

## Service User Data report: Ethnicity and Sexual Orientation (Sept 2014)

### 1.0 Introduction:

The Equality Act (2010) imposes a duty on all public bodies carrying out public functions to promote equality and eliminate discrimination.

There are nine protected characteristics covered by the duty: age, sex, race including nationality and ethnicity, gender reassignment, sexual orientation, religion or belief, disability, marriage and civil partnership and pregnancy and maternity.

Specific duties that need to be undertaken:

- Annually publish **relevant, proportionate information** demonstrating compliance with the equality duty. The information must be published by on **31 January each year** and in an easily accessible format.
- Consideration needs to be given to the following:
  - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
  - Advance equality of opportunity between people from different groups; and
  - Foster good relations between people from different groups
- A year on year snapshot comparison of trust service referral caseload by age, gender, ethnicity, religion, marital status, sexual orientation, pregnancy & maternity, gender re-assignment and disability.

### 2.0 Methodology:

As agreed with the Equality & Human Rights Steering Group, there will be quarterly reports which focus on 2-3 of the 9 characteristics at a time. This first report will focus on Ethnicity and Sexual Orientation and will be broken down by Directorate and Borough.

- Data will be a snapshot of the Trust's referral caseload as at 31<sup>st</sup> March each year.
- Wherever necessary low numbers have been replaced with the < value, for the purpose of preserving anonymity
- Comparisons, where made, are against ONS (Office of National Statistics) census 2011

### 3.0 Ethnicity:

We have used the short list for Ethnicity categories as used by ONS.

### 3.1 Population Analysis – Census 2011 (Table 1)

The 2011 Census showed that overall 69.3% of our residents are White British (English /Welsh /Scottish/ Northern Irish). There is some variation among the boroughs with Bromley and Bexley having a higher proportion of White British residents (77%) compared to Greenwich (52.3%).

The other significant proportionate ethnic groups are Black/Black British:African which accounts for 7.7% of the population and White:Other which is 5.7%. Greenwich has a higher proportion of residents from these ethnic groups at 13.8% and 8.3% respectively.

Bromley and Bexley have a very similar profile for all ethnic groups except for Black/Black British: African and White: White Other. Bromley has a higher proportion of White: White Other residents and Bexley has a higher proportion of Black/Black British: African.

Table 1 Census 2011

<b>Borough</b>	<b>Bromley</b>	<b>Greenwich</b>	<b>Bexley</b>	<b>Total</b>
All usual residents	100%	100%	100%	100%
White: English/Welsh/Scottish/Northern Irish/British	77.4%	52.3%	77.3%	69.3%
White: Irish	1.4%	1.7%	1.1%	1.4%
White: Gypsy or Irish Traveller	0.2%	0.2%	0.3%	0.2%
White: Other White	5.3%	8.3%	3.2%	5.7%
Mixed/multiple ethnic groups: White and Black Caribbean	1.3%	1.6%	0.7%	1.2%
Mixed/multiple ethnic groups: White and Black African	0.4%	1.1%	0.4%	0.6%
Mixed/multiple ethnic groups: White and Asian	1.0%	0.9%	0.6%	0.8%
Mixed/multiple ethnic groups: Other Mixed	0.9%	1.3%	0.6%	0.9%
Asian/Asian British: Indian	2.0%	3.1%	3.0%	2.7%
Asian/Asian British: Pakistani	0.3%	1.0%	0.3%	0.5%
Asian/Asian British: Bangladeshi	0.4%	0.6%	0.3%	0.5%
Asian/Asian British: Chinese	0.9%	2.0%	1.1%	1.3%
Asian/Asian British: Other Asian	1.6%	5.0%	1.8%	2.7%
Black/African/Caribbean/Black British: African	3.2%	13.8%	6.9%	7.7%
Black/African/Caribbean/Black British: Caribbean	2.1%	3.2%	1.0%	2.1%
Black/African/Caribbean/Black British: Other Black	0.7%	2.1%	0.6%	1.1%
Any other ethnic group	0.9%	1.8%	0.7%	1.2%

### 3.2 Comparison – Trust Data (Tables 2&3)

There is still a high proportion of clients whose ethnicity is not recorded on RIO this is approximately 18% compared to 19.6% in 2013. The majority of these are recorded as Ethnicity Not Stated with just under 1% of

clients refusing to provide an ethnicity category. As the analysis is based on referral data at a point in time there is a possibility that the client hasn't been seen yet as they are a new referral. This would explain why ethnicity has not been captured for all clients. The figure is much higher for community health services compared to mental health services. For the purpose of this analysis we have excluded this data otherwise it skews the data.

