

Slough Borough Council Annual Equality & Diversity Report

**(Incorporating Equality Objectives Update and 2019 Gender Pay Gap Report
and Action Plan)**

2020

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1. Introduction and Local Demographics

Local Authorities are required, in accordance with Section 149 (1) of the Equality Act 2010, to publish data which demonstrates their compliance with the Public Sector Equality Duty. Slough Borough Council strives to embed equality considerations into all its services and employment practices. This report updates the information published in 2019. It sets out the currently available equality data relating to Slough Borough Council's employees and updates progress made in equal opportunities for both service users and employees over the past 12 months. The 2019 gender pay gap report is also incorporated into this report, together with an update on progress with the gender pay gap action plan.

Slough Demographics

Throughout 2019, Slough Borough Council continued to analyse and make use of demographic and other statistical information on the make-up and life experiences of our residents. This data comes largely from the 2011 Census, but also from other primary data sets (ONS population estimates and research, employment statistics, benefit claimants, crime statistics etc.)¹

Age and Gender

In 2018, Slough had an estimated population of 149,112. Gender is split almost evenly between men and women, with very slightly more males than females. Slough's population is significantly younger than the national average, with a median age of 34.8 years (compared to 40.1 years for England as a whole) and a distinctive working age cohort.

In 2018 9.96% of Slough's population were estimated to be over the age of 65. This is estimated to grow to 15.94% by 2041.

¹ The population, ethnicity and nationality estimates quoted above and on the following pages are taken from ONS research which updates 2011 Census figures see <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/methodologies/researchreportonpopulationestimatesbycharacteristics>

Slough - mid-2018 - 5 year age groups						
Age	Numbers			Percentage		
	Males	Females	All	Males	Females	All
0 to 4	6,649	6,178	12,827	4.5%	4.1%	8.6%
5 to 9	6,572	6,455	13,027	4.4%	4.3%	8.7%
10 to 14	5,753	5,556	11,309	3.9%	3.7%	7.6%
15 to 19	4,456	4,158	8,614	3.0%	2.8%	5.8%
20 to 24	4,203	3,706	7,909	2.8%	2.5%	5.3%
25 to 29	4,662	4,630	9,292	3.1%	3.1%	6.2%
30 to 34	5,737	6,476	12,213	3.8%	4.3%	8.2%
35 to 39	7,223	7,171	14,394	4.8%	4.8%	9.7%
40 to 44	6,462	5,559	12,021	4.3%	3.7%	8.1%
45 to 49	5,333	4,815	10,148	3.6%	3.2%	6.8%
50 to 54	4,507	4,308	8,815	3.0%	2.9%	5.9%
55 to 59	3,764	3,744	7,508	2.5%	2.5%	5.0%
60 to 64	3,120	3,059	6,179	2.1%	2.1%	4.1%
65 to 69	2,479	2,367	4,846	1.7%	1.6%	3.2%
70 to 74	1,566	1,854	3,420	1.1%	1.2%	2.3%
75 to 79	1,263	1,415	2,678	0.8%	0.9%	1.8%
80 to 84	840	1,129	1,969	0.6%	0.8%	1.3%
85 to 89	462	783	1,245	0.3%	0.5%	0.8%
90+	220	478	698	0.1%	0.3%	0.5%
Total	75,271	73,841	149,112			

Ethnicity and Nationality

Slough is one of the most ethnically diverse towns in the UK. The last comprehensive national survey of ethnicity remains the 2011 Census. However, it is likely that there have been significant changes in Slough's ethnic profile in the period since 2011. In a research report of 2016, the ONS estimated the following ethnicity profile for Slough residents:

White British:	29.25% (43,000)
White Other:	13.61% (20,000)
Mixed Race:	2.04% (3,000);
Asian/Asian British:	43.53% (64,000)
Black/Black British:	9.52% (14,000)
Other:	2.04% (3,000)

In the same research, the ONS estimated that approximately 86,000 (58.5%) of Slough residents were born in the UK and 61,000 (41.5%) were non-UK born.

112,000 (76.2%) were estimated to be British nationals and 35,000 (23.8%) non-British nationals.

By comparison, across the UK approximately 79.97% were estimated to be White British; 6.35% White Other; 1.62% Mixed Race; 7.20% Asian; 3.15% Black; and 1.72% Other.

Thousands											
Area Name	Total	White British	All Other White	Mixed	Asian	Black	Other	UK Born	Non-UK Born	British	Non-British
Slough	147	43	20	3	64	14	3	86	61	112	35

Languages

A key consideration for the planning and delivery of local public services is the wide range of languages spoken in Slough. The 2019 school census recorded around 150 languages and dialects spoken in Slough schools. After English, the most popular languages spoken are Urdu, Punjabi and Polish. Whilst many households have at least one member who speaks English as a main language, the 2011 Census revealed that 15.5% of households do not include anyone for whom English is the main language.

