

Equality into Action

Annual Equality Report

January 2016

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1. Introduction: Information, objectives and engagement

1.1. Equality information

The Equality Act 2010 public sector equality duty (PSED) requires the trust to publish annually our equality information. This report includes information, disaggregated by service, on the protected characteristics of our workforce from 1 October 2014 to 30 September 2015 and our service users as at September 2015. Summaries of the proportional make-up by protected characteristics of the local populations of Bolton, Salford, Trafford, Greater Manchester and the North West from the 2011 census are also included to enable comparison of the protected characteristics of our workforce and service users with those of the general populations.

1.2 The trust's equality objectives

The Public Sector Equality Duty requires the trust to publish equality objectives at least every four years. The trust's corporate equality objectives April 2012-April 2016 are:

- To strengthen data collection of the protected characteristics of our service users
- To strengthen data collection of the protected characteristics of our workforce
- To collate and monitor data on the protected characteristics of our service users who make complaints
- To set local equality objectives in our business development plans
- To undertake equality impact assessments on our policies and business development plans to ensure they meet the needs of, and do not disadvantage, service users of any protected characteristics.

Through analysis of the equality data set out in this report, alongside other available information on the equality challenges within the local health economies, services will set local equality objectives for inclusion in 2016/17 business plans. These local equality objectives will be published on the trust's internet site in April 2016.

1.3 The trust's local equality objectives

2014 / 15 Equality objectives

Services in Bolton, Salford and Trafford identified local equality objectives to be incorporated into 2014 / 15 business plans. The table below shows the identified equality objective and the final position reported at the end of the 2014 / 15 financial year.

	Equality Objective	Final position as at March 31 2015
1	General Equality Duty is met.	Equality Delivery System set up to provide feedback on how services reflect needs of people with protected characteristics. B- Linking with service users / voluntary sector to ensure regular feedback
2	Equality Impact Assessments completed and implemented for all new service developments	In place
3	Improved recording of disability against the 13/14 outturn.	Ongoing work required to further improve.

4	Evidence of training to ensure staff are aware of duties in relation to Asylum Seekers	Bolton Local Authority offers training on a regular basis re asylum seekers that Bolton GMW staff can access. The Local Authority has developed new community care database 'Inform' to provide access to up to date information re culture / legal position. Improved links voluntary sector. Salford have established awareness and links with wider service areas regarding Asylum Seeker Service
5	Mental Health Act monitoring tool in place re detention under the Act and diversion to alternatives to admission	In place. Local Mental Capacity Act policy and process being updated to reflect Deprivation of Liberty. Gradual role out for social workers to be Best Interest Assessors. 12 month pilot re dedicated AMHP role to start Dec 14
6	Targets met in relation to Equality & Diversity Training for all staff.	The 2014 / 15 results as at Jan 15 were: Bolton 88% Salford 84% Trafford 86%
7	EPIC action plan implemented	Will be incorporated within EDS feedback mechanisms. Acute Care Pathway Consultation process highlighted

2015 / 16 Equality objectives

Services in January 2015 identified 9 equality objectives which were incorporated into services 2015 / 16 business plans and aim to be completed by March 2016.

The equality objectives are listed below with an update of the current position as at December 2015

	Equality Objective	Update as at December 2015
1	Equality Delivery System providing clear feedback to services and used to address improvements.	Equality into action workshops have taken place in Bolton, Salford and Trafford. Reports have been finalised and are currently being used to develop 2016 / 17 Equality objectives
2	Evidence service user involvement reflects variety of minority groups in District Services.	Protected characteristic information is now included in Friends and Family Test and also Inpatient survey
3	Acute Care Pathway Evaluation gives clear feedback as to impact on minority groups eg Home Based Treatment and BME service users	The ongoing ACP Evaluation includes gathering feedback from service users and carers from all ethnic backgrounds. This will be used to inform future service development.
4	Explore opportunities to develop new services to meet identified need eg veterans	The Trust has won a tender to provide a Veterans mental health service for Cheshire and Wirral
5	Monitor use of Mental Health Act and link with minority	The Trust's Business Intelligence Team have been commissioned to produce a report which will monitor

	groups.	use of the Mental Health Act with inpatients by the protected characteristics of age, disability status, race and sex The report is scheduled for December 2015
6	Improved recording of disability against the 14/15 outturn	In Bolton last year 31% of service users' disability status was recorded as unknown, this had reduced to 17% in 2015 In Salford last year 33% of service users' disability status was recorded as unknown, this had reduced to 16% in 2015 In Trafford last year 45% of service users' disability status was recorded as unknown, this had reduced to 17% in 2015
7	Evidence of training to ensure staff are aware of duties in relation to Asylum Seekers	The Trust held a conference about refugee and asylum seekers in 2015. Over 120 people attended the event and attendees were awarded CPD points. Information materials about refugee and asylum seekers are available on the Trust website
8	Targets met in relation to Equality & Diversity Training for all staff	The mean percentage of staff with up to date Equality Training across all services is 91% for 2015, this has risen from 82% in 2014
9	Equality Impact Assessments completed and implemented for all new service developments	The Trust's Equality and Diversity Committee is currently refreshing arrangements for the administration of Equality Impact Assessments.

1.4 Equality Delivery System 2 (EDS2) and Equality Engagement

EDS2 was launched in November 2013 as a refreshed equality delivery system for the NHS. A central theme of EDS2 is the importance of genuine local engagement with patients, the public and other local stakeholders in the development and review of equality objectives and performance.

During 2015, over 40 people including service users, carers, representatives from the voluntary sector, representatives from councils and Trust workers attended three 'Equality into Action' workshops in Bolton, Salford and Trafford. The workshops aimed to consult about local equality objectives, conduct a public grading for EDS2 and identify actions which would enhance equality and diversity within our Trust.

Participants were given a copy of service's Annual Equality Reports and received presentations from managers from mental health services about local equality objectives and the ways services are increasing access and improving experience for those with protected characteristics. Participants were then asked to grade the Trust based on what they had heard and their personal and/or professional experience.

The workshops then discussed how GMW Trust's services could improve access, experience and outcomes for people with protected characteristics.

EDS 2 Public Grading

The public grading for EDS2 was based on three EDS 2 outcomes:

- a) 1.2 The Trust assesses and meets peoples' mental health needs in the best and most suitable ways, considering all protected characteristics.
- b) 2.2 People are given the information and receive support to be involved in decisions about their care
- c) 3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels.

EDS2 Scores

Participants from each workshop scored the Trust's services:

Service	Outcome 1.2	Outcome 2.2	Outcome 3.1	Overall Grading
Bolton	Developing	Developing	Developing	Developing
Salford	Developing	Developing	Developing	Developing
Trafford	Developing	Developing	Achieving	Achieving

The overall score for the Trust was developing.

Next steps

18 action points were identified in the three workshops. Action points will be considered alongside equality data when developing 2016 – 17 Equality Objectives.

People who came to the workshops found them interesting and valuable. The Trust now keeps in contact with participants by emailing minutes of the Trust's monthly Equality and Diversity Group meeting.

1.5 Workforce Race Equality Standard

The Workforce Race Equality Standard was adopted by the Trust in September 2015. The table below details key indicators and key actions the Trust has committed to.

	Indicator	Action taken and planned
1	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	The Trust promotes Leadership Academy programs to support senior staff development. Recently advertised a senior leadership program for BME senior leaders.

2	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.	The HR Directorate have reviewed the breakdown of recruitment information and taken to the Workforce Committee for further discussion/review in order to agree onward actions to address this
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff	A summary of disciplinary cases and outcomes for BME staff compared to White staff was reviewed at the Joint Consultation and Negotiating Committee with trade unions
4	Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff	To be considered by the Trust's Workforce Committee
5	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	A campaign is being developed to support staff safety as a whole, however, particular focus will be on the support for BME staff and the Trust response to any targeted behaviour from patients as a result of staff ethnicity.
6	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	The campaign is being developed in line with the Trust values which cover 'respect' both for service users but also for staff. We have also carried out focus groups to ensure staff have appropriate channels to raise concerns.
7	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion	This will be considered in the overall review of recruitment to identify if there are any barriers to recruitment/promotion for certain groups.

2. Key equality achievements 2015

2.1 Service improvements and initiatives

2.1.1 Better engagement with organisations and individuals who support those with protected characteristics (*all protected characteristics*)

People who attended Equality into Action Workshops provided their email addresses so that they could become members of an Equality Reference Group. Members of the Equality Reference Group receive monthly minutes of the Trust's Equality and Diversity Group, the first draft of monthly equality splash page for comment and communications asking for their comment and / or advice. Current members have interests in people with disabilities, older adults, people from black and minority ethnic communities, carers, people who use mental health services and refugee and asylum seekers.

2.1.2 Better recording of protected characteristics (*All*)

The Trust has changed its electronic patient data base to PARIS. PARIS records all protected characteristics in one place. Moreover, we can now record more than one disability per service user.

2.1.3 Educating staff about protected characteristics (*All protected characteristics*)

The Trust produces monthly equality and diversity splash screens. The splash screens appear on all Trust desk tops for three days at the beginning of the calendar month. Each splash screen contains information about religious days, festivals and observances for the coming month and special days which relate to protected characteristics. Splash screens have included information about age, ethnicity, faith, disability and sexual orientation.

Example of a splash screen:

Greater Manchester West
Computer Name: CZC9060GPX
User Name: JRoberts
IP Address: 192.168.15.177
Logon Server: STYX
Web: <http://support@gmw.nhs.uk>
IMT Support Central: 0161 358 1760

Equality and Diversity Calendar December 2015

Date	Event
Tues 1 Dec	World Aids Day
Thurs 3 Dec	International Day of People with Disability
Sun 6 Dec	First day of Chanukah/Menachkah (Jewish)
Tues 8 Dec	Buddhi Day (Buddhist) Feast of the Immaculate Conception (Christian)
Thurs 10 Dec	Human Rights Day
Sun 13 Dec	Last day of Chanukah/Menachkah (Jewish)
Mon 21 Dec	Milad un Nabi (Muslim)
Tues 22 Dec	Yule/Winter Solstice (Pagan)
Thurs 24 Dec	Christmas Eve (Christian)
Fri 25 Dec	Christmas Day (Christian)
Sat 26 Dec	St. Stephen's Day (Christian) Boxing Day (Public Holiday)
Thurs 31 Dec	New Years Eve
Friday 1 Jan	New Years Day

Human Rights Day – 10th December

The date was chosen to honour the United Nations General Assembly's adoption and proclamation of the Universal Declaration of Human Rights (UDHR) on 10 December 1948 – the first global enunciation of human rights.

Human Rights Day was formally established at the General Assembly on 4 December 1950, when all member states and any other interested organisations were invited to celebrate the day as they saw fit.

The day is a high point in the calendar of UN headquarters in New York City, and is normally marked by both high-level political conferences and meetings and by cultural events and exhibitions dealing with human rights issues.

In addition, it is traditionally on 10 December that the five-yearly United Nations Prize in the Field of Human Rights and the Nobel Peace Prize are awarded.

International Migrants Day – 18 December

The United Nations' (UN) International Migrants Day is held annually on December 18th to recognise the efforts, contributions and rights of migrants worldwide.

"On International Migrants Day, let us reaffirm our commitment to shape diverse and open societies that provide opportunities and lives of dignity for all migrants." Ban Ki-moon 2014

This day is observed in many countries, Intergovernmental and non-governmental organizations through the dissemination of information on human rights and fundamental political freedoms of migrants, and through sharing of experiences and the design of actions to ensure the protection of migrants.

"Migration is an expression of the human aspiration for dignity, safety and a better future. It is part of the social fabric, part of our very make-up as a human family."

2.1.4 Communication with carers (All)

Each year we hold a Trust-wide carers event to share what we have done across each service for carers and then set actions for the next 12 months with carer input.

The CARE Hub produces a Who Cares newsletter every 3 months which goes out to all staff to share with carers to inform them of any upcoming events/training or to update them on any new legislation or local authority changes that may affect them.

2.1.5 Better access to jobs for young adults (Age)

The Trust offers two Apprenticeship Frameworks for existing members of staff – Business & Administration and Health & Social Care. These allow staff in Bands 1-4 the opportunity to gain a nationally recognised qualification whilst continuing their existing roles. They also achieve maths, English (and ICT for Business & Administration) qualifications as part of the Apprenticeships.

2.1.6 Introduction of new telephone and computer communication system (Disability)

The Trust has commissioned a new telephone and computer communication system. The CX600 telephone handset has a magnetic coupler which connects to modern hearing aids. Video conferencing is available which will enable people to sign remotely. Instant messaging will also be helpful for deaf people.

2.1.7 Deaf specific mental health resource for recovery (Disability)

At present the NHS Booklets on the individual patients recovery process are inaccessible to Deaf service users due to the language format in which they are presented, As a result of this a National meeting of Deaf Services was set up with the overall aim of the CQUIN to develop and implement a Deaf recovery Package. This was agreed to be called 'All About Me'. The package aims to be completed by the end of 2015/6 as per CQUIN Guidance.

Deaf Professionals and service users from John Denmark Unit have been fully involved in crating this accessible Deaf Recovery Package which is still ongoing.

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2.1.8 Unique deaf readers group (Disability)

The Trust's John Denmark Unit inpatient service for deaf people hosts the only deaf readers' group for people with mental health problems in the country. The ground-breaking initiative introduced in 2015 is fully subscribed and has been hailed as a resounding success.

2.1.9 Enhanced communication for deaf service users and staff (Disability)

In 2015 the John Denmark Unit has employed its first deaf communication manager who will identify and address communication issues for deaf staff and service users.

2.1.10 Availability and use of information in alternative formats including interpretation and translation (Disability, race)

All services are able to commission interpreting services when required. The Trust has employed a procurement specialist who is currently developing a provider framework for interpretation services. The framework will improve consistency of quality of interpretation across the Trust and also increase accessibility of the service.

All Mental Health Act information has been translated into the main languages used by Black and Minority Ethnic communities in Greater Manchester.

We have made every effort to make the Trust's website accessible and easy to use for everyone, no matter what browser visitors to the website choose to use, and whether or not they have any disabilities.

The site's layout takes into account users who are blind or visually impaired. It is fully compatible with popular screen reading software.

Current tools include changing contrast and text size of the site

2.1.11 Equality Champions *(Disability, race, religion and belief & sexual orientation)*

The Trust has four Equality Champions. The purpose of the champions is to attend the Trust's Equality, Inclusion Recovery Steering Group and contribute to the Trust's work at increasing equality for both staff and service users. Equality Champions are expected to promote equality and diversity within their respective services.

The Trust's Equality, Inclusion Recovery Steering Group now includes Equality Champions representing: disability, race, religion and belief & sexual orientation

2.1.12 Better communication *(Race)*

Equality and Diversity group have published an interpretation policy which sets out standards, best practice for accessing interpretation services and how services are best used. We have also appointed a new member of staff to our Procurement Department who is currently developing an approved interpretation service framework.

2.1.13 The Kitchen workers co op registered as an approved supplier of buffets for Trust functions *(Race)*

The kitchen, workers co op, is a not for profit organisation based in Bolton, promoting the use of more vegetables in the diet through their cafe and catering. They also provide community learning on healthy food choices and offer work experience and integration opportunities for isolated individuals, including working with asylum seekers refugees, linking in with community organisations to do this.

2.1.14 Successful, oversubscribed conference on Asylum-seekers and mental health by Asylum-seeker mental health services *(Race)*

The Asylum-Seeker Mental Health Consultation Service is unique in the UK, providing specialist mental health assessment, management and prescribing advice and consultation to Salford GPs referring patients who are asylum-seekers and refugees. The Service also has access to Clinical Psychology and Counselling via the Primary Care Psychology Service. The team includes two GPs with a special interest in mental health, an outreach worker, a dedicated administrative worker and team manager. It is co-located with the Primary Care Psychology Service in a new, welcoming, appropriate and accessible base next to Salford precinct. The Service is recognised regionally and nationally for its specialist knowledge and culturally sensitive care of asylum-

seekers with mental health problems. The service organised a large and oversubscribed conference for multiple stakeholders in the North-West region in 2015.

2.1.15 Spiritual Care *(Religion or belief)*

Education

The Trust's Chaplaincy Team conducted a staff development session at Woodlands on spiritual care

A 'Faith & Recovery' course has been developed and delivered to service users and staff via Recovery Academy

Better service provision

A new multi – faith room has been opened at Woodlands

New Muslim and Christian chaplaincy input has been arranged at Bramley St

More offered to different faiths

People of Hindu, Jewish and Jain faiths have been identified who are willing to visit inpatients. The visitors have agreed to meet with patients of those three faith communities should the need arise, and they are listed on the Trust's chaplaincy directory. This is in order to make provision for those who are not represented by the paid staff i.e. not Christian or Muslim.

The Trust regularly posts messages on Face Book and Twitter with a view to reaching people who use social media especially young people.

2.1.16 Catering meeting religious, cultural or ethical needs *(Religion or belief)*

Halal, Caribbean and Kosher Meal choices are available every day. Examples of meals taken from the Special Diet Meal Order Sheet include: Chicken Tikka Masala with Rice & Chapatti, Lamb Karahi with Rice & Chapatti, Caribbean Chicken Curry with Rice, Caribbean Escovitch Fish with Rice, Kosher Chicken Meal, Kosher Fish Meal.

2.2 Equality & Diversity Training

Equality and Diversity training is mandatory for all staff. For new staff, it is delivered as part of Corporate Induction and it is compulsory that all staff attend this induction before commencement of their duties. For established staff, they must attend refresher training sessions on a regular basis and these are delivered throughout the Trust. The content of the training is comprehensive, covering all protected characteristics, the Trust's obligations regarding the Public Sector Equality Duty, and the expectations on staff. The Trust's Equality and Diversity Group reviewed Equality and Diversity training and have made recommendations.

Staff from the John Denmark Unit regularly provide Deaf Awareness Training.

2.3 Equality & Diversity Training by % workforce achieving Trust's specific level of competency as of September 2015

Service	Total Workforce	Number of staff compliant	%staff compliant
CAMHS	107	97	91%
CJS	76	71	93%
CPTS	25	24	96%
MH&D	41	37	90%
AFS	606	562	93%
SMS	354	313	88%
Bolton Service	374	343	92%
Corporate Service	480	425	89%
Salford Service	633	563	89%
Trafford Service	294	266	90%

2.4 Equality Data

The data used in this report has been taken from the 2015 Equality, Diversity and Human Rights Schedule, which is an annual submission in November to our Commissioners

Board composition was drawn from the Trust's position at September 2015

Workforce and service user data was drawn from the Trust's position at September 2015.

Recruitment – applications, short listing and appointments data was drawn from October 2014 – September 2015 data

Service users making complaints data was drawn from October 2014 – September 2015 data

3. Board Composition by protected characteristic compared to Greater Manchester population as per 2011 Census

3.1 Board equality data analysis

3.1.1 Age

100% of the Trust's Non-Executive Directors are aged over 51 compared to 47% of Greater Manchester's population over the age of 16

All of the Trust's Executive Directors are aged between 41 and 60 compared to 32% of Greater Manchester's population over the age of 16

3.1.2 Disability

57% of Non-Executive Directors disability status is recorded as unknown

50% of Executive Directors disability status is recorded as unknown

3.1.3 Race

14% of Non-Executive Directors are recorded as BME compared to 16% of Greater Manchester's population

17% of Executive Directors are recorded as BME compared to 16% of Greater Manchester's population

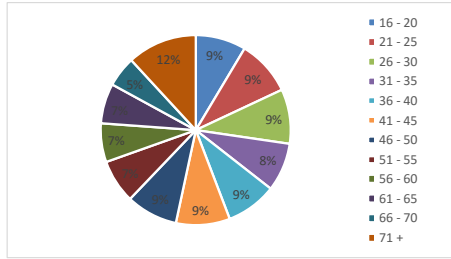
3.1.4 Sex

57% of Non-Executive Directors are male compared to 49% of Greater Manchester's population

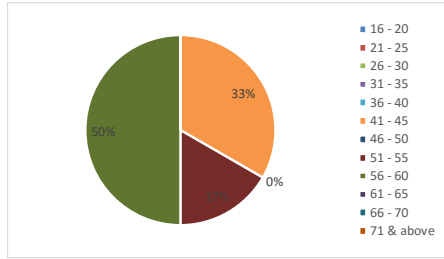
60% of Executive Directors are male compared to 49% of Greater Manchester's population

3.2 Executive Directors protected characteristics compared to Greater Manchester's population as per 2011 Census

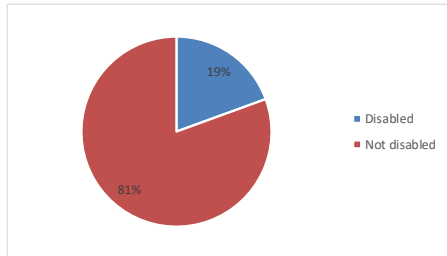
Age of Greater Manchester's population as per 2011 census



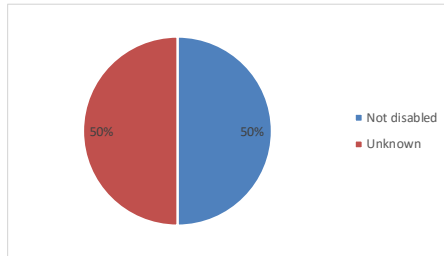
Age of Executives as at September 2015



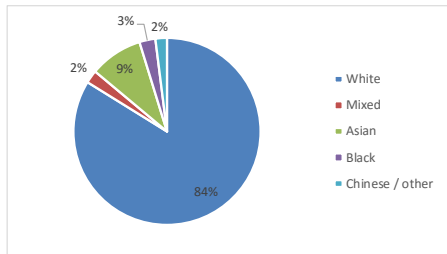
Disability of Greater Manchester's population as per 2011 census