### 3.3 Mental Health data (Bexley, Bromley & Greenwich)

Table 2

Ethnicity	Trust		Mental Health		Population MH
	2013%	2014%	2013%	2014%	Census
White: English/Welsh/Scottish/Northern Irish/British	54.9%	56.7%	68.4%	64.9%	69.3%
White - Irish	0.8%	0.7%	1.6%	1.4%	1.4%
White: Gypsy or Irish Traveller	0.1%	0.1%	0.1%	0.1%	0.2%
White: Other White	8.2%	8.0%	6.9%	5.9%	5.7%
Mixed - White & Black Caribbean	1.1%	1.1%	1.1%	1.0%	1.2%
Mixed/multiple ethnic groups: White and Black African	1.1%	1.0%	0.7%	0.7%	0.6%
Mixed - White & Asian	0.7%	0.6%	0.4%	0.4%	0.8%
Mixed/multiple ethnic groups: Other Mixed	1.7%	1.7%	1.0%	1.0%	0.9%
Asian/Asian British: Indian	3.2%	3.1%	2.3%	2.1%	2.7%
Asian or Asian British - Pakistani	0.8%	0.8%	0.3%	0.3%	0.5%
Asian or Asian British - Bangladeshi	0.8%	0.7%	0.2%	0.2%	0.5%
Asian/Asian British: Other Asian	2.6%	2.6%	1.4%	1.3%	2.7%
Black/Black British: African	14.6%	13.7%	5.7%	4.9%	7.7%
Black/Black British - Caribbean	2.0%	1.9%	3.4%	3.1%	2.1%
Black/Black British: Other Black	2.1%	2.0%	1.8%	1.6%	1.1%
Any other ethnic group	5.4%	5.4%	4.7%	5.2%	1.2%
<b>Overall</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100%</b>

The ethnicity of clients receiving mental health services from the Trust is broadly in line with the general population of the area with the exception of Asian/Asian British: Other Asian and Black/Black British: African both groups are slightly less likely to be in receipt of services for Mental Health and Black/Black British: Caribbean, Black/Black British: Other Black and Any Other Ethnic group are more likely to be in receipt of services.

### 3.4 Community Health (Bexley & Greenwich)

Table 3

Ethnicity	Trust		Community Health		Population CH
	2013%	2014%	2013%	2014%	Census
White: English/Welsh/Scottish/Northern Irish/British	54.9%	56.7%	53.6%	55.3%	64.2%
White - Irish	0.8%	0.7%	0.7%	0.7%	1.4%
White: Gypsy or Irish Traveller	0.1%	0.1%	0.1%	0.1%	0.2%
White: Other White	8.2%	8.0%	8.3%	8.2%	5.9%
Mixed - White & Black Caribbean	1.1%	1.1%	1.1%	1.1%	1.2%
Mixed/multiple ethnic groups: White and Black African	1.1%	1.0%	1.1%	1.0%	0.8%
Mixed - White & Asian	0.7%	0.6%	0.7%	0.7%	0.8%
Mixed/multiple ethnic groups: Other Mixed	1.7%	1.7%	1.8%	1.7%	0.9%
Asian/Asian British: Indian	3.2%	3.1%	3.2%	3.2%	3.1%
Asian or Asian British - Pakistani	0.8%	0.8%	0.9%	0.8%	0.7%
Asian or Asian British - Bangladeshi	0.8%	0.7%	0.8%	0.7%	0.5%
Asian/Asian British: Other Asian	2.6%	2.6%	2.7%	2.7%	3.5%
Black/Black British: African	14.6%	13.7%	15.5%	14.6%	10.5%
Black/Black British - Caribbean	2.0%	1.9%	1.9%	1.8%	2.1%
Black/Black British: Other Black	2.1%	2.0%	2.1%	2.1%	1.4%
Any other ethnic group	5.4%	5.4%	5.4%	5.4%	1.4%
<b>Overall</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	100%

The ethnicity of clients in receipt of Community Health Services shows an interesting pattern. White British and White Irish are less likely to be in receipt of Community Health Services in Bexley and Bromley this is particularly apparent for White/White British where 64.2% of the population is White/White British but only 55.3% of those in receipt of services fall into this category. Several groups are more likely to be in receipt of services these include White Other, Mixed/Multiple Ethnic Groups, Black/Black British: African, Black/Black British: Other Black and Any Other Ethnic Group. The fact that such a high proportion of clients do not have ethnicity completed at the point of referral, particularly in Community Health could be skewing these figures.

### 3.5 Directorate Breakdown

#### Community Health & CAMHS (Table 4)

The following table shows ethnicity data at Directorate level. Comparisons are made using the appropriate population data (i.e. population aged over 18 for adults and the 0-18 population for children's services and CAMHS and 65+ for Older Adults). The table shows whether the service is above, below or the same as the general population for the Borough and appropriate age group.

