



Equal Opportunities Monitoring Report

April 2024 to March 2025

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 2024 to 31st March 2025

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 2024 – March 31st 2025, 341 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 to protect confidentiality.

302 equal opportunities forms were completed by beneficiaries. Some comparative data is available from our client information systems which provide data for all clients, where helpful this is provided to give a clearer picture.

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

(302 data points)

| | Percentage of Total |
|--------------------|---------------------|
| Female | 65% |
| Male | 32% |
| Others | 3% |
| Grand Total | 100% |

Proportions of genders are in line with previous years and match referral data. 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

(302 data points)

| | Percentage of Total |
|--------------------|---------------------|
| Under 15 | 5% |
| 15-25 | 22% |
| 26-35 | 25% |
| 36-45 | 21% |
| 46-55 | 13% |
| 56-65 | 12% |
| Over 65 | 2% |
| Grand Total | 100% |

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

Our larger body of Referral Data is very similar, but indicates there is proportionally slightly less participation in equal opportunities monitoring from those under 26 years as comprehensive Referral Data shows one third of referrals are for young people aged 13 to 25. Overall equal opportunities and referral data show people up to the age of 45 account for almost three quarters of referrals. Nevertheless, FDAMH serves people of all ages and last year FDAMH worked with people up to the age of 86.

Overall, proportions in each age group remain similar to last year.

Economic Status

(300 data points)

| | Percentage of Total |
|--------------------|---------------------|
| Employed | 61% |
| Unemployed | 21% |
| Student | 13% |
| Retired | 5% |
| Grand Total | 100% |

Comparing to our more extensive Assessment Data self-reported employed clients are at 51%, unemployed 27%, students 17% and retired 5%.

Data is similar to recent years, with remote access and extended hours helping to provide good access for people from all walks of life.

Marital Status

(298 data points)

| | Percentage of Total |
|-----------------------------|---------------------|
| Single | 49% |
| Married/Living with partner | 42% |
| Divorced/Separated/Widowed | 9% |
| Grand Total | 100% |

Data is similar to recent years, although more people are selecting 'single' compared with previously having lived with a partner.

Ethnicity

(300 data points)

| | Percentage of Total |
|---------------------|---------------------|
| White Scottish | 86% |
| Other White British | 7% |
| Other White | 4% |
| Other | 3% |
| Grand Total | 100% |

Data is very consistent with previous years. 3% of respondents indicated an ethnicity other than 'White'. This closely reflects the local area with Falkirk's 2022 census data indicating 87% is 'White Scottish' and 3.5% of the population is other than 'White'.

Religious Belonging

(302 data points)

| | Percentage of Total |
|--------------------|---------------------|
| None | 81% |
| Christian | 14% |
| Others | 5% |
| Grand Total | 100% |

Amongst respondents, levels of religious belonging reported are similar to recent years. For comparison, in Falkirk District 2022 census data shows Christianity at 38%, other religions at 2.5% and no religion at 55%.

Sexuality

(300 data points)

| | Percentage of Total |
|-----------------------|---------------------|
| Heterosexual/Straight | 82% |
| Bisexual | 9% |
| Gay Woman/Lesbian | 2% |
| Gay Man | 1% |
| Other | 5% |
| Grand Total | 100% |

There continues to be a gradual increase in the proportion of people indicating sexualities other than heterosexual/straight.

Data published by the Office for National Statistics in the Sexual Orientation UK 2023 dataset reported that in Scotland, the number of people who self-identified as other than straight was 5.2%. However, it also reveals that younger age groups are more likely to identify as other than straight, with UK 16-24 year olds in 2025 identifying as approximately 3% gay, 7.5% bisexual and 1.6% other.

Disability

(298 data points)

| | Percentage of Total |
|--------------------|---------------------|
| No | 66% |
| Yes | 34% |
| 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 2023 Scottish data - "38% 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) | 33% |
| Falkirk, Skinflats and Polmont areas (FK1) | 21% |
| Grangemouth area (FK3) | 11% |
| Larbert & Stenhousemuir areas (FK5) | 10% |
| Bo'ness & Whitecross area (EH51/EH49) | 9% |
| Denny & Dunipace areas (FK6) | 9% |
| Bonnybridge area (FK4) | 5% |
| Other | 3% |
| Grand Total | 100% |

This data is consistent with FDAMH's 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)

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