.38%
Black or Black British - Caribbean	8	1.79%	1.18%
Black or Black British - African	12	2.68%	6.88%
Black or Black British - Any other Black background	2	0.45%	0.98%
Chinese	1	0.22%	0.39%
Any Other Ethnic Group	2	0.45%	0.20%
Not Stated	49	10.96%	9.43%
Gender	Number on 31/3/16	Percentage on 31/3/16	Percentage 2015
Female	359	73.38%	70.53%
Male	150	26.62%	29.47%
SEXUAL ORIENTATION	Number on 31/3/16	Percentage on 31/3/16	Percentage 2015
Heterosexual	260	58.17%	57.4%
Lesbian, Gay or Bisexual Staff	16	3.58%	1.6%
Prefer not to say/undefined	130	29.08%	41.1%

- The number of leavers from LGB groups is relatively high this has been reviewed and reasons for leaving are not recorded for a number of people in this group this will therefore be reviewed in 2016/17.

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

## 2.3 Disciplinary

AGE	Number on 31/3/16	Percentage on 31/3/16	Percentage 2014/ 2015 (cases)
Under 20	4	10.53%	0.0%
20 to 29	9	23.68%	2.8%
30 to 39	5	13.16%	16.7%
40 to 49	10	26.32%	50.0%
50 to 54	3	7.89%	27.8%
55 to 59	4	10.53%	0.0%
60 to 64	3	7.89%	2.8%
65 and Over	4	10.53%	0.0%
DISABILITY	Number on 31/3/15	Percentage on 31/3/15	Percentage 2014/ 2015 (cases)
Yes		7.89%	11.1%
No		60.53%	66.7%
Not Stated		31.58%	22.2%
ETHNICITY	Number on 31/3/15	Percentage on 31/3/15	Percentage 2014/ 2015 (cases)
<p>The Workforce Race Equality Standard Metric 3 now asks trust to report the difference in rates of disciplinary action for staff from Black Asian and Minority ethnic groups (BME) compared to white staff, over a two year period. Information that was previously reported for disciplinary action taken against staff from BME groups is therefore now reported through the trust WRES report. This can be found by following the URL links on the Trust website published alongside this report. In 2016 WRES reports must be published by the 1<sup>st</sup> of August 2016, the information in the report is as of the 31<sup>st</sup> of March 2016. The WRES report also includes an action plan that sets out what the trust has done and intends to do in response to the WRES report</p>			
Gender	Number on 31/3/16	Percentage on 31/3/16	Percentage 2014/ 2015
Female	16	42.11%	63.9%
Male	22	57.89%	36.1%
SEXUAL ORIENTATION	Number on 31/3/16	Percentage on 31/3/16	Percentage 2014/ 2015
Heterosexual		60.53%	63.9%
Lesbian, Gay or Bisexual Staff		7.89%	5.6%
Prefer not to say		23.68%	22.2%
Undefined		7.89%	8.3%

There appears to be a high percentage of staff from LGB groups and that have a disability, subject to disciplinary this will be reviewed in 2016/17.

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

Grievance numbers are too small for a useful analysis

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

Including a breakdown by protected groups of bullying and harassment cases does not provide useful data due to the small numbers in each group. The WRES metrics consider the results of the staff survey and these are now available as a benchmark report against other trusts. In 2017 there is a proposal to introduce a similar approach for Disability. Benchmarking information can be found in the trust WRES report alongside information that the trust is planning to take in response to this.

## **2.6 Capability**

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

## **2.7 Recruitment**

Recruitment data for ethnicity is now reported in the Trust Workforce Race Equality Standard Report.

Please see above about how to access this report.



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## Section 3 –Information About People Who Use Our Services

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## Introduction

The Trust has three main service user groups, Mental Health, Learning Disability and Substance Misuse and a number of specialist services as well as being responsible for some primary care services in Sheffield. This report provides information and comment across seven of these services:

- Mental Health Services
- Learning Disability Services
- Substance Misuse Services
- Gender Identity Service
- Perinatal (Maternal) Mental Health Services
- Eating Disorders Services
- Improving Access to Psychological Therapy Services

We look at use of these services by:

- Age
- Disability
- Ethnicity
- Religion or Belief
- Sex
- Sexual Orientation

Recording information is very low in some areas, where numbers are low information is provided in a way that takes account of data protection.

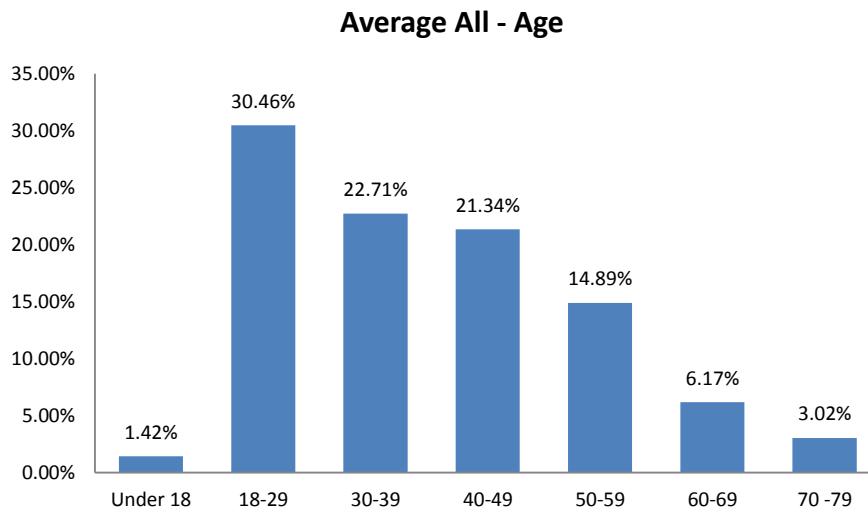
We use this information to help us take action in the following areas and where necessary will look at this information in more detail.

- When we are considering the impact of a trust decision on a particular group or groups (Equality Impact Analysis),
- When we are looking at access to our services, for more information see our main report about the NHS Equality Delivery System, and
- When we are considering what to prioritise for action or improvement, this helps us identify our Equality Objectives.

