Equality Act 2010
Public Sector Equality Duty (PSED)
Publication of Information

Your health, your life, your choice, our passion
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1. Introduction

A Profile of Rotherham's Population 2010/11

Rotherham is one of four metropolitan districts which together make up South Yorkshire. The population of the area covered by Rotherham Metropolitan Borough grew rapidly from 17,191 in 1801 to 120,000 in 1901 and reached a record high of 253,900 by 2009. The population has been growing each year since 2001 and is expected to continue to rise gradually in future years.

Population Trends

Office for National Statistics (ONS) estimates show that the population of Rotherham was 253,900 at 30th June 2009, an increase of 0.6% (1,600) since 2004 and 1.7% (4,300) since 2002. Whilst the total population of Rotherham has been relatively stable in recent decades, the age structure has been changing far more, broadly in line with national trends.

Rotherham has 91,300 people aged 50 or over, 36% of the population, a proportion which continues to rise. The most significant change has been in the oldest age groups, with a 63% increase in the 75+ population and a 163% (3,100) increase in the 85+ population since 1981. Between 1981 and 2008 there was a reduction of 28% in the 10 to 14 age group and a decline of 17% in the 20 to 29 age group. Middle aged groups have increased, notably those aged 40 to 49 which has seen a 32% rise.

Population by 10 Year Age Group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Population</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-9</td>
<td>29,900</td>
<td>11.8%</td>
</tr>
<tr>
<td>10-19</td>
<td>32,600</td>
<td>12.8%</td>
</tr>
<tr>
<td>20-29</td>
<td>30,400</td>
<td>12.0%</td>
</tr>
<tr>
<td>30-39</td>
<td>31,100</td>
<td>12.2%</td>
</tr>
<tr>
<td>40-49</td>
<td>38,500</td>
<td>15.2%</td>
</tr>
<tr>
<td>50-59</td>
<td>32,500</td>
<td>12.8%</td>
</tr>
<tr>
<td>60-69</td>
<td>28,900</td>
<td>11.4%</td>
</tr>
<tr>
<td>70-79</td>
<td>19,100</td>
<td>7.5%</td>
</tr>
<tr>
<td>80-89</td>
<td>9,300</td>
<td>3.7%</td>
</tr>
<tr>
<td>90+</td>
<td>1,500</td>
<td>0.6%</td>
</tr>
</tbody>
</table>

Migration and Natural Change

Migration data from ONS shows that about 90% migration to and from Rotherham since 2001 has been within the UK. In 2008/09 7,700 people moved into the Borough and 7,400 left. Of total inward migration, 87% came from other parts of the UK and 13% came from outside the UK. Of outward migrants, 91% went to other parts of the UK and 9% moved abroad. The net inflow of 400 people was exceeded by natural change as there were 600 more births than deaths in 2008/09.
Population Projections
The most recent population projections suggest that the population of Rotherham will increase by 4.6% to 265,500 by 2019 and 9.5% to 277,900 by 2029 due to rising life expectancy, natural increase and migration into the Borough. The number of people aged over 65 is projected to increase by 23% over the next ten years, from 42,400 to 52,200 in 2019. The over 85 age group is expected to increase the most, by 31% from 5,100 to 6,700 by 2019. Since 1981 the number of 0 to 14 year olds has fallen by 20% to 45,800 in 2009. However, the number of children aged under 10 is projected to increase by 7.7% between 2009 and 2019, rising from 30,000 in to 32,300.

Gender
Of the 253,900 people in Rotherham in 2009, 129,400 (51%) are female and 124,400 (49%) are male, mirroring national averages. Males tend to outnumber females up to the age of 25, whilst the numbers of men and women in their 50s are almost equal. In other age groups women are in the majority, particularly evident in the oldest age groups. There are 3.5 women for every man aged over 90, reflected in the fact that there are two and half times as many women in residential and nursing homes as men.

Local Population Change
Some areas of Rotherham have declined in population since 2001, notably areas of inner Rotherham such as Canklow where housing has been demolished and/or there has been little new housing development. Population growth has mainly occurred in small suburban towns and villages. Recent increases are evident in Bramley (Woodlaithes Village), Brampton, Swallownest, Laughton and Treeton, locations where there have been new housing developments.