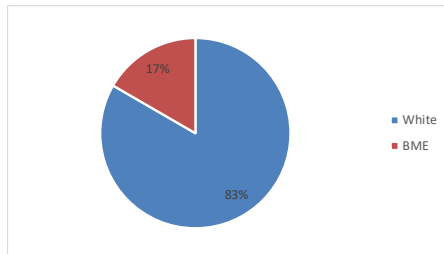
Disability of Executives as at September 2015



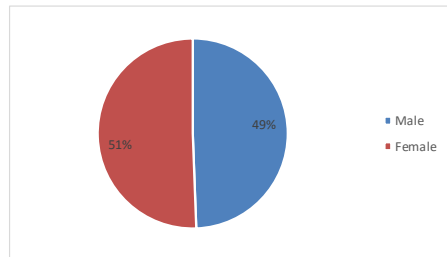
Race of Greater Manchester's population as per 2011 census



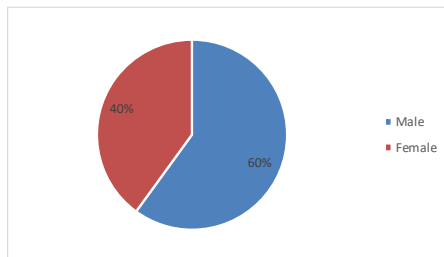
Race of Executives as at September 2015



Sex of Greater Manchester's population as per 2011 census

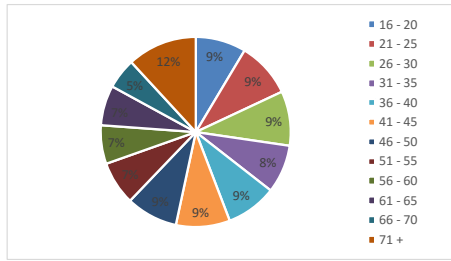


Sex of Executives as at September 2015

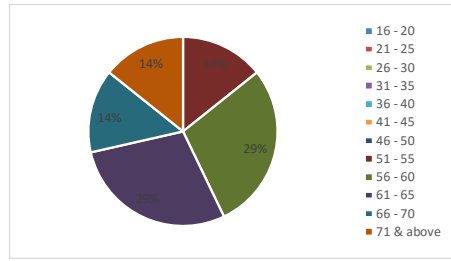


3.3 Non-Executive Directors protected characteristics compared to Greater Manchester's population as per 2011 Census

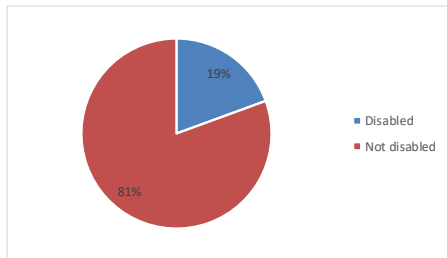
Age of Greater Manchester's population as per 2011 census



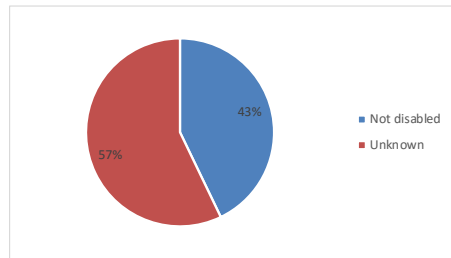
Age of Non Executives as at September 2015



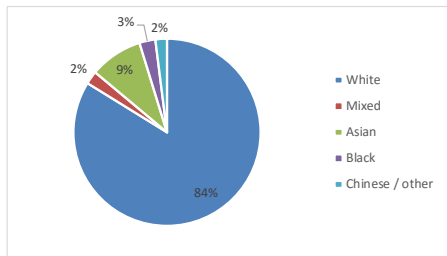
Disability of Greater Manchester's population as per 2011 census



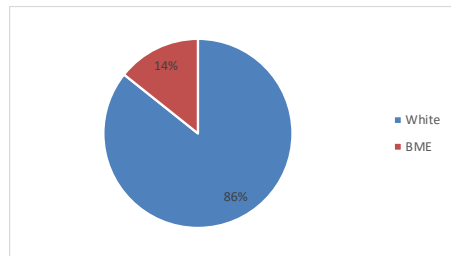
Disability of Non Executives as at September 2015



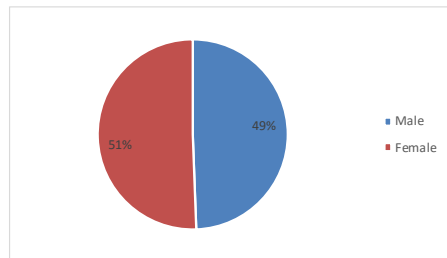
Race of Greater Manchester's population as per 2011 census



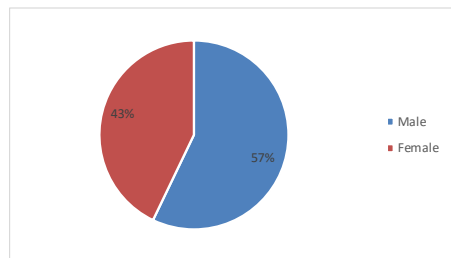
Race of Non Executives as at September 2015



Sex of Greater Manchester's population as per 2011 census



Sex of Non Executives as at September 2015



4. Trust wide annual equality data

4.1 Trust wide workforce data analysis

4.1.1 Age

- The number of 46 – 55 year olds working for the Trust has risen from 31% in 2014 to 34% in 2015
- 22% of applicants were under 24 years old of which 12% were shortlisted and 13% were appointed

4.1.2 Disability

- 42% of the Trust wide workforce disability status is unknown this has reduced from 46% in 2014

4.1.3 Race

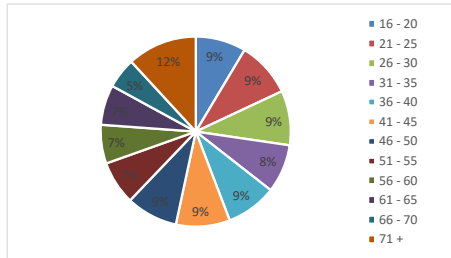
- 25% of applicants were BME, 21% of BME applicants were shortlisted and 16% appointed. In 2015 this compares with 23% of applicants being BME, 18% of BME applicants were shortlisted and 11% appointed in 2014
- The proportion of BME workers across the Trust has reduced from 13% in 2014 to 10% in 2015 with 2% reduction in Asian workers from 7% to 5%
- Trust wide workforce has proportionally fewer BME workers (10%) compared to Greater Manchester's population (16%)
- 28% of leavers were BME compared to 23% last year

4.1.4 Sex

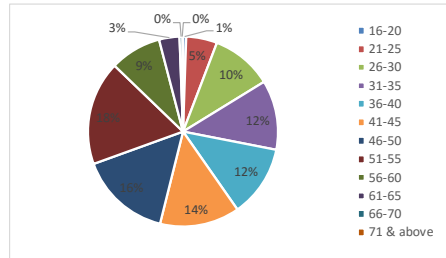
- There are proportionally fewer male staff working for the Trust (26%) compared to Greater Manchester's population (49%)

4.2 Trust wide workforce protected characteristics compared to Greater Manchester's population as per 2011 Census

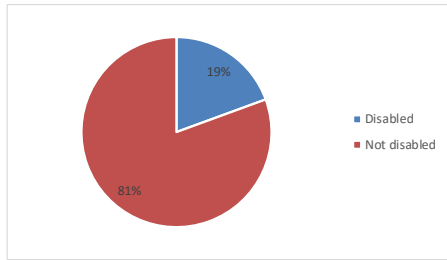
Age of Greater Manchester's population as per 2011 census



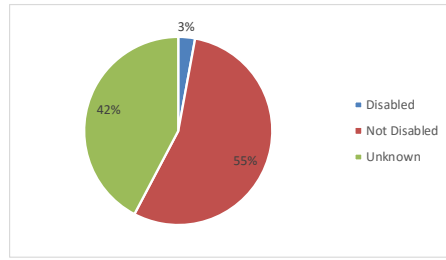
Age of Trust workforce as at September 2015



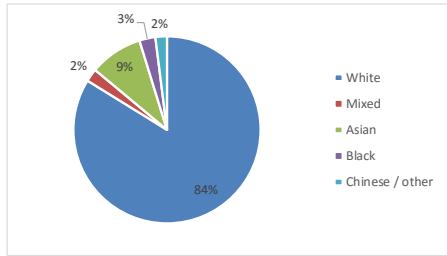
Disability of Greater Manchester's population as per 2011 census



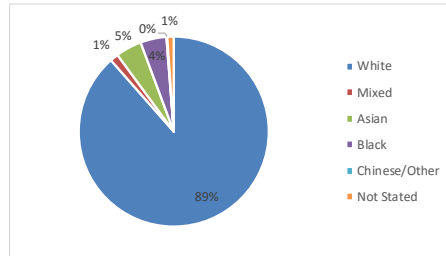
Disability of Trust workforce as at September 2015



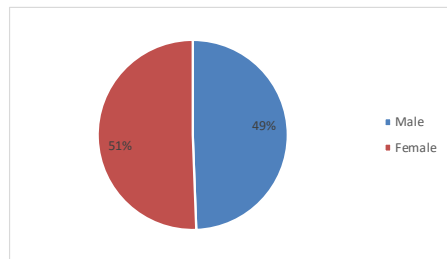
Race of Greater Manchester's population as per 2011 census



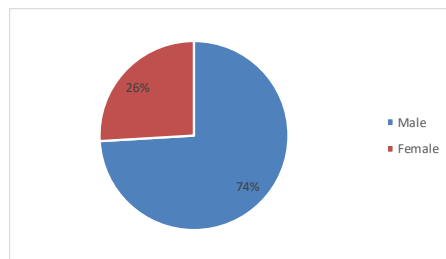
Race of Trust workforce as at September 2015



Sex of Greater Manchester's population as per 2011 census

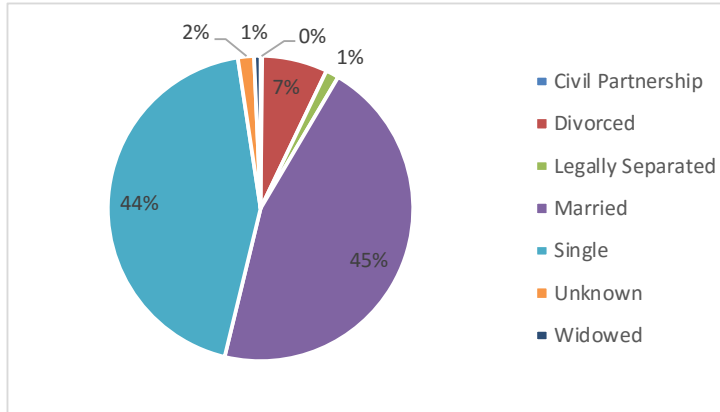


Sex of Trust workforce as at September 2015

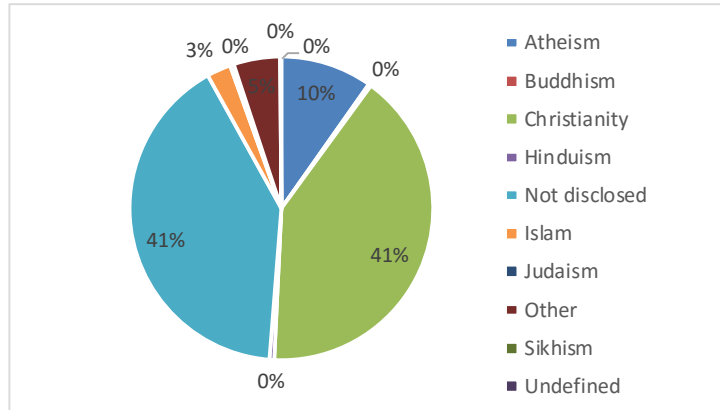


4.3 Other trust wide workforce protected characteristics

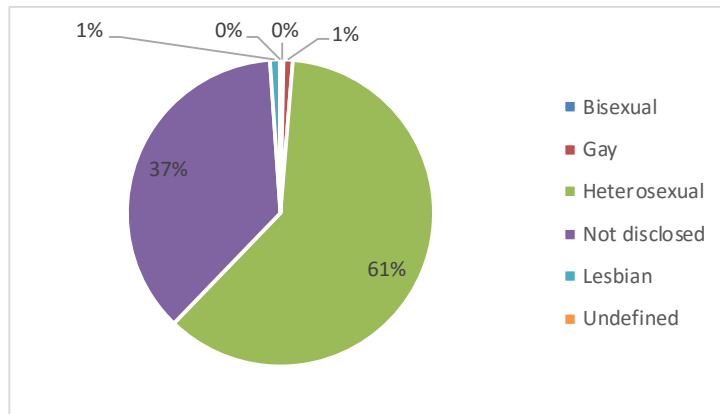
Marital status of Trust workforce



Religious belief of Trust workforce

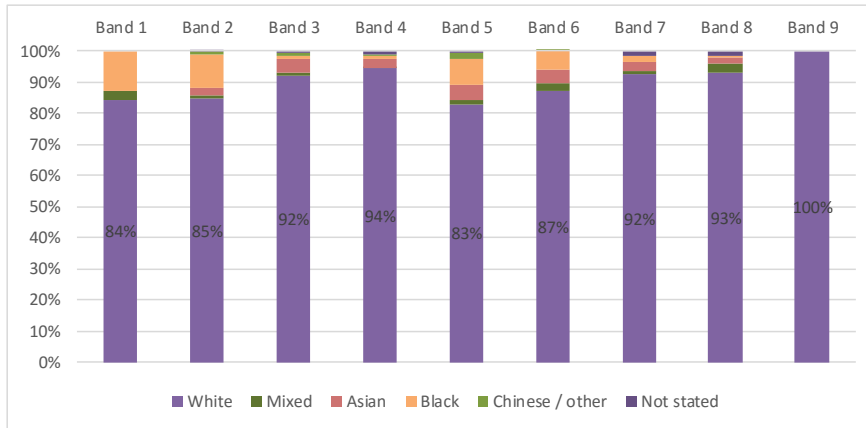


Sexual orientation of Trust workforce

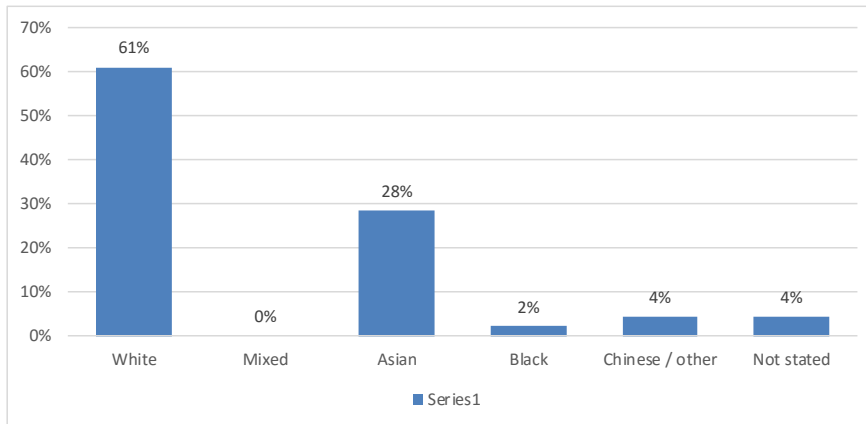


4.4 Trust wide workforce data by pay band

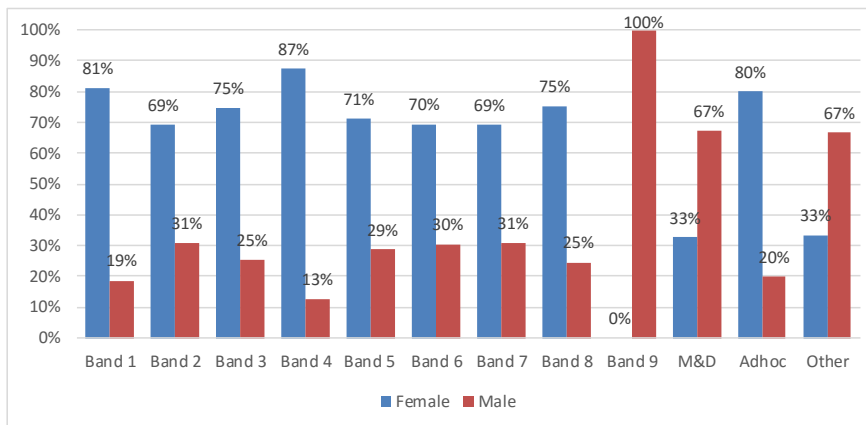
Trust workforce by race and payband



Trust Medical staff by race

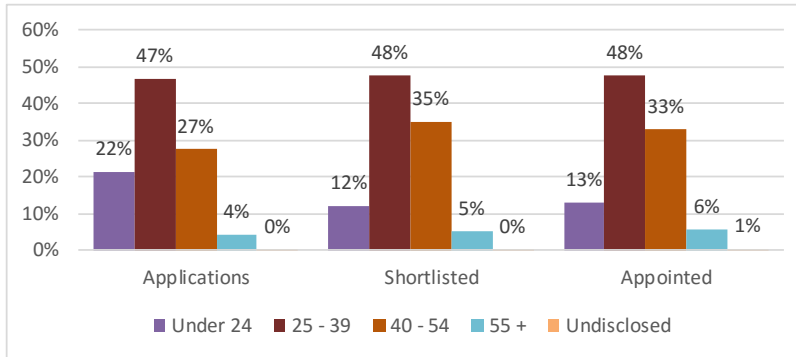


Trust workforce by sex and payband

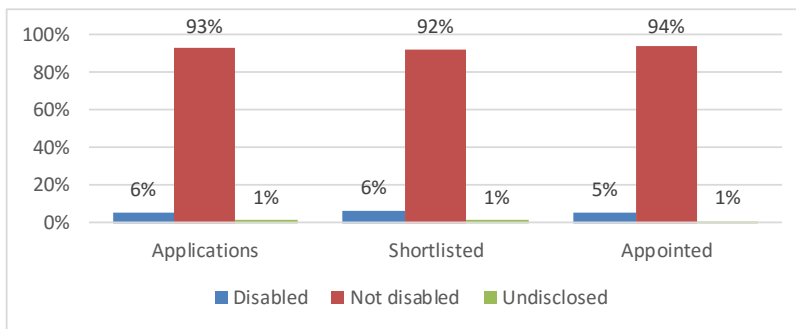


4.5 Trust wide recruitment – applications, short listing and appointments

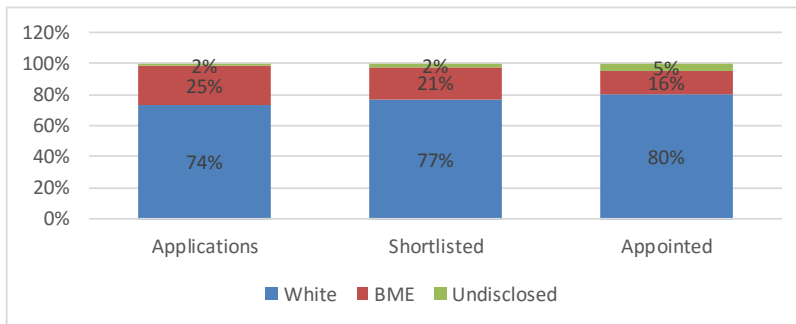
Age by applications, shortlisted and appointed



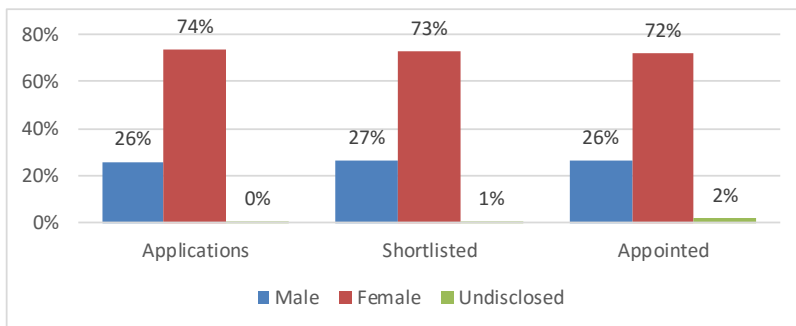
Disability by applications, shortlisted and appointed



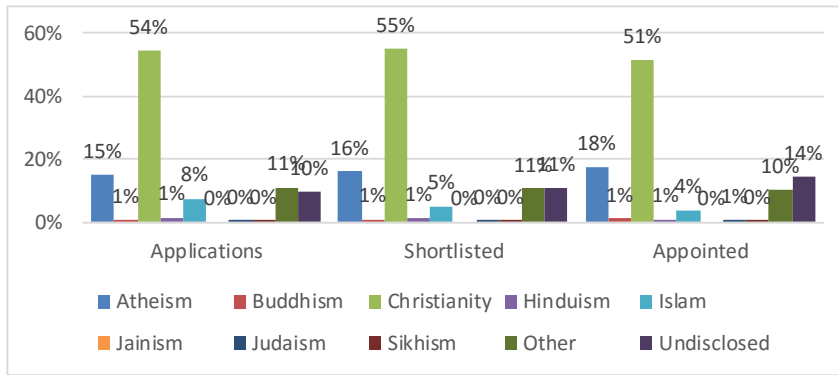
Race by applications, shortlisted and appointed



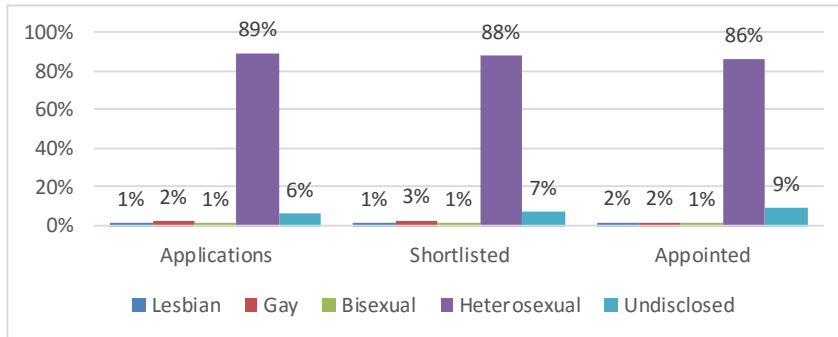
Sex by applications, shortlisted and appointed



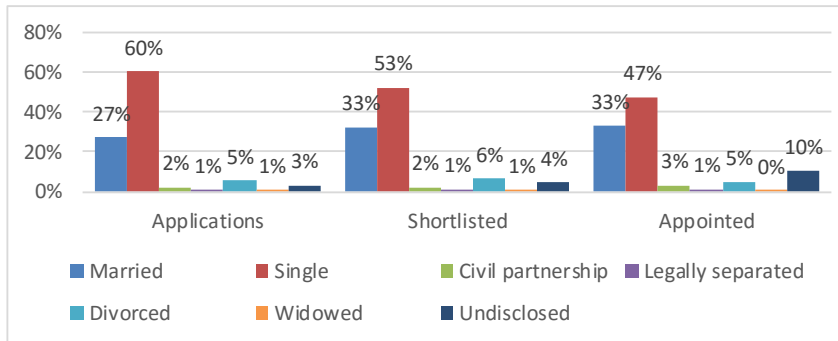
Faith by applications, shortlisted and appointed



Sexual orientation by applications, shortlisted and appointed



Marital status by applications, shortlisted and appointed



4.6 Trust wide service user data analysis

4.6.1 Age

There is a higher percentage of service users over 71 (15%) using Trust services compared to the Greater Manchester's population (12%)

4.6.2 Disability

In 2014 28 % of service user disability status was unknown, this has dropped to 18% in 2015.

