



# Equal Opportunities Monitoring Report

## April 2022 to March 2023

Falkirk's Mental Health Association

[fdamh.org.uk](http://fdamh.org.uk)

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

## Equal Opportunities Monitoring: 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023

FDAMH is open to people aged 13 and over, regardless of characteristics that may be used to discriminate against them, 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 1<sup>st</sup> 2022 – March 31<sup>st</sup> 2023, 356 people returned equal opportunities monitoring forms. This is a slight drop in comparison to forms returned in the previous year (388).

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

332 equal opportunities forms were completed by beneficiaries.

Reporting below regards services collectively. It should be noted that although the Distress Response Service offers initial assessment and support to a large number of clients, equal opportunities forms are not offered at this contact to minimise data requests to people who may be distressed.

The following report reflects that the organisation continues to reflect the diversity of the community it works in, and is accessed by people regardless of age, gender, ethnicity, disability, sexuality, religious belonging, economic or marital status.

## People using our services

### Gender Identity (332 data points)

	Percentage of Total
Female	66%
Male	32%
Prefer to self-describe	1%
Prefer not to say	1%
<b>Grand Total</b>	<b>100%</b>

Proportions of genders are in line with previous years.

Our larger body of referral data for the year indicates referrals are 64% female, 34% male.

### Age Group (332 data points)

	Percentage of Total (showing also referral data)
Under 15	1% (10%)
15-25	21% (29%)
26-35	34% (23%)
36-45	22% (15%)
46-55	12% (13%)
56-65	8% (9%)
Over 65	2% (3%)
<b>Grand Total</b>	<b>100%</b>

FDAMH's services are being accessed by people across all eligible ages. Our Young Person's Service reaches young people from the age of 13 years, and well over a third of clients are young people up to the age of 25.

Our larger body of referral data is given in brackets and the differences show there is proportionally less participation in monitoring from younger age groups.

Based on population estimates, we are seeing proportionally more people in younger age groups up to 45, and they represent about  $\frac{3}{4}$  of people referred to FDAMH. Last year FDAMH worked with people up the age of 86.

### Economic Status

(328 data points)

	Percentage of Total
Employed	59%
Unemployed	30%
Student	8%
Retired	3%
<b>Grand Total</b>	<b>100%</b>

An apparent reduction in 'students' compared to last year is due to lower participation in monitoring amongst younger age groups.

Looking at our more complete assessment data, overall employment is actually lower at 48% (consistent with recent years) and this difference is taken up by students who actually represent around 19% of referrals.

### Marital Status

(327 data points)

	Percentage of Total
Single	48%
Married/Living with partner	39%
Divorced/Separated/Widowed	13%
<b>Grand Total</b>	<b>100%</b>

Data is consistent with previous years.

### Ethnicity

(353 data points)

	Percentage of Total
White Scottish	89%
Other White British	7%
Other White	1%
Other	3%
<b>Grand Total</b>	<b>100%</b>

Data is consistent with previous years. 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 FDAMH's data reflects expected proportions, but these small numbers are readily affected by small variations.

### Religious Belonging

(332 data points)

	Percentage of Total
None	80%
Christian	16%
Others	4%
<b>Grand Total</b>	<b>100%</b>

Amongst respondents, levels of religious belonging are similar to recent years with people indicating no religious belonging much higher than would be expected from 2011 census data (80% compared to 37%). In Scotland as a whole the 2011 census showed religions other than Christianity accounting for 3%.

### Sexuality

(330 data points)

	Percentage of Total
Heterosexual/Straight	82%
Bisexual	10%
Gay Woman/Lesbian	3%
Gay Man	1%
Other	4%
<b>Grand Total</b>	<b>100%</b>

Data is in line with recent years.

Experimental statistics published by the Office for National Statistics in the Sexual Identity 2020 dataset reported that in Scotland, the number of people who self-identified as other than straight was 4%. However, it also reveals that younger age groups are more likely to identify as other than straight, with UK 16-24 year olds in 2020 identifying as approximately 3% gay, 6% bisexual and 1% other.

### Disability

(352 data points)

	Percentage of Total
No	66%
Yes	34%
<b>Grand Total</b>	<b>100%</b>

The proportion of respondents stating they have a disability, long term illness or health problem which limits their daily activities or the work that they are able to do reflects 2017 Scottish data which states "32% of adults had a long-term limiting mental or physical health condition or disability" (Scottish Government Evidence Finder).

**Home Address**  
(332 data points)

	<b>Percentage of Total</b>
Falkirk to Slamannan & Avonbridge areas (FK2)	37%
Falkirk, Skinflats and Polmont areas (FK1)	16%
Bo'ness & Whitecross area (EH51/EH49)	15%
Denny & Dunipace areas (FK6)	8%
Grangemouth area (FK3)	8%
Larbert & Stenhousemuir areas (FK5)	7%
Bonnybridge area (FK4)	6%
Other	3%
<b>Grand Total</b>	<b>100%</b>

Address data from Equal Opportunities monitoring indicates a substantial proportional increase in FK2 and EH51/49 areas, with a proportional decrease in FK1 areas, however our larger body of referral data does not support these changes. Address monitoring data continues to show participation in services from across the community.

## 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

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### 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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