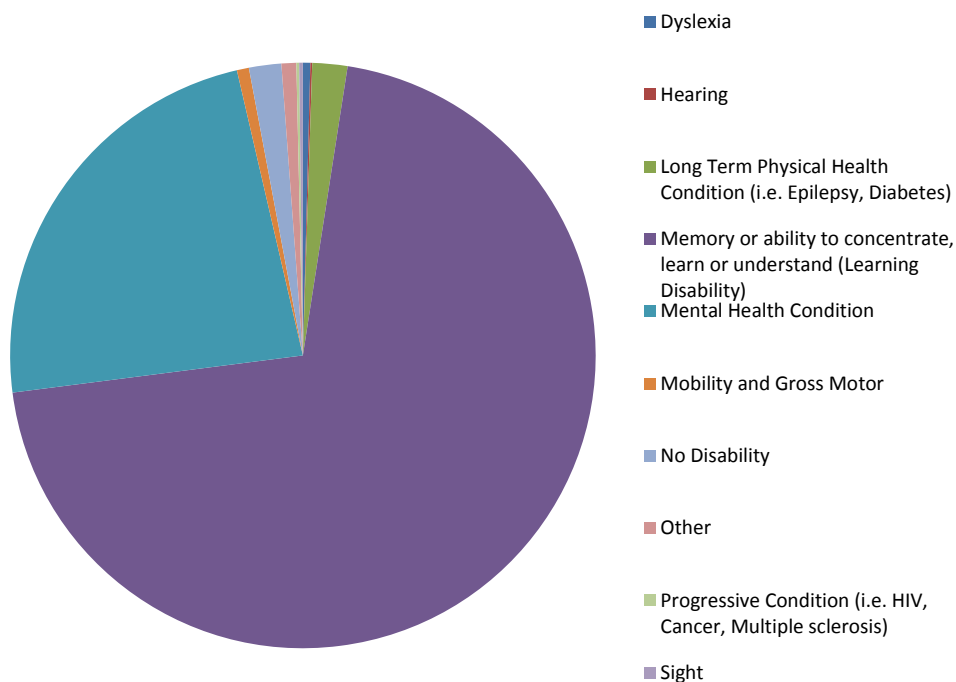
The information in this section of the report is based on information about use of our services on the 31<sup>st</sup> of March 2016.

## 1. All Services Average

### 1.1. Age

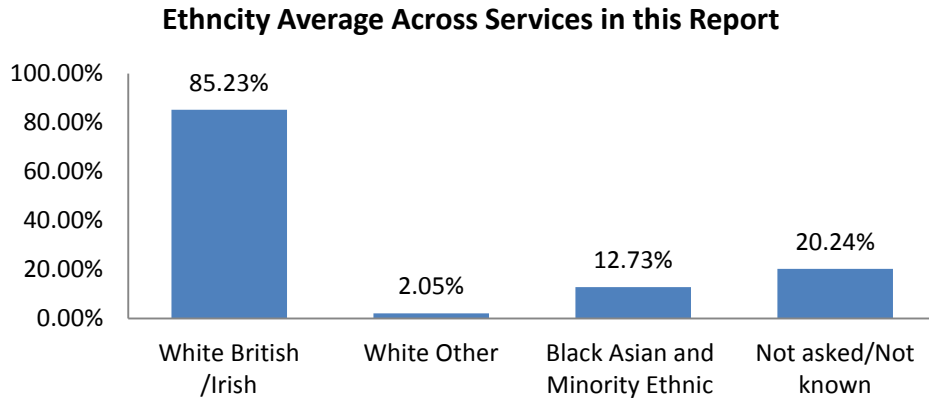


### 1.2. Disability



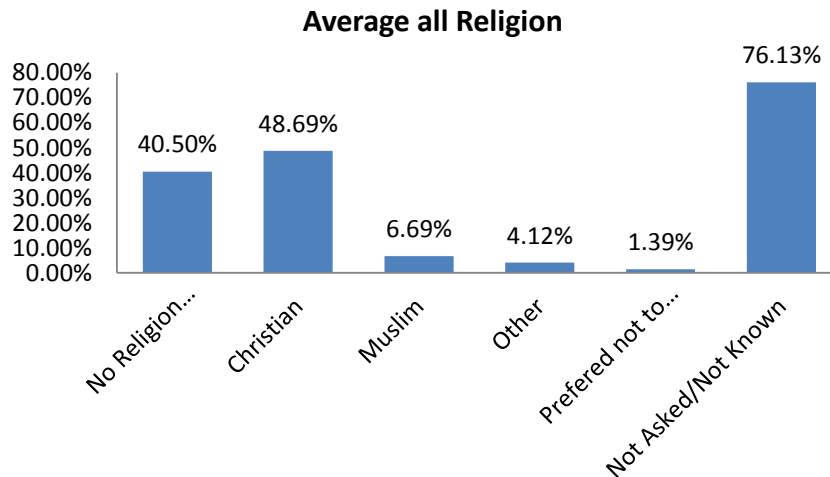
Due to low numbers in some services information about disability is only reported in this section. Improving recording of disability was a trust equality objective between 2012 and 2016, more information about this can be found in the main Equality and Human Rights report 2015/16 published alongside this report.

### 1.3. Ethnicity



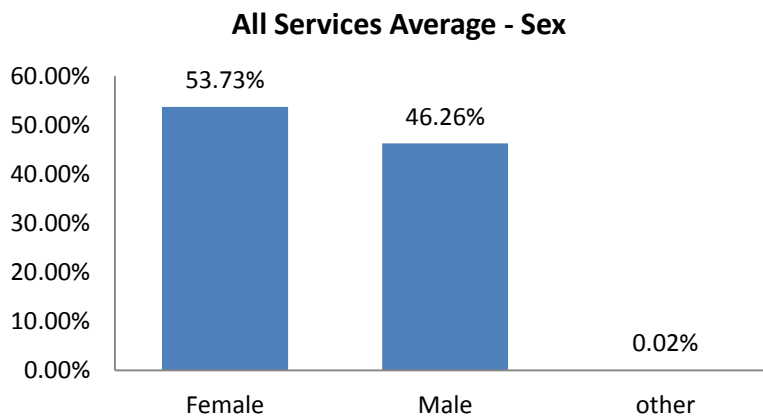
The percentage for use of service only includes people where ethnicity is known. The percentage not know is very high at 20% Improving ethnicity recording is likely to be an area that we aim to improve as an Equality Objective over the next few years.

### 1.4. Religion or Belief



The percentages above are from 9361 responses apart from the not asked not known percentage.

