

Equality, Diversity and Inclusion KPI's – ASC

Quarter 1 update 2023-2024

12th October 2023

Overview of EDI KPI's – Adult Social Care

Adult Social Care

To provide the same level of access to care and opportunities regardless of age, sex, gender, religion, ethnicity or other factors that make someone unique

- Monitor the number of people receiving direct payments broken down by PC's
- Monitor the number of adults formally assessed and detained under the Mental Health Act – broken down by PC's
- Monitor the number of adults receiving ongoing support from mental health services in the form of all Assessments completed by the Mental Health Team on CareFirst – broken down by PC's
- Monitor the number of safeguarding referrals broken down by PC's
- Monitor the number of people receiving social care assessments broken down by PC's

Performance Overview

Equality Diversity and Inclusion

Protected Characteristic

Performance

Age

Most of the ASC EDI measures show an over representation of older adults, (i.e. those aged over 65). In addition as people in their more advanced years (80's and 90's) will experience higher levels of disability, long-term illness, dementia or mental health problems, they will rely more heavily on social care so will continue to appear disproportionately in this data. As the population of those aged over 65 is estimated to rise locally and nationally there is a growing interest in the need for adult social care and the provision in place to meet the needs for an ageing population.

Sex

There is a slight over representation of Females in most of the cohorts compared to Males. There were more Females than Males in the older age groups, but for people aged 18-64 the gender split was more even. This is partly explained by the fact that Females are expected to live longer than Males, however, the gap between male and female life expectancy has been reducing over recent years.

Disability

Most of the ASC EDI measures show an over representation of people with a disability. Whilst many people understand the issues in social care linked to ageing, longer life expectancy and rising numbers of people with dementia there are many people in the service who have a disability so will continue to appear disproportionately in this data.

Ethnicity

There is a higher uptake of Direct Payments for Black and Asian ethnic groups compared to the overall population of Wolverhampton ((Census 2021). There is a lower uptake from people from the Asian ethnic group in terms of the volume of overall assessments / conversations in comparison with the population and conversely there is higher uptake of assessments within the Black ethnic group population. People from a Black, Black British, Caribbean or African background are over represented when it comes to formal detentions under the Mental Health Act 1983 which follows the national trend. There is an underrepresentation of the Asian and Black ethnic groups in terms of safeguarding referrals in comparison with the population.

Religion, Marital Status, Gender, Sexual Orientation, Pregnancy

The data quality of these protected characteristics is not sufficient enough to make an accurate assessment of underrepresentation and over representation therefore further work is continuing in the business to improve these areas

- Bespoke external training was commissioned in 2022 to enable the workforce to have sensitive conversations with people around their protected characteristics, however this training did not meet the desired outcomes. Next steps to take place are how to effectively engage with people to create an environment and relationship where they will share their protected characteristics with us?
- Continue to build ASC Equalities data into every dashboard to identify any trends that need further investigation within service areas and support data quality improvement
- Further research to be carried out to understand why Black and Asian ethnic groups prefer to use Direct Payments as opposed to commissioned services to enable us to understand how we can be more inclusive when commissioning services going forward. Whilst the increased use of Direct Payment is positive, as it ensures people are getting more personalised services, it can potentially raise issues around the cultural appropriateness of our current commissioned services which needs further investigation.
- Data interrogation has identified a disproportionate use of the Mental Health Act 1983 with Black ethnic groups and a lack of preventative approach across both Black and Asian ethnic groups. Mental Health services to review this position together with Health partners to ensure services are inclusive going forward.
- Further investigation by Wolverhampton Safeguarding Together Board required to understand if the current underrepresentation of Black and Asian ethnic groups in relation to Safeguarding issues is an area of concern

EDI KPI Measure

Direct Payment (DP) protected characteristic breakdown compared to 18+ population within Wolverhampton (Census 2021)

The highest proportion of adults in receipt direct payments (DP) and Individual Service Funds (ISF) in Q1 2023-24 were:

Age: Adults aged 25-49
The percentage of adults aged 65+ in receipt of DP's is high compared to the 2021 population. As are those aged 50 to 64 in receipt of ISF's.

