



## **Equality and Diversity Report**

**September 2015**

### **Summary**

During the period from April 2014 to the end of March 2015 the Community Care Trust asked job applicants and service users to complete Equality and Diversity questionnaires upon application to join the trust or on arrival to CCT services. This audit gives a reflection on the effectiveness of the Trust's commitment to promoting diversity and ensuring discrimination does not occur within the Trust.

### **Staff Training**

70 out of 78 permanent members of staff have completed their Equality and Diversity training which totals 90% of the workforce.

## **CHAPTER 1**

### **Staff Recruitment**

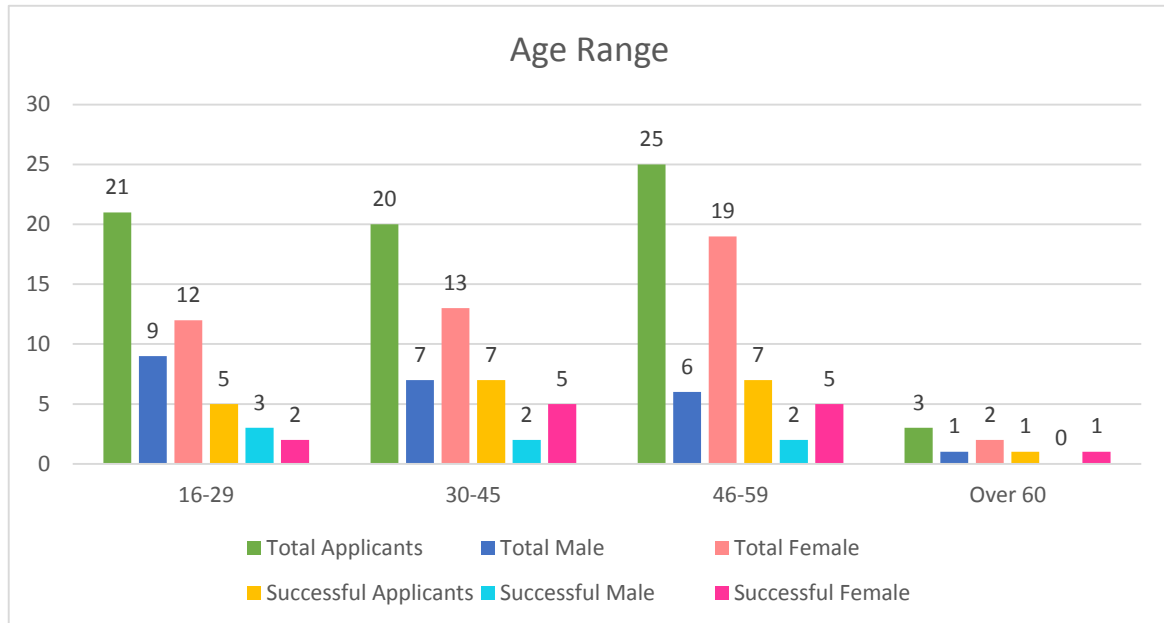
Of the 71 applicants, in total 20 (28%) were successful at securing work for the Community Care Trust. This figure acts as a benchmark for the statistics below to identify areas where a greater or lesser percentage of applicants were employed from minority groups or who report that they have aspects of their lives that might be discriminated against.

#### **Gender**

There were 25 male applicants for positions within CCT and of those applicants 7 were successful in being appointed to a role. 46 female applicants applied for positions and 13 were successful. In total 28% of male applicants were successful in securing a position at CCT and 28% of female applicants were successful.

#### **Age range**

Applicants were asked to state their age to fit within four ranges (16-29, 30-45, 46-59 and 60 or over). The Trust had applications from 21 people from the 16-29 age group, 20 people from the 30-45 age group, 25 people from the 46-59 age group and 3 people who were aged 60 or over (2 did not answer). The line chart on the next page shows the number of applicants and number employed from each age range.



Within the 16-29 age groups 5 out of the 21 applicants (24%) were successful. 3 out of 9 male applicants (33%) were recruited to a post and 2 out of 12 female applicants (17%) were recruited.

The 30-45 age groups had 7 out of 20 successful applicants (35%). Of the successful applicants 2 were male and 5 were female meaning 29% of male applicants were successful in being appointed to work and 38% of female applicants aged between 30 and 45 were successful.

7 out of the 25 (28%) applicants aged 46-59 were successful in being appointed to a position at CCT. Of these 2 out of 6 male applicants were successful (33%) and 5 out of 19 female applicants were successful (26%).

Of the 3 people aged over 60, 1 female applicant (33%) was successful in being appointed.