Religion and belief

The majority of Slough residents follow a religion, with the town having one of the lowest recordings nationally of people declaring “no religion” in the 2011 Census. Slough has the largest proportion of Sikh residents in the country (at 10.6%). Nearly one quarter of residents are Muslim (23.3%). 41.2% of residents are Christian.

	2001	2011
Christian (%)	53.7	41.2
Buddhist (%)	0.2	0.5
Hindu (%)	4.5	6.2
Jewish (%)	0.1	0.1
Muslim (%)	13.4	23.3
Sikh (%)	9.1	10.6
Any other religion (%)	0.3	0.3
No religion (%)	11	12.1
Religion not stated (%)	7.7	5.7

Source: [2011 Census](#)

Disability

In the 2011 Census, 9,322 residents between the ages of 16-64 reported living with a physical disability. Over 1,350 people were reported to be living with a severe mental health problem. There are an estimated 2,590 people living with sight loss in Slough. 290 people are living with severe sight loss (blindness). 2,696 adults under the age of 65 live with a moderate to severe hearing impairments (more have a profound impairment). Hearing impairments in younger adults in Slough is expected to increase by 20% over the next ten years. Also, 4.07% of over 65s have been recorded by their GPs as living with dementia.

Detailed information about the health profile of Slough can be found in the Joint Strategic Needs Assessment:

<http://www.slough.gov.uk/council/joint-strategic-needs-assessment/jsna-summary-and-why-we-need-it.aspx>

Sexual Orientation and Gender Reassignment

There is no accurate information on the number of Lesbian, Gay, Bisexual, or Transgender (LGBT) people in Slough. Several estimates for the nationwide percentage of lesbian, gay and bisexual individuals exist, with the Office for National Statistics placing it at 2.0% in 2016, while the LGBT Foundation places it at 5-7%. Similarly, while the number of transgender and non-binary individuals in Slough remains unclear, the LGBT foundation estimates that 300,000 people in the UK are transgender. The ONS has concluded that there is a need for greater information about LGBT individuals, and is currently consulting on how best to generate this data.

2 Equality Objectives

In accordance with the Public Sector Equality Duty, the council is required to set equality objectives at least every four years. The current objectives were set in 2017 and relate to our workforce, data collection, service delivery (with a specific focus on education, public health and housing), and community cohesion.

In 2020 we will be reviewing these to ensure they remain focused on the most important areas for our workforce and residents.

Workforce:

Equality Objective: "Slough Borough Council will have a representative and inclusive workforce"

We will:

- Improve recruitment processes to make them more accessible and attractive to disabled applicants.
- Promote agile and flexible working practices for all.
- Grow and develop talent from within the organisation.
- Develop a well-trained workforce of staff and managers at all levels, which understand and promote dignity at work for all.
- Promote SBC as a supportive workplace for LGBT staff (through the development of staff- networking groups, awareness –raising articles and staff training and engagement).

Some highlights:

- All council buildings are fully compliant under the Equality Act 2010. Dedicated disabled toilets and parking are available for disabled staff.
- Buildings Management has worked extensively with staff, including the LGBT+ Allies Network and Employees with Disabilities Forum to ensure that council offices offer an inclusive working environment. This includes providing a working environment that supports colleagues with disabilities and the provision of several gender neutral toilet facilities.
- SBC has *Disability Confident Employer* status. We are committed to supporting colleagues who have a disability and actively encourage candidates with disabilities to apply for positions.
- There is an active *Employees with Disabilities Forum*, which meets regularly to support staff with disabilities and provides consultative advice to HR and service managers on a wide range of disability – related issues. Most recently it has assisted with consultation on new HR policy review and development, including Sickness Absence and Leave, and the move to our new corporate head office.

- Comprehensive Human Resources policies are in place to support all staff, including a *Dignity at Work Policy* (focusing on tackling discrimination, harassment and bullying etc.) as well as a suite of family-friendly policies. The *Smart Working Policy* is in place to support managers and staff in working differently. This is designed to enable us to transform the ways we deliver services; however has clear benefits to staff in improving well-being and work-life balance. The council is also in the process of revising policies around Leave, including further support to staff with caring responsibilities including foster carers, and those who volunteer.
- There is a dedicated 24 hr Employee Assistance Programme, which offers independent, confidential advice on a wide range of issues including bullying and harassment.
- 2019 continued the work of the Employee Engagement Forum, which meets regularly to share ideas on how to improve communication between staff and senior leaders and carry out activities to improve employee engagement. In September 2019 the council held its fifth all Staff Conference, committed to supporting a diverse, inclusive and talented workforce.
- The council continues to focus on internal recruitment in the first instance. All posts are advertised internally for a 2 week period before being externally advertised.
- 2019 saw the second year of the Slough Academy, which aims to grow our own talent through continuous professional development. Diversity and inclusion are key themes of the new apprenticeship reforms and aim to widen participation from all backgrounds and all ages, breaking down barriers and occupational segregation (a significant factor in the gender pay gap).
- In 2019 we strengthened our partnership with Stonewall, the leading LGBT+ charity. We are a member of their Diversity Champions Programme. We also submitted evidence as part of the Stonewall Workplace Equality Index and will be reviewing actions to improve LGBT + inclusion throughout 2020.
- Throughout 2019 we have worked with Stonewall to review HR policies to ensure they are LGBT+ inclusive. We have also developed a new policy to support Trans Staff.
- We continue to work on gender equality via the gender pay gap action plan, which has been refreshed this year. The *SBC Women's Network* was established in 2019 and is open to all female employees, at all levels of the council. Network seeks to inform the development of council policy and procedures relating to the working lives of female staff and enable them to come to together, share experiences, opportunities and knowledge, offer mutual support and discuss issues that are important to them .Key themes