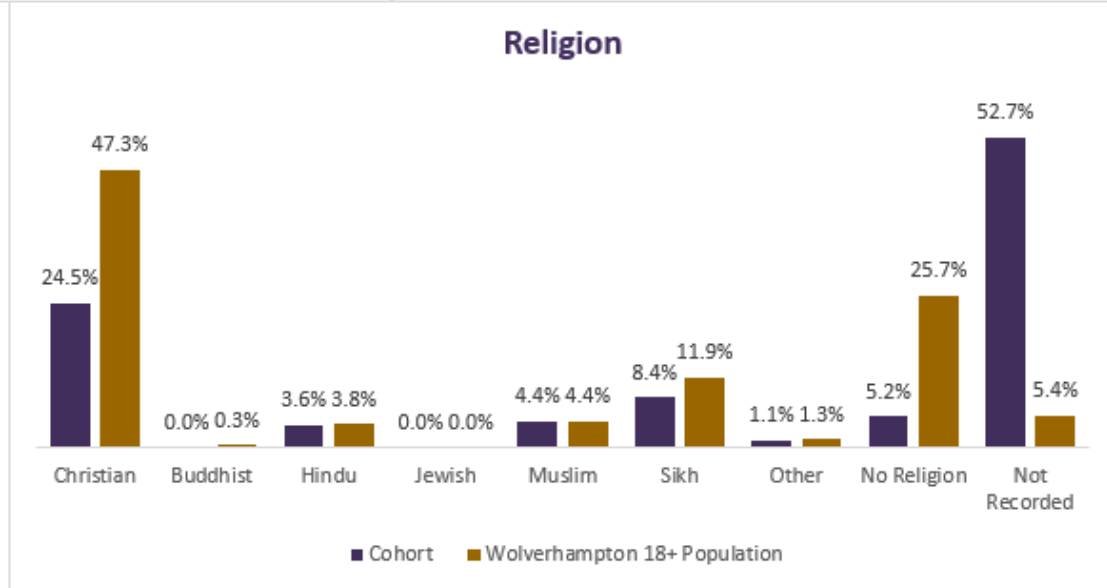
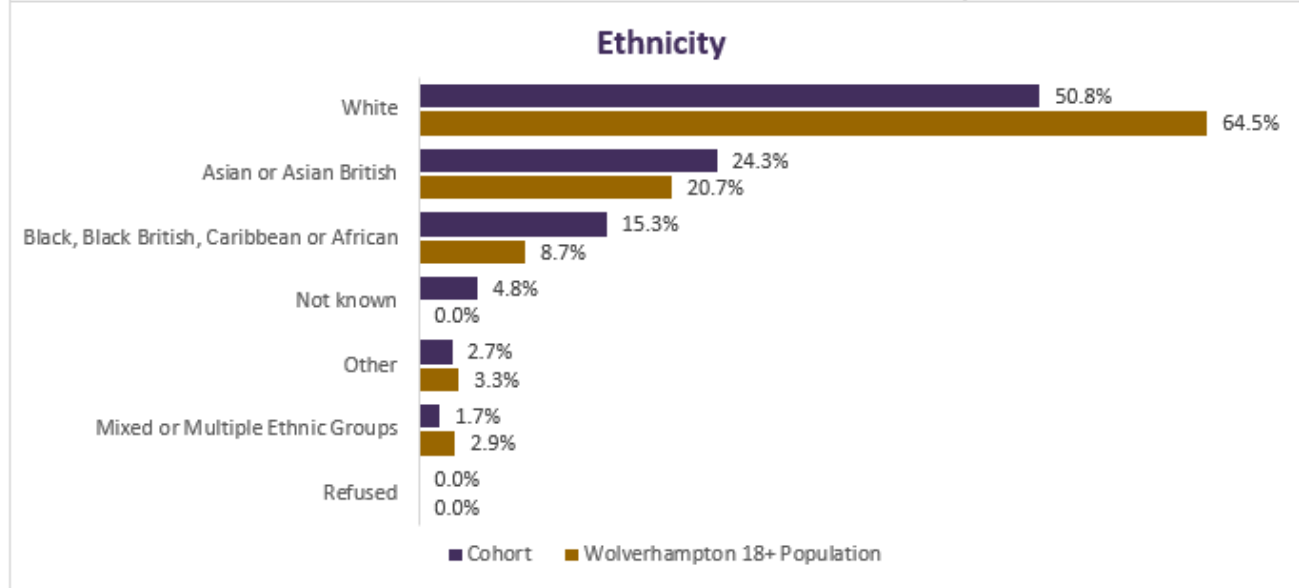
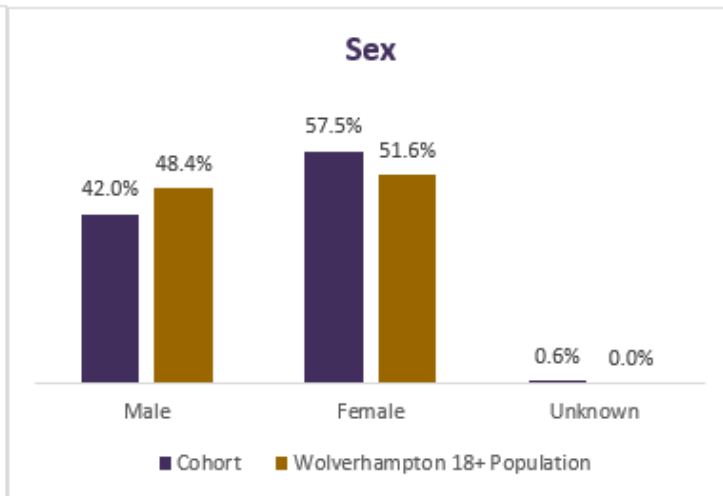
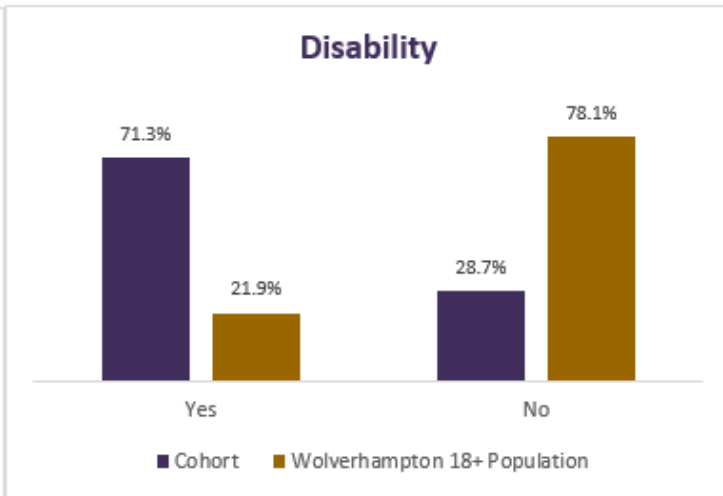
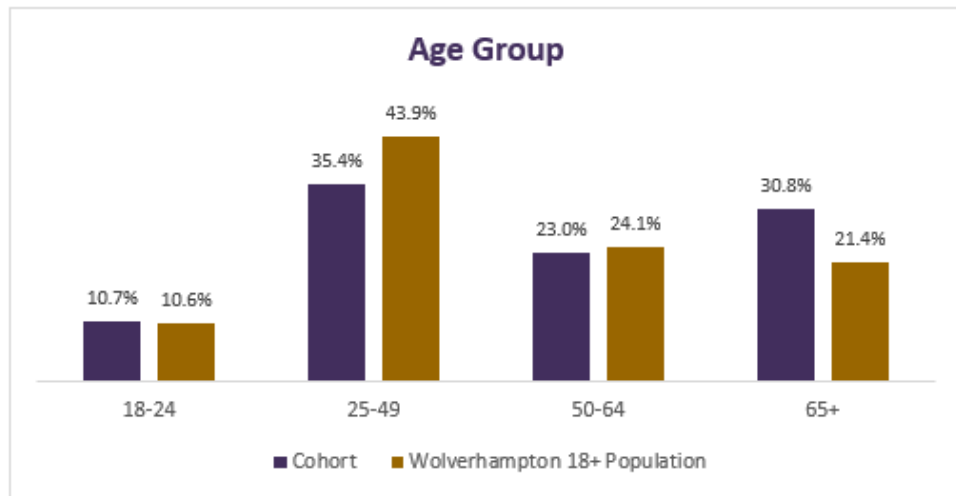
Disability: Adults with a disability
71.3% of adults in receipt of DP's and 86.1% in receipt of ISF's were disabled.

