



FDAMH
LIGHT IN A DARK PLACE

Equal Opportunities Monitoring Report

April 2017 to March 2018

Falkirk's Mental Health Association

fdamh.org.uk

FDAMH is a charity (number SC011889) and a company limited by guarantee (number SC151357).

Equal Opportunities Monitoring: 1st April 2017 to 31st March 2018

All people who start attending the services, job applicants, new staff, new volunteers and course attendees are provided with the opportunity to participate in our equal opportunities monitoring (see Appendix One – Monitoring Form).

FDAMH's services and opportunities are available to all sections of the community without discrimination. The report demonstrates the organisation is appealing and accessible to people regardless of age, gender, ethnicity, disability, sexuality, religious belonging, economic or marital status.

481 equal opportunity forms were returned this year as follows:

Sources of returned monitoring forms

Source	Count	Percentage of Total
Service User	444	92.3%
Employee/Job Applicant	21	4.4%
Volunteer/Volunteer Applicant	10	2.1%
Unknown	6	1.2%
Grand Total	481	100.0%

The breakdown within the Service User category by service was:

Counselling	250
Social Prescribing	168
Befriending	10
Third Age Befriending	9
Family Support	7

Analysis below regards services collectively. However, where useful, there is sufficient data to look more closely at people using the Counselling and Social Prescribing Services. It should be noted that although the Immediate Help Service sees a large number of clients, FDAMH does not seek equal opportunities recording information from this client group. We do not believe it appropriate to do so given that a significant number of those using the service are significantly distressed at the time of using the service.

Service Users

The following data show equal opportunities data for service users that returned forms during the period.

Gender Identity

	Count	Percentage of Total
Female	288	64.9%
Male	144	32.4%
(blank)	8	1.8%
Prefer not to say	3	0.7%
Prefer to self-describe	1	0.2%
Grand Total	444	100.0%

Data is consistent with FDAMH's normal service user proportions of around two-thirds female to one-third male.

There is little difference between Counselling and Social Prescribing - the two most represented services in returned forms.

Service statistics show a similar gender split for most services, except Health and Wellbeing Drop-In where, attendees identified as 56% male and 44% female.

Age Group

	Count	Percentage of Total
Under 15	26	5.9%
15-25	140	31.5%
26-35	79	17.8%
36-45	71	16.0%
46-55	64	14.4%
56-65	41	9.2%
66 Plus	17	3.8%
(blank)	6	1.4%
Grand Total	444	100.0%

As can be seen in the table, FDAMH's services are being used by people across all age groups.

We continue to see increases in the number of younger people seeking access to services and this is reflected in equal opportunities monitoring: last year 24% of returned forms were from people aged up to 25, this year that has risen to 37%.

Most of these young persons' returns (134 forms) were generated by the Counselling Service which benefitted from additional funding to support those aged 14 to 18 and also has the lowest age limit of FDAMH's services – with others set at 16 years.

Economic Status

	Count	Percentage of Total
Employed	218	49.1%
Student	97	21.8%
Unemployed	93	20.9%
Retired	33	7.4%
(blank)	3	0.7%
Grand Total	444	100.0%

Overall the number of service users in employment is consistent with last year at around half.

Increasing numbers of young people has doubled the proportion of service users falling into the 'student' category and there has been a corresponding 10% decrease in the proportion recorded as 'unemployed' compared to last year.

There is little difference between Counselling and Social Prescribing in unemployment, however as

would be expected for reasons previously explained the Counselling Service is supporting a higher proportion of students and now reports a lower proportion of service users in employment than Social Prescribing (42% versus 64%).

Marital Status

	Count	Percentage of Total
Single	219	49.3%
Married/Living with partner	158	35.6%
Divorced	27	6.1%
Separated	18	4.1%
(blank)	11	2.5%
Widowed	11	2.5%
Grand Total	444	100.0%

Data on marital status is consistent with last year.