### 1.5. Sex



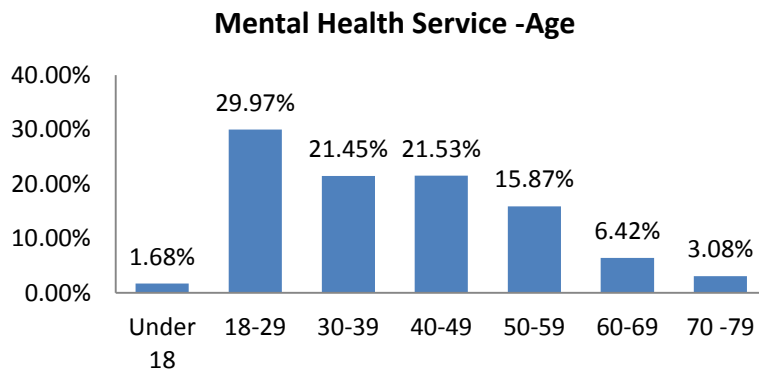
## 1.6. Sexual Orientation

Due to low numbers sexual orientation is only reported in this section the table below shows the percentage reporting of sexual orientation in each service.

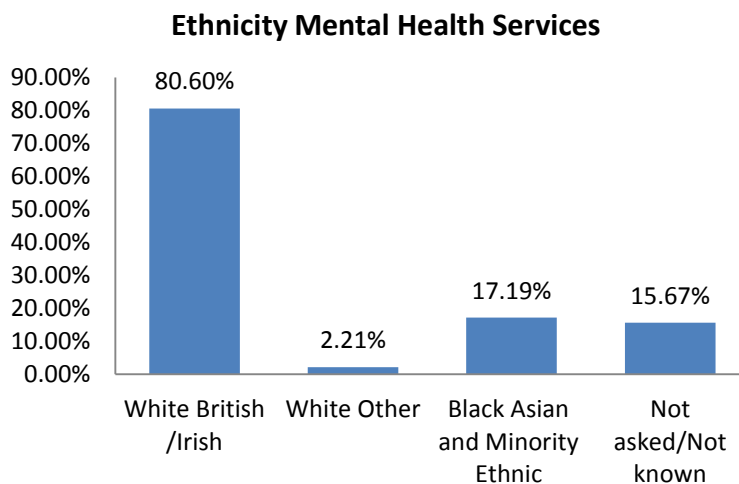
Sexual Orientation Field Percentage Blank								
	Gender Identity Service	Learning Disability Service	Mental Health Service	Perinatal Mental Health	Substance Misuse Service	Eating Disorders Service	Improving Access to Psychological Services (IAPT)	Average for All
2015/2016	93.60%	84.18%	90.76%	97.42%	98.10%	56.35%	97.32%	94.68%
2014/2015	97.68%	90.21%	92.71%	96.71%	98.45%			95.15%
2013/2014	99.00%	96.00%	95.00%	96.40%	99.30%			96.30%
2012/2013	99.20%	96.90%	95.60%	97.00%	99.40%			96.80%

## 2. Mental Health Services

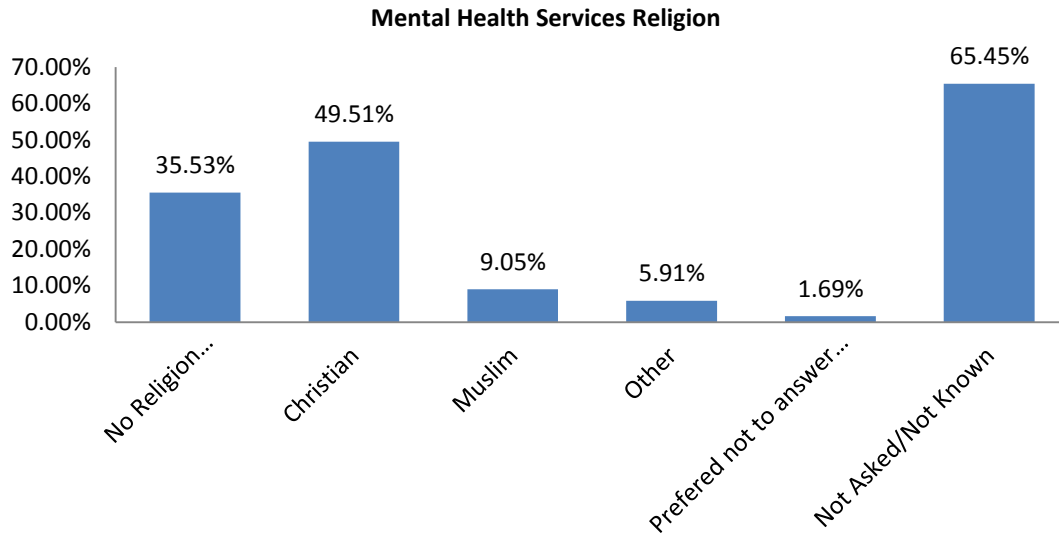
### 2.1. Age



### 2.2. Ethnicity

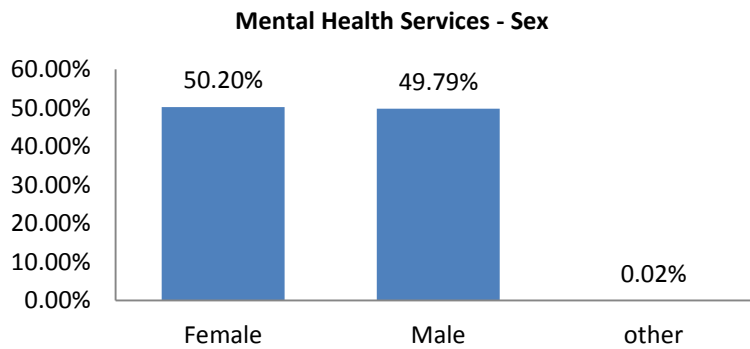


### 2.3. Religion or Belief



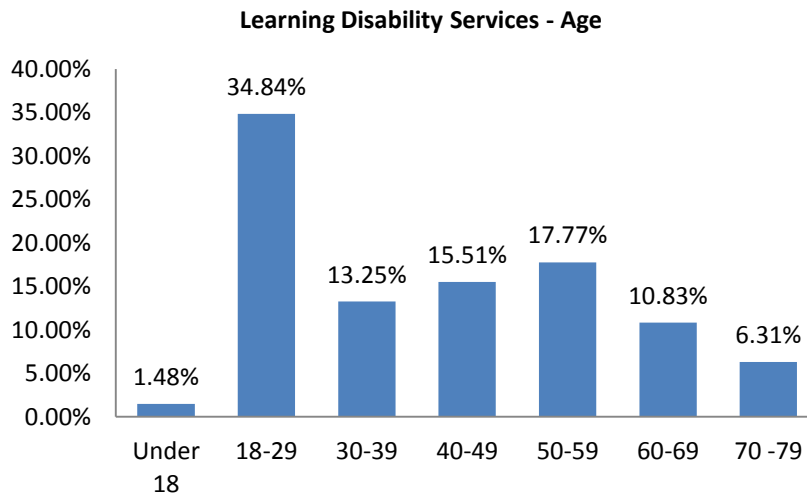
The percentages above are from 3959 responses apart from the not asked percentage.