Ethnic Composition
Rotherham’s population is 92.5% White British with a far lower proportion from Black and Minority Ethnic (BME) communities than the English average. Based on a local 2009 estimate, 19,000 people or 7.5% of Rotherham’s population belong to BME groups in Rotherham compared to 16.4% in England (2007). The largest local BME group is Pakistani and Kashmiri who number 7,600 people or 3% of the total population, compared to an average of 1.9% across England. Other groups include Chinese, Indian, Irish, Yemeni, Black African, Roma, Polish and Dual Heritage (parents of different ethnicity).

Whilst the White British and Irish populations are fairly stable, other ethnic groups in Rotherham have been growing in number. Since 2001 the Black and Minority Ethnic (BME) population has increased by 86%. The largest increase has been in the Black African community which has grown from 200 to 1,500, some of whom are asylum seekers or refugees whilst others are skilled workers and health professionals. The changing nature of Rotherham’s population is illustrated by the increase in BME children attending local schools, up from 5.3% in 2002 to 12.3% in 2010. This also illustrates that most BME communities have younger than average age profiles as a result of higher birth rates and have relatively few older people.
Ethnic Group Estimate 2009

<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>Estimate 2009</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>White British</td>
<td>234,900</td>
<td>92.5%</td>
</tr>
<tr>
<td>White Irish</td>
<td>1,100</td>
<td>0.4%</td>
</tr>
<tr>
<td>Other White</td>
<td>3,900</td>
<td>1.5%</td>
</tr>
<tr>
<td>Dual Heritage</td>
<td>1,600</td>
<td>1.6%</td>
</tr>
<tr>
<td>Indian</td>
<td>700</td>
<td>0.3%</td>
</tr>
<tr>
<td>Pakistani &amp; Kashmiri</td>
<td>7,600</td>
<td>3.0%</td>
</tr>
<tr>
<td>Other Asian</td>
<td>800</td>
<td>0.3%</td>
</tr>
<tr>
<td>Black African</td>
<td>1,500</td>
<td>0.6%</td>
</tr>
<tr>
<td>Black Other</td>
<td>400</td>
<td>0.2%</td>
</tr>
<tr>
<td>Chinese</td>
<td>600</td>
<td>0.2%</td>
</tr>
<tr>
<td>Other</td>
<td>800</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

Country of Birth 2009/10

<table>
<thead>
<tr>
<th>Country of Birth</th>
<th>Estimate 2009</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Born in UK</td>
<td>242,900</td>
<td>95.7%</td>
</tr>
<tr>
<td>Born outside UK</td>
<td>11,000</td>
<td>4.4%</td>
</tr>
</tbody>
</table>

Religion

According to the 2001 Census, 79.4% of Rotherham’s population described themselves as Christians, above the national average of 71.7%. Far fewer people in the Borough belonged to minority religions (2.6%) than in England as a whole (6%) and those with no religion were also less evident at 10.2% compared to 14.6% in England. The largest minority religious group in 2001 were Muslims with 2.2% of the total population. A local estimate based on 2009 ethnicity suggests that minority religions have increased to 4.2%, with Muslims (3.7%), Hindus (0.2%) and Sikhs (0.1%) all showing increases.

Sexuality

There are no local statistics on the number of people in Rotherham who are Lesbian, Gay, Bisexual or Transgender (LBGT). Government estimates based on reliable survey evidence suggest that 6% of the UK population may be LGBT which would equate to 11,800 adults in Rotherham. The Transgender population is estimated at 0.8% nationally which would translate into 1,600 adults in Rotherham. However, there is no way of knowing whether Rotherham is average for the UK in this respect.

Disability

The 2001 Census revealed that 55,610 people in Rotherham considered themselves to have a long term limiting illness or impairment that limits their daily activities or the work they can do (22.4 per cent of the population compared to 18.2% in GB).

The Age & Gender Standardised Morbidity Ratio demonstrates that the rate of disability is much higher in Rotherham than England where the English rate is expressed as 100, the Rotherham rate as 126, showing a rate approximately 26 per cent above the national average.
Benefit figures for Rotherham show that 15,890 people of working age in Rotherham were entitled to Disability Living Allowance\(^1\), Attendance Allowance, Incapacity Benefit or Employment Support Allowance in 2010. This is 9.8 per cent of the working age population, compared to a figure of 7.5 per cent for the whole of Great Britain (31% above the national average). In November 2010, 20,420 people were entitled to Disability Living Allowance in Rotherham, an increase of 456 (2.3 per cent) on the number entitled in May 2006 and a remarkable 16 per cent increase on the number of claimants in May 2003.

