

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