for the first year are organisational values and behaviours, career progression, culture and policy review.

- Articles around diversity and inclusion feature regularly in the council's internal staff magazine, *Grapevine*.
- Equality and Diversity e-learning is mandatory for all employees as part of the corporate learning requirements. In 2020, a new management training programme will be rolled out, with diversity and inclusion embedded into key themes such as recruitment and working environments. A new e-learning course on Transgender awareness was made available in 2019.
- Based in the People Service, the diversity and inclusion manager provides expert advice and training support as required.

Workforce Profile:

The council monitors the profile of its existing and potential workforce. The Corporate Management Team reviews diversity statistics on a quarterly basis. Full details of the workforce, as of 31 December 2019, can be found in Appendix A. All equalities monitoring is voluntary and there are areas where data is incomplete. The diversity profile of applicants is only available when the applicant has voluntarily supplied the information, and only for directly recruited positions, not those recruited through an agency or other third party. All diversity information is separated from the application form during the application process and is only used for statistical analysis.

Salaries by gender are shown by both Full Time Equivalent and Actual. Senior Management Levels (SML) incorporates the most senior management levels in the council, including the Chief Executive, Directors and Service Leads. Full details of pay grades can be found at <http://www.slough.gov.uk/jobs/pay-scales-and-grades.aspx>

Key Points:

- Total headcount as of 31 December 2019 was 1260.
- 36 % of the workforce is from a Black, Asian or Minority Ethnic (BAME) background with around 25% of staff being of Asian or Asian British ethnicity (the largest ethnic group after White/White British). 20% of staff have not declared an ethnicity. We are actively encouraging staff to complete their diversity profiles on our confidential, self –service HR system.
- The council employs more women than men (64.5% to 35.5%). This follows a long-standing national trend in local government and there has been very little change in this proportion over the past few years.

- 55% of staff are aged between 41 years and 60 years. Around 13% of staff is aged less than 30 years.
- Women are proportionally represented in most salary bands (Full Time Equivalent). There are more women than men in all salary bands up to £69,999. However, men outnumber women in salary bands over £70,000.
- BAME staff are consistently represented across all salary bands, although representation is slightly lower in salary ranges £40-60,000, and in the highest paid positions (£70,000 and above). It should be noted though that around 20% of staff have not declared an ethnicity.
- Women make up the vast majority (80%) of the part-time workforce.
- 7% of staff have declared a disability. However, over three quarters of staff have not stated their disability status.
- The council continues to attract more female applicants than men across most job grades. However, in 2019 there were more male applicants than female applicants for positions of pay grades Level 9 and above (£45,558 + p.a)
- The council continues to attract applicants from a range of ethnic groups, with a significant number of applicants declaring a BAME background.
- Almost twice as many women joined the council in 2019 as men.
- 85 new starters in 2019 who declared an ethnicity were from a BAME background (25%),

Data Collection:

Equality Objective: “Slough Borough Council will improve equality of opportunity through fair and evidence-based decision-making”

We will:

- Improve the collection and use of quantitative and qualitative information available on the impact of major decisions on different equality groups.
- Ensure residents have the opportunity to have their views heard on all major decisions.
- Commit to mitigating negative impacts, wherever reasonable and proportionate.

At Slough Borough Council we believe that reliable data should be available across the organisation to enable effective decision-making, constructive challenge and service improvements. A range of monitoring data should be made available to the right people at the right time to assess our progress, including assisting in determining long-term equality objectives.

A key aim of Slough Borough Council is to collect the correct personal data from individuals in the most efficient way. This will in turn allow this information to be used to measure the impact of major decisions on different groups (and mitigate any negative impacts wherever reasonable and proportionate).

To gain access to high quality equality information, we will:

- Continue to collect equality data from:
 - Employees
 - Service applicants and users
 - Complaints
 - Surveys
 - Consultations
 - Discussion groups
 - Forums.
- Review current data collection methods (e.g. surveys) to improve coordination and consistency, which over time will provide more robust equality data.
- Ensure that equality data collection is factored into decision-making when working on major projects, particularly in relation to new systems and digital initiatives (e.g. the Slough Borough Council website).

