Adults & Communities Equalities Breakdown

Showing analysis of the available protected characteristics in Birmingham.
Figures are shown for:
1. Clients receiving a service in September 2011 - taken from CareFirst.
2. Staff employed in September 2011 - taken from electronic staff records
3. Birmingham population, mid year estimate 2009 - taken from Office for National Statistics figures
 - 2009 estimate is the latest version with comparable ethnicity analysis.

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 Disability is only recorded against Staff.

	Clients	Staff	Birmingham
Total Population	13452	3564	1028743

Gender

	Clients	Staff	Birmingham
Female	61.3%	79.8%	51.0%
Male	38.5%	20.2%	49.0%
Unknown	0.2%	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 61%. 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.
Data is not available currently on gender reassignment
There is an even higher proportion of Female staff with 80%

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 to allow for comparison to Adults and Communities clients
and staff.

	Clients	Staff	Birmingham
18 to 24	2.5%	0.4%	17.1%
25 to 34	4.9%	10.7%	20.5%
35 to 44	6.2%	23.4%	17.9%
45 to 54	8.6%	43.0%	15.1%
55 to 64	8.7%	22.1%	11.8%
65 to 74	12.0%	0.3%	8.9%
75 to 84	23.9%	0.0%	6.2%
85 plus	33.1%	0.0%	2.5%
Unknown	0.1%	0.0%	0.0%

Of the over 18 Birmingham population, 82% are aged 18 to 64, with over a third (38%) aged 18 to 34.

Due to the nature of the support provided by the Adults & Communities team 69% of clients are aged
65 plus, with the majority of other clients aged 35 to 64. 7% of clients are aged 18 to 34.

89% of staff are aged between 35 and 64, with most of the remainder aged 18 to 34. 0.3% of staff
are aged 65 plus.

Ethnicity

	Clients	Staff	Birmingham
Asian or Asian British	9.6%	14.6%	19.6%
Black or Black British	9.9%	21.2%	6.6%
Chinese or other	1.4%	2.3%	2.6%
Mixed	0.8%	1.8%	3.2%
White	76.9%	54.0%	68.0%
Not Disclosed	0.0%	4.5%	0.0%
Unknown	1.2%	1.7%	0.0%

There is under representation of Asian clients, with 10% fewer than the Birmingham population. There are higher proportions of both Black and White clients, with 3% higher Black clients and 9% higher White clients.

For Adults & Communities staff there is a substantial statistical under representation in both Asian (5%) and White (14%) staff, compared to the Birmingham population, with slightly fewer Mixed staff than the overall population. There is a substantial over representation of Black staff, with 15% more than the population figures.
6% of staff Ethnicity was either unknown or not disclosed and this may impact on one or more of the above statistics.

Please note that the above Birmingham population figures include those aged under 18. More than a third of the population identified as Asian, and almost half of those identified as Mixed, are under 18 and would therefore not be comparable with either Staff or Client figures.

Religion

	Clients	Staff	Birmingham
Buddhist	0.3%		
Christian Orthodox	0.5%		
Eastern Orthodox	0.1%		
Hindu	1.1%		
Jehovahs Witness	0.6%		
Jewish	0.3%		
Muslim	6.2%		
None	7.6%		
Other	9.6%		
Protestant	50.5%		
Rastafarian	0.1%		
Roman Catholic	14.9%		
Seventh Day Adventist	0.4%		
Sikh	2.3%		
Not Disclosed	1.4%		
Unknown	4.0%		

Religion is only available for Service Users.
No comparative data is currently available

Disability

	Clients	Staff	Birmingham
Yes		6.0%	
No		92.3%	
Unknown		1.7%	

Disability is only recorded against Staff
No comparative data is currently available