Table 4

	Adult Community Health		Children's Services		CAMHS		
	Bexley	Greenwich	Bexley	Greenwich	Bexley	Bromley	Greenwich
<b>Ethnicity</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>
<b>Overall</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
White: English, Welsh, Scottish, Northern Irish, British	87.2%	72.7%	59.8%	36.0%	84.3%	78.1%	68.3%
White - Irish	0.8%	1.6%	0.4%	0.6%	0.4%	0.6%	1.0%
White: Gypsy or Irish Traveller	0.0%	0.1%	0.0%	0.1%	0.2%	0.3%	0.0%
White: Other White	2.2%	3.5%	7.9%	12.2%	3.8%	4.8%	4.6%
Mixed - White & Black Caribbean	0.1%	0.1%	0.9%	1.7%	1.4%	2.3%	3.2%
Mixed - White & Black Caribbean	0.1%	0.2%	1.0%	1.7%	0.2%	2.8%	3.2%
Mixed - White & Asian	0.1%	0.2%	0.8%	0.9%	1.4%	1.2%	0.8%
Mixed/multiple ethnic groups: Other Mixed	0.2%	0.4%	1.9%	2.4%	1.6%	1.9%	4.6%
Asian/Asian British: Indian	2.9%	3.4%	3.9%	3.1%	0.8%	0.5%	0.0%
Asian or Asian British - Pakistani	0.1%	0.8%	0.6%	1.3%	0.0%	0.0%	0.0%
Asian or Asian British - Bangladeshi	0.1%	0.5%	0.5%	1.2%	0.0%	0.0%	0.2%
Asian/Asian British: Other Asian	1.2%	2.3%	1.9%	4.1%	0.8%	1.1%	1.4%
Black or Black British - African	2.7%	7.9%	14.5%	22.2%	2.0%	1.4%	5.0%
Black or Black British - Caribbean	0.7%	2.4%	0.9%	2.7%	0.2%	1.7%	2.4%
Black/Black British: Other Black	0.5%	1.4%	1.6%	3.0%	0.4%	0.9%	2.2%
Any other ethnic group	1.1%	2.5%	3.2%	6.9%	2.4%	2.5%	3.4%

	Higher than Population
	Lower than Population
	Same as Population

In Adult Community Health Services White: White British are more likely to be in receipt of a service compared to any other ethnic group and compared to the general population of the Borough. This is more apparent in Greenwich where 55.1% of the adult population is White: White British yet 72.1% of clients fall into this ethnic group. There is a different picture in Children's Services where children with a White: White British background are less likely to be in receipt of services compared to the borough population again this is more apparent in Greenwich where 36% of children in receipt of service are White: White British yet 71.4% of the population are in this ethnic group. 22.2% of children receiving services in Greenwich are Black: Black British/African compared to 5.1% of the borough population falling into this group. In the case of CAMHs Services the ethnic profile of those in receipt of services is broadly in line with the population profile with the exception of Bexley where a child who is White: White British is more likely to be in receipt of services while a child who is of Black: Black British/African is more likely to be receiving services.

#### Adult Mental Health & Learning Disabilities (Table 5)

The ethnic profile for clients receiving services from the Learning Disability Service is again broadly in line with the borough profile. The few exceptions are those who have an ethnicity of White: White Other in Bromley and Greenwich and Black: Black British/African in all three boroughs who are who are less likely to be receiving a service. Asian: Asian British/Pakistani, Asian: Asian British/Other, Black: Black British/African and Black: Black British/Other in Bromley are proportionately more likely to be receiving support from Inpatient, Crisis and Rehab services. In Greenwich White: British and Any Other Ethnic Group are more likely to be receiving support.

Community Mental Health Service clients have a similar ethnicity population profile to the borough profile with only minor variations across the various categories.

The data shows that a high proportion of Greenwich clients are recorded as Any Other Ethnic Group across all three service areas but particularly for LD clients. This is significantly different from the client profile of the other two boroughs and from the Greenwich population profile.

