

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 third report will focus on Marital Status and Transgender and will be broken down by Directorate and Borough.

- Data will be a snapshot of the Trust's referral caseload as at 31st 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 or other ONS data sources

3.0 Marital Status: (Table 1)

The 2011 Census showed that the overall Trust Area position for Marital Status is broadly in line with the England figures with just minor differences in the single, married, separated & widowed categories. However when you drill down into Borough level data Greenwich stands out being at odds with both its neighbours and the national averages. Residents in Greenwich are more likely to be single compared to elsewhere 43.4% compared to an England average of 34.6%. Similarly fewer people are married, 38.9% compared to 46.6%. It would be worth looking at this data in conjunction with the age profile to see if similar differences occur. There is a slightly higher percentage of couples who are separated in Greenwich compared with the national figures while the % of people who are widowed is lower. Couples are slightly less likely to be divorced across the 3 boroughs compared to national averages.

Table 1: Census Data

Area name	% Single (never married or never registered a same-sex civil partnership)	% Married	% In a registered same-sex civil partnership	% Separated (but still legally married or still legally in a same-sex civil partnership)	% Divorced or formerly in a same-sex civil partnership which is now legally dissolved	% Widowed or surviving partner from a same-sex civil partnership
UK	34.7	46.5	0.2	2.7	8.8	7
ENGLAND	34.6	46.6	0.2	2.7	9	6.9
Bexley	33.8	47.8	0.1	2.9	8.1	7.2
Bromley	33.6	48.3	0.2	2.7	8.3	6.9
Greenwich	43.4	38.9	0.3	3.8	8.3	5.2
Trust Total	36.8	45.2	0.2	3.1	8.2	6.5

3.1 Comparison – Trust Data Table 2

The Rio system does allow for a number of categories not included in the Census data. These include co-habiting, same sex partner, not disclosed and not known. For comparison purposes I have assumed that cohabiting and same sex partner means that the individual has never been married or in a civil partnership. Also there is a category on RIO which combines married and civil partnership while these categories are also shown separately. There is also variation in how they are used in Mental Health and Community Health. Community Health combine Married and Civil Partnership as one category while Mental Health Teams use Married and Civil Partnership as separate options and also combined.

There is a real challenge in making comparisons to the national data as overall 88.7% of clients have no marital status recorded on RIO.

Table 2 Rio Data

Marital Status	Trust		Community		Mental Health	
	2013%	2014%	2013%	2014%	2013%	2014%
Overall	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
NULL	85.7%	88.7%	95.3%	95.7%	8.7%	13%
Single	5.3%	4.1%	0.9%	0.9%	41.0%	39.4%
Married	4.1%	3.1%	1.4%	1.2%	25.4%	24.5%
Civil Partnership	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%
Separated	0.3%	0.2%	0.1%	0.0%	1.9%	1.6%
Divorced/Person whose Civil Partnership has been dissolved	0.8%	0.6%	0.1%	0.1%	5.9%	5.5%
Widowed/Surviving Civil Partner	1.7%	1.1%	0.3%	0.2%	12.8%	11.1%
Not Disclosed	2.1%	2.0%	1.9%	1.9%	3.9%	3.8%
Not Known	0.0%	0.1%	0.0%	0.0%	0.4%	0.8%

4 Gender Identity (transgender)

The trust is mindful of the legal requirements relating to confidentiality when asking for information about gender identity. For this report, there has been a review looking at where gender identity is recorded, alongside a discussion about the need to have equality information (to ensure that people's needs are met, to identify gaps and inequality) versus the specific legal requirements for confidentiality relating specifically to this area. The trust is continuing to look at ways of improving the service offered to trans people, as well as delivering training sessions "Providing Better Care for Trans People" for staff.

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