Sex: Females for DP's,
57.5% which is marginally higher than the 2021 population.
Males for ISF's
61.3% which is significantly higher than the 2021 population.

Ethnicity: Adults of White ethnicity, DP's cohort being lower than the 2021 population and ISF's being higher.
Black, Black British, Caribbean or African show a higher proportion compared to the 2021 population.
Asian or Asian British show a significantly lower proportion for ISF's compared to the 2021 population.

Religion: Adults with Christian religious beliefs
Just over half of active DP and ISF records did not have a religion or belief recorded.

Indicator	Group	Starting point 2021-22 Year End	2023-24 Q1 Snapshot	Change (% point)	Census 2021 - population	2023-24 Q1 Snapshot ISF
Age	18-24	9.7%	10.7%	1.0%	10.6%	5.0%
	25-49	31.9%	35.4%	3.5%	43.9%	46.5%
	50-64	21.3%	23.0%	1.7%	24.1%	30.7%
	65+	36.9%	30.8%	-6.1%	21.4%	17.8%
	Not Recorded	0.0%	0.2%	0.2%	-	0.0%
Disability	Yes	76.1%	71.3%	-4.8%	21.9%	86.1%
	No	23.8%	28.7%	4.9%	78.1%	13.9%
Sex	Male	41.0%	42.0%	1.0%	48.4%	61.3%
	Female	59.0%	57.5%	-1.5%	51.6%	38.6%
	Unknown	0.0%	0.6%	0.6%	-	0.0%
Ethnicity Group	White	50.2%	50.8%	0.6%	64.5%	69.3%
	Mixed or Multiple Ethnic Groups	1.6%	2.1%	0.5%	2.9%	3.0%
	Asian or Asian British	25.9%	24.3%	-1.6%	20.7%	10.9%
	Black, Black British, Caribbean or African	16.5%	15.3%	-1.2%	8.7%	14.9%
	Other	2.1%	2.7%	0.6%	3.3%	0.0%
	Not known	3.7%	4.8%	1.1%	-	2.0%
	Refused	0.0%	0.0%	0.0%	-	0.0%
Religion	Christian	21.8%	24.5%	2.7%	47.3%	40.6%
	Buddhist	0.0%	0.0%	0.0%	0.3%	0.0%
	Hindu	3.6%	3.6%	0.0%	3.8%	1.0%
	Jewish	0.2%	0.0%	-0.2%	0.0%	0.0%
	Muslim	4.5%	4.4%	-0.1%	4.4%	1.0%
	Sikh	8.1%	8.4%	0.3%	11.9%	4.0%
	Other	3.6%	1.1%	-2.5%	1.3%	1.0%
	No Religion	4.1%	5.2%	1.1%	25.7%	5.9%
Not Recorded	54.1%	52.7%	-1.4%	5.4%	46.5%	



EDI KPI Measure

All Assessments completed on CareFirst with protected characteristics breakdown compared to 18+ population within Wolverhampton (Census 2021)

The majority of all assessments completed in Q1 2023-24 were for:

Age: Adults aged 65+ (66%)
Compared to 21.4% of the 2021 population

Disability: Adults with a disability (85.1%).