Table 5

	LD			Inpatient, Crisis, Rehab			Community Mental Health		
	Bexley	Bromley	Greenwich	Bexley	Bromley	Greenwich	Bexley	Bromley	Greenwich
<b>Ethnicity</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>
<b>Overall</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
White: English, Welsh, Scottish, Northern Irish, British	82.0%	81.9%	57.4%	76.9%	75.0%	64.9%	71.2%	71.8%	50.8%
White - Irish	0.5%	0.0%	0.8%	1.9%	2.8%	3.7%	1.7%	1.6%	0.9%
White: Gypsy or Irish Traveller	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%
White: Other White	3.2%	2.5%	3.3%	6.7%	0.0%	5.2%	6.8%	7.6%	9.4%
Mixed - White & Black Caribbean	0.0%	0.6%	0.8%	0.0%	0.0%	0.7%	0.5%	0.9%	1.5%
Mixed - White & Black Caribbean	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.6%	0.9%
Mixed - White & Asian	0.0%	0.3%	0.8%	0.0%	0.0%	0.0%	0.6%	0.4%	0.4%
Mixed/multiple ethnic groups: Other Mixed	0.5%	0.6%	1.4%	0.0%	0.0%	0.0%	0.9%	1.1%	1.1%
Asian/Asian British: Indian	4.5%	2.5%	1.9%	4.8%	2.8%	2.2%	3.6%	1.2%	3.6%
Asian or Asian British - Pakistani	0.0%	0.0%	1.1%	0.0%	2.8%	0.7%	0.2%	0.4%	0.4%
Asian or Asian British - Bangladeshi	0.0%	0.3%	0.3%	0.0%	0.0%	1.5%	0.2%	0.1%	0.2%
Asian/Asian British: Other Asian	0.5%	1.3%	1.4%	0.0%	2.8%	1.5%	1.3%	1.6%	1.8%
Black or Black British - African	2.7%	1.0%	3.3%	3.8%	5.6%	6.0%	5.4%	2.6%	11.2%
Black or Black British - Caribbean	0.5%	0.3%	2.8%	2.9%	2.8%	4.5%	1.4%	3.7%	4.7%
Black/Black British: Other Black	0.5%	0.3%	0.6%	1.0%	2.8%	1.5%	2.8%	1.8%	3.0%
Any other ethnic group	5.0%	8.3%	24.0%	1.9%	2.8%	7.5%	3.1%	4.5%	10.0%

	Higher than Population
	Lower than Population
	Same as Population

## Older Adults (Table 6)

The ethnicity breakdown for older people in receipt of services is broadly in line with the general population for Bexley and Greenwich though people whose ethnicity are White: White Other are slightly more likely to be receiving services (4.1% compared to 1.5% in Bexley and 6.2% and 2.7% in Greenwich). In Bromley those who are White: White British are slightly more likely to be receiving services compared to the population profile (86.3% compared to 76.2%).

Table 6

	Older Adults		
	Bexley	Bromley	Greenwich
<b>Ethnicity</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>
<b>Overall</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
White: English, Welsh, Scottish, Northern Irish, British	88.5%	86.3%	77.5%
White - Irish	2.0%	2.4%	2.6%
White: Gypsy or Irish Traveller	0.0%	0.0%	0.0%
White: Other White	4.1%	4.6%	6.2%
Mixed - White & Black Caribbean	0.0%	0.0%	0.2%
Mixed - White & Black Caribbean	0.2%	0.0%	0.2%
Mixed - White & Asian	0.0%	0.0%	0.1%
Mixed/multiple ethnic groups: Other Mixed	0.1%	0.2%	0.4%
Asian/Asian British: Indian	1.5%	2.2%	1.5%
Asian or Asian British - Pakistani	0.0%	0.2%	0.3%
Asian or Asian British - Bangladeshi	0.0%	0.0%	0.2%
Asian/Asian British: Other Asian	1.4%	0.7%	1.7%
Black or Black British - African	0.7%	0.8%	1.6%
Black or Black British - Caribbean	0.8%	1.0%	2.7%
Black/Black British: Other Black	0.3%	0.1%	0.8%
Any other ethnic group	0.5%	1.5%	3.9%

	Higher than Population
	Lower than Population
	Same as Population

#### 4.0 Sexual Orientation

National data for statistics on sexual Identity are only available at a regional level. Table 7 gives the breakdown for London from the 2011 National Census. It has been impossible to draw any conclusions regarding local data because of the high percentage of clients do not have this information recorded on RIO. As a Trust the sexual orientation of 98.6% of clients is not known. It should be noted that the Older Adults Directorate records this information for over a third of its clients and the information is captured for nearly



10% of people receiving services from the Inpatient, Crisis & Rehab teams so steps appear to be taken to capture this data.

There is the option to record that the client preferred not to say but overall this was recorded for just 89 clients. To provide any meaningful data/knowledge on this characteristic we need to improve the capture of this data on RIO. An e-learning training package has been developed to support staff in asking about sexual orientation.

Table 7

	Adult Community Health Services	Children Services	CAMHS	LD	Community Mental Health	Inpatient, Crisis & Rehab	Older Adults
<b>Sexual Orientation</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>	<b>2014%</b>
Not Known	96.1%	99.2%	99.9%	98.7%	95.3%	90.2%	64.6%
Heterosexual/Straight	3.6%	0.8%	0.1%	1.3%	4.3%	8.4%	34.5%
Prefer not to say	0.1%	0.0%	0.0%	0.0%	0.1%	1.4%	0.7%
Gay man	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Bisexual	0.1%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Gay man	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.1%
Gay woman/Lesbian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

We know from the regional data captured in the 2011 Census that almost 90% of people living in the London Region are heterosexual, 2.5% are gay/lesbian/bisexual, with 7% either refusing or not responding.