

Adults & Communities Equalities Breakdown

Showing analysis of the available protected characteristics in Birmingham.

Figures are shown for:

1. Clients receiving a service on 31st December 2012 - taken from CareFirst.
2. Staff employed in December 2012 - taken from EPM
3. Birmingham population, 2011 census for gender, age and ethnicity - taken from ONS

Please note that data is not currently available on gender reassignment, sexual orientation or pregnancy.

While Client data is recorded on Marriage (but not Civil Partnership), this data is not robust and is not available for either Staff or Birmingham population.

Religion is only available for Clients and Birmingham population and Disability is only recorded against Staff.

	Clients	Staff	Birmingham (adults only)	Birmingham (total population)
Total Numbers	13,714	3,293	798,910	1,073,045
Percentage of adult population	1.7%	0.4%		

Since the last report the number of clients receiving a service by Adults and Communities has increased by 262 when comparing the two snap shot dates. The number of temporary and permanent staff employed by Adults and Communities has decreased by 271.

Not all breakdowns of the 2011 census data are currently available. As a result the remaining tables are based on the total Birmingham population only, except for the age band table. Figures will be updated when further information is available.

Gender

	Clients	Staff	Birmingham
Female	59.4%	78.0%	50.8%
Male	40.0%	22.0%	49.2%
Unknown	0.7%	0.0%	0.0%

Although the population of Birmingham is split almost evenly between Male and Female, there is a larger proportion of Female clients in receipt of Adults & Communities services with 59.4%. This may relate to the fact that 69% of clients are aged 65 plus (see below) and on average women tend to live longer than men.

There is a large over representation of Female staff who account for 78% of the adults and communities workforce. This over representation exists across all pay grades, although the gap decreases as the pay grade increases.

Since the last report there has been a slight increase of male clients, the same is true of male staff (1.5% and 1.8% respectively).

Age Group

Please note that unlike the other population tables in this report, the following table excludes those aged less than 18 from the Birmingham population, allowing for comparison to Adults and Communities clients and staff.

	Clients	Staff	Birmingham
18 to 24	3.2%	0.6%	16.3%
25 to 34	5.5%	10.8%	20.6%
35 to 44	6.3%	22.1%	18.0%
45 to 54	9.6%	44.4%	15.7%
55 to 64	9.2%	21.5%	12.1%
65 to 74	12.2%	0.5%	8.8%
75 to 84	22.9%	0.0%	6.1%
85 plus	31.0%	0.0%	2.4%
Unknown	0.2%	0.0%	0.0%

Of the over 18 Birmingham population 82.7% are aged 18 to 64, with over a third (36.9%) aged 18 to 34.

Due to the nature of the support provided by the Adults & Communities team 66.1% of clients are aged 65 plus, with the majority of other clients aged 35 to 64. Only 8.7% of clients are aged 18 to 34.

88% of staff are aged between 35 and 64, with most of the remainder aged 18 to 34. Only 0.5% of staff are aged 65 plus.

Since the last report there have been slight increases in the proportion of services received by clients aged 18 to 74, the largest increase was seen in the 45 to 54 category (0.9%). Consequently there has been a decrease in the proportion of services received by the 75 to 84 and 85 plus age groups of 1.1% and 2.1% respectively. This is likely to be a result of the increasing focus on preventative services.

Ethnicity

	Clients	Staff	Birmingham
Asian or Asian British	11.2%	16.9%	26.6%
Black or Black British	10.3%	23.5%	9.0%
Other	1.1%	2.0%	2.0%
Mixed	1.0%	1.9%	4.4%
White	74.6%	49.6%	57.9%
Unknown	1.8%	6.1%	0.0%

As noted above, not all breakdowns of the 2011 census data are currently available. While data is available for ethnicity breakdowns, this cannot currently be split by age and so the following figures include under 18's. The 2009 mid year estimates predicted that more than a third of the population identified as Asian, and almost half of those identified as Mixed, were under 18 (the actual ethnicity by age from the 2011 census is not yet available). Therefore, the Birmingham population figures are not directly comparable with either Staff or Client figures.

Please note that 6.1% of staff Ethnicity was either unknown or not disclosed and this may impact on the level of under representation for the ethnicity groups mentioned above.

Please note that Chinese is now included in the Asian or British Asian category under the 2011 census, previously Chinese was included in the Other category. In 2001 0.5% of Birmingham's population was Chinese.

There is a substantial under representation of Asian clients, with 15.4% fewer than the Birmingham population, however this may be attributed to the fact that there is a higher proportion of Asians in younger age groups as stated above. There is also an under representation of mixed clients with 3.4% fewer than the Birmingham population. There are higher proportions of White clients with 17.6% more than the Birmingham population.

Since the last report there has been an increase in the percentage of services received by Asian clients (1.6%)
There has been a 2.3% decrease in the proportion of services received by White clients.

For Adults & Communities staff there is a substantial under representation in both Asian (9.7%) and White (8.3%) staff.
There is a substantial over representation of Black staff, with 14.5% higher than the population figures.

Since the last report there has been a notable increase of 2.3% for both Asian and Black staff. Consequently there 4.4% fewer White members of staff.

Religion

	Clients	Staff	Birmingham
Buddhist	0.2%		
Christian	62.5%		
Hindu	1.3%		
Jewish	0.2%		
Muslim	7.2%		
None	8.2%		
Other	10.0%		
Sikh	2.2%		
Unknown	8.2%		

No staff data is currently available. Census 2011 religion data will be released at the end of January 2012. Religion has been grouped based on the census categories to allow a direct comparison when data is available.

Since the last report there has been a decrease in the percentage of services received by Christian clients of 4.5%. Muslims account for 1% more of the services received and the number of clients where their religion has not been recorded has increased by 2.8%.

Disability

	Clients	Staff	Birmingham
Yes		6.9%	
No		92.0%	
Unknown		1.1%	

No comparative data is currently available.

Since the last report there are 0.6% fewer unknown entries providing a better reflection of the workforce. The number of staff recorded as having a disability has increased from 6.0% in the last report.