Sex: Female adults (58%).
Marginally higher than the 2021 population (51.6%).

Ethnicity: Adults of White ethnicity (69.3%)
Marginally higher than the 2021 population (64.5%).

10.9% were of Asian or Asian British ethnicity. This is significantly lower than the population proportion (20.7%).

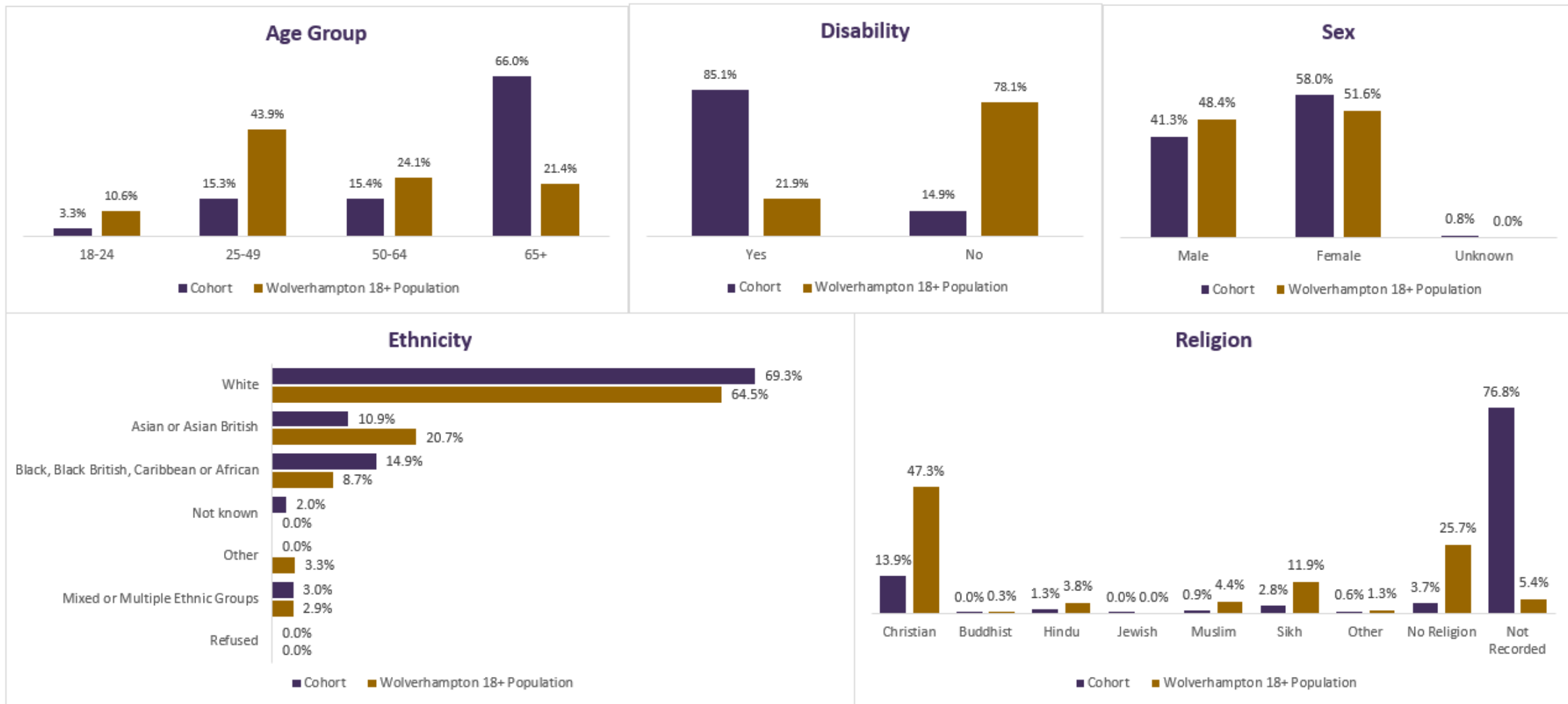
14.9% were of Black, Black British, Caribbean or African ethnicity. This is significantly higher than the population proportion (8.7%)

Religion: Inconclusive – there are a significant number of records where religion or belief has not been recorded (76.8%).