### 2.4. Sex

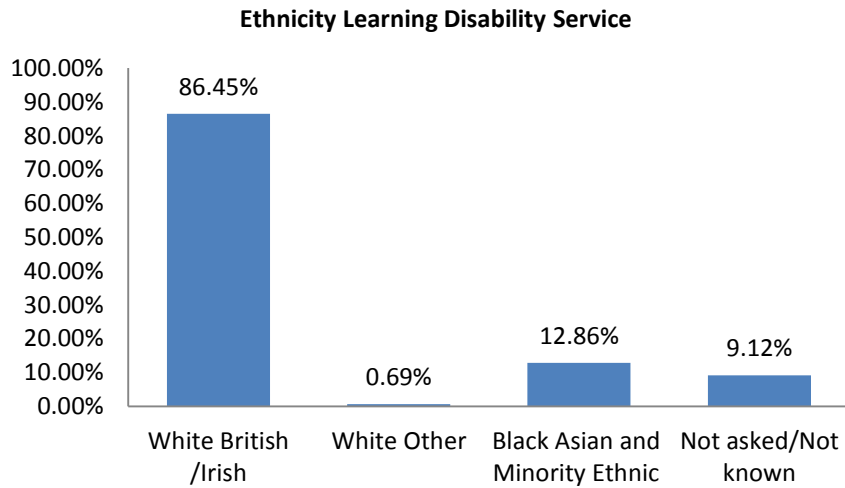


## 3. Learning Disability Services

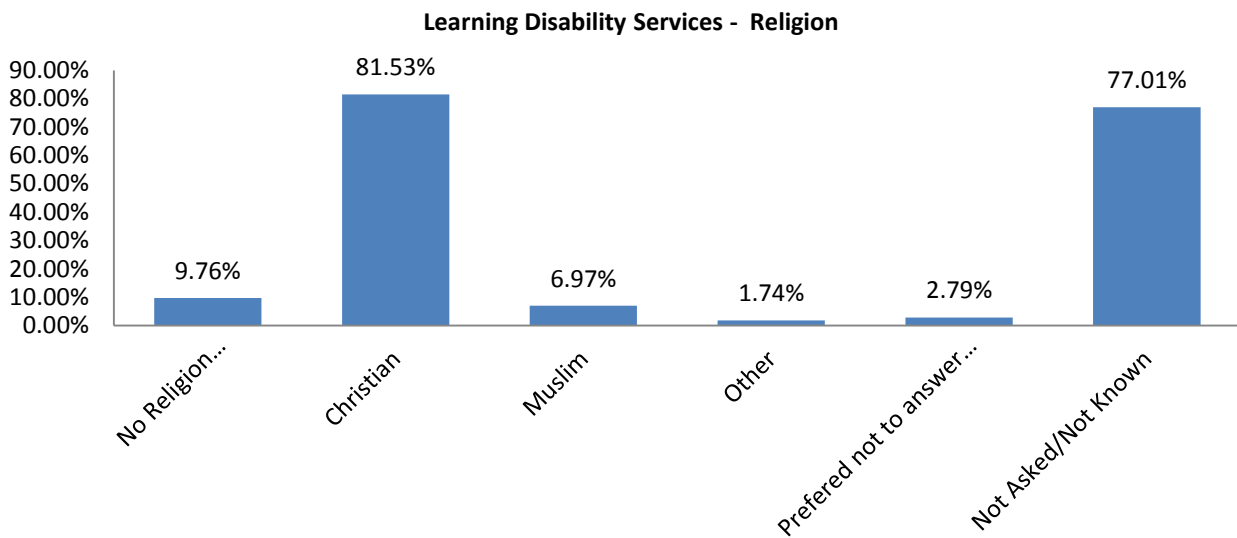
### 3.1. Age



### 3.2. Ethnicity

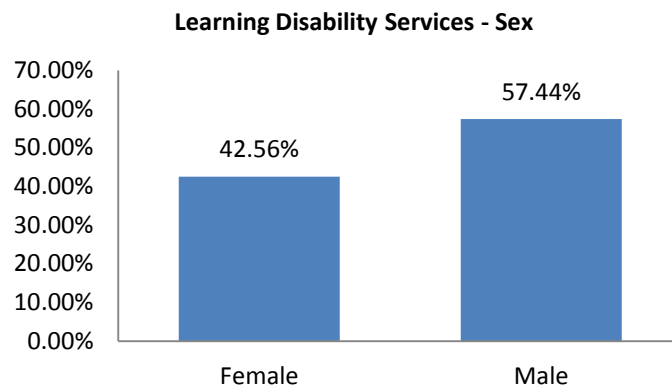


### 3.3. Religion



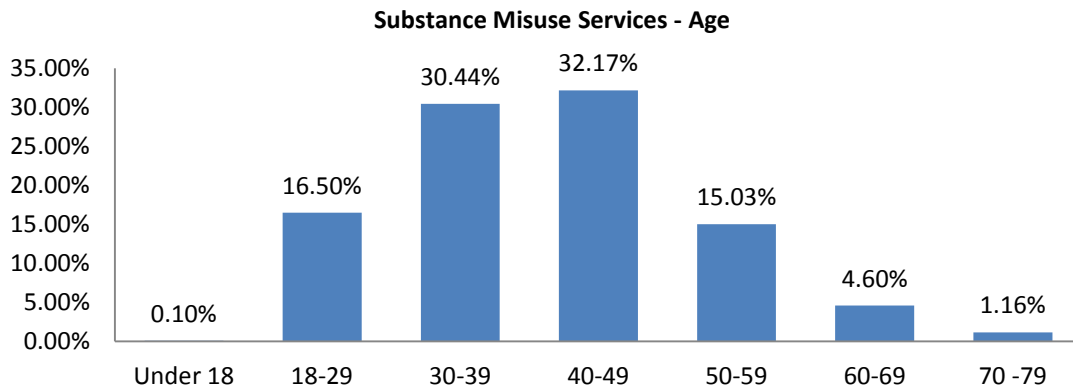
- The percentages above are from 289 responses apart from not asked not known.