Corporate Equalities Monitoring Form

These are the recommended corporate guidelines which are used in recruitment and selection monitoring, service monitoring and consultations, where practical and relevant to the service. The form has recently been updated to include non-binary gender classifications. Equalities information is supplied by the individual on a voluntary basis. There is no mandatory requirement to supply the data. Service areas can modify the form to collect additional information (e.g. Wider ethnic groups, languages etc.), where appropriate.

Equality Impact Assessments (EIA)

The Equality Act 2010 requires all public bodies, to pay “due regard” to the impact of policies and decisions on equality groups. Analysis should be evidence – based and reasonable and proportionate to the decision /policy considered. SBC has agreed that the best way to ensure this happens is to continue to conduct Equality Impact Assessments on all relevant new policies and whenever significant changes are being made to existing policies or services. A standard template has been implemented, a summary of which is referenced on Cabinet Reports. All public Cabinet Reports are available from www.slough.gov.uk it is recommended that EIAs are conducted:

- Before a plan is made to change or remove a service, policy or function to assess any potential impacts, positive and negative, in a proportionate way and with relevance;
- To make decisions that are justified, evidenced, relevant and identify any mitigating proposals;
- To prioritise expenditure in an efficient and fair way; and
- To have a record showing that the potential impacts have been considered and that decisions are based on evidence.

Equality Objective “Slough Borough Council will reduce inequalities in service access and outcomes”

Focus on educational achievement:

We will support schools in:

1. reducing gaps in attainment and progress for reading, writing and mathematics at Key Stage 2 between Special Educational Needs (SEN) and non SEN pupils, and between disadvantaged and non disadvantaged pupils, both within Slough and nationally.
2. reducing gaps in attainment and progress at Key Stage 4 in ‘progress 8 measures’ between SEN and non SEN pupils and between disadvantaged and non disadvantaged pupils, both within Slough and nationally.
3. reducing gaps in attainment and progress at all key stages between pupils of different ethnic backgrounds and in particular white British pupils, both within Slough and nationally.
4. in raising the attainment and progress of all pupils in achieving a ‘Good level of development’ in the Early Years Foundations Stage.

Slough schools are incredibly diverse. The following chart shows recorded ethnicity (schools census 2019).

Ethnicity of pupils as collected from Spring School Census 2019

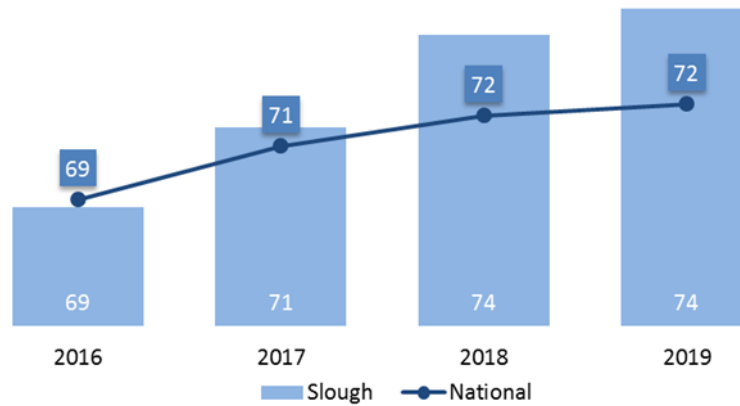
	Ethnic Background	Number	Percentage	
Asian or Asian British	Asian Heritage - Any Other	1445	4.5%	50.3%
	Asian Heritage - Bangladeshi	258	0.8%	
	Asian Heritage - Indian	6232	19.5%	
	Asian Heritage - Pakistani	8165	25.5%	
Asian or Asian British Total		16100		
Black or Black British	Black Heritage - African	1944	6.1%	7.9%
	Black Heritage - Any Other	218	0.7%	
	Black Heritage - Caribbean	359	1.1%	
Black or Black British Total		2521		
Mixed Heritage	Mixed Heritage - Any Other	1391	4.3%	9.5%
	Mixed Heritage - White & Asian	844	2.6%	
	Mixed Heritage - White & Black African	301	0.9%	
	Mixed Heritage - White & Black Caribbean	491	1.5%	
Mixed Heritage Total		3027		
Other	Chinese Heritage	43	0.1%	5.7%
	Other Heritage	1239	3.9%	
	Unclassified Heritage	539	1.7%	
Other Total		1821		
White Heritage	White Heritage - Any Other	3623	11.3%	26.7%
	White Heritage - British	4573	14.3%	
	White Heritage - Gypsy/Roma	188	0.6%	
	White Heritage - Irish	120	0.4%	
	White Heritage - Traveller of Irish Heritage	27	0.1%	
White Heritage Total		8531		
Grand Total		32000	100%	100%

Key Points:

- Girls are outperforming boys at all key stages but the gaps are greatest at KS2.
- Outcomes for disadvantaged pupils are above the national average at KS2 and KS4.
- The gap between disadvantaged and all other pupils is also lower than the national gap at KS2 and KS4
- Pupils of White British origin and White Other origin are the lowest performing ethnic groups and the Indian group are the highest performing. However, the biggest correlations for low attainment continue to be gender, disadvantage and SEND.

