

Share.

a centre of excellence
in psychotherapy

Sheffield 
Primary Care Trust

Equality Impact Assessment

Data Collected 28th April 2010

Appendix 2

Full equalities impact assessment

Directorate: ? - not sure what this is

Service: **The Commissioned Services of Share Psychotherapy**

Piece of work being assessed: **Share Client Statistics from 1st April 2009 to 31st March 2010**

Name of lead person: **Pam Johnson - Office Manager**

Other partners/stakeholders involved: **None**

Date of assessment: **28th April 2010**

Single Equality Scheme strand	Baseline data and research – What is available? What does it show? Are there any gaps? Use both quantitative and qualitative research and user data Include consultation with users if available	Is there likely to be a differential impact? If 'yes', is that impact direct or indirect discrimination?
Gender	As an organisation we have policies in place to ensure we employ people from both genders, and our clients are treated similarly. This year we have seen an increase in males contacting our organisation. For example in 2008/09 29.5% of those contacting us were male as apposed to the increased figure of 36/5% for 2009-10.	No
Race	As an organisation we have policies in place to ensure we employ people from any ethnic background. There is no bar to our service to any ethnic group. However, our service is predominantly used by White British. In 2009-10 out of 189 clients contacting us during this year, only 76 clients returned their Equal Opportunities Monitoring form. Of those 76 82.5% were White British and 17.5% were from other backgrounds. We have seen a small increase in Asian women contacting and using our service.	As an organisation we do not actively advertise our service (other than our website) as we are to capacity in our activity levels. However, we are looking at making contact with Ethnic support groups across the city to make sure our service is promoted in their agencies.

Disability	As an organisation we have policies in place to ensure there is no discrimination because of disability. There is no bar to our service for anyone with disabilities. However, our building is listed so that we are unable to make outside structural changes, but we would make arrangements to see clients who are wheelchair dependent in another place.	Yes, clients who are wheelchair dependent would be seen in another location. We currently have a blind therapist volunteering for us which has helped us to look at the provision we have in place to meet their needs.
Sexual orientation	As an organisation we have policies in place to ensure there is no discrimination because of sexual orientation. There is no bar to our service because of a client's sexual orientation.	No
Age	As an organisation we have policies in place to ensure we employ people of all ages and our clients are treated similarly.	Yes, we cannot work with children under 14 as our therapists are not trained for this and it is not part of our organisation's remit.
Religion/belief	Although, 30+ years ago Share was set up by a group of Christians offering psychotherapy, we have no discrimination against people from other faiths as long as they have, or are working towards, a professional qualification in psychotherapy. A person's belief or religion. Does not bar them from our service.	No

Equalities Impact Assessment Action Plan

Strand	Issue	Action required	How will you measure the impact/outcome?	Timescale	Lead
Gender	We are happy that in 2009-10 our statistics showed a more even balance in male to female ratios.	None - but we will continue to monitor these figures	Using the client records for 2010-11 and the Equal Opportunities record for each quarter.	This cannot be done until late April 2011 when all the client records for the 2010-11 year are completed.	Pam Johnson Office Manager
Race	Within our paid staff and volunteer therapists we have a reasonable ethnic mix. However, it is clear from our 2009-10 Equal Opportunity statistics that our service is predominantly used by White British.	Look at ways of making our service known to ethnic minority groups across the city, which can begin now.	Using the client records for 2010-11 and the Equal Opportunities record for each quarter.	This cannot be done until late April 2011 when all the client records for the 2010-11 year are completed.	Pam Johnson Office Manager
Disability	<p>Within our paid staff and volunteer therapists we have people with varying physical disabilities.</p> <p>As said before our building is listed and we are not allowed to make the structural changes to permit wheelchair users access to the building.</p>	We are aware of this and will make arrangements to see wheelchair user clients off the site.	Using the client records for 2010-11 and the Equal Opportunities record for each quarter.	This cannot be done until late April 2011 when all the client records for the 2010-11 year are completed.	Pam Johnson Office Manager

<p>Sexual orientation</p>	<p>We only began monitoring sexual orientation in October 2009, so we only have 2 quarters information for this area.</p> <p>75 clients contacted us from 1st October 2009 to 31st March 2010. Of those 38 returning their Equal Opportunities Monitoring form: 32 ticked to say there were heterosexual, 3 were gay, 1 was bisexual and 2 preferred not to say.</p>	<p>Continue monitoring these levels, although we see no way to actively affect the outcome.</p>	<p>Using the client records for 2010-11 and the Equal Opportunities record for each quarter</p>	<p>This cannot be done until late April 2011 when all the client records for the 2010-11 year are completed.</p>	<p>Pam Johnson Office Manager</p>
<p>Age</p>	<p>As an organisation we have no discrimination on age other than we are not able to see clients under the age of 14 due to the need for training to see children/young people. In 2009-10 we saw an eclectic range of ages from 18 through to 65. The highest percentage were in the following age groups: Out of 86 clients for whom we have a date of birth;- Under 16yrs = 0% 16-19yrs = 2.5% 20-24yrs = 13% 25-29yrs = 14% 30-34yrs = 13% 35-39yrs = 19% 40-44yrs = 15% 45-49yrs = 6% 50-54yrs = 2.5% 55-59 yrs = 6% 60-64yrs = 8% 65+yrs = 1%</p>	<p>None - but we will continue to monitor these figures</p>	<p>Using the client records for 2010-11 and the Equal Opportunities record for each quarter.</p>	<p>This cannot be done until late April 2011 when all the client records for the 2010-11 year are completed.</p>	<p>Pam Johnson Office Manager</p>

<p>Religion /belief</p>	<p>The figures below are taken from our 2009-10 Equal Opportunities Monitoring data. Following the country wide statistics the predominance for Share clients is for people to have no religion. No religion = 60% Christian = 21% Buddhist = 1% Agnostic = 6% Preferred not to say = 6% Any other religion / belief = 6% We do not seek clients from any particular religion/belief, and some ethnic groups do not approve/allow psychotherapy, so having an impact in changing these levels will be difficult.</p>	<p>Look at ways of reaching minority religion/belief groups to promote our service across the city, which can begin now.</p>	<p>Using the client records for 2010-11 and the Equal Opportunities record for each quarter.</p>	<p>This cannot be done until late April 2011 when all the client records for the 2010-11 year are completed.</p>	<p>Pam Johnson Office Manager</p>
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