### 3.4. Sex

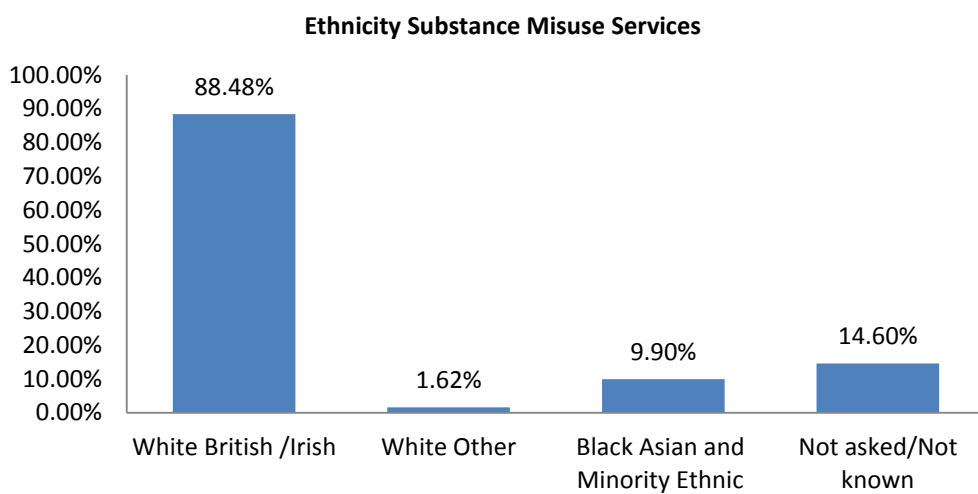


## 4. Substance Misuse Services

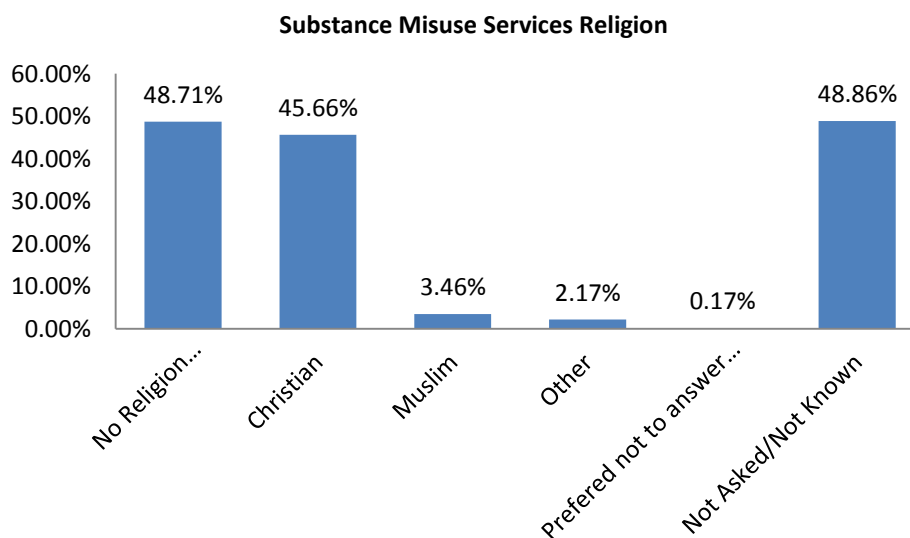
### 4.1. Age



### 4.2. Ethnicity



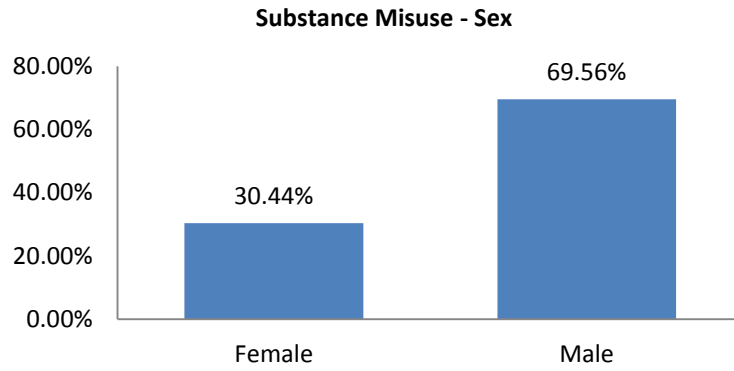
### 4.3. Religion



- The percentages above are from 2956 responses apart from not asked not known.

