



FDAMH
LIGHT IN A DARK PLACE

Equal Opportunities Monitoring Report April 2020 to March 2021

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 2020 to 31st March 2021

FDAMH is open to all people aged 16 and over, regardless of characteristics that may be used to discriminate against people, such as ethnicity, religion or beliefs, gender or sexual orientation.

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 is provided from FDAMH's equal opportunities monitoring system.

FDAMH invites people referred to 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 2020 – March 31st 2021, 139 people returned equal opportunities monitoring forms. This is substantially lower than normal. Collection of equal opportunities forms was significantly impacted by remote working. New systems were adopted in the later half of the year have increased participation in monitoring at appropriate opportunities.

As equal opportunities forms are only available for small numbers of employees and volunteers or applicants, data for these are not presented.

108 equal opportunities forms were completed by beneficiaries. Added to this, information routinely collected at referral has been used in this report when available – the number of data points for each metric is indicated on the tables below.

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 continues to reflect the diversity of the community it works in, and is accessible to people regardless of age, gender, ethnicity, disability, sexuality, religious belonging, economic or marital status.

People using our services

Gender Identity

(1232 data points)

	Percentage of Total
Female	63%
Male	36%
Prefer not to say	<1%
Prefer to self-describe	<1%
Grand Total	100%

Proportions of genders are as expected in comparison with previous years.

Age Group

(1400 data points)

	Percentage of Total
Under 15	1%
15-25	30%
26-35	25%
36-45	18%
46-55	14%
56-65	9%
66 Plus	3%
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.

Proportions of age groups are in line with previous years. Almost a third of clients are young people up to the age of 25. Based on population estimates, we see proportionally more people in younger age groups up to 45, and less in the older age groups than would be expected on population alone. However, signs of possible psychiatric disorders are highest in the 16-24 age groups and lowest in those over 65 (Scottish Health Survey), nevertheless taking this into account representation by younger people referred to FDAMH, particularly those aged under 25 still exceeds expectations.

Economic Status

(660 data points)

	Percentage of Total
Employed	58%
Unemployed	28%
Student	12%
Retired	4%
Grand Total	100%

There has been a 8% increase in the proportion of beneficiaries in employment compared to last year. Anecdotally, we know that people in work have found their ability to access services aided by remote services and greater flexibility on both sides.

Marital Status

(106 data points)

	Percentage of Total
Married/Living with partner	47%
Single	38%
Divorced/Separated	15%
Grand Total	100%

This year there appears to be an increase in the proportion of people married/living with a partner seeking support (up by 12%) but the impact of limited data cannot be discounted.

Ethnicity

(107 data points)

	Percentage of Total
White Scottish	87%
Other White British	6%
Other White	4%
Other	3%
Grand Total	100%

3% 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

(108 data points)

	Percentage of Total
None	82%
Christian	15%
Others	3%
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 (82% compared to 37%). In Scotland as a whole the 2011 census showed religions other than Christianity accounting for 3%.

Sexuality

(105 data points)

	Percentage of Total
Heterosexual/Straight	81%
Bisexual	7%
Gay Woman/Lesbian	5%
Gay Man	4%
Other	3%
Grand Total	100%

Data is as expected based on recent years. Experimental statistics published by the Office for National Statistics in the Sexual Identity 2016 dataset reported that the number of people who self-identified as lesbian, gay or bisexual was 2.2%.

Disability

(107 data points)

	Percentage of Total
No	65%
Yes	35%
Grand Total	100%

35% 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. This is somewhat more than the previous year (25%), however the impact of limited data cannot be discounted. 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

(1236 data points)

	Percentage of Total
Falkirk to Slamannan & Avonbridge areas (FK2)	35%
Falkirk, Skinflats and Polmont areas (FK1)	23%
Grangemouth area (FK3)	11%
Larbert & Stenhousemuir areas (FK5)	9%
Denny & Dunipace areas (FK6)	7%
Bo'ness & Whitecross area (EH51/EH49)	8%
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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