4.6.3 Race

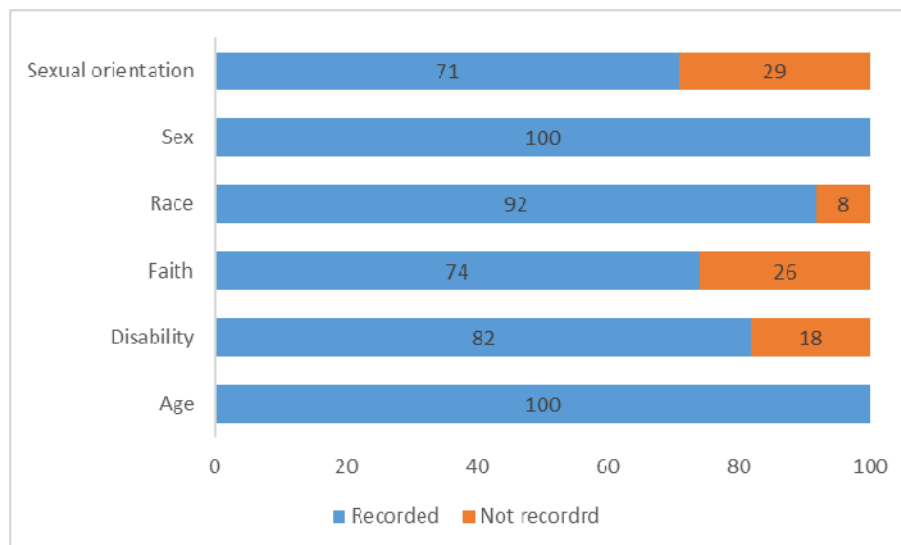
There is a smaller percentage of BME service users using Trust's services (10%) compared to Greater Manchester's population (16%)

There is a smaller percentage of Asian service users using Trust's services (5%) compared to the Greater Manchester's population (9%)

4.6.4 Sex

There is a smaller percentage of female service users (48%) compared to Greater Manchester's population (51%)

4.7 Completeness of data

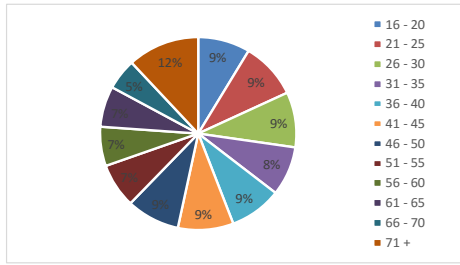


29% of service users across the Trust do not have their sexual orientation recorded

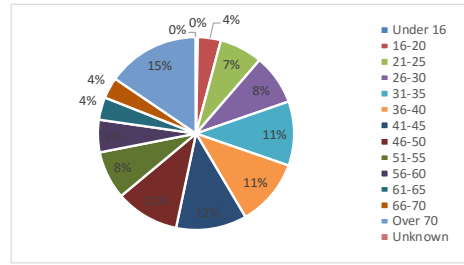
26% of service users across the Trust do not have their faith recorded

4.8 Trust wide service users compared to Greater Manchester's population as per 2011 Census

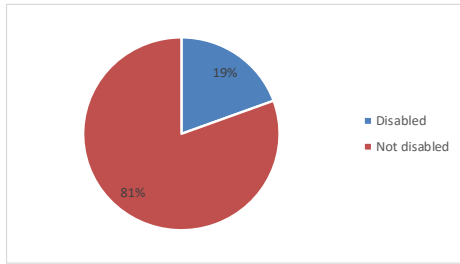
Age of Greater Manchester's population as per 2011 census



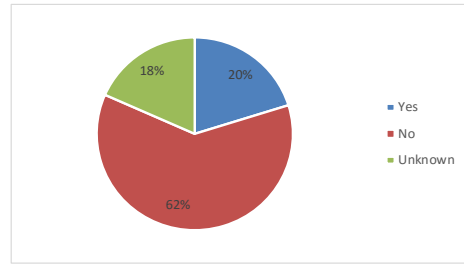
Age of all Trust service users



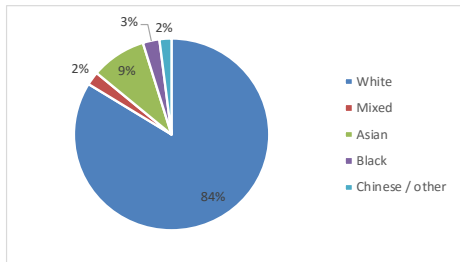
Disability of Greater Manchester's population as per 2011 census



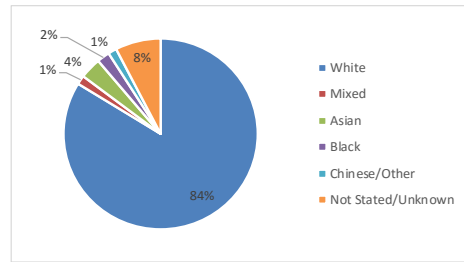
Disability of all Trust service users



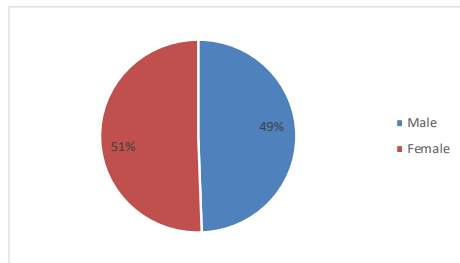
Race of Greater Manchester's population as per 2011 census



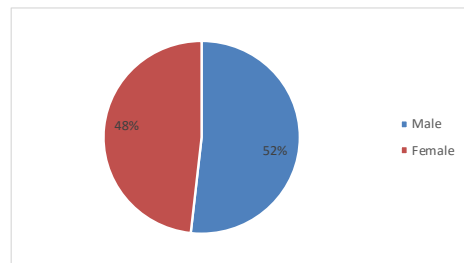
Race of all Trust service users



Sex of Greater Manchester's population as per 2011 census



Sex of all Trust service users



5. Bolton Mental Health Service's annual equality data

5.1 Bolton Service's workforce data analysis

5.1.1 Age

- There are proportionally more 41 to 55 year olds employed at Bolton (51%) compared to the Bolton's population (26%)
- 19% of applicants were under 24 years old of which 5% were shortlisted and 6% were appointed
- There were proportionally more 25 – 39 year olds appointed (59%) compared to those shortlisted (49%)

5.1.2 Disability

- 53% of Bolton's workforce have not recorded their disability status (down from 69% last year) compared to 42% of the Trust's workforce

5.1.3 Race

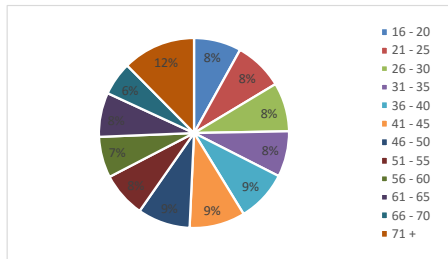
- Bolton's workforce has proportionally fewer BME workers (10%) compared to Bolton's population (18%)
- There is a lower percentage of Asians (5%) working in Bolton's services compared to Bolton's population (13%)
- 23% of applicants are from BME up from 19% last year whereas 15% BME applicants were shortlisted, up from 13% last year and 10% were appointed, up from 9% last year .

5.1.4 Sex

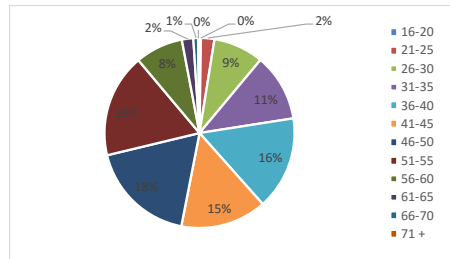
- There are proportionally fewer male staff at Bolton (21%) compared to Bolton's population
- Over 30% of Band 6 employees are male when 21% of Bolton's workforce are male

5.2 Bolton Service's workforce protected characteristics compared to Bolton's population as per 2011 Census

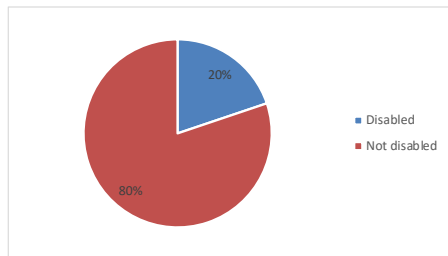
Age of Bolton's population as per 2011 Census



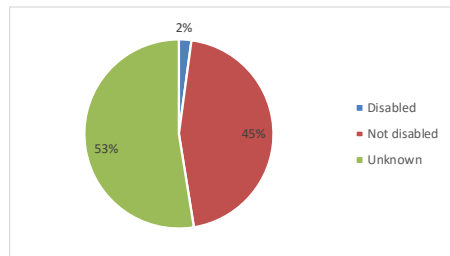
Age of Bolton workforce as at September 2015



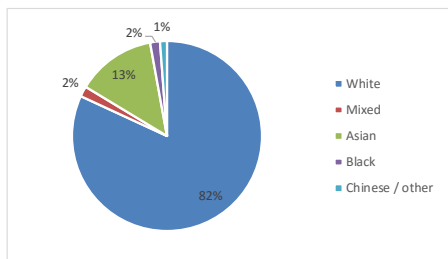
Disability of Bolton's population as per 2011 Census



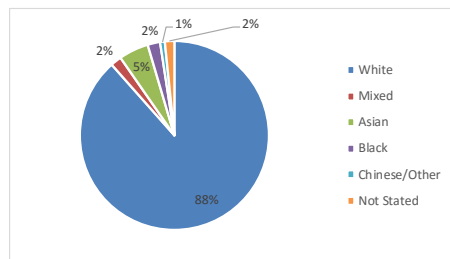
Disability of Bolton workforce as at September 2015



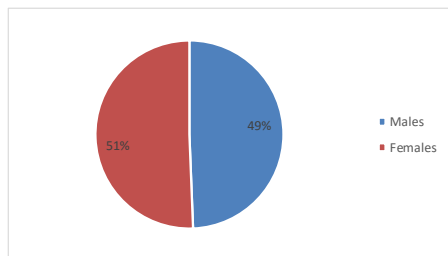
Race of Bolton's population as per 2011 Census



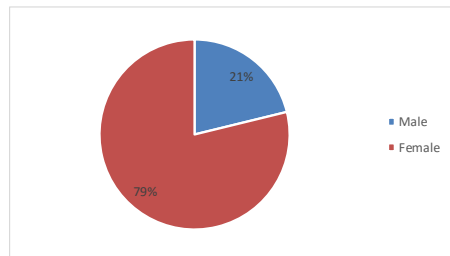
Race of Bolton workforce as at September 2015



Sex of Bolton's population as per 2011 Census

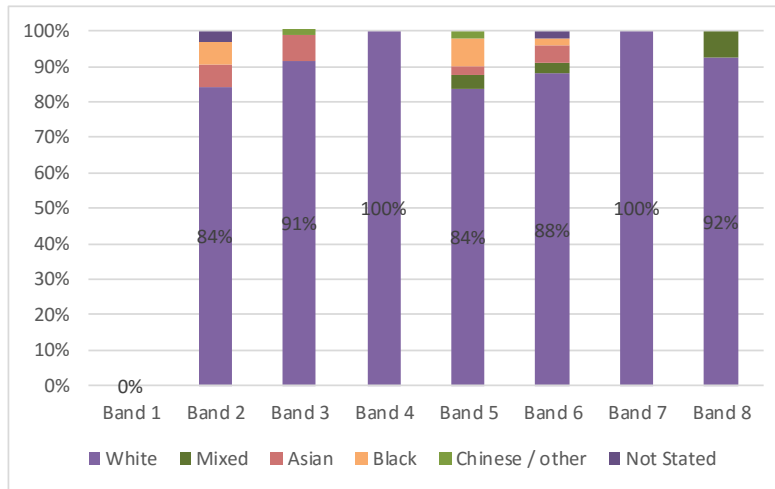


Sex of Bolton workforce as at September 2015

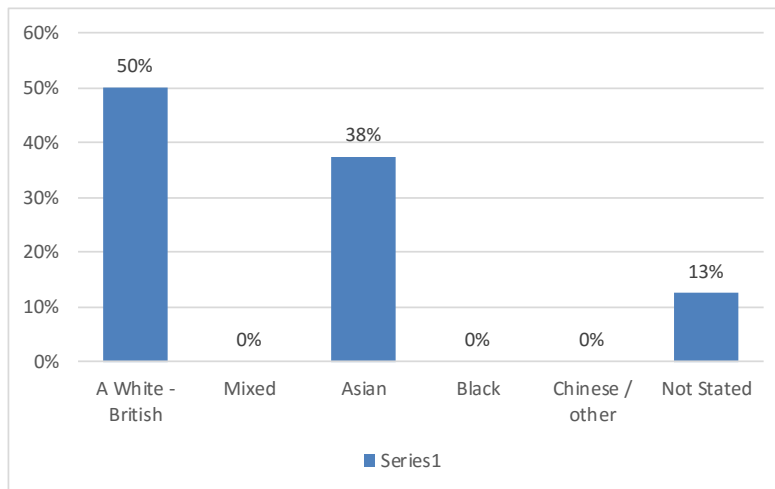


5.3 Bolton Service's workforce by pay banding

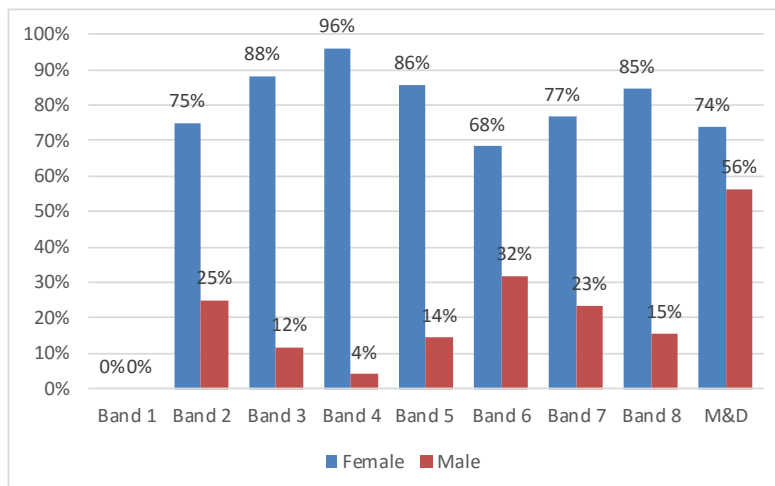
Bolton workforce by race and payband



Bolton Medical staff by race

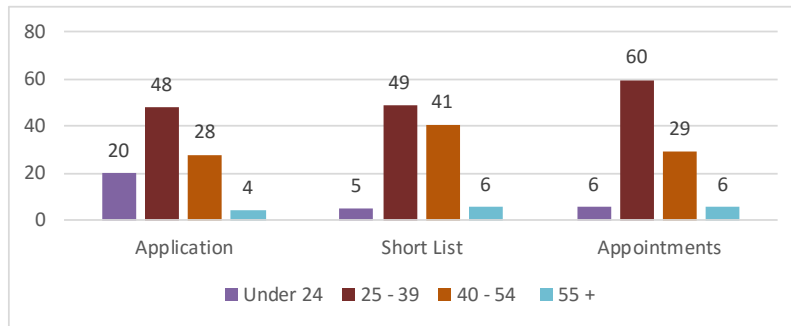


Bolton workforce by sex and payband

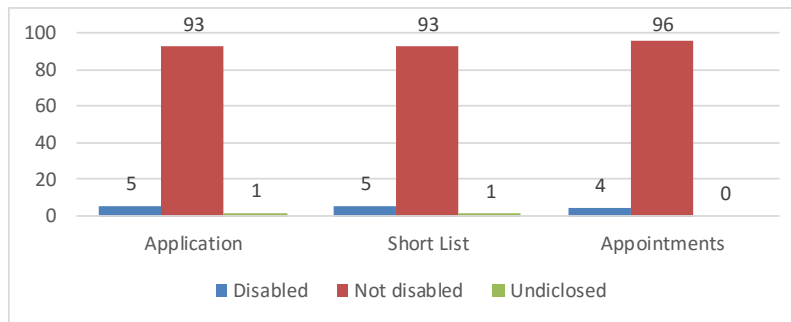


5.4 Bolton Service's recruitment – applications, short listing and appointments

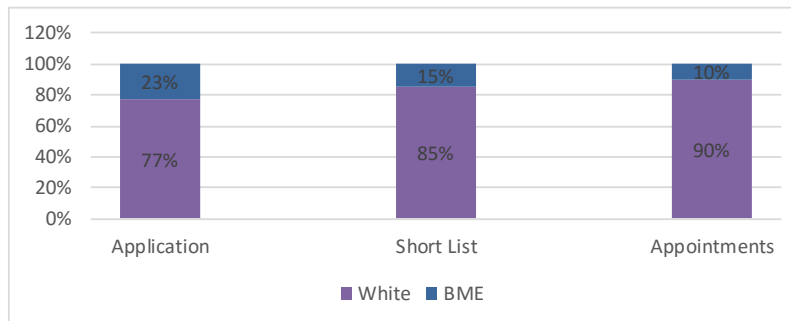
Age by applications, shortlisted and appointed



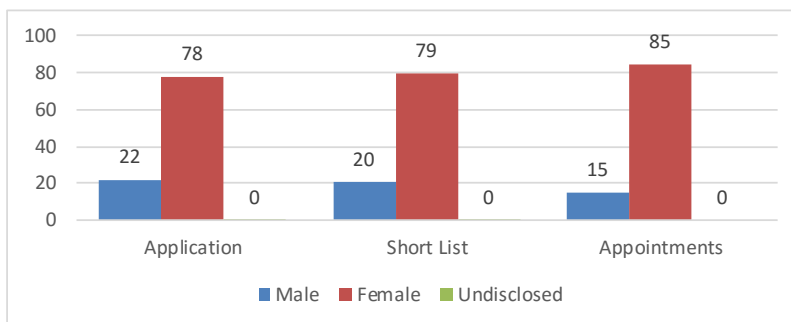
Disability by applications, shortlisted and appointed



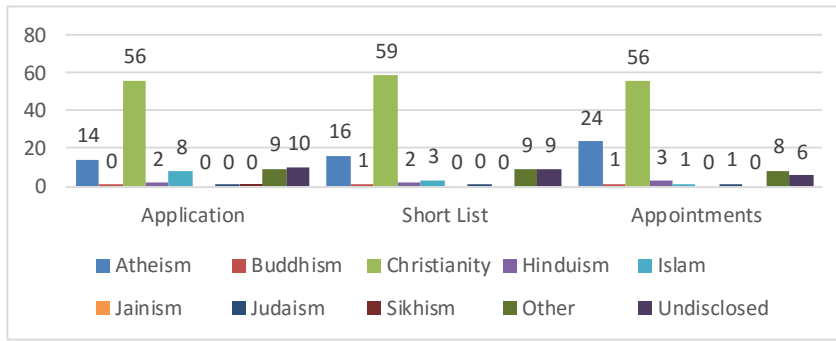
Race by applications, shortlisted and appointed



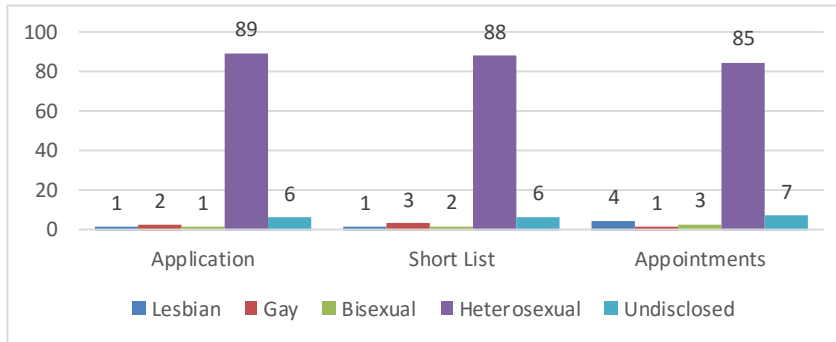
Sex by applications, shortlisted and appointed