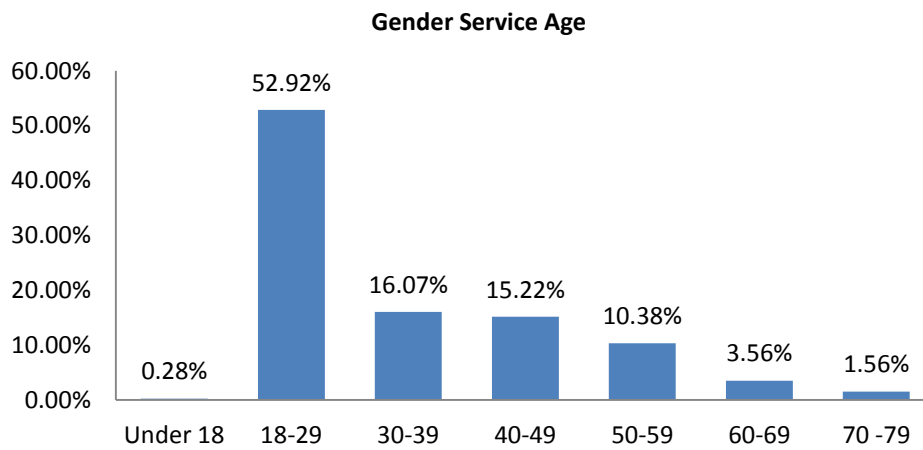


#### 4.4. Sex

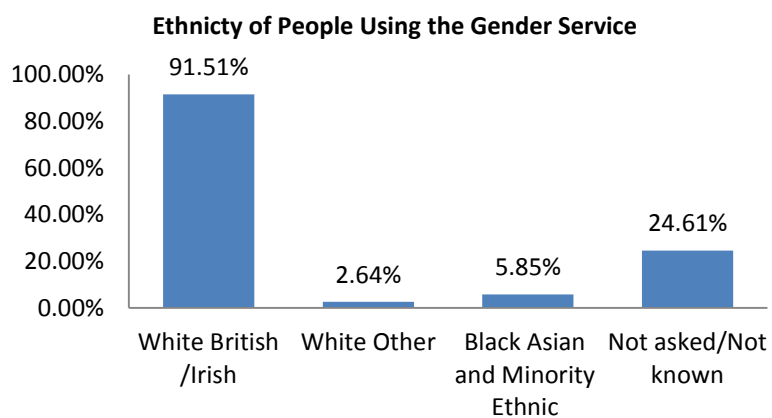


### 5. Gender Identity Service

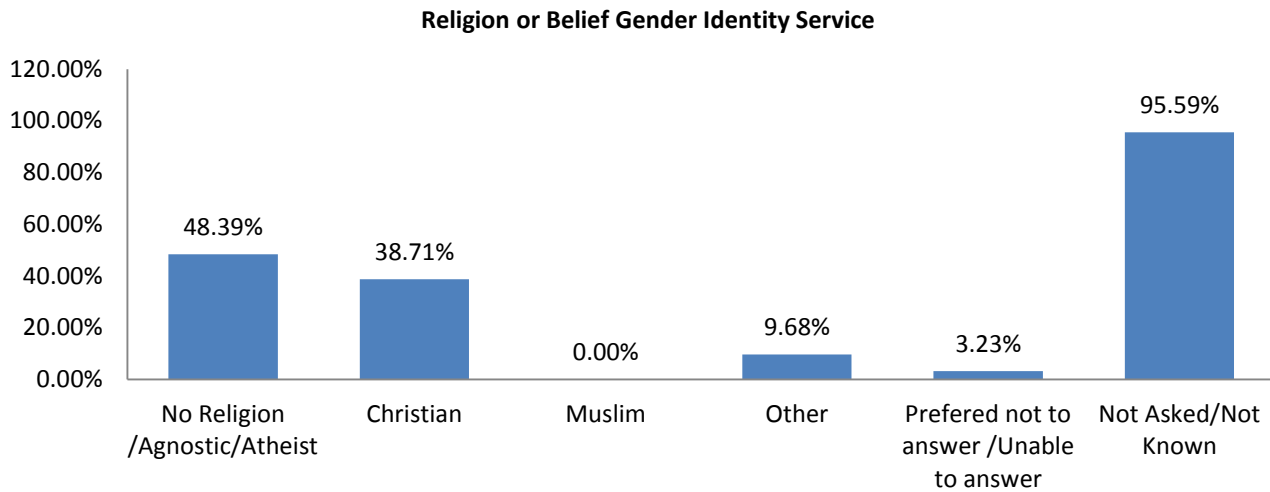
#### 5.1. Age



#### 5.2. Ethnicity

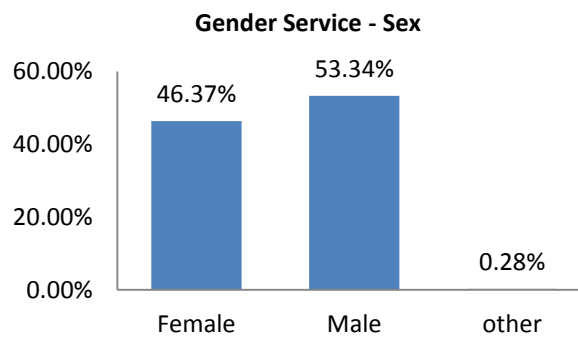


### 5.3. Religion



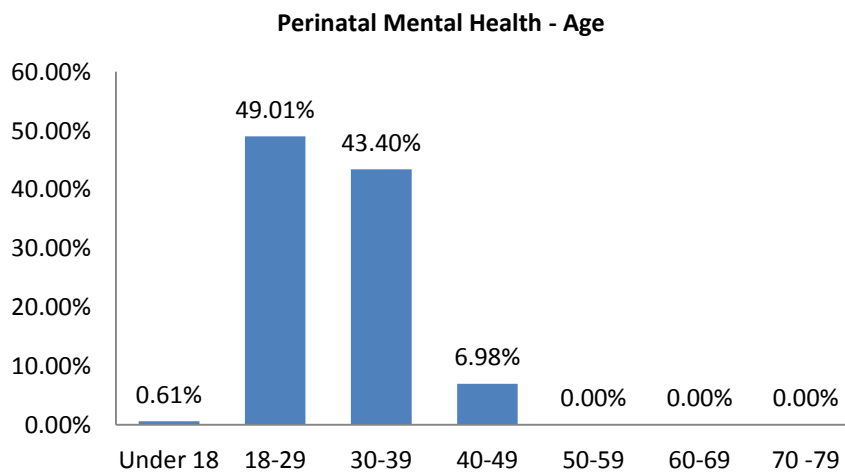
- The responses above are from 30 responses apart from the not asked not known which is based on all people using the service.

