

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 Pregnancy 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 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 other ONS data sources

3.0 Pregnancy:

We have only included Female clients over the age of 15 in the report

3.1 Population Analysis – 2012 data (Table 1)

The Office of National Statistics produces annual statistics of conceptions (including those leading to abortion). The latest available statistics are for 2012. The overall conception rate for the Trust is 89.5 conceptions per 1,000 population, while this is slightly lower than the average rate for outer London Boroughs which is 92.3 it is higher than the England average of 78.8 conceptions per 1,000 population. While Bromley and Bexley have identical conception rate, the rate for Greenwich is higher than the other boroughs and indeed is higher than the Outer London Average. The national data also includes information on the percentage of conceptions leading to abortions, although we don't record this information on RIO I have included it for information

Table 1 Conceptions ONS Data 2012

Borough	Bromley	Greenwich	Bexley	Total	Outer London	England
Number of Conceptions	5142	6195	3960	15297	103058	842202
Conception rate over 1,000	82.6	100	83.6	89.5	92.3	78.8
Percentage of conceptions leading to abortion	24.8	26.4	24.8	25.4	25.1	20.9

3.2 Comparison – Trust Data Table 2

It is difficult to draw any comparisons between the ONS data and the Trust data as they are measuring different things. The ONS data captures conception data from a variety of sources including maternity units, abortion clinics and private clinics and their count is based on the estimated or actual due date of the child. Data on Rio relates to the question "Are you pregnant?" being asked at any point in time while the client is receiving care regardless of when the pregnancy took place. What should be noted is that 94.2% of female clients are not assessed (i.e. not asked the question) this is a drop from 93.4% in 2013. Pregnancy status is not recorded for Community Health clients.

Table 2 Rio Data

Pregnancy	Mental Health	
	2013	2014
Yes	43	23
No	926	565
Not assessed	13674	9522
Rate per 1,000 Clients	2.9	2.3

4.0 Religion

National data has been sourced from the 2011 Census and the “short” list of religions has been used.

4.1 National Data (Table 3 Census 2011)

Table 3 gives the breakdown for the three boroughs. Over half the population served by the Trust are Christian according to the 2011 National Census with a quarter of the population reporting that they have no religion. Bexley and Bromley have a very similar profile in terms of religion though Bexley does have a slightly higher proportion of Sikhs. Greenwich has fewer residents following a Christian religion at 52.9% but does have a higher proportion of residents who are Buddhist, Hindu or Muslim compared to the other boroughs. Approximately 7% of clients did not respond to this question in the census.

Table 3 Census Data

Year of Data	2011	2011	2011	
Borough	Bexley	Bromley	Greenwich	Trust
Christian	62.1%	60.7%	52.9%	58.6%
Buddhist	0.6%	0.5%	1.7%	0.9%
Hindu	1.5%	1.6%	3.6%	2.2%
Jewish	0.1%	0.3%	0.2%	0.2%
Muslim	2.4%	2.5%	6.8%	3.9%
Sikh	1.8%	0.2%	1.4%	1.1%
Other religion	0.3%	0.4%	0.4%	0.4%
No religion	24.1%	26.0%	25.5%	25.3%
Religion not stated	7.0%	7.8%	7.6%	7.5%

4.2 Comparison – Trust Data (Table 4 Rio data)

At Trust level there is an extremely high proportion of records where “Religion not stated” has been recorded (over 90%). This is more apparent for Community Health clients than Mental Health where 45% of clients have “Religion not stated” this is compared to the census data which shows 7.5%. Also a third of Mental Health clients have no religion compare to the census data which shows 25%.

The data suggests that there are recording issues, particularly in Community Health, across the Trust.

Table 4 Rio Data

Religion	Trust		Community Health		Mental Health	
	2013%	2014%	2013%	2014%	2013%	2014%
Christian	1.82%	1.47%	0.73%	0.59%	17.23%	14.47%
Buddhist	0.02%	0.02%	0.01%	0.01%	0.45%	0.37%
Hindu	0.08%	0.06%	0.04%	0.04%	0.87%	0.62%
Jewish	0.01%	0.01%	0.00%	0.00%	0.25%	0.20%
Muslim	0.23%	0.17%	0.12%	0.09%	2.70%	2.27%
Sikh	0.05%	0.04%	0.02%	0.02%	0.85%	0.63%

Other Religion	0.19%	0.17%	0.07%	0.06%	3.08%	2.70%
No Religion	3.62%	3.30%	2.12%	2.09%	39.29%	33.12%
Religion not stated	93.97%	94.77%	96.88%	97.10%	35.29%	45.63%

5.0 Conclusion

Pregnancy data is not recorded for Community Health Clients at all on Rio and recording for Mental Health Clients is poor. The data suggests that recording of client's religion is poor particularly in Community Health, while this is better in Mental Health teams comparison with the Census data suggests there may be issues with accuracy.

March 2015