**Household Structure**

In the 2001 Census there were 102,273 households in Rotherham. Over two thirds of households had no children (68%), slightly below the national average. Lone parents with dependent children made up 6.8% of all households, slightly above the 6.5% nationally. Almost one in seven households consisted of a pensioner living alone (14.4%) the same proportion as the national average.

There were 111,000 households in Rotherham in 2010 and this is projected to rise to 123,000 by 2020. 58% of households are based on couples, 29% are one person households and 8% are lone parent households. The types of households which are growing are one person households and those based on cohabiting couples. Council rented households comprise 19% of all households in the Borough.

**Economic Status 2010**

The ONS Annual Population Survey shows the following economic status for people in Rotherham aged 16-64.

<table>
<thead>
<tr>
<th></th>
<th>Total Aged 16-64</th>
<th>Employees</th>
<th>98,300</th>
<th>60.2%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Self-employed</td>
<td>12,700</td>
<td>7.8%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(Employment Rate</td>
<td>111,000</td>
<td>68%</td>
</tr>
<tr>
<td>Unemployed *</td>
<td></td>
<td>11,600</td>
<td>7.1%</td>
<td></td>
</tr>
<tr>
<td>Economically Inactive</td>
<td></td>
<td>40,600</td>
<td>24.9%</td>
<td></td>
</tr>
</tbody>
</table>

*Claimant Count (May 2011) 7,895 4.8%

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\(^1\) Those in receipt of Disability Living Allowance will include people with learning difficulties, mental health problems and a range of other physical impairments.
2. What is the specific duty?

As set out in Regulations, organisations are required to publish information to demonstrate their compliance with the Public Sector Equality Duty at least annually, not later than 31 January 2012, and subsequently at intervals of not greater than one year beginning with the date of last publication. (The Regulations, section 2)

This information should be published in a manner that is accessible to the public, either in a separate document or within another published document. (The Regulations, section 4)

The Regulations (section 2 (4)) state that the information a public authority publishes in compliance with the PSED must include, in particular, information relating to persons who share a relevant protected characteristic who are:

- Its employees (but only for organisations with 150 employees or more)
- Other persons affected by its policies and practices.

The Regulations include a second specific duty, requiring the preparation and publication of equality objectives that are specific and measurable. Equality objectives must be published not later than 6 April 2012, and subsequently at intervals of not greater than four years beginning with the date of last publication. (The Regulations, section 3)

3. Protected Characteristics

The protected characteristics covered by the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

4. Single Equality and Human Rights Scheme (SEHRS) 2010/13

The Trust's Single Equality and Human Rights Scheme (SEHRS) and action plan developed in 2010. Demonstrates the Trust's commitment to embed Equalities within the organisation but also to meet our legal obligations under Equalities legislation.
The SEHRS sets out the actions that the Trust has taken or intends to take, in relation to equality. It identifies new and improved ways of working to ensure that the organisation is more efficient and effective in meeting the diverse needs of its staff and patients.

The key drivers for the Trust are:

- Developing a coherent framework that addresses all diversity strands
- Promoting partnership working with internal and external stakeholders
- Preventing duplication and encouraging thinking across different strands of equality
- Identifying clear priorities for the organisation on diversity
- Maximising resources (time and money) for example, consulting across all diversity strands together
- Providing an opportunity to address multiple discrimination

With the broadening of the scope of equality legislation and the new NHS framework for delivering equality, The NHS Equality Delivery System. The Trust will incorporate gaps identified through the Public Sector Equality Duties and through wider consultation on the Equality Delivery System and address those within the Equality Delivery System plan which will be published on this website in April 2012.

The Single Equality and Human Rights Scheme can be accessed by clicking on the following link:
http://www.therotherhamft.nhs.uk/Equality_and_Diversity/What_is_equality_and_diversity/

5. Policies and Practice

In light of the Equality Act 2010 the Trust has reviewed and updated its policies, the default retirement age has been removed the reference forms in relation to pre-employment checks have been amended.