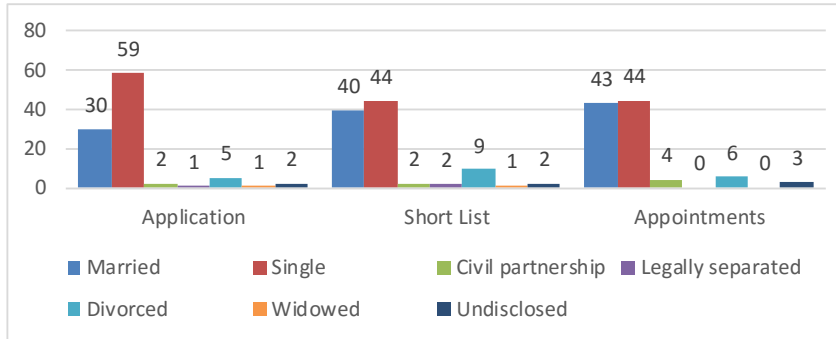
Faith by applications, shortlisted and appointed



Sexual orientation by applications, shortlisted and appointed



Marital status by applications, shortlisted and appointed



5.5 Bolton service user data analysis

5.5.1 Age

There is a higher percentage of service users over 71 (22%) using Bolton services compared to the Bolton's population (12%)

5.5.2 Disability

There are 1% fewer service users recorded as being disabled (32%) this year compared to last year (33%)

Last year 31% of service users' disability status was recorded as unknown, this had reduced to 17% in 2015

5.5.3 Race

There is a smaller percentage of BME service users using Bolton's services (13%) compared to Bolton's population (18%)

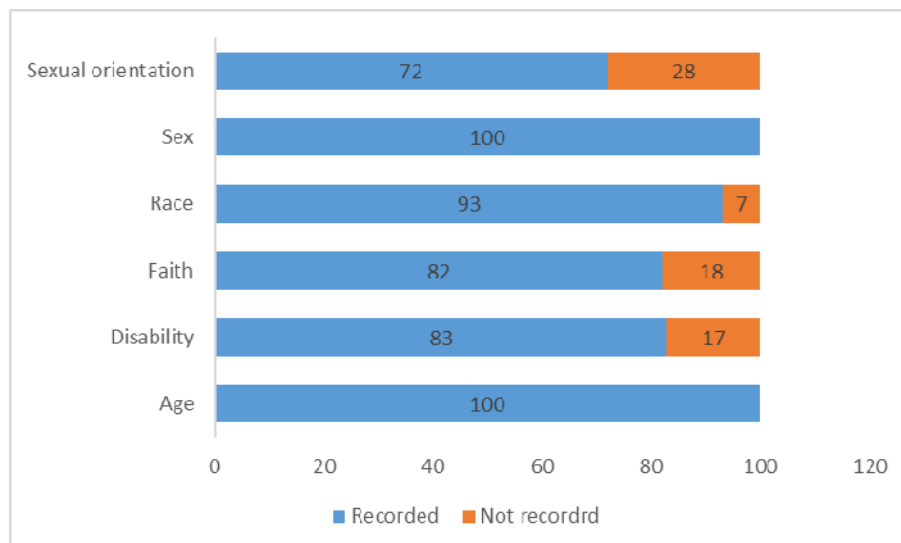
There is a smaller percentage of Asian service users using Bolton's services (9%) compared to the Bolton's population (13%)

5.5.4 Sex

There is a larger percentage of female service users (54%) compared to the Bolton's population (51%)

The proportion of females has increased by 1% since last year

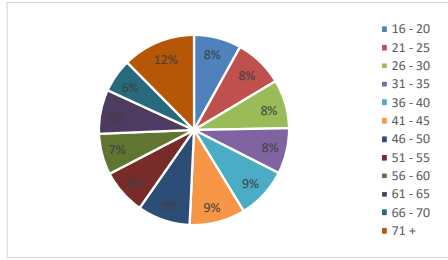
5.6 Completeness of data



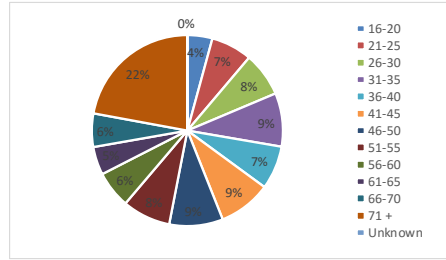
Sexual orientation is the least recorded

5.7 Bolton service users compared to Bolton's population as per 2011 Census

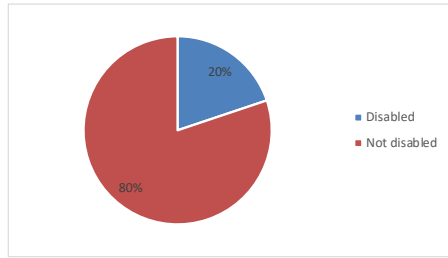
Age of Bolton's population as per 2011 Census



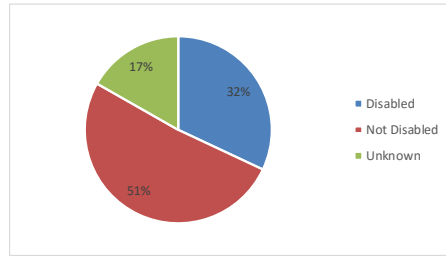
Age of Bolton service's service users



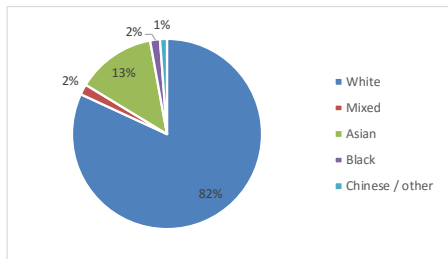
Disability of Bolton's population as per 2011 Census



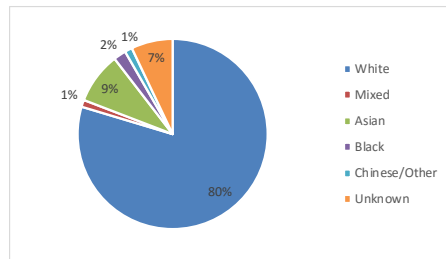
Disability of Bolton service's service users



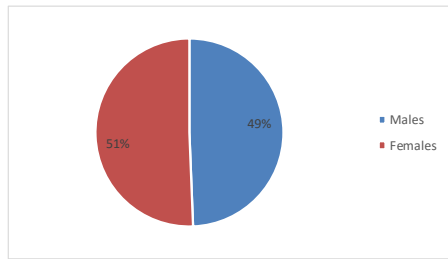
Race of Bolton's population as per 2011 Census



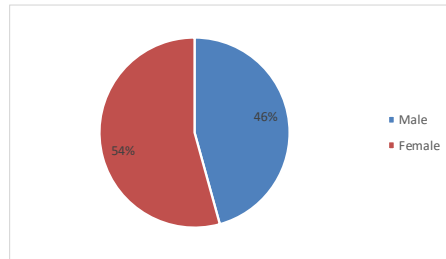
Race of Bolton service's service users



Sex of Bolton's population as per 2011 Census



Sex of Bolton service's service users



5.8 Bolton service users making complaints data analysis

5.8.1 Disability

A lower percentage of disabled service users complained this year (24%) compared to the percentage of disabled service users who complained last year (35%)

5.8.2 Race

A higher percentage of BME service users complained this year (9%) compared to the percentage of BME service users who complained last year (4%)

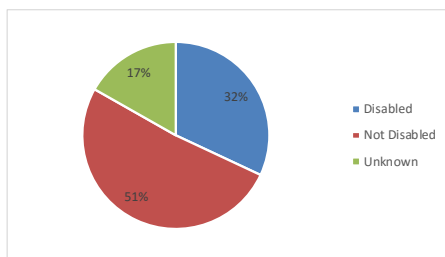
5.8.3 Sex

A lower percentage of female service users complained (49%) compared to the percentage of female service users using Bolton's services (51%)

5.9 Bolton service users' profile by protected characteristics and service users making complaints between October 2014 and September 2015

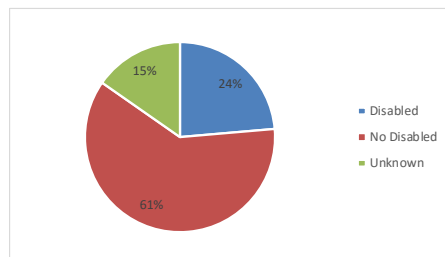
Protected characteristics of service users receiving services as of September 2015

Disability of Bolton service's service users

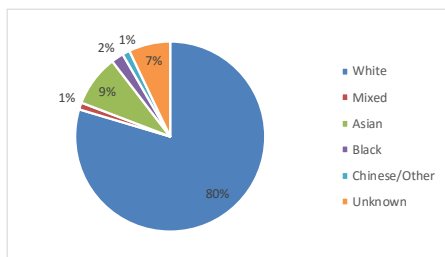


Protected characteristics of service users making complaints October 2014 - September 2015

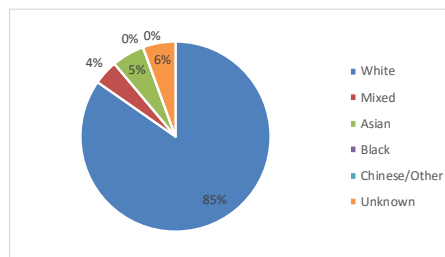
Disability of Bolton serviceusers making complaints



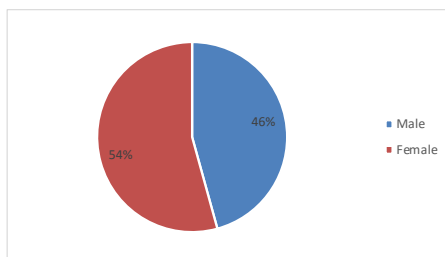
Race of Bolton service's service users



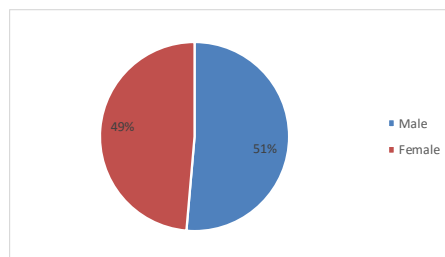
Race of Bolton service users making complaints



Sex of Bolton service's service users



Sex of Bolton service users making complaints



6. Salford Mental Health Services annual equality data

6.1 Salford Service's workforce data analysis

6.1.1 Age

- There are proportionally more 41 to 55 year olds employed at Salford (46%) compared to the Salford's population (24%)
- There are proportionally more 25 - 39 year olds shortlisted (49%) compared to 40 – 54 year old applicants shortlisted (32%) and there are proportionally more 25 - 39 year olds appointed (51%) compared to 40 – 54 year olds (27%)

6.1.2 Disability

- 48% of Salford's workforce have not recorded their disability status which is down from 73% last year

6.1.3 Race

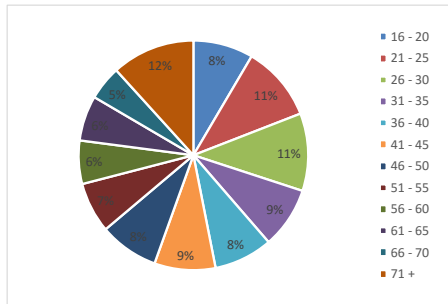
- 25% of applicants are from BME, 25% BME applicants were shortlisted, and 21% were appointed.
- Excluding Medics, the representation of BME employees is highest in Band 5

6.1.4 Sex

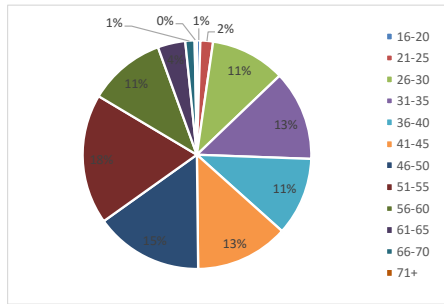
- There are proportionally fewer male staff at Salford (24%) compared to Salford's population (49%)
- Excluding medics Bands 6 & 7 have the largest proportion of male workers
- There is a greater percentage of female staff working at bands 3 and 4 compared to the percentage of female staff at Salford (76%)
- Slightly more females are appointed compared to those short listed

6.2 Salford Service's workforce protected characteristics compared to Salford's population as per 2011 Census

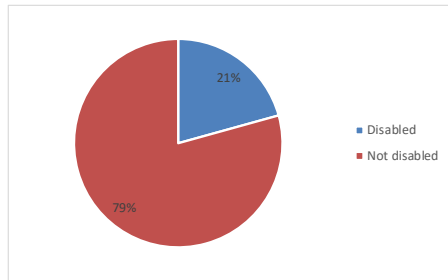
Age of Salford's population as per 2011 Census



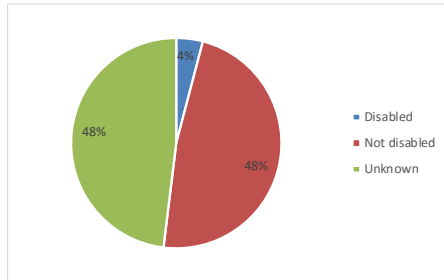
Age of Salford workforce as at September 2015



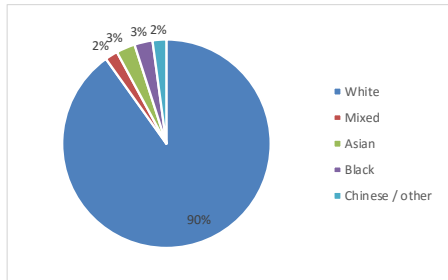
Disability of Salford's population as per 2011 census



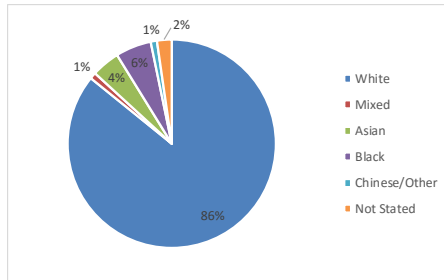
Disability of Salford workforce as at September 2015



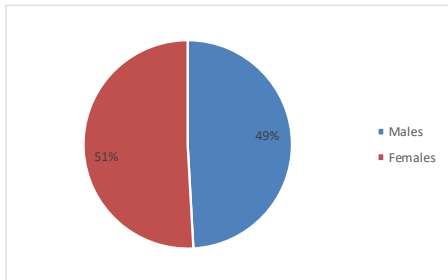
Race of Salford's population as per 2011 census



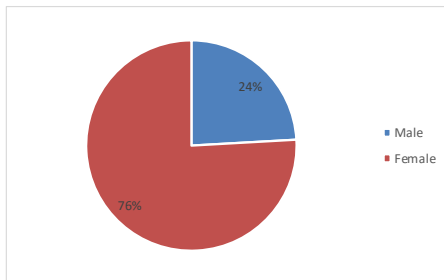
Race of Salford workforce as at September 2015



Sex of Salford's population as per 2011 census

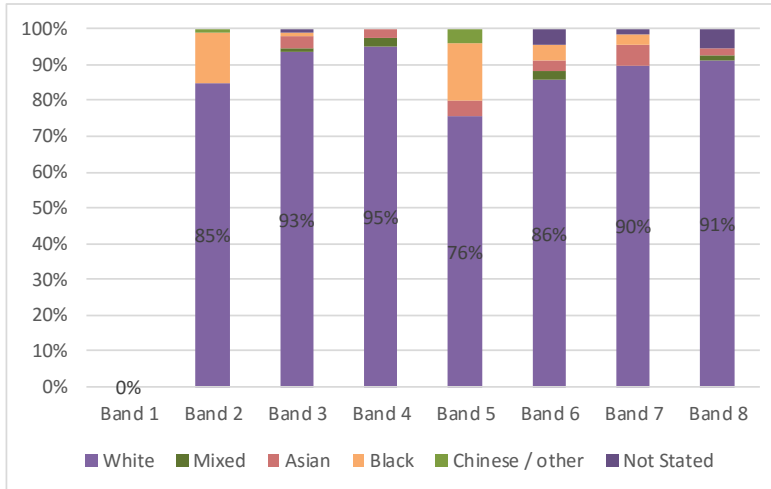


Sex of Salford workforce as at September 2015

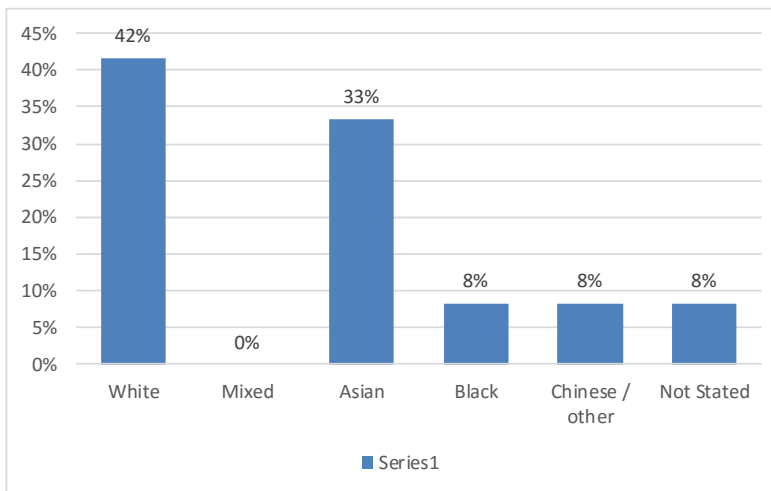


6.3 Salford Service's workforce by pay banding

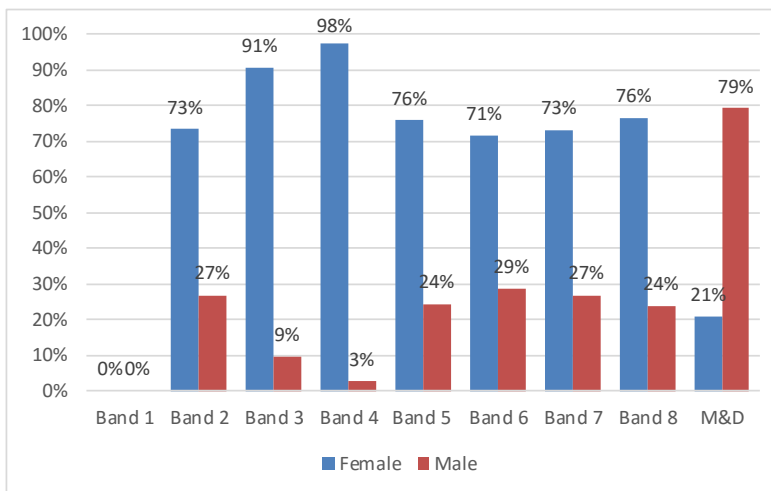
Salford workforce by race and payband



Salford Medical staff by race

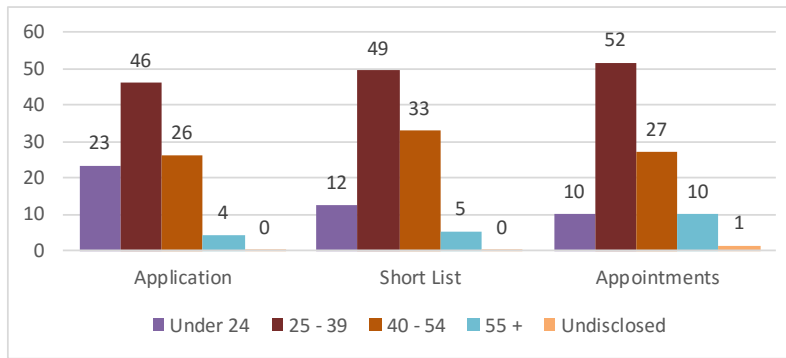


Salford workforce by sex and payband

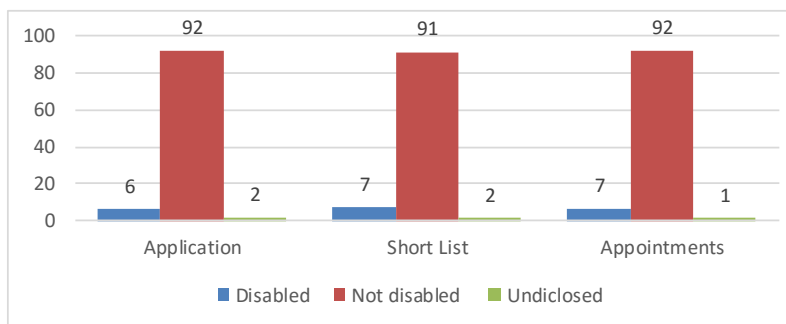


6.4 Salford Service's recruitment – applications, short listing and appointments

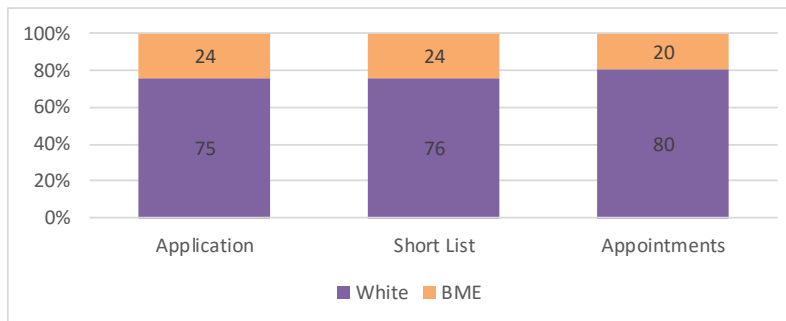
Age by applications, shortlisted and appointed



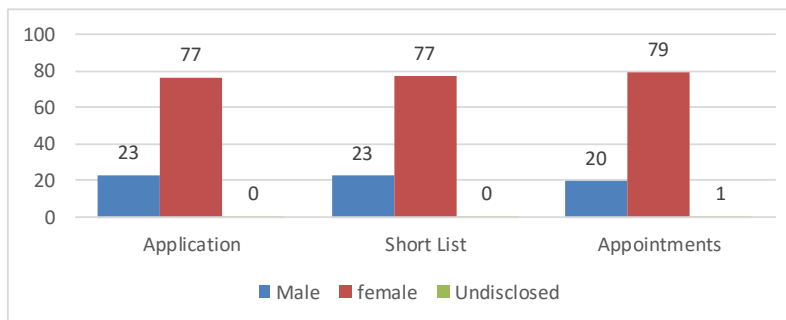
Disability by applications, shortlisted and appointed