The Early Years Foundation Stage (EYFSP)

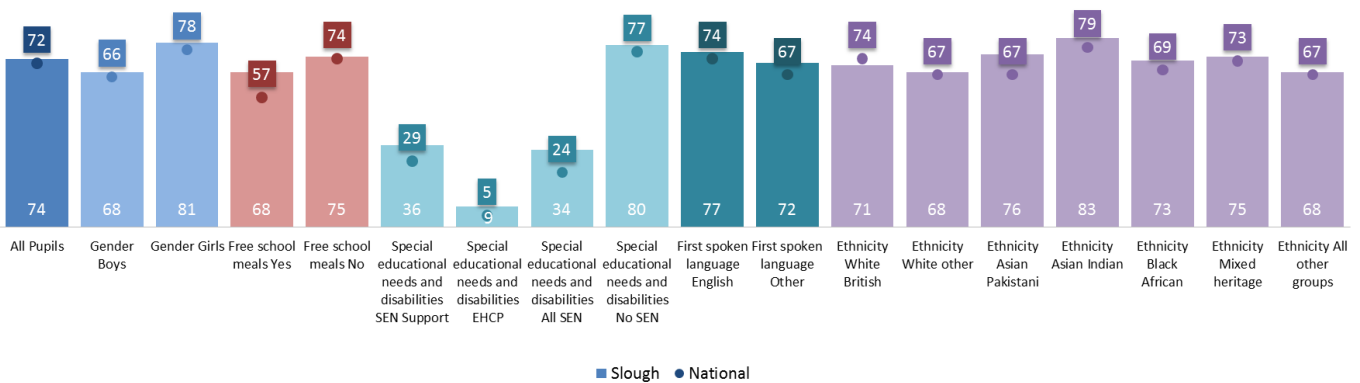
Percentage achieving a good level of development



The Early Years Foundation Stage Profile (EYFSP) is completed at the end of the reception year. A child achieves a good level of development (GLD) if they attain expected or exceeding in all of the prime early learning goals (ELG) and the ELGs in literacy and mathematics. In summer 2019 the proportion of children achieving GLD for the LA was **74%** compared to a national average of **72%**. The LA GLD has exceeded the national figure for the last two years.

Outcomes by pupil group

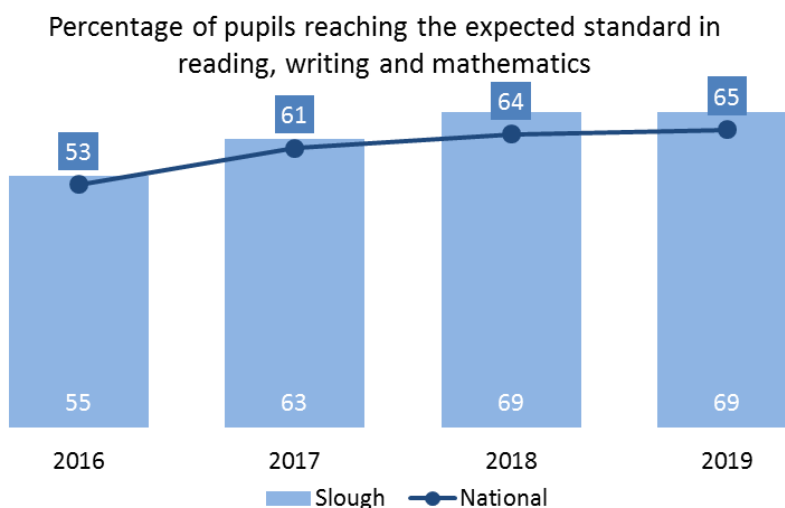
Achievement by pupil group in Slough schools in early years: 2018/19
Percentage of children achieving a good level of development at EYFSP