The Bullying and Harassment policy was amended to include all protected characteristics of the Equality Act.

All Trust policies are Equality impact assessed before they are ratified by the Trust Ratification Group all Board and Executive Team meeting papers or proposals are Equality impact assessed. The Trust will be updating the Equality impact assessment toolkit to include all protected characteristics of the Equality Act 2010 in February 2012.

Staff Support Groups

As part of the action within the Trust’s Single Equality and Human Rights Scheme is to establish staff network groups for Lesbian, Gay, Bisexual and Transgender, Black Minority Ethnic and Disable groups.
The Trust conducted a survey in September 2011 to gauge interest amongst staff in establishing these groups although we had limited response the Trust will pursue in setting up these groups during 2012.

**Improving Access to our Services**

The Trust commissioned Direct Enquiries Ltd to conduct a comprehensive assessment of access to the Hospital the detailed report has highlighted areas which the Trust will update or amend over the next couple of years.

As part of this work the Trust has also developed an online tool which provides detailed information on travelling to and accessing the hospital site via the Trust website.

In terms of training over one hundred staff and service users have completed training to look at ways of improving access to hospital care for people with learning disabilities.
6. **Workforce Data**

*Majority of the following data covers the period from October 2010 to September 2011.*

**Ethnicity**

The most noticeable features of this table are the under-representation of people of Pakistani origin in the workforce compared to the local population, and the large proportion of Indian origin, as a result of Medical staffing.
People of Pakistani origin are particularly under-represented in pay bands 1-3, which are jobs which would draw from the local population. The local White British population are noticeably over-represented in Bands 2-3.

**Ethnicity and Gender**

![Ethnicity and Gender Chart]

White British males are particularly underrepresented in the workforce although some small ethnic groups have no male representation at all. Gender representations are most equitable in staff of Asian origin.

**Workforce by Gender**

![Workforce by Gender Chart]
The historical gender gap does not seem to be changing at all. While males form 52.5% of the local population of working age, they form only 15.96% of our workforce.

**Disability**

**Staff in post by Disability and Pay band**

There is an apparent under-representation of people with disabilities in the workforce. However, there may be a lack of sufficient information as this is difficult to establish as it relies on self-reporting. Overall 1.4% of our workforce declared a disability this compares to 9.8% of local population of working age claiming living disability allowance.

**Marital Status**
Sexual Orientation

The above chart does not highlight any category which is below 1% however the Trust workforce is 0.2% Gay and 0.18% Lesbian. Although there is a significant number of undefined.

Religion and Belief
6.12% of all applicants in this period were offered posts. The least successful group were of Pakistani origin. This information comes from NHS Jobs which invites applications from all over the country and abroad (12.5% of all applications came from areas outside the UK/EC/EEA). Previously posts would rarely have been advertised overseas. Consequently the proportion of applications from people of ethnic minorities is much greater than it was.
Success Rate of Applicants with a Disability

8.05% applicants with Disability were successful in obtaining posts at the Trust during the above period.

Success Rate of Applicants in relation to Gender
Success Rate of Applicants in relation to Age

![Success Rate Chart]

Disciplinaries by Ethnicity

![Disciplinaries by Ethnicity Chart]
Disciplinaries by Gender

Disciplinaries by Age
Disciplinaries by Marital Status

There were no cases of disciplinaries in relation to Disability or Sexual Orientation during this period.

Promotions by Ethnicity

Relatively low number of people achieving higher grades means conclusions difficult to draw, but on the whole there appear to be no obvious inequalities in this area.
Promotions by Gender

Promotions by Age
Promotions by Disability

Promotions by Marital Status
Training

There appear to be no obvious areas of inequality in training provision

Staff Accessing Training by Ethnicity

Staff Accessing Training by Gender
Staff Accessing Training by Age

<table>
<thead>
<tr>
<th>Age Group</th>
<th>% of Total Delegates for Courses</th>
<th>% of Staff in Post Sep 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>16-24</td>
<td>0.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td>25-49</td>
<td>60.00%</td>
<td>10.00%</td>
</tr>
<tr>
<td>50-64</td>
<td>20.00%</td>
<td>20.00%</td>
</tr>
<tr>
<td>65+</td>
<td>0.00%</td>
<td>30.00%</td>
</tr>
</tbody>
</table>