### Ethnic Origin

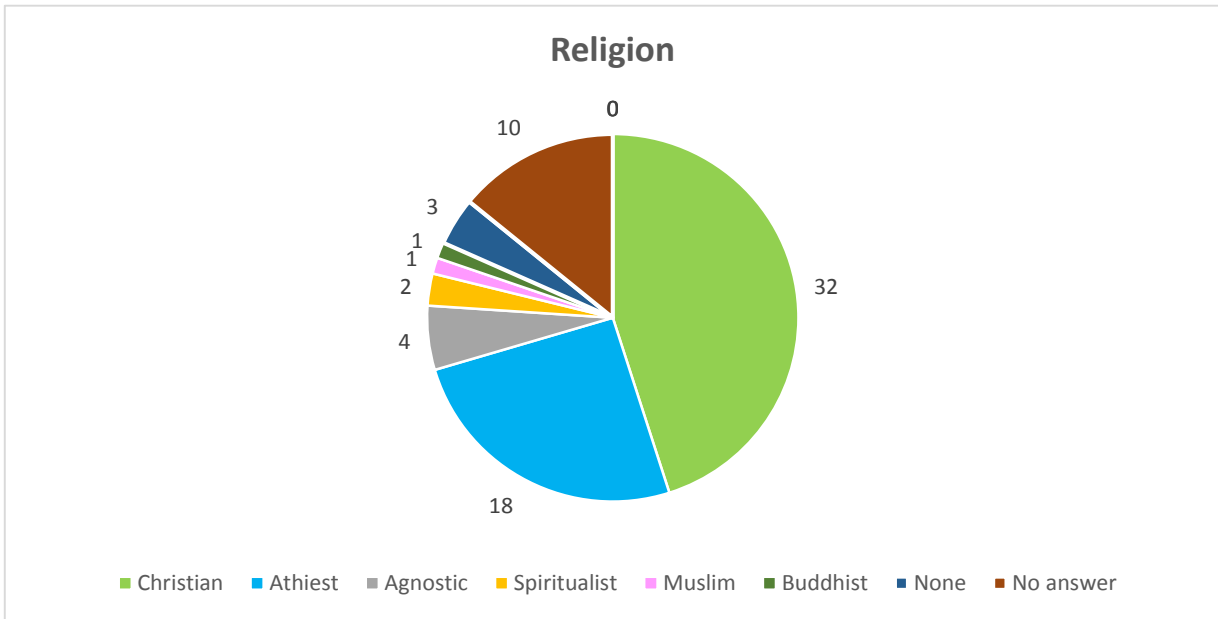
65 (92%) of the applicants were White British, 5 (7%) of the applicants were of Other White origin and 1 applicant was Mixed Asian. 19 out of the 20 successful applicants (95%) were White British and 1 was of Other White origin (5%).

### Disability

5 out of the 71 applicants (7%) reported that they had a disability. 2 out of the 5 people (40%) who reported having a disability was employed.

### Religion

32 applicants (45%) were Christians, 18 (25%) were Atheists, 4 (6%) were Agnostic, 2 (3%) were Spiritualist, 1 (1%) was Muslim, 1 (1%) was Buddhist, 3 (4%) stated 'None' and 10 (14%) did not answer. A full breakdown of applicants' religions is set out in the pie chart on the next page.



From the data for all the people who were employed 28% of the Christians were employed, 17% of the Atheists were employed, 75% of the Agnostics were employed, 33% of people who stated 'none' were employed and 40% of people who did not disclose a religion were employed.

### Sexual orientation

65 out of the 71 applicants (92%) reported being heterosexual, 1 was lesbian and 1 was bi-sexual, the other 4 applicants did not answer this question. 28% of the heterosexual applicants were employed, 50% of the lesbian and bi-sexual applicants were employed and 25% of people who did not answer were employed

### People who have someone who relies upon them for their daily support

13 applicants reported that they were relied upon on a daily basis. 12 of these people stated their children as being reliant upon them. 1 person answered 'partner' and 2 applicants did not answer this question. 6 out of the 13 applicants (46%) who had someone who relied on them on a daily basis were employed.

### Specific work requirements

The applicants were asked if they had specific requirements to make the workplace meet their needs. 100% of applicants did not specify any requirements.