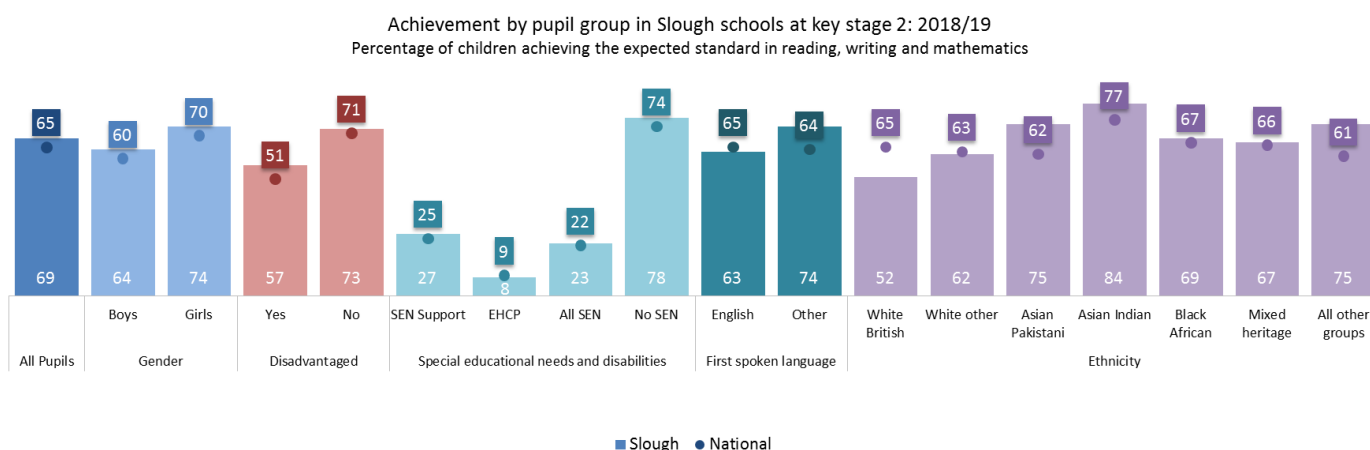
In 2019 outcomes for all pupil groups in Slough were in line with or above national average with the exception of White British pupils which were 3% below the achievement of similar pupils nationally.

Key Stage 2

Outcomes in Slough primary schools for reading, writing and mathematics at Key Stage 2 have continued to be above the national average



Outcomes by pupil group



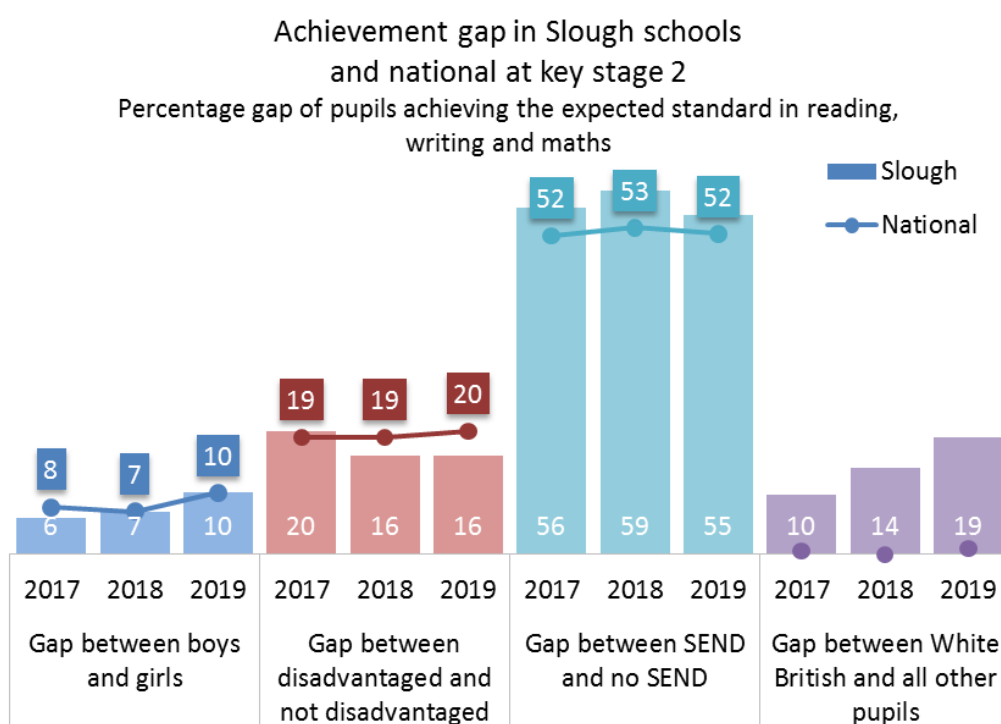
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2019 outcomes for most pupil groups, including disadvantaged pupils, in Slough were in line with or above national average.

Attainment outcomes for Asian Pakistani and Asian Indian pupils are particularly high and also significantly above the national average for similar pupils.

Outcomes for the following groups are below national average for similar pupils:

- White British pupils
- Pupils of White Other heritage



Gender Gap

The gap between boys and girls within the LA in 2019 is in line with the gap between boys and girls nationally.

Disadvantaged Gap

The gap between pupils who are disadvantaged and those who are not disadvantaged within the LA is smaller than the gap nationally. In 2017 the gap in the LA was 1% higher than the national average however this has reduced to 16% in 2018 and 2019.