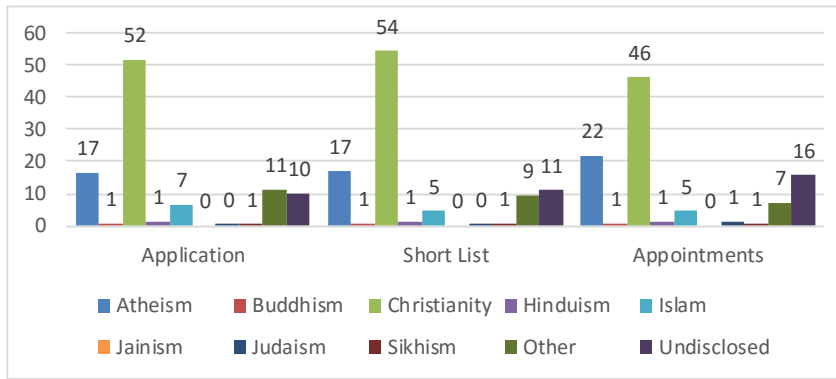
Race by applications, shortlisted and appointed



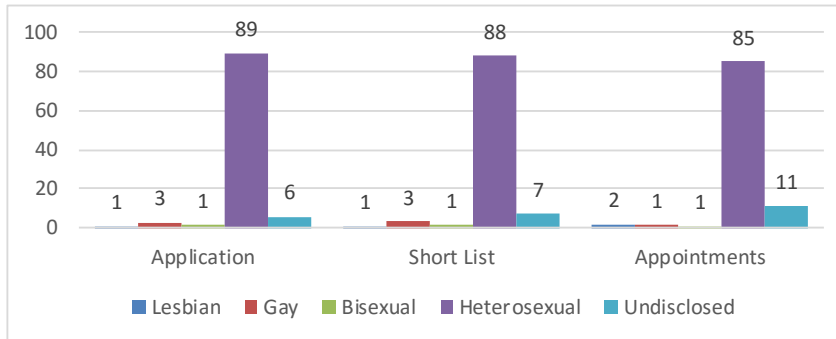
Sex by applications, shortlisted and appointed



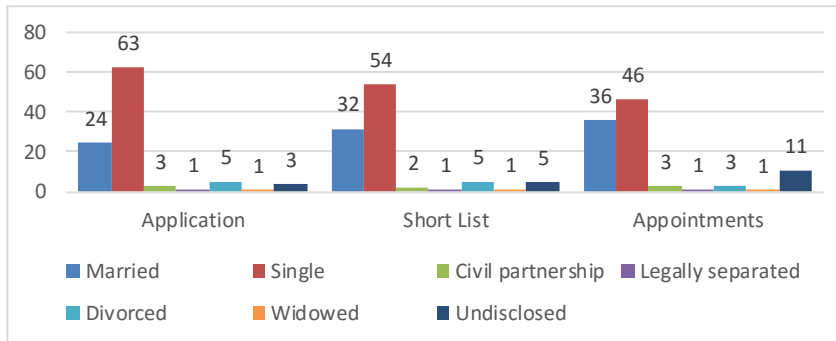
Faith by applications, shortlisted and appointed



Sexual orientation by applications, shortlisted and appointed



Marital status by applications, shortlisted and appointed



6.5 Salford service user data analysis

6.5.1 Age

There is a higher percentage of 71 + year olds (33%) using Salford mental health services compared to last year (23%)

6.5.2 Disability

The percentage of disabled service users has increased from 23% last year to 25% this year.

Last year 33% of service users' disability status was recorded as unknown, this had reduced to 16% in 2015

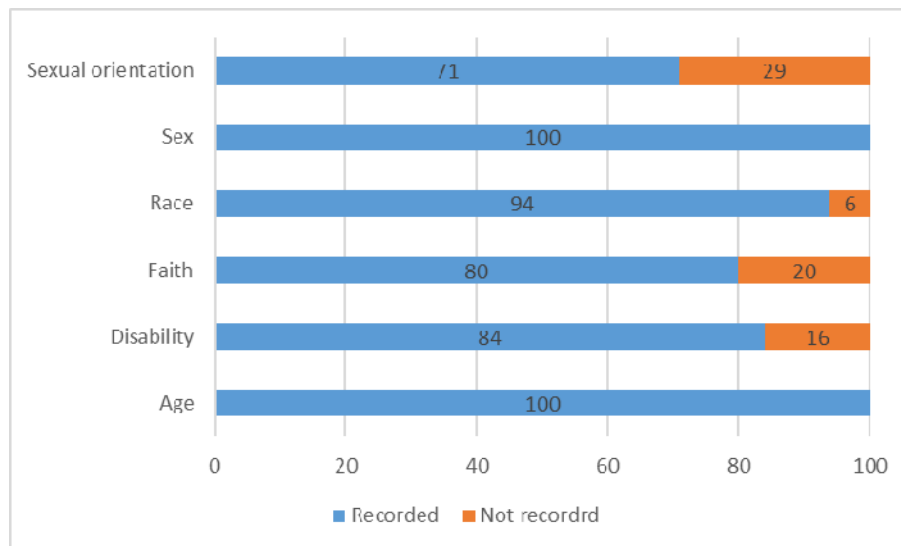
6.5.3 Race

There is a smaller percentage of BME service users using Salford services (7%) up from 6% last year, compared to the Salford's population (10%)

6.5.4 Sex

The percentage of female service users (51%) is the same as Salford's population

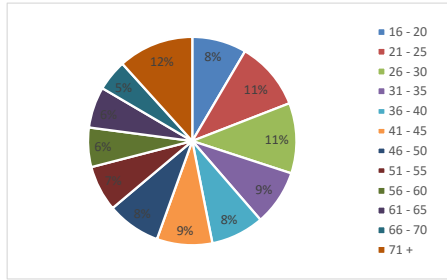
6.6 Completeness of service user data



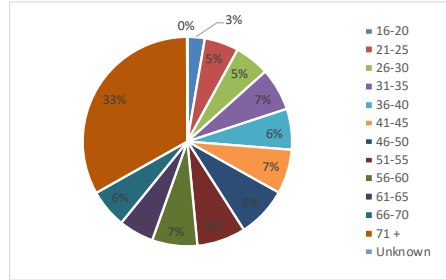
Sexual orientation is the least recorded

6.7 Salford service users compared to Salford's population as per 2011 Census

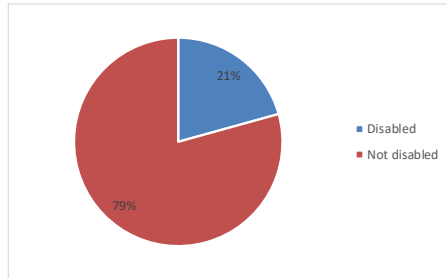
Age of Salford's population as per 2011 Census



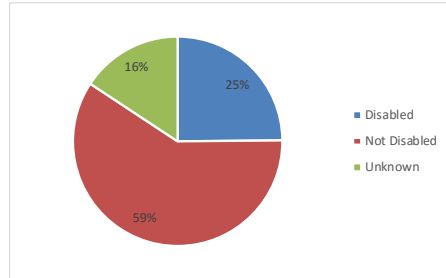
Age of Salford service's service users



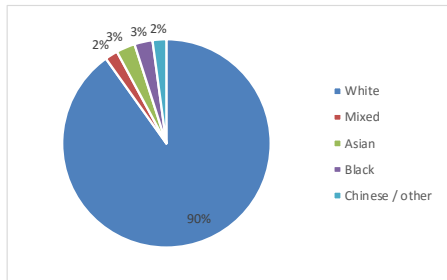
Disability of Salford's population as per 2011 census



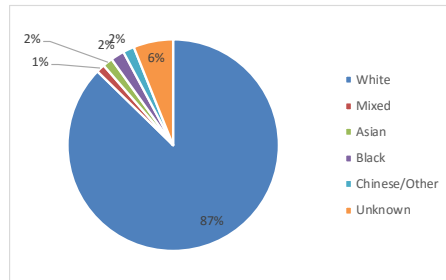
Disability of Salford service's service users



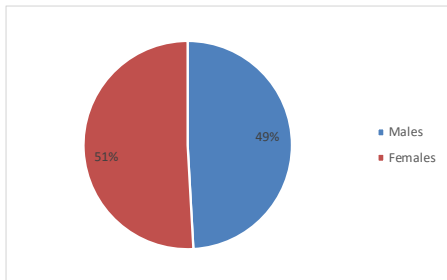
Race of Salford's population as per 2011 census



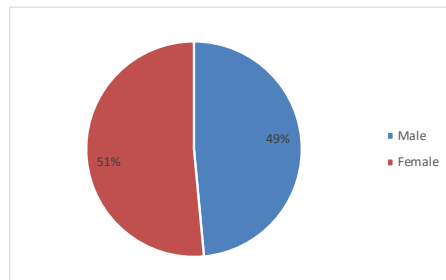
Race of Salford service's service users



Sex of Salford's population as per 2011 census



Sex of Salford service's service users



6.8 Salford service users making complaints data analysis

6.8.1 Disability

A percentage of disabled service users who complained increased 8% from 17% to 25% compared to last year

6.8.2 Race

A higher percentage of BME service users complained increased from 4% last year to 19% this year

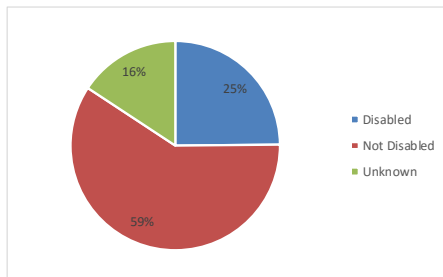
6.8.3 Sex

A lower percentage of female service users complained (38%) compared to the percentage of female service users using Salford's services (51%)

6.9 Salford service users' profile by protected characteristics and service users making complaints between October 2014 and September 2015

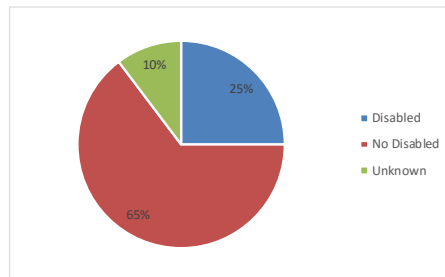
Protected characteristics of service users receiving services as of September 2015

Disability of Salford service's service users

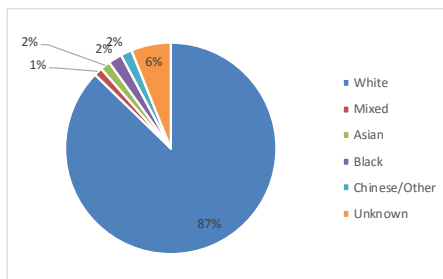


Protected characteristics of service users making complaints October 2014 - September 2015

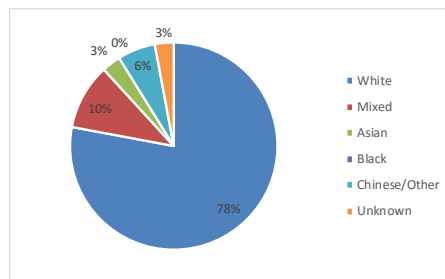
Disability of Salford service users making complaints



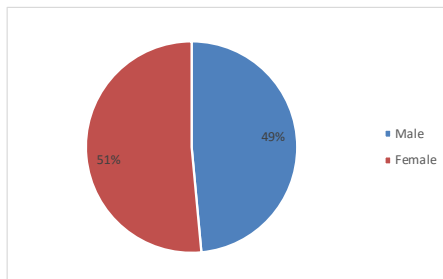
Race of Salford service's service users



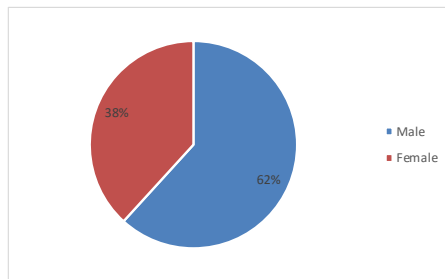
Race of Salford service users making complaints



Sex of Salford service's service users



Sex of Salford service users making complaints



7. Trafford Mental Health Service annual equality data

7.1 Trafford Service's workforce data analysis

7.1.1 Age

- There are proportionally more 36 to 45 year olds employed at Trafford (30%) compared to the Trafford's population (19%)
- 26% of applicants were under 24 years old of which 6% were shortlisted and 3% were appointed

7.1.2 Disability

- 47% of Trafford's workforce have not recorded their disability status which down from 65% last year

7.1.3 Race

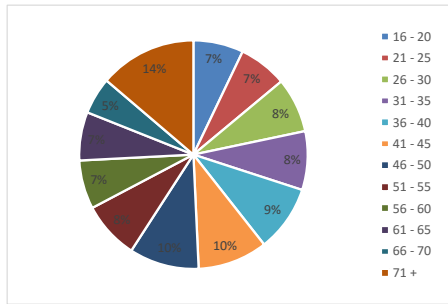
- There is a higher percentage of BME staff working in Trafford (18%) compared to Trafford's population (15%)
- BME people comprise of 23% of applicants,20% of those short-listed applicants and 17% of appointed applicants
- There is a greater percentage of black (7%) people working at Trafford compared to Trafford's population which is 3%
- Over 20% of workers on Bands 2 & 5 are from BME communities

7.1.4 Sex

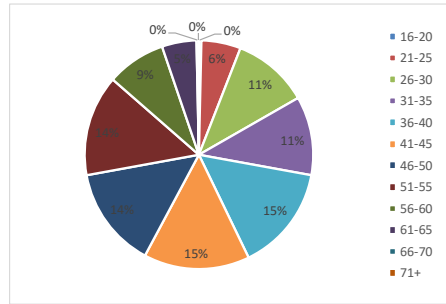
- There are proportionally fewer male staff at Trafford (22%) compared to Trafford's population (49%)
- Band 3 workers have the highest percentage of female workers

7.2 Trafford Service's workforce protected characteristics compared to Trafford's population as per 2011 Census

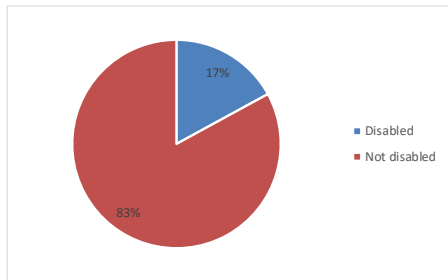
Age of Trafford's population as per 2011 Census



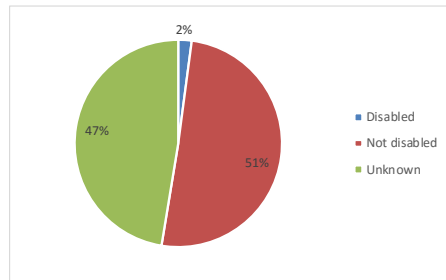
Age of Trafford workforce as at September 2015



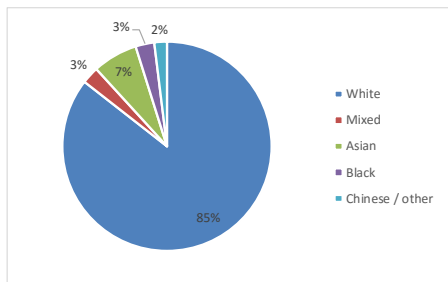
Disability of Trafford's population as per 2011 census



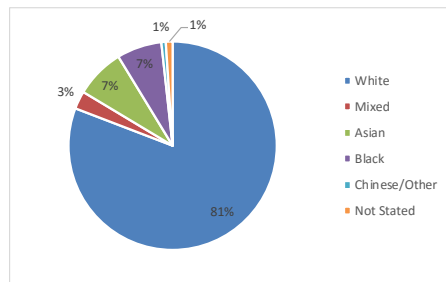
Disability of Trafford workforce as at September 2015



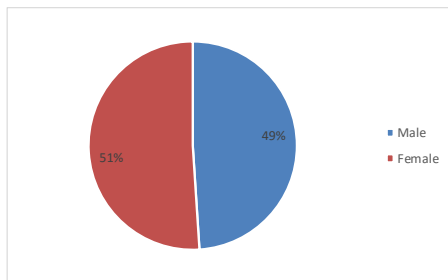
Race of Trafford's population as per 2011 census



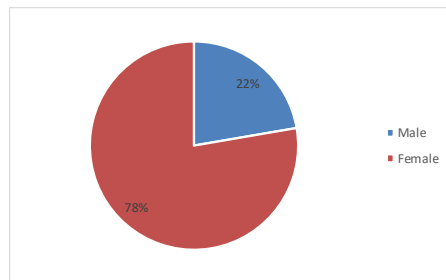
Race of Trafford workforce as at September 2015



Sex of Trafford's population as per 2011 census

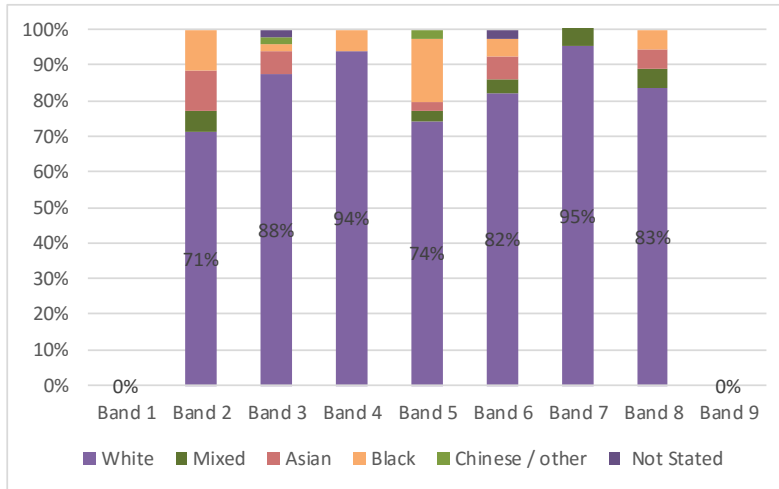


Sex of Trafford workforce as at September 2015

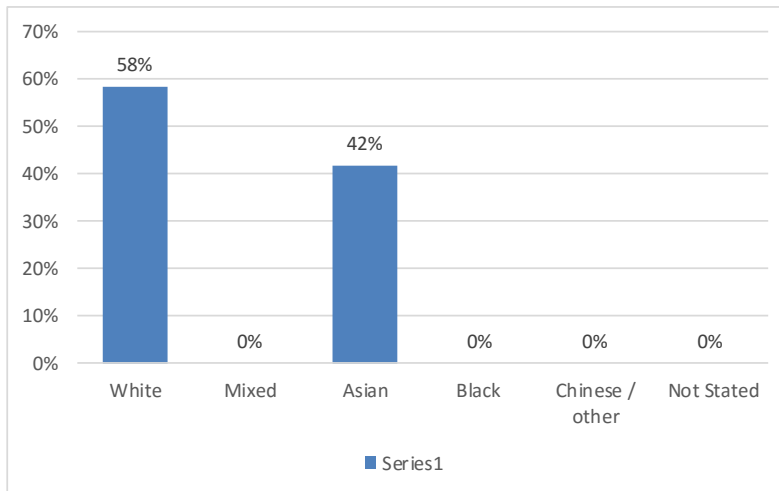


7.3 Trafford Service's workforce by pay banding

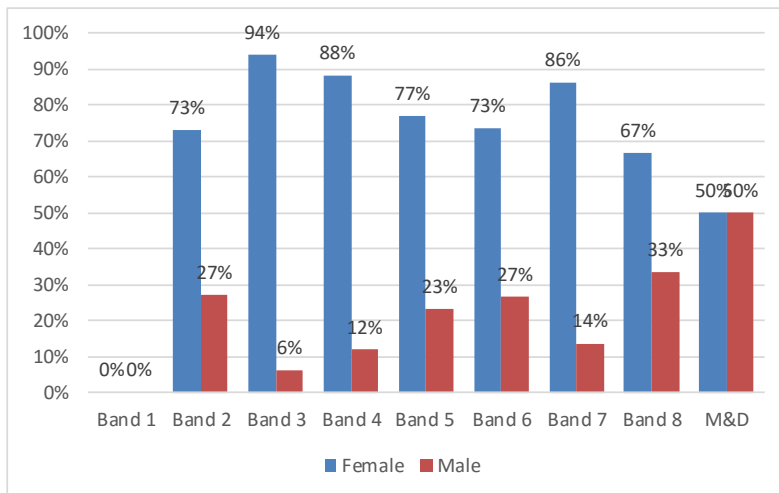
Trafford workforce by race and payband



Trafford Medical staff by race

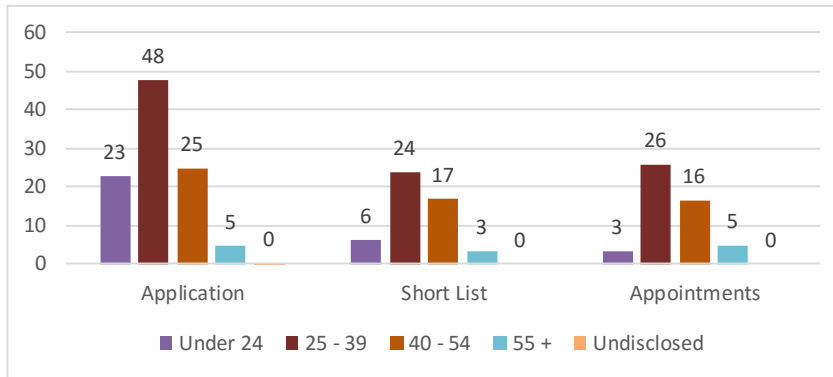


Trafford workforce by sex and payband

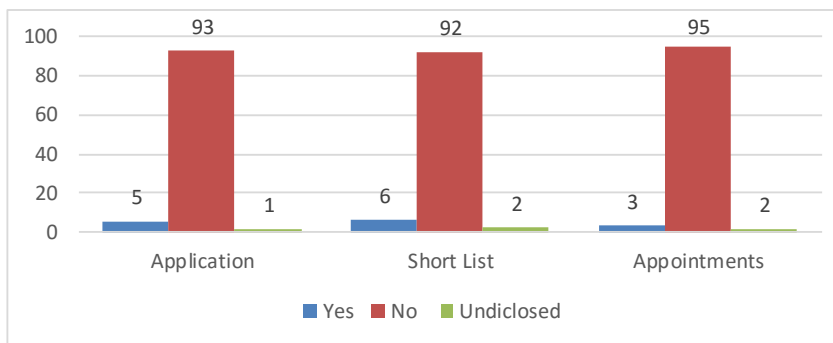


7.4 Trafford service's recruitment – applications, short listing and appointments

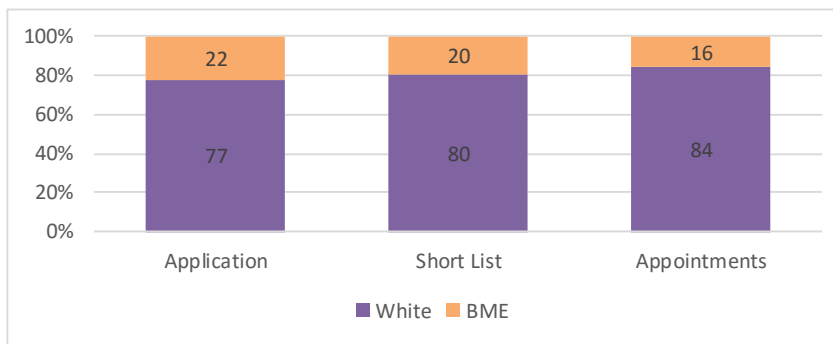
Age by applications, shortlisted and appointed



