



FDAMH
LIGHT IN A DARK PLACE

Equal Opportunities Monitoring Report

April 2019 to March 2020

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 2019 to 31st March 2020

FDAMH is open to all people aged 16 and over, regardless of ethnicity, religion or beliefs, gender, sexual orientation or any other attribute that may be used to discriminate against people. FDAMH monitors equal opportunities data as part of a number of measures to ensure that discrimination is not present within its service delivery or other opportunities, such as volunteering and employment. Equality and diversity is supported by a range of organisational measures including FDAMH's Equality Policy, Recruitment Policy, Values, staff training, working practices and membership of accreditation schemes.

Equal opportunities data in this report is provided from FDAMH's equal opportunities monitoring system.

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 2019 – March 31st 2020, 357 people returned equal opportunities monitoring forms.

As equal opportunities forms are only available for small numbers of employees and volunteers or applicants, data for these are not presented. All data in the report therefore relates to clients only.

Equal opportunities forms come from clients in the following service areas:

Counselling Clients	227
Social Prescribing Clients	97
Others	20

Reporting below regards services collectively. It should be noted that although the Immediate Help Service sees a large number of clients, FDAMH does not offer equal opportunities forms to 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.

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

People using our services

The following data show equal opportunities data for clients.

Gender Identity

	Percentage of Total
Female	62%
Male	37%
Prefer not to say	<1%
Prefer to self-describe	<1%
Grand Total	100%

Proportions of genders are in line with previous years.

Age Group

	Percentage of Total
Under 15	3%
15-25	29%
26-35	24%
36-45	17%
46-55	15%
56-65	8%
66 Plus	4%
Grand Total	100%

FDAMH's services are being accessed by people across all age groups. Services for 14 and 15 year olds were limited to Counselling and Family Support. Nevertheless, almost a third of clients are young people up to the age of 25.

Proportions of age groups are in line with previous years.

Economic Status

	Percentage of Total
Employed	50%
Unemployed	30%
Student	15%
Retired	5%
Grand Total	100%

Overall the proportion of respondents in employment has remained consistent with previous years at around half.

Marital Status

	Percentage of Total
Single	50%
Married/Living with partner	38%
Divorced	6%
Separated	4%
Widowed	2%
Grand Total	100%

Data on marital status is consistent with previous years.

Ethnicity

	Percentage of Total
White Scottish	90%
Other White British	6%
Other White	2%
Other	2%
Grand Total	100%

2% of respondents 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

	Percentage of Total
None	83%
Christian	16%
Others	1%
Grand Total	100%

Amongst respondents, levels of religious belonging are similar to recent years with people indicating no religious belonging much higher than would be expected from census data (83% compared to 37%). In Scotland as a whole the 2011 census showed religions other than Christianity accounting for 3%.

Sexuality

	Percentage of Total
Heterosexual/Straight	85%
Bisexual	9%
Gay Woman/Lesbian	3%
Gay Man	<1%
Other	3%
Grand Total	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

	Percentage of Total
No	75%
Yes	25%
Grand Total	100%

25% 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.

Home Address

	Percentage of Total
Falkirk to Slamannan & Avonbridge areas (FK2)	34%
Falkirk, Skinflats and Polmont areas (FK1)	29%
Grangemouth area (FK3)	9%
Larbert & Stenhousemuir areas (FK5)	9%
Denny & Dunipace areas (FK6)	5%
Bo'ness & Whitecross area (EH51/EH49)	7%
Bonnybridge area (FK4)	5%
Other Forth Valley	2%
Other	<1%
Grand Total	100%

Proportions from different areas are consistent with previous years.

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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