Indicator	Group	Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Census 2021 - population
Age	18-24	3.8%	3.3%	-0.5%	10.6%
	25-49	17.5%	15.3%	-2.2%	43.9%
	50-64	19.2%	15.4%	-3.8%	24.1%
	65+	57.8%	66.0%	8.2%	21.4%
	Not Recorded	1.6%	0.0%	-1.6%	-
Disability	Yes	21.9%	85.1%	63.2%	21.9%
	No	77.3%	14.9%	-62.4%	78.1%
Sex	Male	39.8%	41.3%	1.5%	48.4%
	Female	57.5%	58.0%	0.5%	51.6%
	Unknown	2.7%	0.8%	-1.9%	-
Ethnicity Group	White	51.5%	69.3%	17.8%	64.5%
	Mixed or Multiple Ethnic Groups	1.1%	3.0%	1.9%	2.9%
	Asian or Asian British	10.0%	10.9%	0.9%	20.7%
	Black, Black British, Caribbean or African	6.8%	14.9%	8.1%	8.7%
	Other	1.1%	0.0%	-1.1%	3.3%
	Not known	29.3%	2.0%	-27.3%	-
	Refused	0.3%	0.0%	-0.3%	-
Religion	Christian	10.1%	13.9%	3.9%	47.3%
	Buddhist	0.0%	0.0%	0.0%	0.3%
	Hindu	1.1%	1.3%	0.2%	3.8%
	Jewish	0.0%	0.0%	0.0%	0.0%
	Muslim	0.7%	0.9%	0.2%	4.4%
	Sikh	2.5%	2.8%	0.3%	11.9%
	Other	2.1%	0.6%	-1.5%	1.3%
	No Religion	3.1%	3.7%	0.6%	25.7%
Not Recorded	80.2%	76.8%	-3.3%	5.4%	

EDI KPI Measure

All Assessments completed on CareFirst with protected characteristics breakdown compared to 18+ population within Wolverhampton (Census 2021)



EDI KPI Measure

Mental Health Team 'All' Assessments protected characteristics breakdown compared to 18+ population within Wolverhampton (Census 2021)

The majority of all MH assessments completed in Q1 2023-24 were for:

Age: Adults aged 25 to 49, with those aged 50 to 64 also being high. The percentages are marginally higher than the 2021 population.

Disability: Adults who did not have a disability (65.3%). Although those having a disability (34.7%) is high compared to the 2021 disabled population.

Sex: More males than females, a marginally higher percentage of males than the 2021 population.

Ethnicity: Adults of White ethnicity (49.9%). However records indicate a significantly lower proportion compared to the 2021 population.

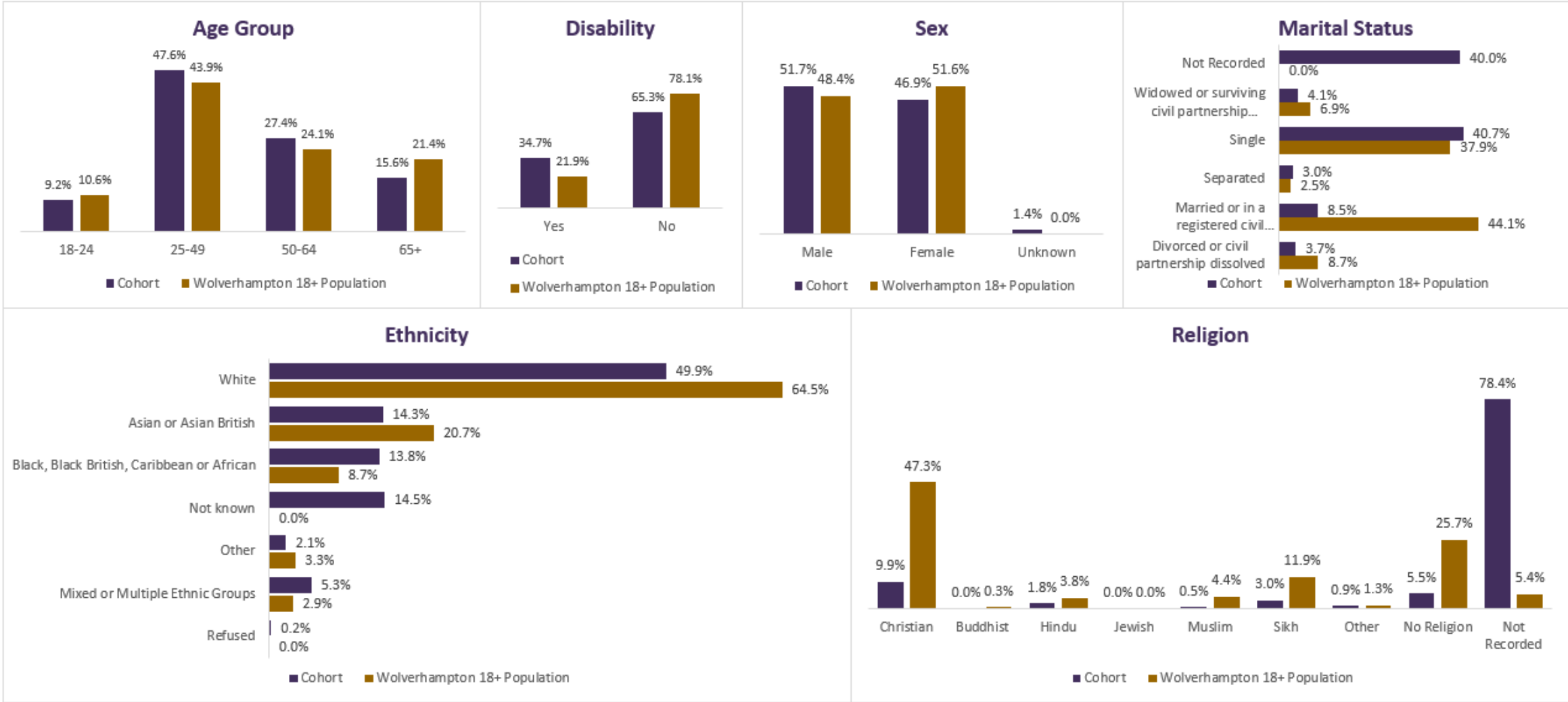
14.3% of adults were of Asian or Asian British ethnicity. This is lower than the population proportion (20.7%).