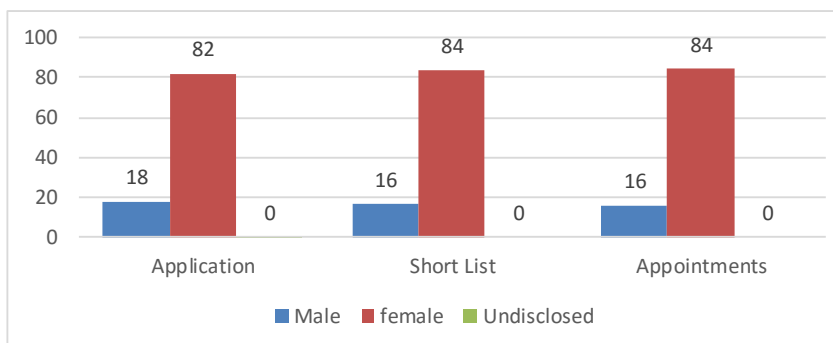
Disability by applications, shortlisted and appointed



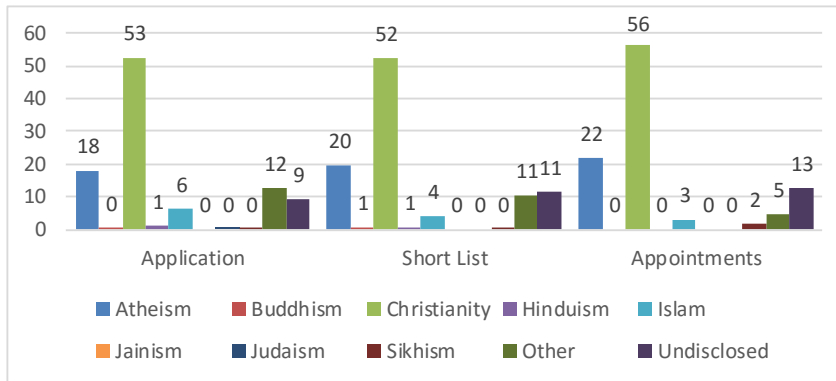
Race by applications, shortlisted and appointed



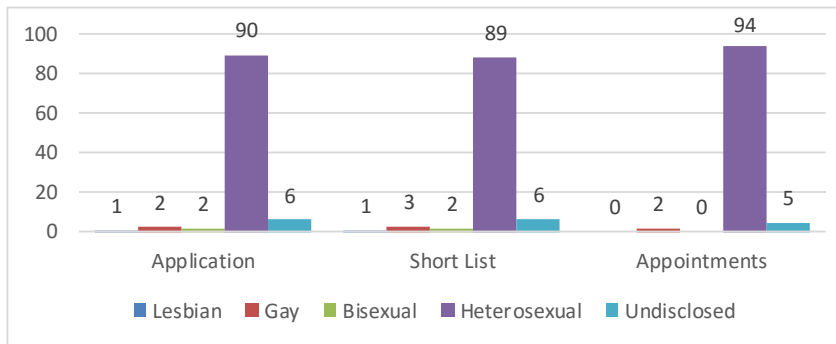
Sex by applications, shortlisted and appointed



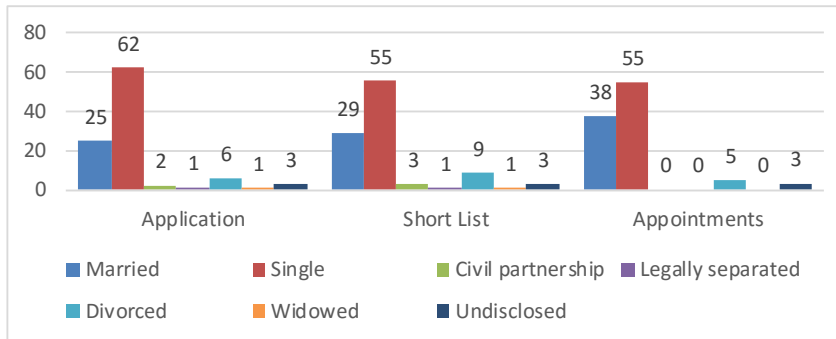
Faith by applications, shortlisted and appointed



Sexual orientation by applications, shortlisted and appointed



Marital status by applications, shortlisted and appointed



7.5 Trafford service users data analysis

7.5.1 Age

There is a higher percentage 71 + year olds (32%) using Trafford services (an increase from 21% last year) compared to Trafford's population (14%)

7.5.2 Disability

Last year 45% of service users' disability status was recorded as unknown, this had reduced to 17% in 2015

7.5.3 Race

There is a smaller percentage of BME service users (12%) using Trafford services (which is up 2% compared to last year) compared to the Trafford's population (15%)

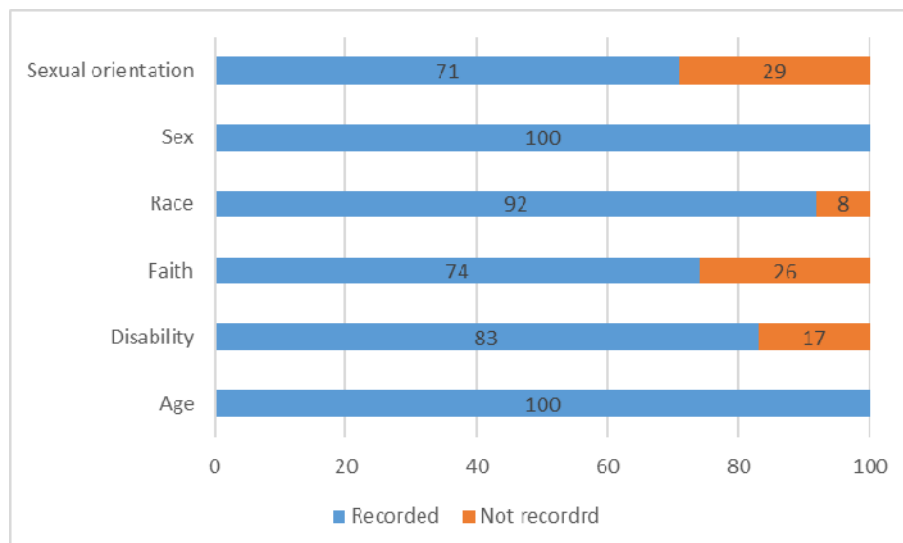
There is a smaller percentage of Asian service users using Trafford services (4%) compared to Trafford's population (7%)

The service users whose race status is recorded as unknown has dropped from 20% last year to 6% this year

7.5.4 Sex

There is a smaller percentage of female service users (47%) compared to Trafford's population (51%)

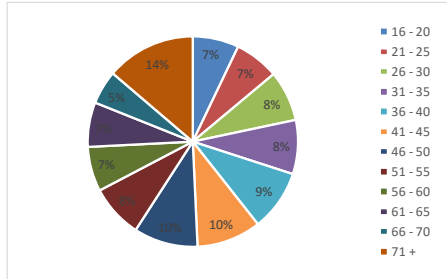
7.6 Completeness of service user data



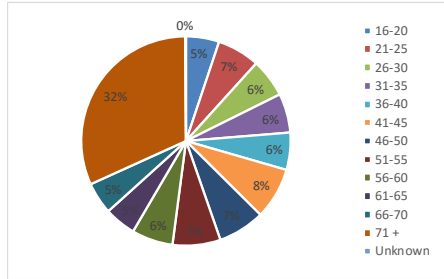
Sexual orientation is the least recorded

7.7 Trafford service users compared to Trafford's population as per 2011 Census

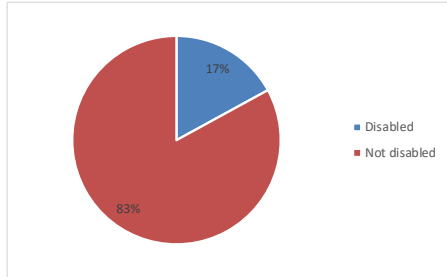
Age of Trafford's population as per 2011 Census



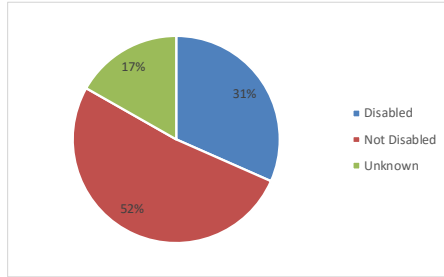
Age of Trafford service's service users



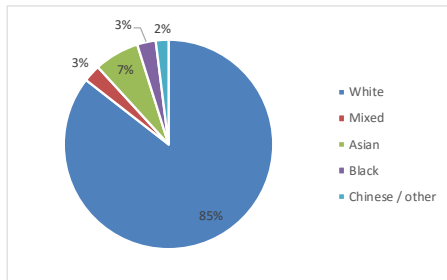
Disability of Trafford's population as per 2011 census



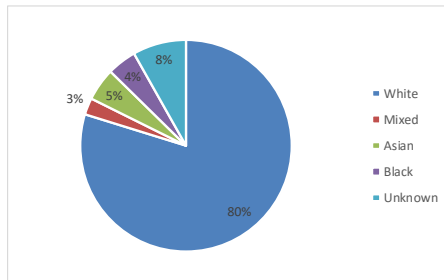
Disability of Trafford service's service users



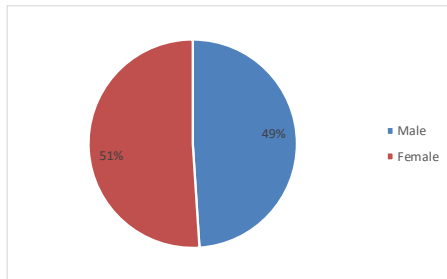
Race of Trafford's population as per 2011 census



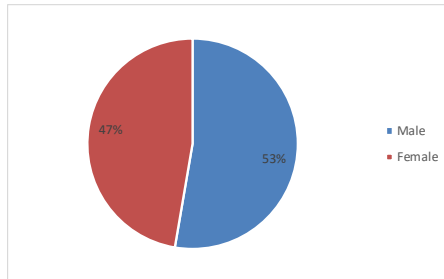
Race of Trafford service's service users



Sex of Trafford's population as per 2011 census



Sex of Trafford service's service users



7.8 Trafford service users making complaints data analysis

7.8.1 Disability

A lower percentage of disabled service users complained (20%) compared to the percentage of disabled service users using Trafford's services (31%)

7.8.2 Race

The percentage of black and mixed service users complaining (14%) is 1% more than the percentage black and mixed people using Trafford services (13%)

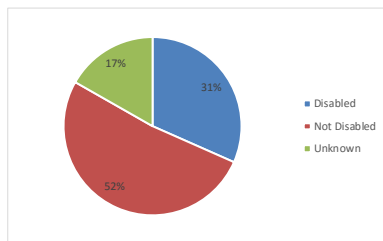
7.8.3 Sex

A higher percentage of female service users complained (70%) compared to the percentage of female service users using Trafford's services (47%) this has increased from 44% last year

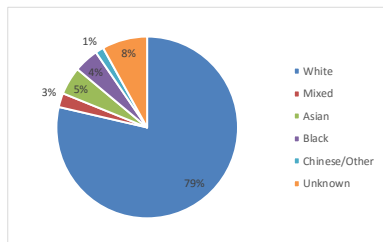
7.9 Trafford service users' profile by protected characteristics and service users making complaints between October 2014 and September 2015

Protected characteristics of service users receiving services as of September 2015

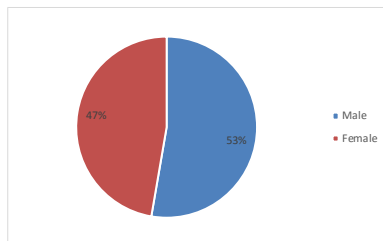
Disability of Trafford service's service users



Race of Trafford service's service users

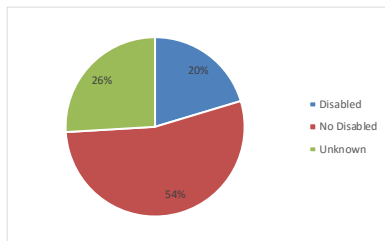


Sex of Trafford service's service users

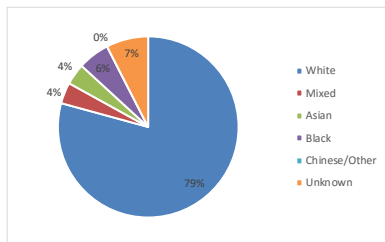


Protected characteristics of service users making complaints October 2014 - September 2015

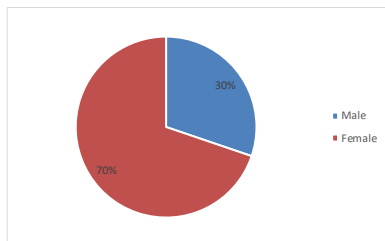
Disability of Trafford service users making complaints



Race of Trafford service users making complaints



Sex of Trafford service users making complaints



8. Adult Forensic Service annual equality data

8.1 Adult Forensic Service's workforce data analysis

8.1.1 Age

- There are proportionally more 41 to 56 year olds employed at AFS (46%) compared to the Greater Manchester's population (25%)
- There are proportionally fewer 25 - 39 year olds shortlisted compared to 25 – 39 year old applicants and there are proportionally slightly fewer 25 - 39 year olds appointed compared to 25 - 39 year olds shortlisted

8.1.2 Disability

- 35% of AFS workforce have not recorded their disability status (down from 54% last year) compared to 42% of the Trust's workforce

8.1.3 Race

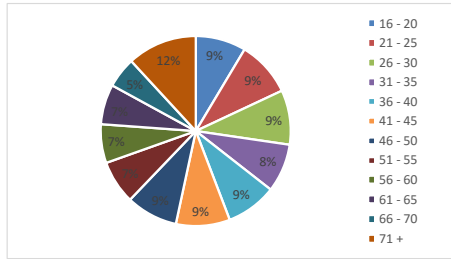
- Excluding Medics, the representation of BME employees is highest in Band 2 & 5
- BME people comprise 28% of applicants, 27% of those short-listed applicants (up from 18% last year and 22% of appointed applicants (up from 16% last year)
- There is a greater percentage of black people working at AFS (8%) compared to Greater Manchester's population (3%)
- There is a smaller percentage of asian people working at AFS (3%) compared to Greater Manchester's population (9%)

8.1.4 Sex

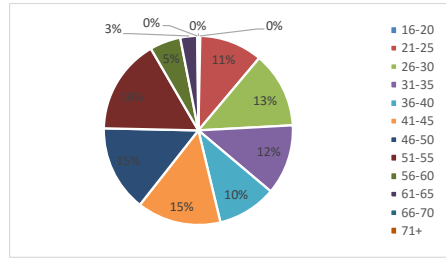
- There are proportionally fewer male staff at AFS (37%) compared to Greater Manchester's population (49%)
- AFS has the highest proportion of male staff (37%) compared to any other clinical service
- There is a greater percentage of female staff working at band 4 (93 %) compared to the percentage of female staff at AFS (63%)

8.2 Adult Forensic Service's workforce protected characteristics compared to Greater Manchester's population as per 2011 Census

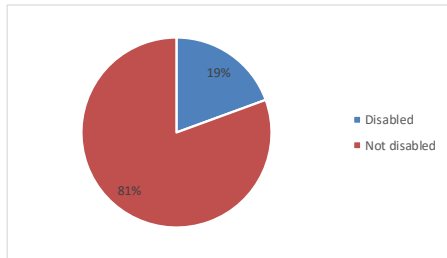
Age of Greater Manchester's population as per 2011 census



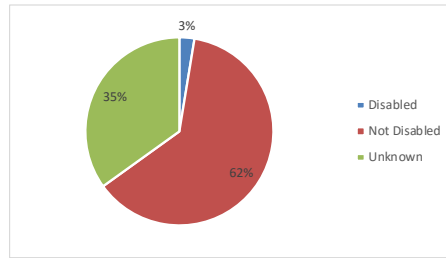
Age of AFS workforce as at September 2015



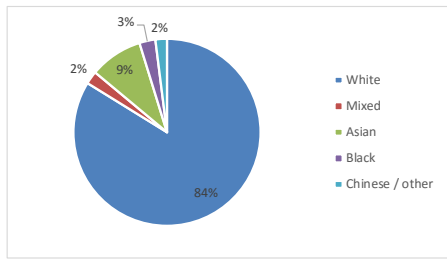
Disability of Greater Manchester's population as per 2011 census



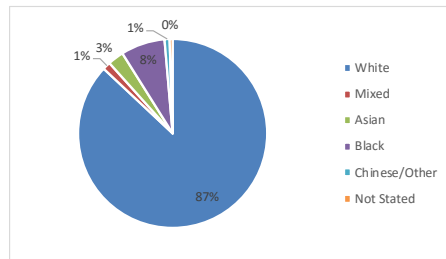
Disability of AFS workforce as at September 2015



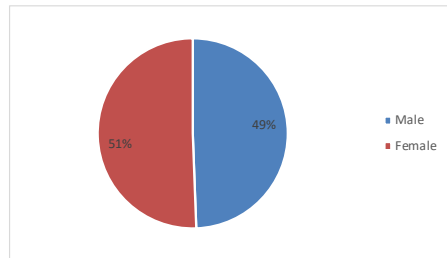
Race of Greater Manchester's population as per 2011 census



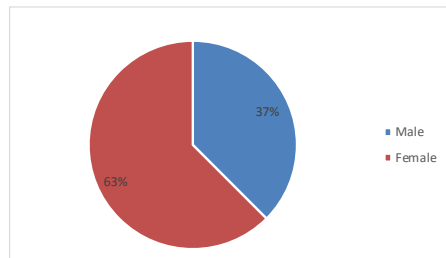
Race of AFS workforce as at September 2015



