



FDAMH
LIGHT IN A DARK PLACE

Equal Opportunities Monitoring Report

April 2018 to March 2019

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 2018 to 31st March 2019

FDAMH invites people using our services, and all job and volunteer applicants to participate in our equal opportunities monitoring process. (see Appendix One – Monitoring Form).

Over a 12 month period from April 1st 2018 – March 31st 2019, 334 people completed and returned monitoring forms.

The following report reflects that the organisation is accessible to people regardless of age, gender, ethnicity, disability, sexuality, religious belonging, economic or marital status.

Sources of returned monitoring forms

Source	Count	Percentage of Total
Employee/Job Applicant	3	1%
People who used services	305	91%
Volunteer Applicant	26	8%
Grand Total	334	100.0%

With respect to people using our services, the following is a breakdown based on service area:

Counselling Client	191
Social Prescribing Client	97
Others	17

Analysis below regards services collectively. However, 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 distressed at the time of using the service.

People using our services

The following data show equal opportunities data for people using our services that returned forms during the period.

Gender Identity

	Count	Percentage of Total
Female	193	63%
Male	101	33%
(blank)	9	3%
Prefer not to say	1	<1%
Prefer to self-describe	1	<1%
Grand Total	305	100%

Within the services there is a slightly higher proportion of males accessing Social Prescribing (40%) than Counselling (30%).

Age Group

	Count	Percentage of Total
Under 15	9	3%
15-25	104	34%
26-35	64	21%
36-45	41	13%
46-55	46	15%
56-65	32	10%
66 Plus	9	3%
Grand Total	305	100%

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

We continue to note an increase in demand from younger people seeking access to services and this is reflected in equal opportunities monitoring.

There is a negligible difference in age groups between Counselling and Social Prescribing with the exception of under 16's. Only counselling offers a service to this age group.

Economic Status

	Count	Percentage of Total
Employed	146	48%
Unemployed	80	26%
Student	58	19%
Retired	19	6%
(blank)	2	1%
Grand Total	305	100%

Overall the number of people in employment using our services has remained consistent with previous years at around half.

Young people contribute to a substantial proportion of those in the 'student' category.

There is little difference between Counselling and Social Prescribing Services.

Marital Status

	Count	Percentage of Total
Single	157	51%
Married/Living with partner	103	34%
Divorced	22	7%
Separated	11	4%
Widowed	6	2%
(blank)	6	2%
Grand Total	305	100%

Data on marital status is consistent with previous years.

There is little difference between Counselling and Social Prescribing Services.

Ethnicity

	Count	Percentage of Total
White Scottish	271	89%
Other White British	23	8%
Other White	3	1%
Other	8	3%
Grand Total	305	100%

3% of respondents who used our services indicated an ethnicity other than 'White'. For comparison, Falkirk's 2011 census data indicates 1.9% of the population is other than 'White'. As in previous years this reflects expected proportions, but these small numbers are readily affected by small variations.

Religious Belonging

	Count	Percentage of Total
None	227	75%
Christian	71	23%
Others	7	2%
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 (75% 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	261	86%
Bisexual	17	6%
(blank)	16	5%
Gay Woman/Lesbian	5	2%
Gay Man	4	1%
Other	2	1%
Grand Total	305	100%

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	230	75%
Yes	73	24%
(blank)	2	1%
Grand Total	305	100%

24% 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>

There is little difference between Counselling and Social Prescribing Services.

Home Address

	Count	Percentage of Total
Falkirk to Slamannan & Avonbridge areas (FK2)	93	30%
Falkirk, Skinflats and Polmont areas (FK1)	68	22%
Grangemouth area (FK3)	31	10%
Larbert & Stenhousemuir areas (FK5)	30	10%
Denny & Dunipace areas (FK6)	24	8%
(blank)	20	7%
Bo'ness area (EH51)	20	7%
Bonnybridge area (FK4)	11	4%
Other	4	1%
Other Forth Valley	4	1%
Grand Total	305	100%

People seeking opportunities

There were 29 forms in total from respondents to the survey amongst people seeking employment or volunteering opportunities. It should be noted however that numbers are very small 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 7%.
- 3% regard themselves as having a disability.
- 6% self-describe as belonging to the LGBT community.
- 14% identified as having religious belonging.
- 6% 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)

-