13.8% of adults were of Black, Black British, Caribbean or African ethnicity. This is higher than the population proportion (8.7%)

Religion: Inconclusive – there are a significant number of records where religion or belief has not been recorded (78.4%).

Marital Status: Single Adults (40.7%). Adults married or in a civil partnership (8.5%) was significantly lower than the 2021 population cohort (44.1%). 40% did not have a marital status recorded.

Indicator	Group	Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Census 2021 - population
Age	18-24	8.8%	9.2%	0.4%	10.6%
	25-49	42.4%	47.6%	5.2%	43.9%
	50-64	25.7%	27.4%	1.6%	24.1%
	65+	21.0%	15.6%	-5.4%	21.4%
	Not Recorded	0.7%	0.2%	-0.4%	-
Disability	Yes	34.3%	34.7%	0.4%	21.9%
	No	65.4%	65.3%	-0.1%	78.1%
Sex	Male	56.1%	51.7%	-4.4%	48.4%
	Female	42.8%	46.9%	4.1%	51.6%
	Unknown	1.1%	1.4%	0.3%	-
Ethnicity Group	White	51.3%	49.9%	-1.4%	64.5%
	Mixed or Multiple Ethnic Groups	3.7%	5.3%	1.6%	2.9%
	Asian or Asian British	9.8%	14.3%	4.5%	20.7%
	Black, Black British, Caribbean or African	14.2%	13.8%	-0.4%	8.7%
	Other	2.1%	2.1%	0.0%	3.3%
	Not known	17.5%	14.5%	-3.1%	-
	Refused	1.4%	0.2%	-1.2%	-
Religion	Christian	10.1%	9.9%	-0.2%	47.3%
	Buddhist	0.0%	0.0%	0.0%	0.3%
	Hindu	1.4%	1.8%	0.4%	3.8%
	Jewish	0.0%	0.0%	0.0%	0.0%
	Muslim	0.8%	0.5%	-0.3%	4.4%
	Sikh	2.4%	3.0%	0.6%	11.9%
	Other	2.4%	0.9%	-1.5%	1.3%
	No Religion	6.2%	5.5%	-0.7%	25.7%
	Not Recorded	76.7%	78.4%	1.7%	5.4%
Marital Status	Divorced or civil partnership dissolved	2.3%	3.7%	1.4%	8.7%
	Married or in a registered civil partnership	9.2%	8.5%	-0.6%	44.1%
	Separated	2.7%	3.0%	0.3%	2.5%
	Single	37.3%	40.7%	3.4%	37.9%
	Widowed or surviving civil partnership partner	3.2%	4.1%	1.0%	6.9%
	Not Recorded	45.4%	40.0%	-5.4%	-



EDI KPI Measure

Monitor the number of adults formally assessed and detained under the Mental Health Act – broken down by PC's