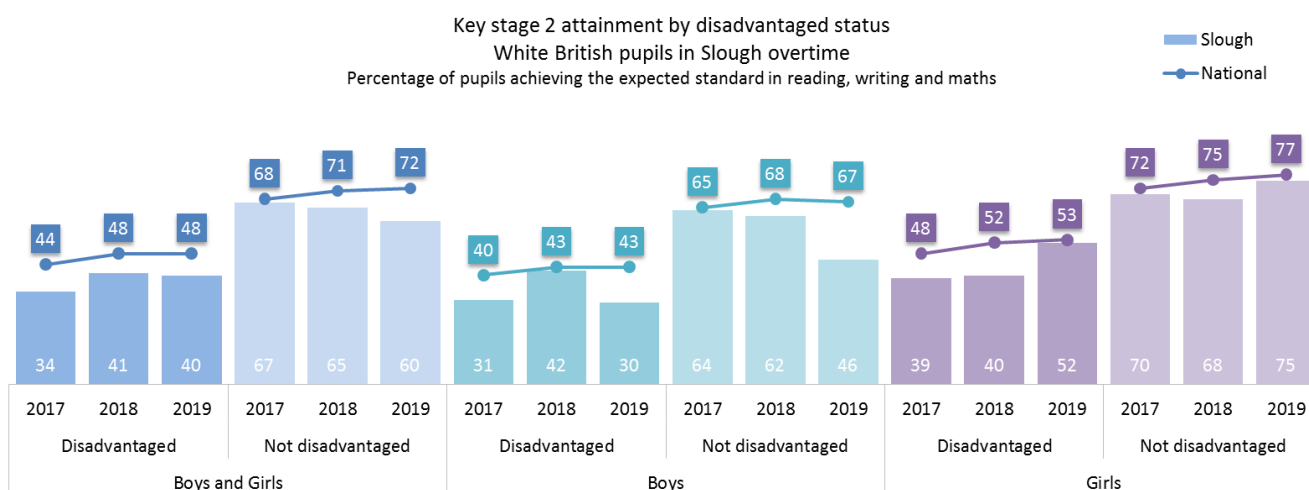
* The DfE define disadvantage as those who have been entitled to free school meals (FSM) in the last 6 years; who have been in LA care for 1 day or more; or who have left LA care for adoption, special guardianship or a child arrangement

SEND Outcomes

Pupils with special educational needs include those with SEN Support, with statements of SEND or an education, health and care (EHC) plan. Nationally and in the LA SEND children have the lowest levels of outcomes and the largest gaps to the outcomes of other children.

White British Gap

The lowest attaining ethnic group in Slough are those who are white British. Outcomes for white British pupils are below the national average for all pupils in 2019 and below the average of 65% for white British pupils nationally.



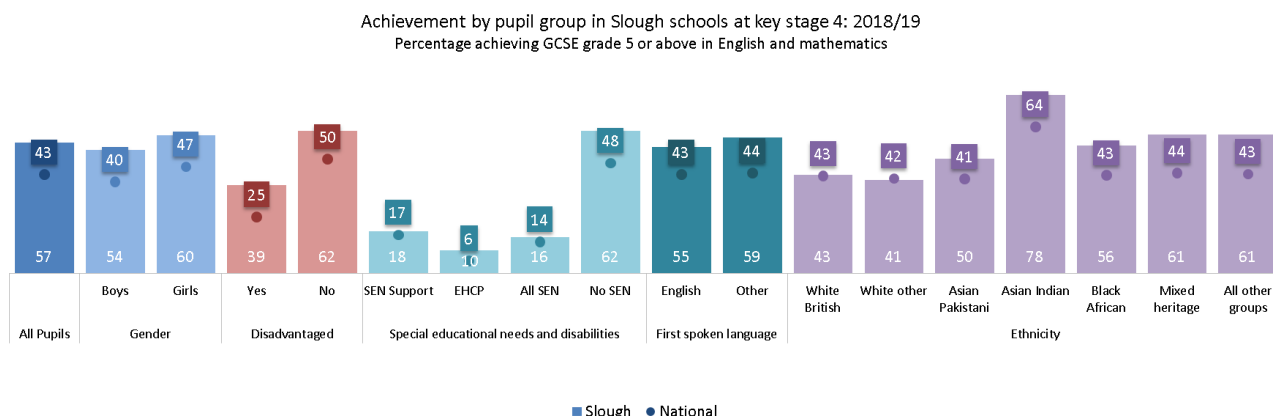
There is however a clear distinction between the outcomes for disadvantaged and not disadvantaged white British pupils in Slough.

Outcomes for disadvantaged white British pupils in Slough are well below those of similar pupils nationally, this is particularly true for boys. This suggests disadvantage and gender rather than ethnicity alone, are the biggest factors in the low attainment of white British pupils in Slough.