### 5.4. Sex

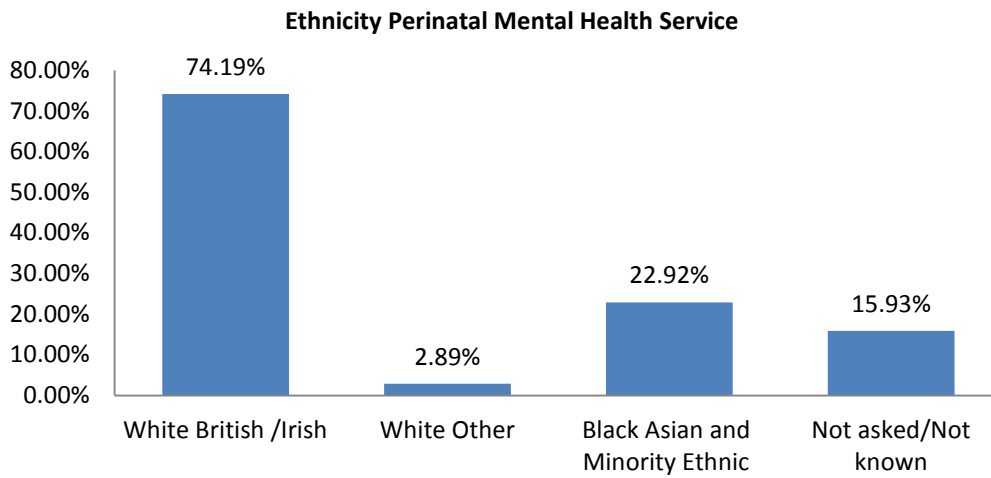


## 6. Perinatal (Maternal) Mental Health Services

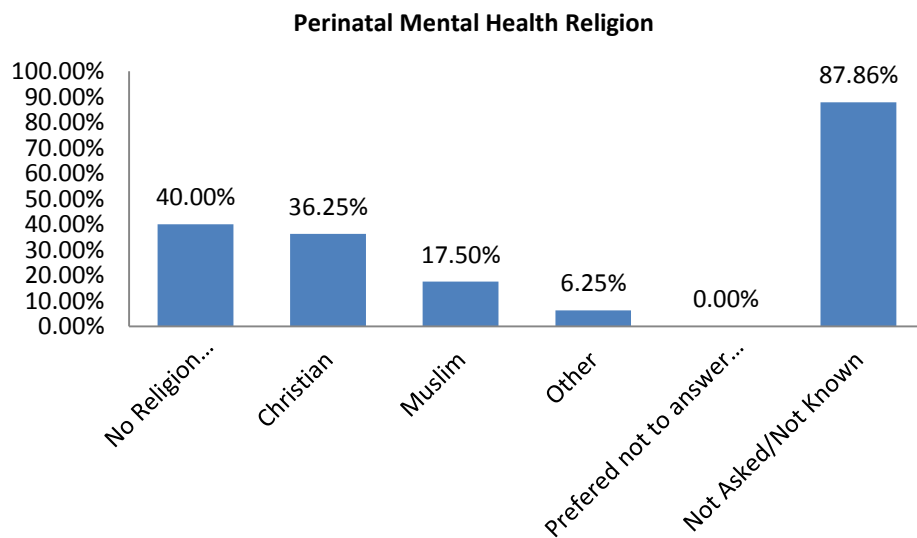
### 6.1. Age



## 6.2. Ethnicity



## 6.3. Religion

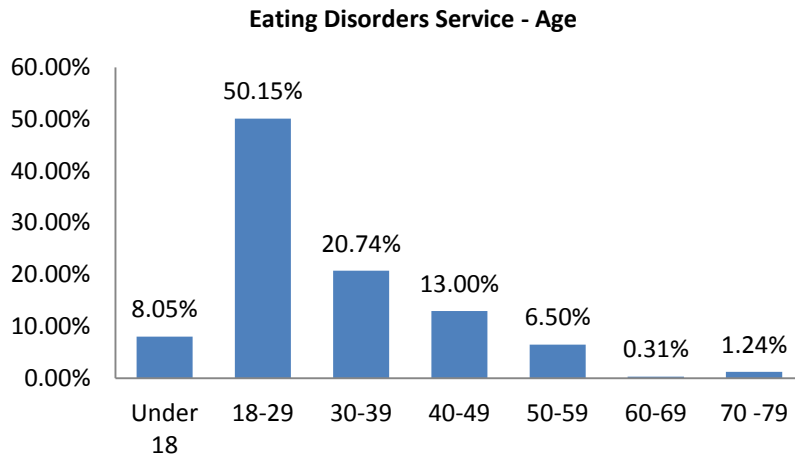


## 6.4. Sex

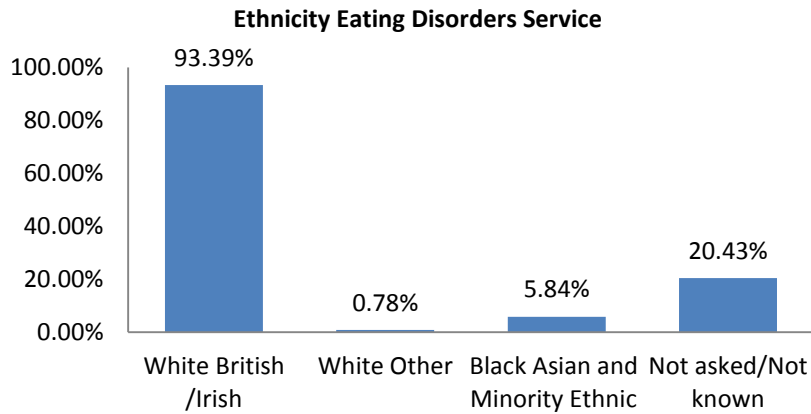
100% of people using this service are female.