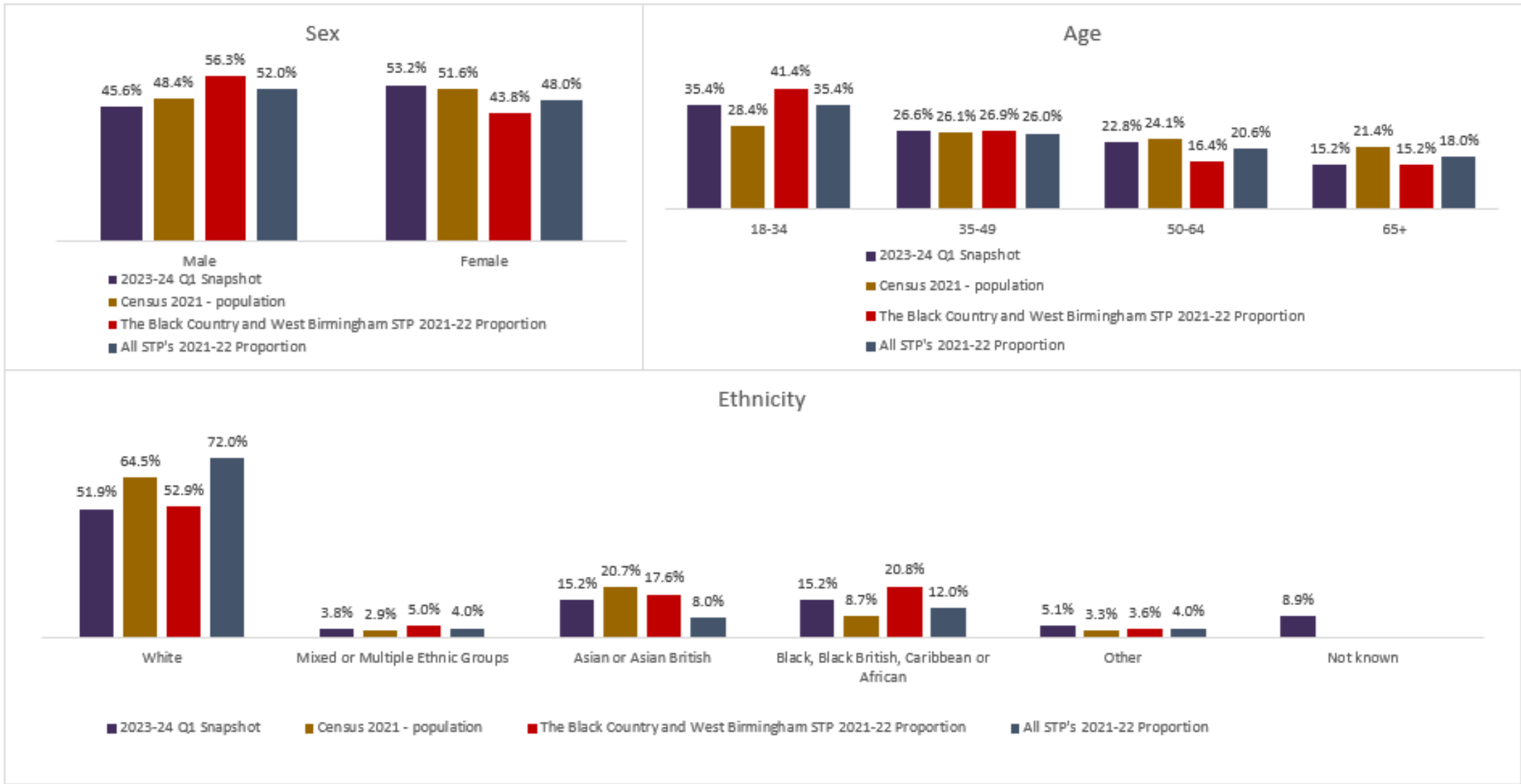
Indicator	Group	All MH A.M.P.H Assessments			A.M.P.H Assessments - Detained				Detention Data			
		Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Census 2021 - population	The Black Country and West Birmingham STP 2021-22 Proportion	The Black Country and West Birmingham STP 2021-22 Per 100,000 population	All STP's 2021-22 Proportion	All STP's 2021-22 Per 100,000 population
Age	18-34	32.4%	33.8%	1.5%	30.0%	35.4%	5.5%	28.4%	41.4%	169.0	35.4%	144.2
	35-49	28.1%	26.3%	-1.8%	25.3%	26.6%	1.3%	26.1%	26.9%	130.0	26.0%	120.0
	50-64	19.3%	26.3%	7.0%	21.5%	22.8%	1.3%	24.1%	16.4%	87.0	20.6%	95.1
	65+	16.7%	13.5%	-3.1%	20.7%	15.2%	-5.5%	21.4%	15.2%	87.0	18.0%	86.3
	Not Recorded	1.0%	0.0%	-1.0%	1.3%	0.0%	-1.3%	-	-	-	-	-
Disability	Yes	18.6%	21.1%	2.5%	22.4%	26.6%	4.2%	21.9%	-	-	-	-
	No	81.0%	78.9%	-2.1%	76.8%	73.4%	-3.4%	78.1%	-	-	-	-
Sex	Male	55.2%	48.9%	-6.4%	51.5%	45.6%	-5.9%	48.4%	56.3%	105	52.0%	94
	Female	42.9%	50.4%	7.5%	47.3%	53.2%	5.9%	51.6%	43.8%	80	48.0%	86
	Unknown	1.9%	0.8%	-1.2%	1.3%	1.3%	0.0%	-	-	-	-	-
Ethnicity Group	White	51.9%	54.1%	2.2%	63.1%	51.9%	-11.2%	64.5%	52.9%	64	72.0%	74
	Mixed or Multiple Ethnic Groups	5.7%	4.5%	-1.2%	6.4%	3.8%	-2.6%	2.9%	5.0%	99	4.0%	13
	Asian or Asian British	10.2%	16.5%	6.3%	7.8%	15.2%	7.4%	20.7%	17.6%	64	8.0%	102
	Black, Black British, Caribbean or African	13.6%	14.3%	0.7%	11.4%	15.2%	3.8%	8.7%	20.8%	258	12.0%	307
	Other	3.1%	4.5%	1.4%	1.4%	5.1%	3.6%	3.3%	3.6%	200	4.0%	197
	Not known	5.2%	6.0%	0.8%	9.2%	8.9%	-0.4%	-	-	-	-	-
	Refused	1.7%	0.0%	-1.7%	0.7%	0.0%	-0.7%	-	-	-	-	-
Religion	Christian	5.7%	6.8%	1.1%	4.6%	7.6%	3.0%	47.3%	-	-	-	-
	Buddhist	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	-	-	-	-
	Hindu	0.5%	1.5%	1.0%	0.4%	2.5%	2.1%	3.8%	-	-	-	-
	Jewish	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-
	Muslim	1.4%	0.8%	-0.7%	1.7%	0.0%	-1.7%	4.4%	-	-	-	-
	Sikh	1.9%	1.5%	-0.4%	1.7%	1.3%	-0.4%	11.9%	-	-	-	-
	Other	0.7%	0.0%	-0.7%	1.3%	0.0%	-1.3%	1.3%	-	-	-	-
	No Religion	6.2%	4.5%	-1.7%	6.3%	6.3%	0.0%	25.7%	-	-	-	-
	Not Recorded	82.6%	85.0%	2.3%	84.0%	82.3%	-1.7%	5.4%	-	-	-	-
Marital Status	Divorced or civil partnership dissolved	3.1%	4.5%	1.4%	3.0%	1.3%	-1.7%	8.7%	-	-	-	-
	Married or in a registered civil partnership	12.6%	11.3%	-1.3%	13.9%	11.4%	-2.5%	44.1%	-	-	-	-
	Separated	4.3%	4.5%	0.2%	3.8%	6.3%	2.5%	2.5%	-	-	-	-
	Single	59.5%	60.2%	0.6%	59.9%	60.8%	0.8%	37.9%	-	-	-	-
	Widowed or surviving civil partnership partner	4.1%	8.3%	4.2%	4.6%	12.7%	8.0%	6.9%	-	-	-	-
	Not Recorded	16.4%	11.3%	-5.2%	14.8%	7.6%	-7.2%	-	-	-	-	-