Sex of Greater Manchester's population as per 2011 census

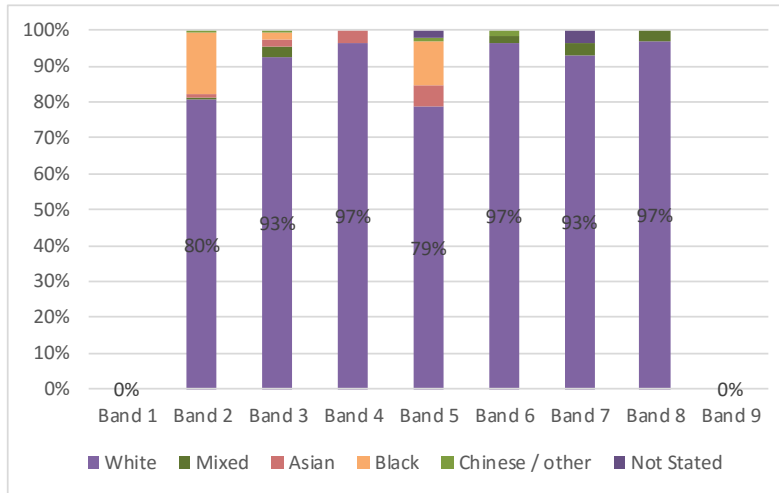


Sex of AFS workforce as at September 2015

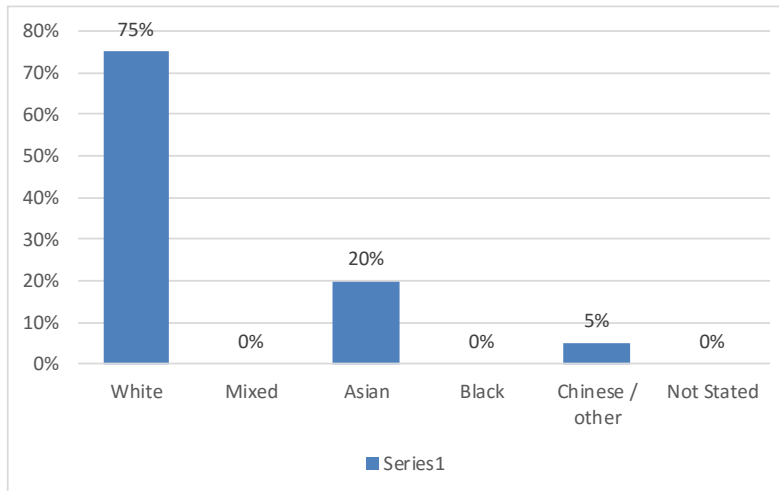


8.3 Adult Forensic Service's workforce by pay banding

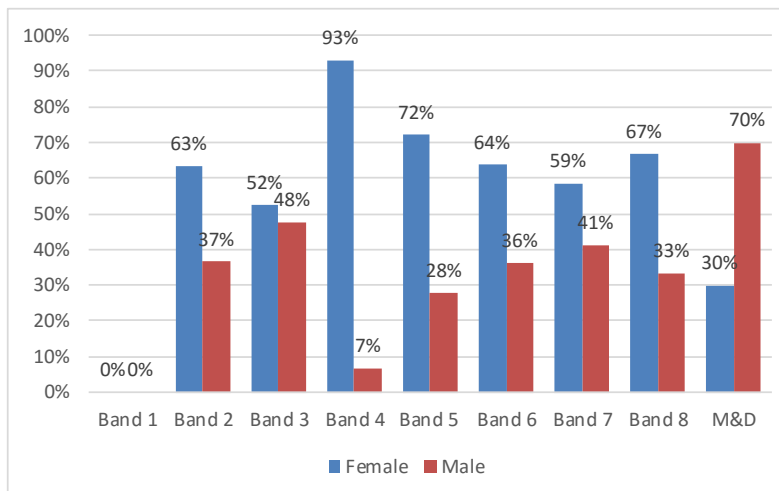
AFS workforce by race and payband



AFS Medical staff by race

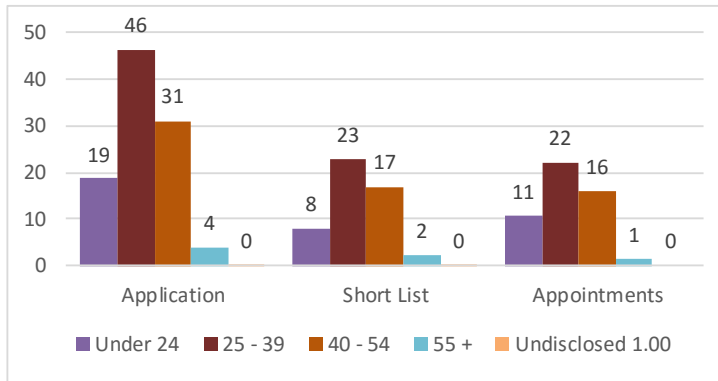


AFS workforce by sex and payband

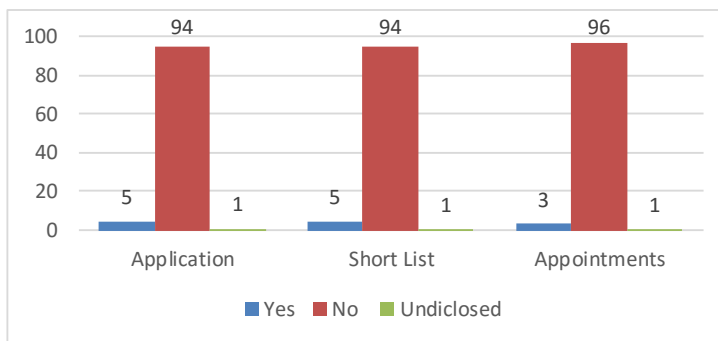


8.5 Adult Forensic Service's recruitment – applications, short listing and appointments

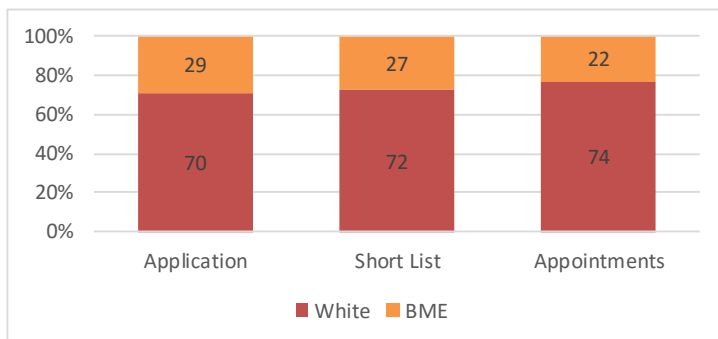
Age by applications, shortlisted and appointed



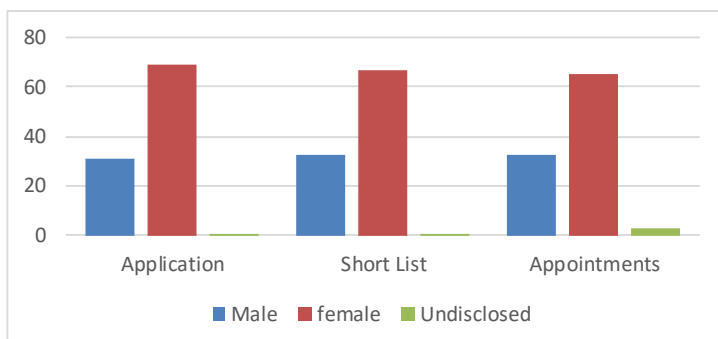
Disability by applications, shortlisted and appointed



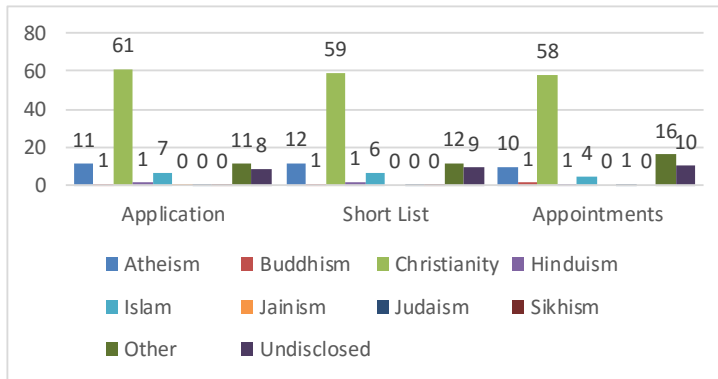
Race by applications, shortlisted and appointed



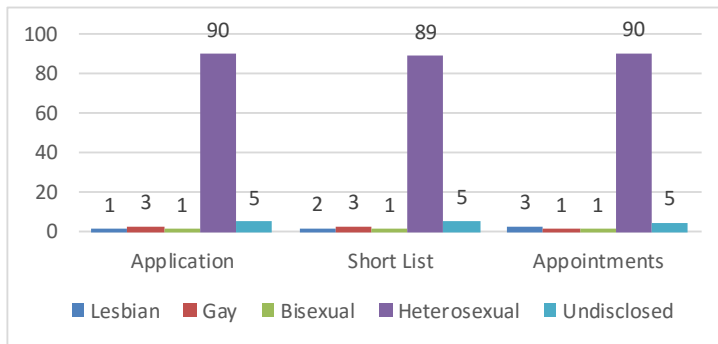
Sex by applications, shortlisted and appointed



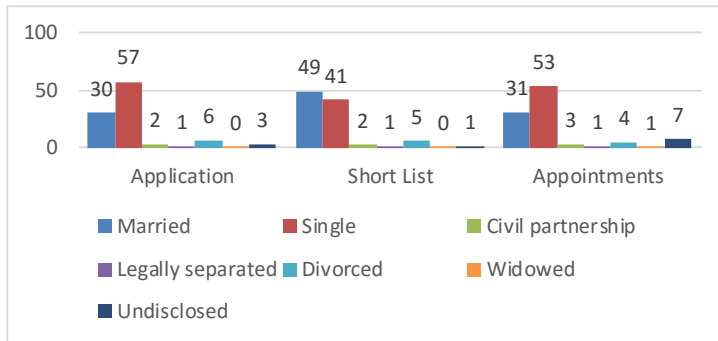
Faith by applications, shortlisted and appointed



Sexual orientation by applications, shortlisted and appointed



Marital status by applications, shortlisted and appointed



8.5 Adult Forensic Service’s service user data analysis

8.5.1 Age

There is a higher percentage of 26 – 40 year olds (49%) using AFS services compared to the Greater Manchester’s population (26%)

8.5.2 Disability

Service users recorded as being disabled remains the same as last year at 7%

8.5.3 Race

There is a larger percentage of BME service users using AFS services (21%), up from 18% last year, compared to Greater Manchester’s population (16%)

There is a smaller percentage of Asian service users using AFS services (6%) compared to the Greater Manchester’s population (10%)

There is a larger percentage of Black service users using AFS services (8%) compared to the Greater Manchester’s population (3%)

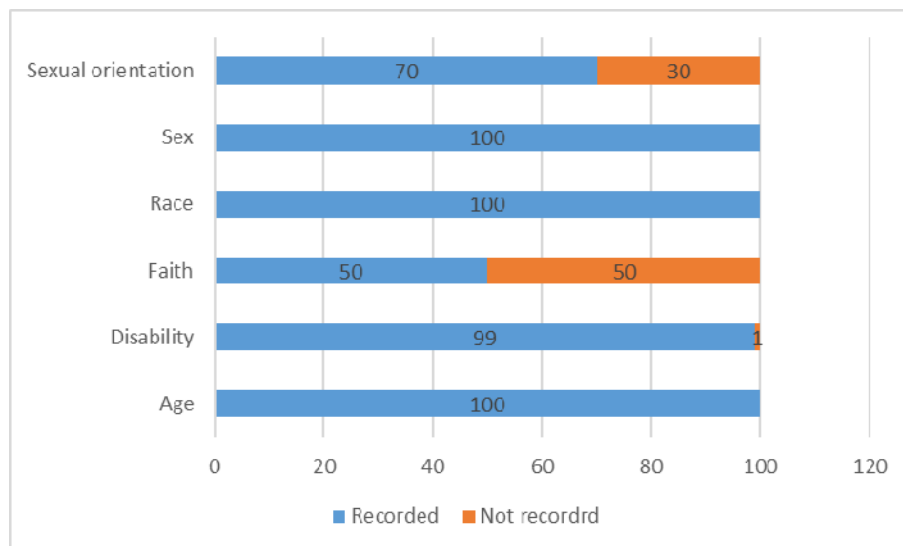
There are 3% more BME service users compared to last year

8.5.4 Sex

There is the same percentage of male service users (58%) compared to last year

There is a larger percentage of male service users (58%) compared to the Greater Manchester’s population (49%)

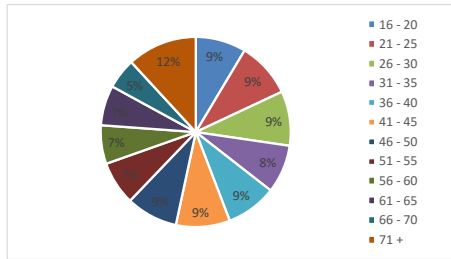
8.6 Completeness of service user data



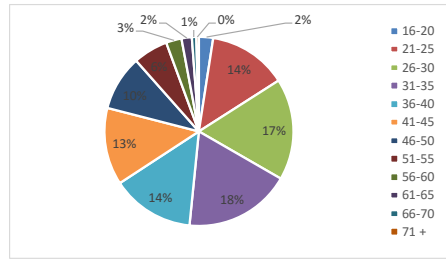
Faith is the least recorded

8.7 Adult Forensic Service's service users compared to Greater Manchester's population as per 2011 Census

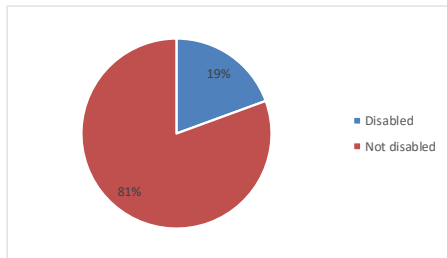
Age of Greater Manchester's population as per 2011 census



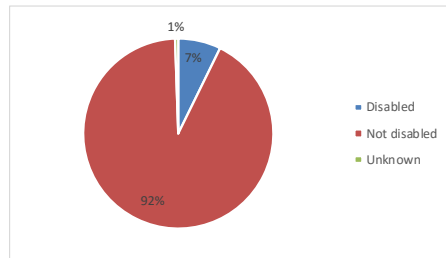
Age of AFS service users



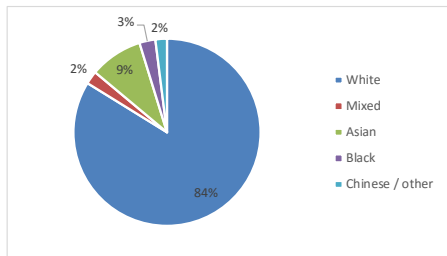
Disability of Greater Manchester's population as per 2011 census



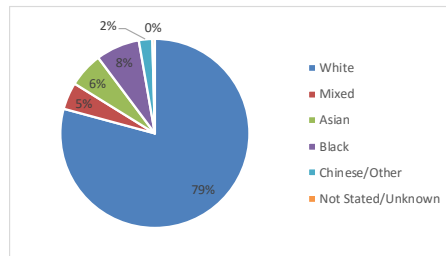
Disability of AFS service users



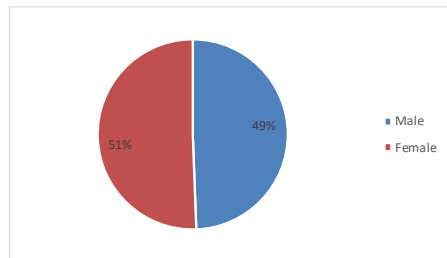
Race of Greater Manchester's population as per 2011 census



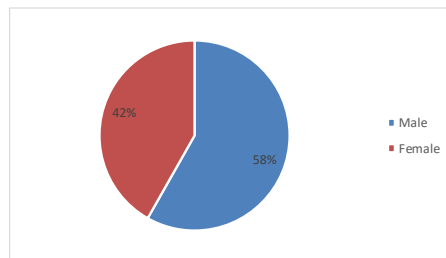
Race of AFS service users



Sex of Greater Manchester's population as per 2011 census



Sex of AFS service users



8.8 Adult Forensic Service service users' profile by protected characteristics and service users making complaints between October 2014 and September 2015

8.8.1 Disability

A higher percentage of disabled service users complain (10%), down from 15 % last year, compared to the percentage of disabled service users using AFS services (7%)

8.8.2 Race

A lower percentage of BME service users complain (19%) compared to the percentage of BME service users using AFS services (21%)

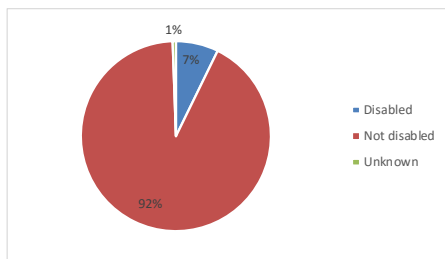
8.8.3 Sex

A higher percentage of male service users complain (80%), up from 74% last year, compared to the percentage of Male service users using AFS services (58%)

8.9 Comparison of AFS service users and service users making complaints

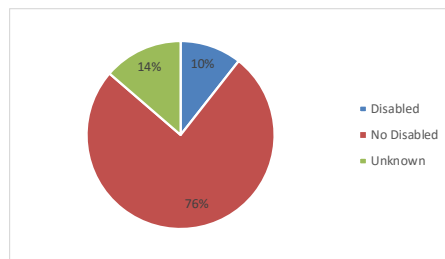
Protected characteristics of service users receiving services as of September 2015

Disability of AFS service users

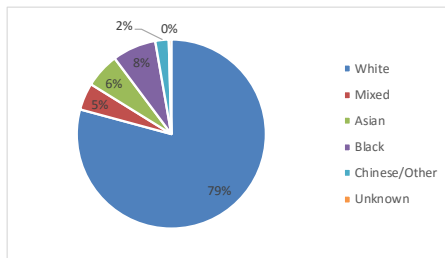


Protected characteristics of service users making complaints October 2014 - September 2015

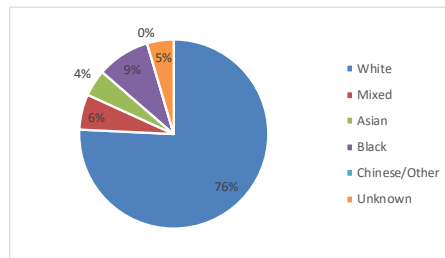
Disability of AFS service users making complaints



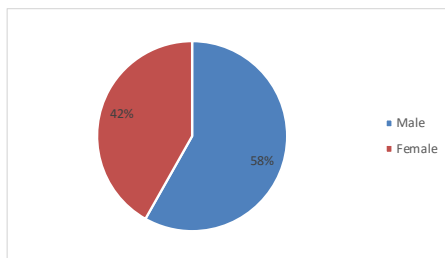
Race of AFS service users



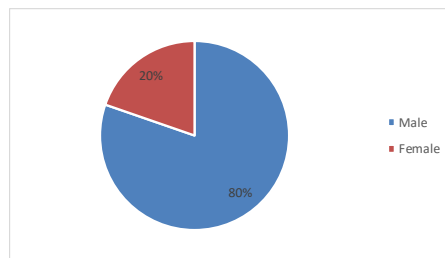
Race of AFS service users making complaints



Sex of AFS service users



Sex of AFS service users making complaints



9. Substance Misuse Services Annual Equality Data

9.1 Substance Misuse Service workforce data analysis

9.1.1 Age

- There are proportionally more 41 to 55 year olds employed at SMS (56%) compared to the North West's population (26%)
- There are proportionally fewer 25 – 39 year olds appointed (15%) compared to 25 – 39 year olds shortlisted (21%)

9.1.2 Disability

- 26% of SMS workforce have not recorded their disability status compared to 46% of the Trust's workforce

9.1.3 Race

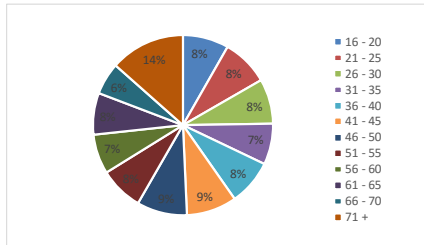
- There are proportionally fewer Asian staff working in SMS (3%) compared to the North West's population (6%)
- The percentage of BME staff has reduced from 8% to 7% compared to last year
- There are proportionally fewer BME staff working at bands 1, 3 & 4 compared to BME staff working in other bands
- BME people comprise 22% of applicants (up from 17% last year), 10% of those short-listed applicants (down from 12% last year) and 11% appointed applicants (up from 3% last year)

9.1.4 Sex

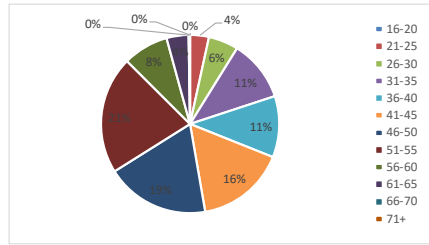
- SMS employs proportionally more females (71%) compared to the North West's population 51%
- Excluding Medics proportionally more males are employed at Bands 7 compared to males in the ADD workforce (29%)

9.2 SMS workforce protected characteristics compared to the North West's population as per 2011 Census

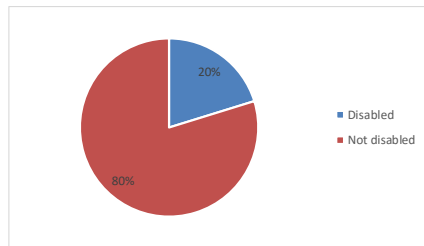
Age of North West's population as per 2011 census



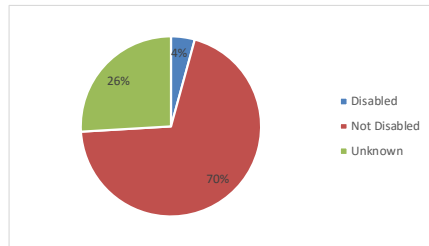
Age of SMS workforce as at September 2015



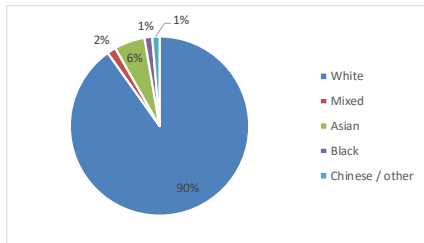
Disability of North West's population as per 2011 census



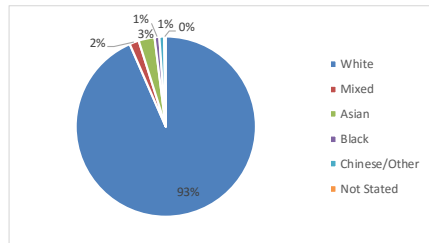
Disability of SMS workforce as at September 2015



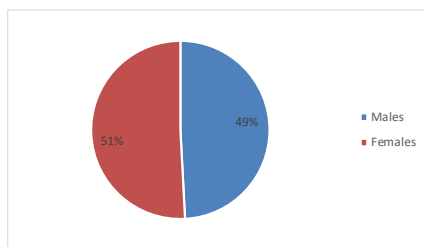
Race of North West's population as per 2011 census



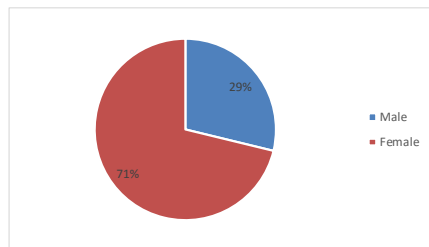
Race of SMS workforce as at September 2015