## 7. Eating Disorders Services

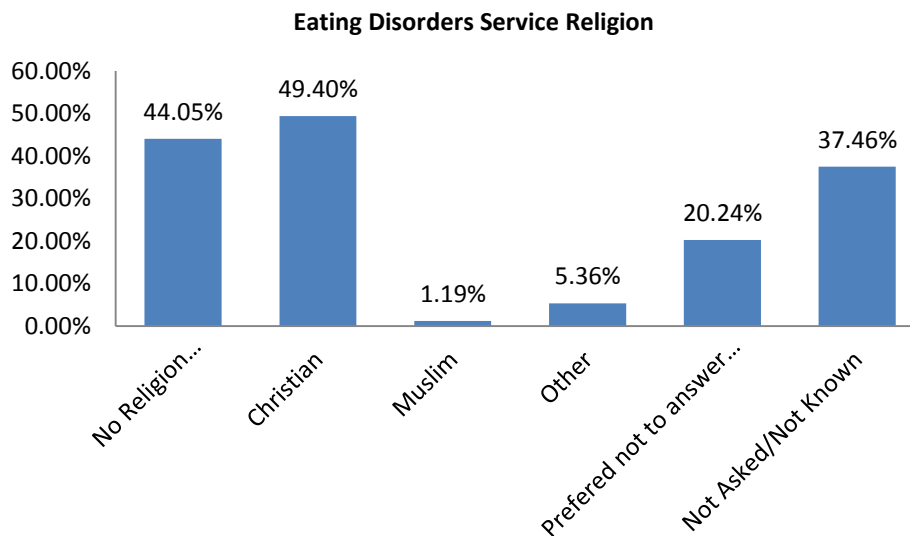
### 7.1. Age



### 7.2. Ethnicity

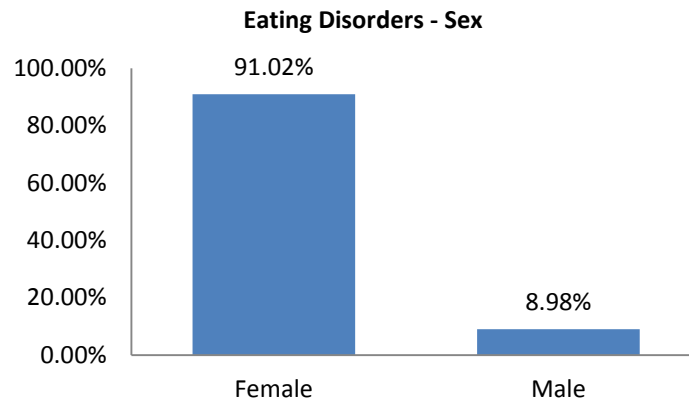


### 7.3. Religion



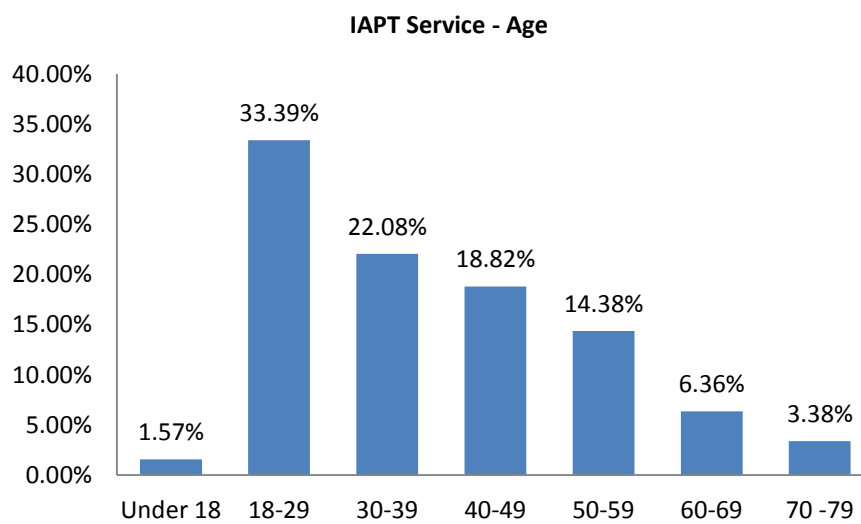
- The data above is from 168 responses apart from the not asked not known

## 7.4. Sex

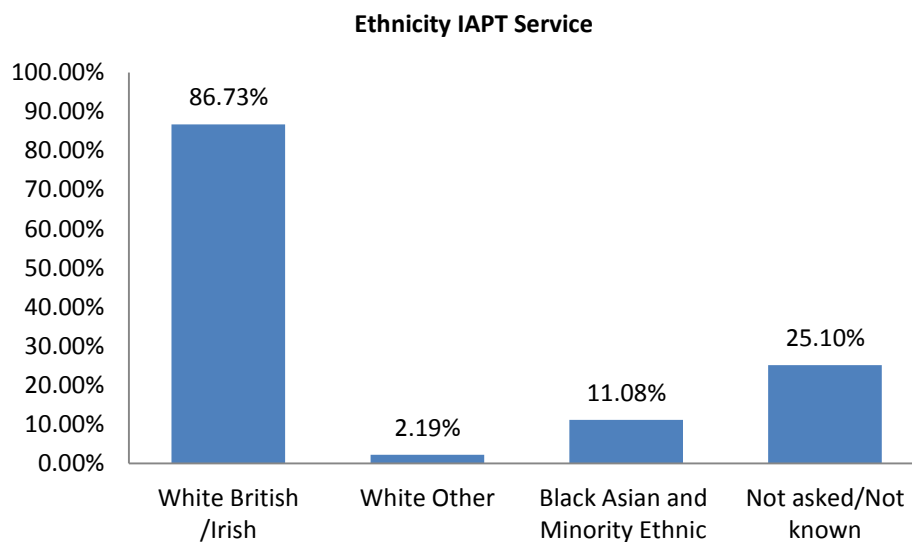


## 8. Improving Access to Psychological Therapy Services (IAPT)

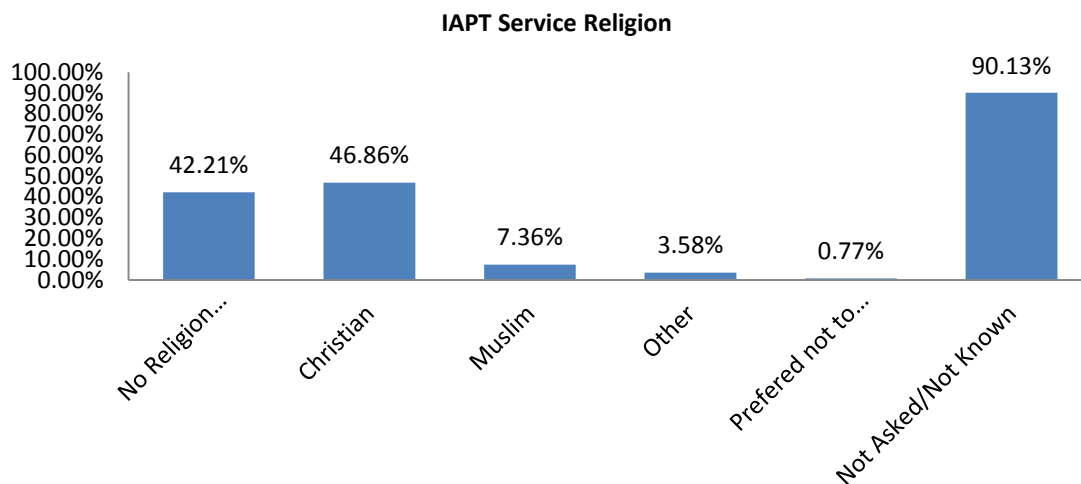
### 8.1. Age



### 8.2. Ethnicity

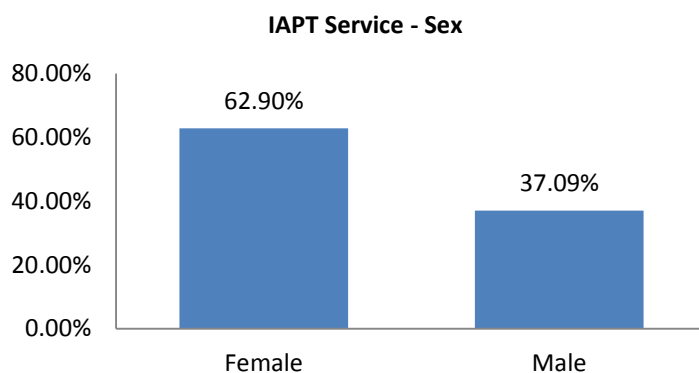


### 8.3. Religion



- The data above is from 1957 responses apart from the not asked not known

### 8.4. Sex



## 9. Interpreting Services

Top Requests by Language 2009 - 2015