The majority of adults formally assessed and detained under the Mental Health Act in Q1 2023-24 were:

- Age:** Adults aged 18 to 34, with the cohort being marginally higher than the 2021 population cohort
The proportion of adults aged 35 to 49 and 50 to 64 that were assessed and detained was consistent with the 2021 population proportions.
- Disability:** Adults who did not have a disability, in line with the 2021 population breakdown.
- Sex:** More females than males, in line with the 2021 population breakdown.
- Ethnicity:** Adults of White ethnicity, 54.1% for those assessed and 51.9% for those detained. This is a lower proportion compared to the 2021 population (65.4%).
- 16.5% of adults assessed were of Asian or Asian British ethnicity, with 15.2% detained being of the same ethnic origin. This is lower than the population proportion (20.7%).
- 14.3% of adults were of Black, Black British, Caribbean or African ethnicity, with 15.2% detained being of the same ethnic origin. This is significantly higher than the population proportion (8.7%).
- Religion:** Inconclusive – there are a significant number of records where religion or belief has not been recorded.
- Marital Status:** Single Adults (60.2% assessed and 60.8% detained).
37.9% of the 2021 population aged 18 years and over are single.
Adults married or in a civil partnership (11.3% assessed and 11.4% detained) was significantly lower than the 2021 population cohort (44.1%).

EDI KPI Measure

Monitor the number of adults formally assessed and detained under the Mental Health Act – broken down by PC's



EDI KPI Measure

Safeguarding referrals protected characteristics breakdown compared to 18+ population within Wolverhampton (Census 2021)

The majority of Safeguarding referrals completed in Q1 2023-24 were for:

Age: Adults aged 65+ (51.8%)
Compared to 21.4% of the 2021 population

Disability: Adults who did not have a disability (77.2%). This is fairly in line with the 2021 population breakdown.

Sex: More females than males, a marginally higher percentage of females than the 2021 population.

Ethnicity: Adults of White ethnicity (60.5%). A marginally lower proportion compared to the 2021 population.

8.5% of adults were of Asian or Asian British ethnicity. This is significantly lower than the population proportion (20.7%).

6.3% of adults were of Black, Black British, Caribbean or African ethnicity. This is lower than the population proportion (8.7%)

Religion: Just over half of the safeguarding referrals did not have a religion or belief recorded, this has improved significantly from starting point where 83.3% were not recorded. Christian is the highest proportion.

Indicator	Group	Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Census 2021 - population
Age	18-24	6.9%	6.2%	-0.7%	10.6%
	25-49	23.3%	23.2%	-0.1%	43.9%
	50-64	17.6%	16.0%	-1.6%	24.1%
	65+	49.5%	51.8%	2.3%	21.4%
	Not Recorded	1.0%	2.8%	1.8%	-
Disability	Yes	20.5%	22.8%	2.3%	21.9%
	No	79.4%	77.2%	-2.2%	78.1%
Gender	Male	41.2%	36.3%	-4.9%	48.4%
	Female	55.1%	58.6%	3.5%	51.6%
	Unknown	3.6%	5.1%	1.5%	-
Ethnicity Group	White	49.8%	60.5%	10.7%	64.5%
	Mixed or Multiple Ethnic Groups	1.8%	1.3%	-0.5%	2.9%
	Asian or Asian British	7.5%	8.5%	1.0%	20.7%
	Black, Black British, Caribbean or African	5.6%	6.3%	0.7%	8.7%
	Other	1.4%	1.2%	-0.2%	3.3%
	Not known	33.5%	21.4%	-12.1%	-
	Refused	0.5%	0.9%	0.4%	-
Religion	Christian	8.1%	24.1%	16.0%	47.3%
	Buddhist	0.0%	0.0%	0.0%	0.3%
	Hindu	0.7%	3.5%	2.8%	3.8%
	Jewish	0.0%	0.0%	0.0%	0.0%
	Muslim	0.3%	1.5%	1.2%	4.4%
	Sikh	2.2%	8.7%	6.5%	11.9%
	Other	1.9%	0.7%	-1.2%	1.3%
	No Religion	3.5%	9.2%	5.7%	25.7%
Not Recorded	83.3%	52.2%	-31.1%	5.4%	