## CHAPTER 2

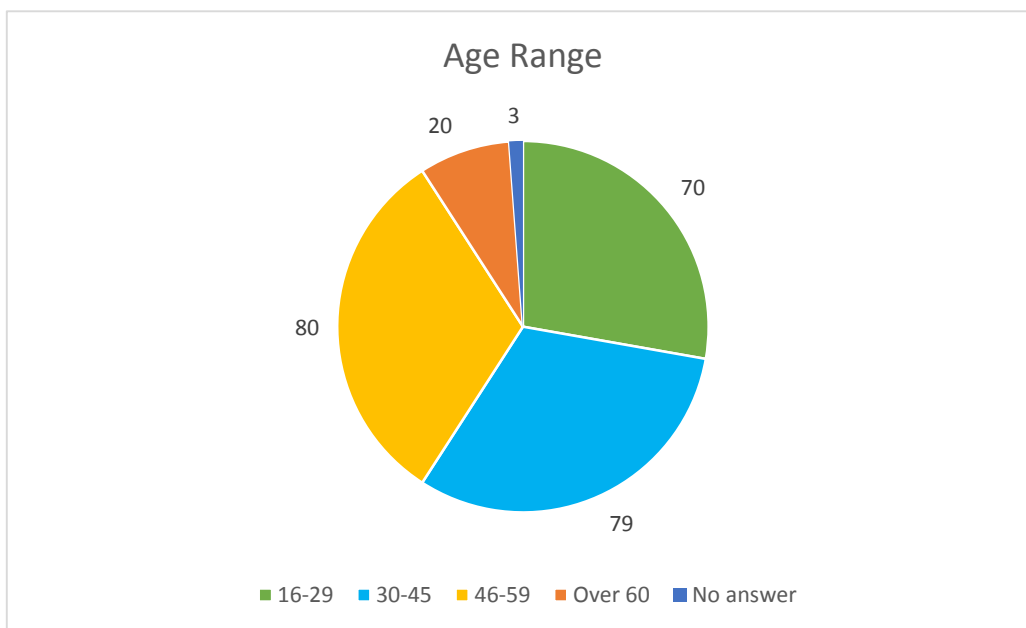
### People using CCT services

#### Gender

From the 252 responses, 130 people (51%) were male, 121 (48%) were female and 1 person (1%) did not answer.

#### Age range

The age range split of people using CCT services is set out in the pie chart below:



32% of people we supported were aged between 46 and 59, 31% were aged between 30 and 45, 28% were aged between 16 and 29 and 8% were aged over 60

#### Ethnic Origin

224 people (89%) were White British, 6 people (24%) reported their ethnic origin as White Other, 4 people (2%) were White & Black Caribbean, 3 people (1%) were White & Asian, 2 people were Indian, 1 person White Irish, 1 person Asian Other, 1 person Caribbean, 1 person African, 2 people reported Other Ethnic group and 7 people (3%) did not answer.