Ethnicity

	Count	Percentage of Total
White Scottish	402	90.5%
Other White British	24	5.4%
Other White	8	1.8%
Other than White	8	1.8%
(blank)	2	0.5%
Grand Total	444	100.0%

2% of responding service users indicated an ethnicity other than 'White'. For comparison, Falkirk's 2011 census data indicates 1.9% of the population is other than 'White'. Previous years have generally reflected expected proportions, but these small numbers are readily affected by small variations.

Religious Belonging

	Count	Percentage of Total
None	345	77.7%
Christian	87	19.6%
Others	12	2.8%
Grand Total	444	100.0%

Amongst responding clients, levels of religious belonging are similar to recent years with people indicating no religious belonging much higher than would be expected from census data (78% compared to 37%). In Scotland as a whole the 2011 census showed religions other than Christianity accounting for 3%.

Sexuality

	Count	Percentage of Total
Heterosexual/Straight	374	84.2%
Bisexual	26	5.9%
(blank)	18	4.1%
Gay Woman/Lesbian	11	2.5%
Other	10	2.3%
Gay Man	5	1.1%
Grand Total	444	100.0%

Experimental statistics published by the Office for National Statistics in the Sexual Identity 2016 dataset shows that the number of people who self-identified as lesbian, gay or bisexual was 2.2%.

Disability

	Count	Percentage of Total
No	355	80.0%
Yes	85	19.1%
(blank)	4	0.9%
Grand Total	444	100.0%

20% of respondents stated that they have a disability, long term illness or health problem which limits their daily activities or the work that they are able to do. For comparison: "In 2011, the proportion of people in Scotland with a long-term activity-limiting health problem or disability was 20 per cent." Scottish Government Evidence Finder available from:

<http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/Disability/DisabPopMig>

26% of Social Prescribing Service Users indicated that they had a disability, compared with 15% of those accessing Counselling.

Home Address

	Count	Percentage of Total
Falkirk, Skinflats and Polmont areas (FK1)	111	25.0%
Falkirk to Slamannan & Avonbridge areas (FK2)	108	24.3%
Larbert & Stenhousemuir areas (FK5)	88	19.8%
Denny & Dunipace areas (FK6)	34	7.7%
Grangemouth area (FK3)	25	5.6%
(blank)	25	5.6%
Bo'ness area (EH51)	21	4.7%
Bonnybridge area (FK4)	16	3.6%
Other Forth Valley	10	2.3%
Others	6	1.4%
Grand Total	444	100.0%

People seeking opportunities

There were 31 forms in total from respondents to the survey amongst people seeking employment or volunteering opportunities and new staff members or volunteers. It should be noted that these numbers are very small, however within this group of respondents:

- People were in all age groups.
- Three quarters were female, reflecting findings elsewhere of high proportions of females within the third sector workforce (UK Civil Society Almanac 2015, People Count Third Sector 2015).
- Non-white ethnicity was at 6%.
- 16% regard themselves as having a disability.
- 14% self-describe as belonging to the LGBT community.
- 81% do not have any religious belonging, 13% are christian and 6% other religions.
- 10% of respondents seeking opportunities at FDAMH came from outside Falkirk District.

Appendix 1: Equal Opportunities Questions

1. Age

15-25

26-35

36-45

46-55

56-65

66 Plus

2. I identify my Gender as....

Female

Male

Prefer to self-describe...

Prefer not to say

3. Ethnic Group

Please tick the appropriate box to indicate your cultural background.

White Scottish

Indian

Chinese

Mixed

Other White British

Pakistani

Caribbean

Other

White Irish

Bangladeshi

African

Other White

Other South Asian

Other Black Background

4. Disability

Do you have a disability, long term illness or health problem which limits your daily activities or the work you can do?

Yes

No

5. Economic status

Employed

Unemployed

Student

Retired

6. Marital status

Single

Married/Living with partner

Widowed

Separated

Divorced

8. Sexuality

What is your sexual orientation?

Bisexual

Gay Man

Gay Woman/Lesbian

Heterosexual/Straight

Other

9. Religion

Do you regard yourself as belonging to any particular religion?

Yes

No

If yes, which?

Buddhist

Christian

Hindu

Jewish

Muslim

Sikh

Other

10. Postcode (not address)

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