Staff Accessing Training by Disability

<table>
<thead>
<tr>
<th>% of Total Delegates for Courses</th>
<th>% of Staff in Post Sep 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.15%</td>
<td>1.20%</td>
</tr>
<tr>
<td>1.20%</td>
<td>1.25%</td>
</tr>
<tr>
<td>1.25%</td>
<td>1.30%</td>
</tr>
<tr>
<td>1.30%</td>
<td>1.35%</td>
</tr>
<tr>
<td>1.35%</td>
<td>1.40%</td>
</tr>
<tr>
<td>1.40%</td>
<td>1.45%</td>
</tr>
</tbody>
</table>

Disability Stated
Leavers by Ethnicity

Leavers by Gender

Outpatient attendances 351,771

Ethnicity
Inpatient Admissions 75,087

Ethnicity

Gender
8. Inpatient Survey 2011 Data

Age

![Age distribution chart](chart.png)
Long Standing Condition

![Bar chart showing comparison between Rotherham % 2011 and National % 2011 for long standing conditions.](chart)

9. The Rotherham NHS Foundation Trust Board Profile

**Age**
Gender

Ethnicity
Religion or Belief

Sexual Orientation
10. Trust Members

Gender

Disability

Gender
### Age

- 16-25: 19%  
- 26-35: 19.50%  
- 36-50: 17.50%  
- 51-65: 6.50%  
- 66-80: 6.50%  
- 81+: 10%  
- Declined to answer: 21%

### Ethnicity

- White British: 32.72%  
- Black & Minority Ethnic: 2.72%  
- Declined to answer: 65%
11. Trust Volunteers

Gender

- Male: 79.62%
- Female: 19.75%
- Declined to answer: 0.64%

Age

- 16-24: 45.86%
- 25-35: 13.38%
- 36-50: 10.83%
- 51-65: 21.02%
- 65+: 7.01%
- Declined to answer: 1.91%
Religion and Belief

- Christianity: 52.23%
- Islam: 5.73%
- Hinduism: 29.94%
- Jehovah's Witness: 1.27%
- No Religion: 0.64%
- Other Religion: 0.64%
- Declined to answer: 0.00%

Disability

- Non Visible: 0.00%
- Physical: 0.00%
- None: 100.00%
- Declined to answer: 0.00%
**Ethnicity**

- White British: 90.00%
- Other White: 0.64%
- White Asian: 1.27%
- Other Mixed: 0.64%
- Pakistani: 10.19%
- Chinese: 0.64%
- Other Asian: 0.64%
- Black African: 0.64%
- Indian: 0.64%
- Declined to answer: 0.00%

**Sexual Orientation**

- Heterosexual: 87.90%
- Bisexual: 0.64%
- Lesbian/Gay: 1.27%
- Declined to answer: 10.19%
If you or someone you know needs help to understand or read this document, please contact us on 01709 427686 or email mahmood.hussain@rothgen.nhs.uk

Slovak
Ak vy alebo niekto koho poznáte potrebuje pomoc pri pochopení alebo čítaní tohto dokumentu, prosím kontaktujte nás na vyzášké uvedenom čísle alebo nám poštite e-mail.

Kurdish Sorani
دنکار تری یان کامیک که تر مناسبی یوزش نماییزی نه کرد یا نام بالا گذاشته به تویگات
یان بی‌ویکلیتیکه، کلاته بای‌ویکلیتیکه یکه لاسیزی شدی لانژ دیری سربوسیه یان بای‌ویکلیتیکه

Arabic
إذا كنت تعلم أي شخص تعرفه بحاجة إلى مساعدة في فهم أو قراءة هذه الوثيقة، الرجاء الاتصال على الرقم أعلاه، أو مراسلة عبر البريد الإلكتروني

Urdu
اگر آپ نیا پاک میں جاونے اور کسی شخص کو اس دستیزو کو مسرخت ہوا جانے کے لیے مدد کی ضرورت ہے تو بہت مقبول ہے جب آپ رضوی سے رابطہ کریں یا تمل پر پھی کریں آپ کو میں کریں۔

Farsi
اگر جنبه على پا ششم بگیری که یا اورا میں کساند بروای خواندن یا قسم‌های این مادرک تألیف

Telephone 01709 427686
Email equalityandengagement@rothgen.nhs.uk

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