Sex of North West's population as per 2011 census

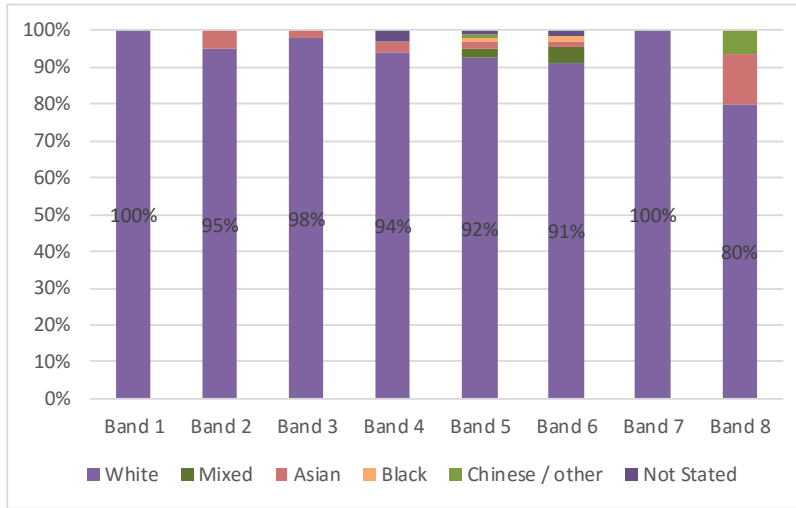


Sex of SMS workforce as at September 2015

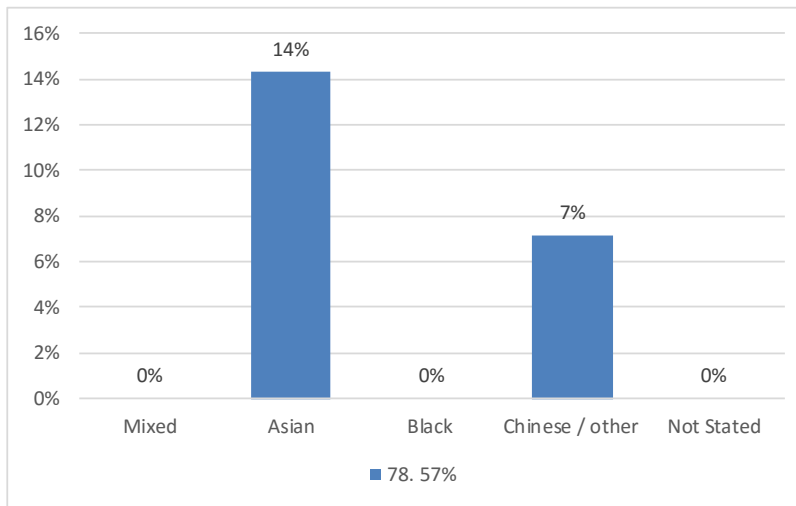


9.3 SMS workforce by pay banding

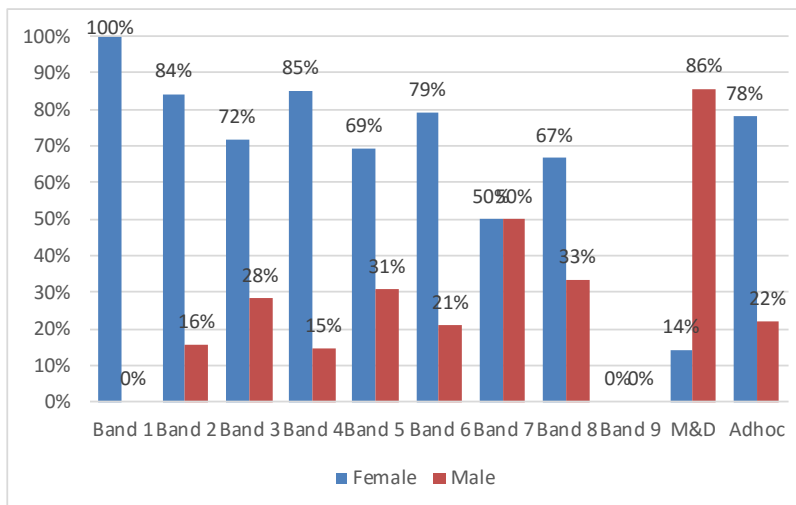
SMS workforce by race and payband



SMS Medical staff by race

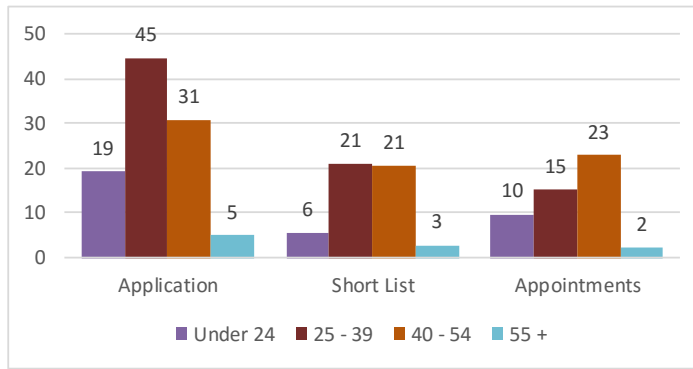


SMS workforce by sex and payband

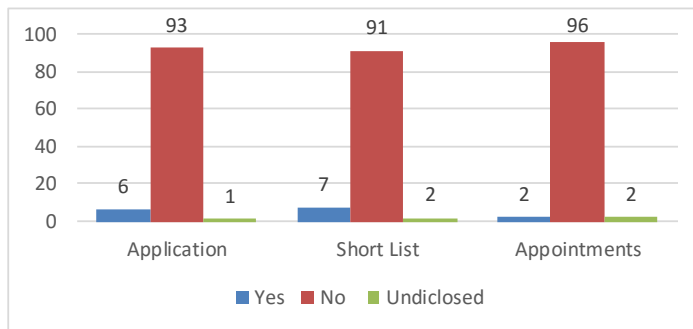


9.4 SMS recruitment – applications, short listing and appointments

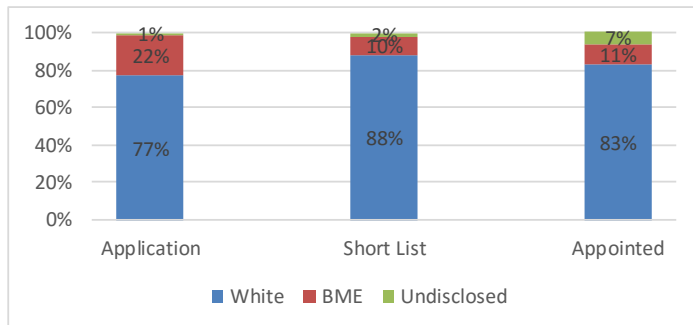
Age by applications, shortlisted and appointed



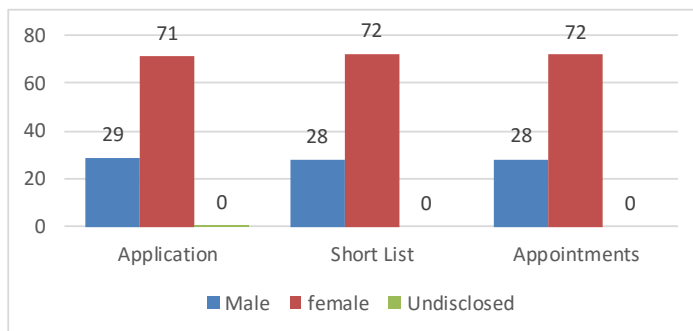
Disability by applications, shortlisted and appointed



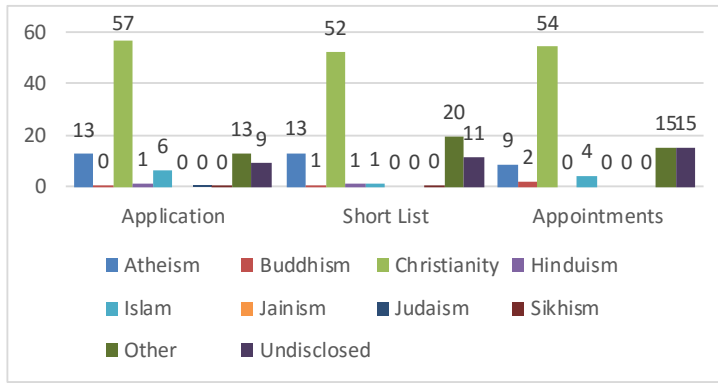
Race by applications, shortlisted and appointed



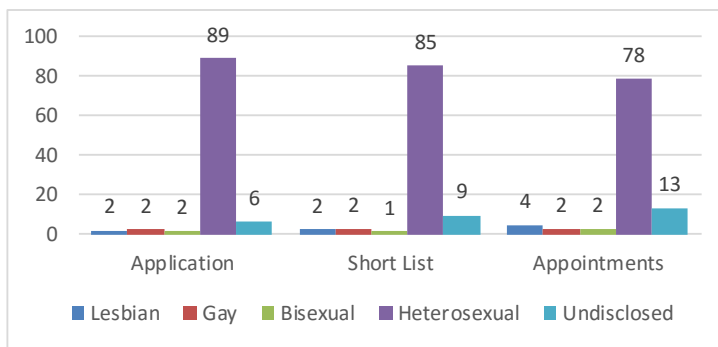
Sex by applications, shortlisted and appointed



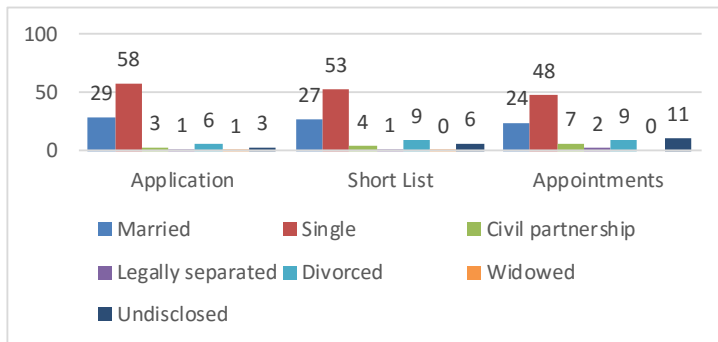
Faith by applications, shortlisted and appointed



Sexual orientation by applications, shortlisted and appointed



Marital status by applications, shortlisted and appointed



9.5 SMS service users data analysis

9.5.1 Age

26 – 30 year olds have increased to 17% of all service users compared to 8% last year

36 – 40 year olds proportion has reduced from 21% last year to 14% this year

41 – 45 year olds proportion has reduced from 22% last year to 13% this year

9.5.2 Disability

44% of service users' disability status is unknown this year compared to 14% unknown last year

9.5.3 Race

There is a smaller percentage of BME service users using Alcohol & Drug services (4%) compared to the North West's population (10%)

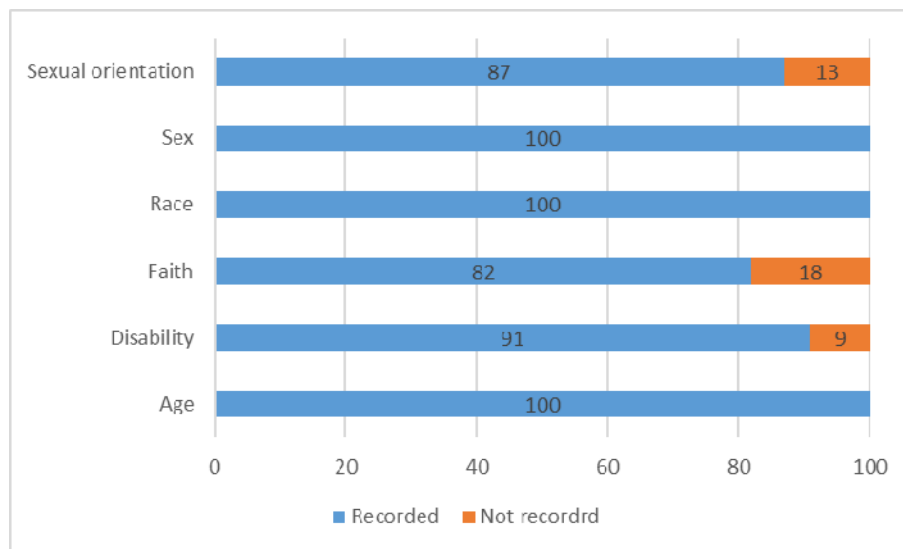
There is a smaller percentage of Asian service users using Alcohol & Drug services (1%) compared to the North West's population (6%)

There are the same percentage of BME service users (4%) compared to last year

9.5.4 Sex

There is a larger percentage of male service users (68%) compared to the North West's population (49%)

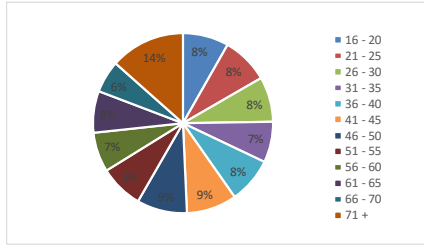
9.6 Completeness of service user data



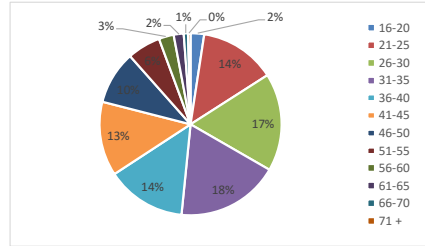
Faith is the least recorded

9.7 SMS service users compared to the North West's population as per 2011 Census

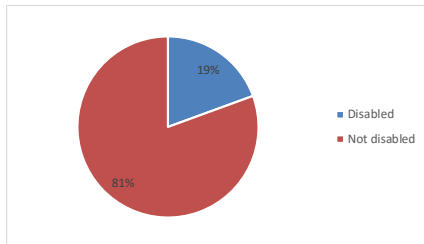
Age of North West's population as per 2011 census



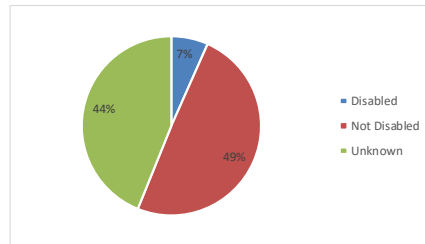
Age of SMS service users



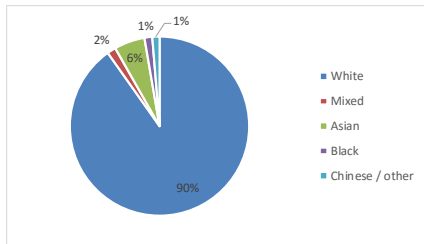
Disability of North West's population as per 2011 census



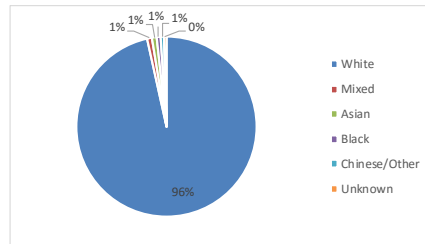
Disability of SMS service users



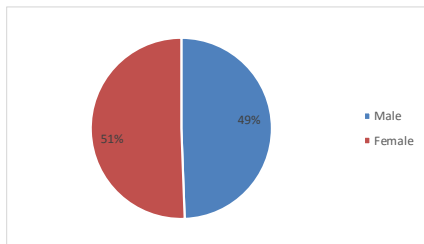
Race of North West's population as per 2011 census



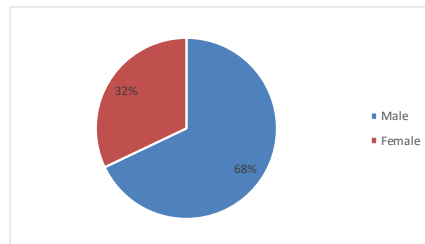
Race of SMS service users



Sex of North West's population as per 2011 census



Sex of SMS service users



9.8 Substance Misuse Service service user making complaints data analysis

9.8.1 Disability

2% less complainants were recorded as being disabled (9%) this year

9.8.2 Race

The percentage of BME complainants has increased by 1% to 3% compared to last year

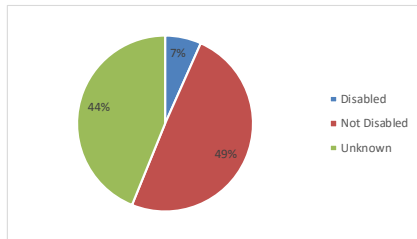
9.8.3 Sex

The percentage of females making complaints has reduced from 31% last year to 23% this year

9.9 Substance Misuse Service service users by protected characteristics and service users making complaints between October 2014 and September 2015

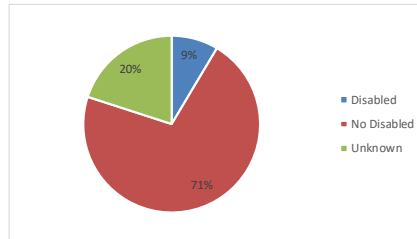
Protected characteristics of service users receiving services as of September 2015

Disability of SMS service users

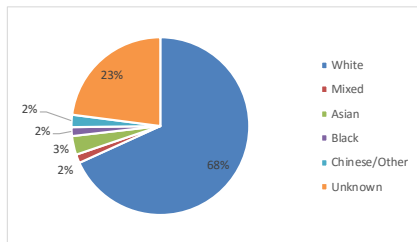


Protected characteristics of service users making complaints October 2014 - September 2015

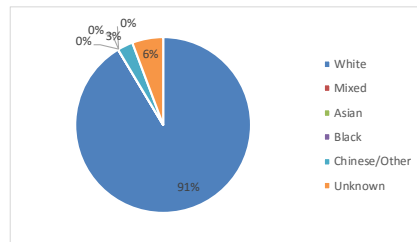
Disability of SMS serviceusers making complaints



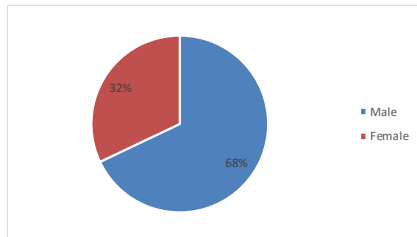
Race of SMS service users



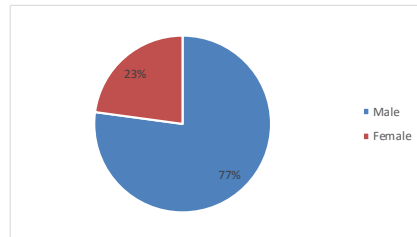
Race of SMS service users making complaints



Sex of SMS service users



Sex of SMS service users making complaints



10. Smaller Specialist Services Annual Equality Data

10.1 Smaller Specialist Service workforce data analysis

10.1.1 Disability

CPTS

- 52% of CPTS workforce have unknown disability status

MH & D

- 58% of MH & D workforce have unknown disability status

10.1.2 Race

CAMHS

- 8% of CAMHS workforce are from BME background compared to 10% across the whole Trust
- 26% of CAMS applicants are BME, 19% shortlisted 11% appointed

CJS

- 9% CJS staff are black compared to 3% across the Trust
- 16% of CJS applicants are BME, 12% shortlisted 9% appointed

CPTS

- 4% of CPTS staff are from BME background compared to 10% across the whole Trust
- 20% of CPTS applicants are BME, 10% shortlisted 0% appointed

MH & D

- 10% MH & D are from BME backgrounds which is the same as across the Trust
- 27% of MH & D applicants are BME, 9% shortlisted 0% appointed

10.1.3 Sex

CAMHS

- 47% of Band 3 staff in CAMHS are male compared to 30% of the total CAMHS service

10.2 Smaller Specialist Service service user data analysis

10.2.1 Age

CPTS

- 58% of service users are aged between 16 and 30

10.2.2 Disability

CAMHS

- 62% of service users are categorised as being disabled compared to 20% across the Trust

CJS

- 11% are categorised as being disabled compared to 20% across the Trust

10.2.3 Race

CAMHS

- 8% of service users are recorded as being BME compared to 16% of Greater Manchester's population

CJS

- 18% of service users are BME including 8% of whom are black

CPTS

- 5% of service users are BME compared to 16% of Greater Manchester's population

MH & D

- 23% are recorded as BME, 15% of whom are Asian

10.2.4 Sex

CJS

- 87% of service users are male

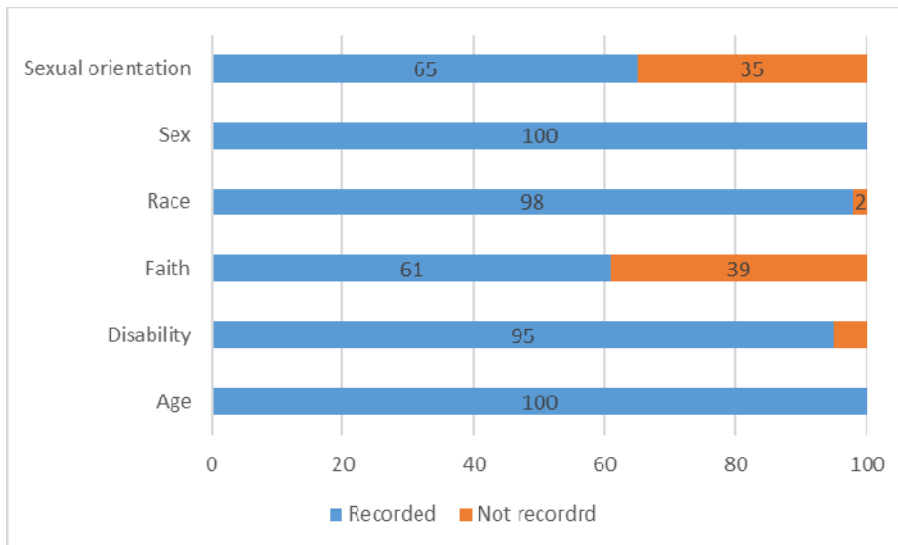
CPTS

- 84% of service users are female

MH & D

- 66% of service users are male

10.3 Completeness of service user data



- Faith is the least recorded

10.4 Smaller Specialist Service service users' profile by protected characteristics and service users making complaints between October 2014 and September 2015

10.4.1 Disability

CAMHS:

- 62% recorded as being disabled but 0% complained in the time period

10.4.2 Race

CAMHS:

- 8% of service users are BME but 0% complained in the time period

10.4.3 Sex

CAMHS:

- 36 % are recorded as being female, however 75% of complaints were from female service users