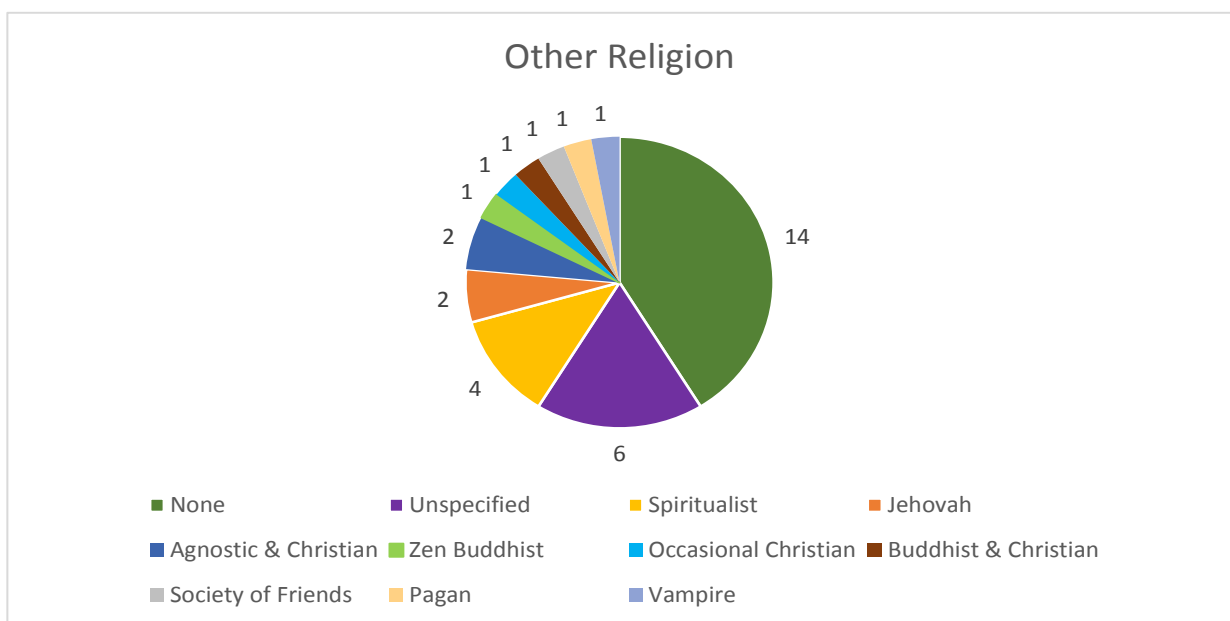
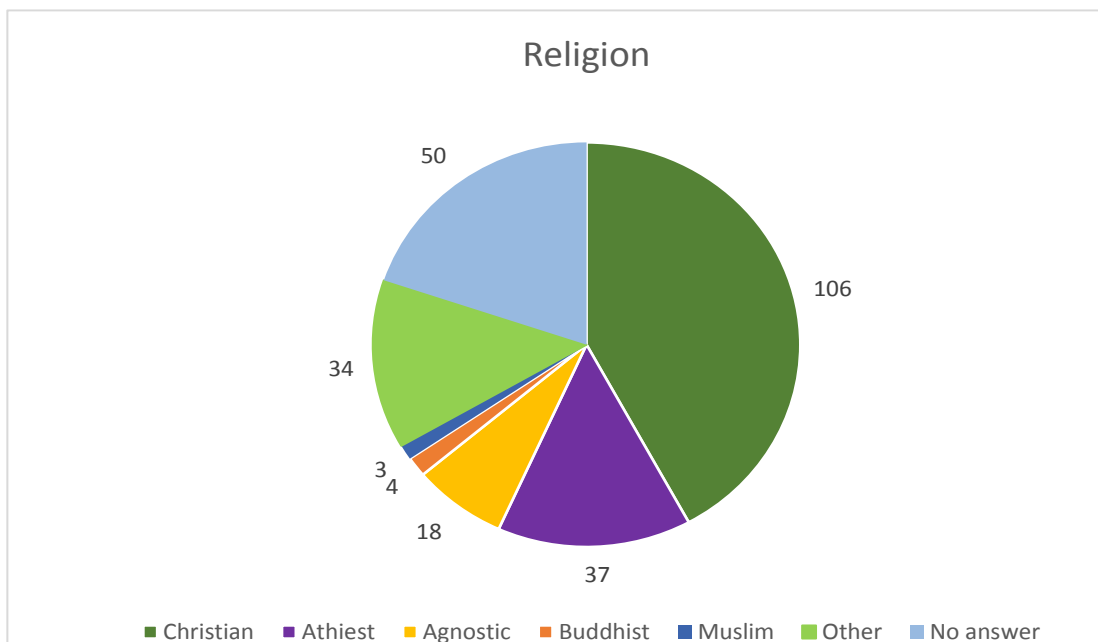
#### Disability

118 people (47%) reported that they had a disability, 109 people (43%) reported that they did not have a disability and 25 people (10%) did not answer. Out of the 118 people who answered 'yes' to the question, 58 people (49%) described a mental health condition as their disability, 26 people

(22%) described a physical condition as their disability, 20 people (17%) described Autism or Asperger's as their disability, 3 people (3%) described dyslexia as their disability, 2 people (3%) described learning difficulties as their disability, 1 person described epilepsy as their disability and 7 people (6%) did not give a description of their disability.

## Religion

106 people (42%) reported their religion as Christianity, 37 people (15%) were atheists, 18 people (7%) were agnostic, 4 people (2%) were Buddhist, 3 people (1%) were Muslim and 34 people (13%) reported their religion as 'other'. 50 people did not answer the question. The spread of religious beliefs is shown in the pie charts below:



### **Sexual orientation**

222 of the respondents (88%) reported to be heterosexual, 4 people (2%) bi-sexual, 2 people (1%) lesbian, 1 person gay and 23 people (9%) did not answer this question.

### **People who have someone who relies upon them for their daily support**

48 people (19%) answered 'yes' to this question. Out of that 48, 20 people (42%) reported to be required on a day-to-day basis to look after their child, 19 people (40%) reported to be required to look after their partner or other person, 3 people (6%) reported that they were relied upon by both a child and a partner or other person and 6 people (12%) who answered 'yes' did not describe.

Out of the 252 people, 195 (77%) answered 'no' to the question and 3 people did not answer the question.

### **Specific cultural/religious/spiritual requirements**

12 people (5%) reported that they have specific cultural or religious requirements: 2 people requested that they would like to attend specific churches, 3 people requested vegetarian choices (1 of which stated 'veganism') 1 person requested 'no blood transfusions', 1 person stated their belief in god as a requirement, 1 person as being a catholic, 1 person stated that their son supported them, 1 person requested last rites as a requirement, 1 person stated an allergy to eggs and 1 person requested their belief in the devil as a requirement.