



FDAMH

FALKIRK'S MENTAL HEALTH ASSOCIATION

Equal Opportunities Monitoring Report April 2023 to March 2024

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 2023 to 31st March 2024

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 1st 2023 – March 31st 2024, 273 people returned equal opportunities monitoring forms. This marks a continued reduction in the number of equal opportunities forms that people choose to complete (to year ends 2022 and 2023 returns were 388 and 356 respectively).

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

242 equal opportunities forms were completed by beneficiaries. Some comparative data is available from our client information systems and where helpful this is provided to help give a clearer picture as the numbers available are much larger.

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 shows 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

(242 data points)

	Percentage of Total
Female	63%
Male	35%
Prefer to self-describe	2%
Prefer not to say	0%
Grand Total	100%

Proportions of genders are in line with previous years and our larger body of Referral Data (64% female, 35% male). To give context, the prevalence of common mental health issues can be expected to be higher in women than men (see for example Scottish Health Survey 2022).

Age Group

(242 data points)

	Percentage of Total (showing also referral data)
Under 15	2% (9%)
15-25	19% (25%)
26-35	26% (22%)
36-45	22% (18%)
46-55	14% (13%)
56-65	13% (9%)
Over 65	4% (4%)
Grand Total	100%

FDAMH's services are being accessed by people across all eligible ages (13+).

Our larger body of Referral Data is given in brackets and the differences show there is less participation in equal opportunities monitoring from younger age groups. Comprehensive Referral Data shows approximately one third of referrals are for young people aged 13 to 25.

Overall, proportions in each age group are similar to the previous year.

Based on population estimates compared with Referral Data, referrals are proportionally higher for people in younger age groups up to 45 - they represent just under three quarters of people referred to FDAMH. Nevertheless, FDAMH serves people of all ages and last year FDAMH worked with people up the age of 93.

Economic Status

(240 data points)

	Percentage of Total
Employed	58%
Unemployed	22%
Student	12%
Retired	8%
Grand Total	100%

Looking at our more extensive Assessment Data self-reported employment is at 49%, unemployed 29%, students 17% and retired 5%.

Data is similar recent years.

Marital Status

(242 data points)

	Percentage of Total
Single	44%
Married/Living with partner	41%
Divorced/Separated/Widowed	15%
Grand Total	100%

Data is similar to recent years.

Ethnicity

(238 data points)

	Percentage of Total
White Scottish	87%
Other White British	8%
Other White	2%
Other	3%
Grand Total	100%

Data is consistent with previous years. 3% of respondents indicated an ethnicity other than 'White'. For comparison, Falkirk's 2022 census data indicates 87% is 'White Scottish' and 6% of the population is other than 'White'. As in previous years FDAMH's data is similar to expected proportions, but these small numbers are readily affected by small variations.

Religious Belonging

(242 data points)

	Percentage of Total
None	79%
Christian	15%
Others	6%
Grand Total	100%

Amongst respondents, levels of religious belonging are similar to recent years. For comparison, in Falkirk District the 2022 census showed Christianity at 38%, other religions other at 2.5% and no religion at 51%.

Sexuality

(237 data points)

	Percentage of Total
Heterosexual/Straight	86%
Bisexual	9%
Gay Woman/Lesbian	1%
Gay Man	1%
Other	3%
Grand Total	100%

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	64%
Yes	36%
Grand Total	100%

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

Home Address

(242 data points)

	Percentage of Total
Falkirk to Slamannan & Avonbridge areas (FK2)	29%
Falkirk, Skinflats and Polmont areas (FK1)	21%
Grangemouth area (FK3)	11%
Larbert & Stenhousemuir areas (FK5)	9%
Bo'ness & Whitecross area (EH51/EH49)	8%
Denny & Dunipace areas (FK6)	8%
Bonnybridge area (FK4)	7%
Other	7%
Grand Total	100%

This data is very consistent with the larger body of Referral Data and continues to show that referrals arrive from across the Falkirk community as per 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)

-