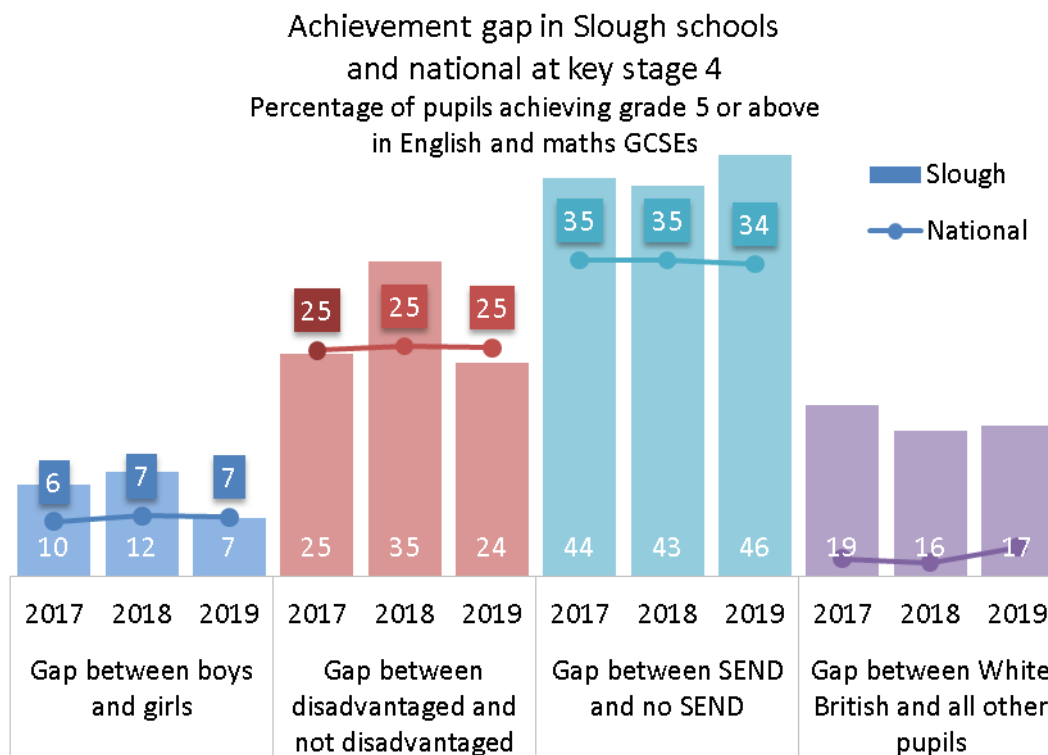
Key Stage 4

Slough is one of 36 local authorities nationally with a high proportion of selective schools. Four of the 15 secondary schools in Slough are selective, accounting for 28% of the GCSE cohort.

Outcomes by pupil group

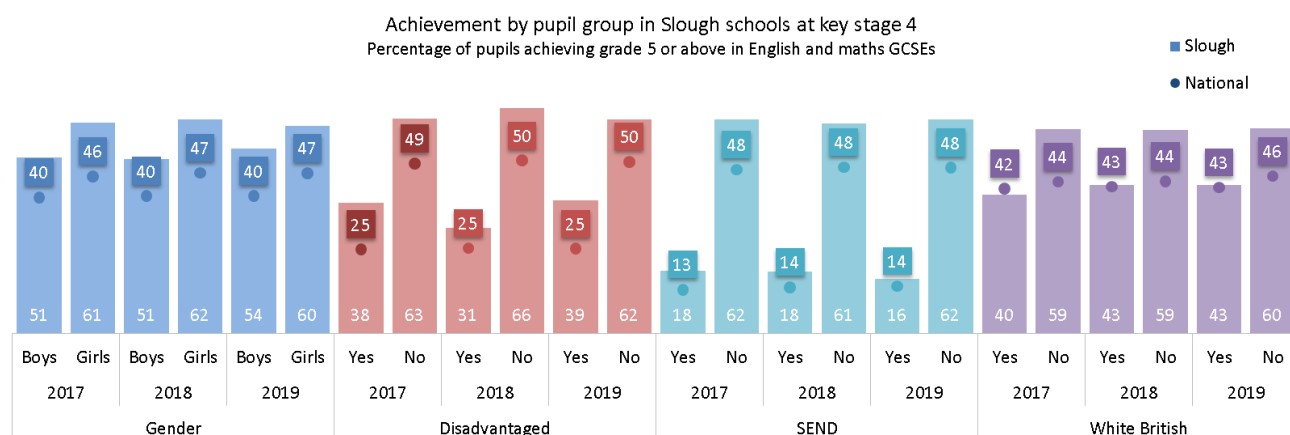


The percentage of pupils achieving Grade 5 or above in English and maths in Slough is above average for almost all pupil groups compared to similar pupils nationally. The exception is pupils of white other origin.



Gender Gap

The gap between boys and girls within Slough in 2019 is in line with the gap between boys and girls nationally.



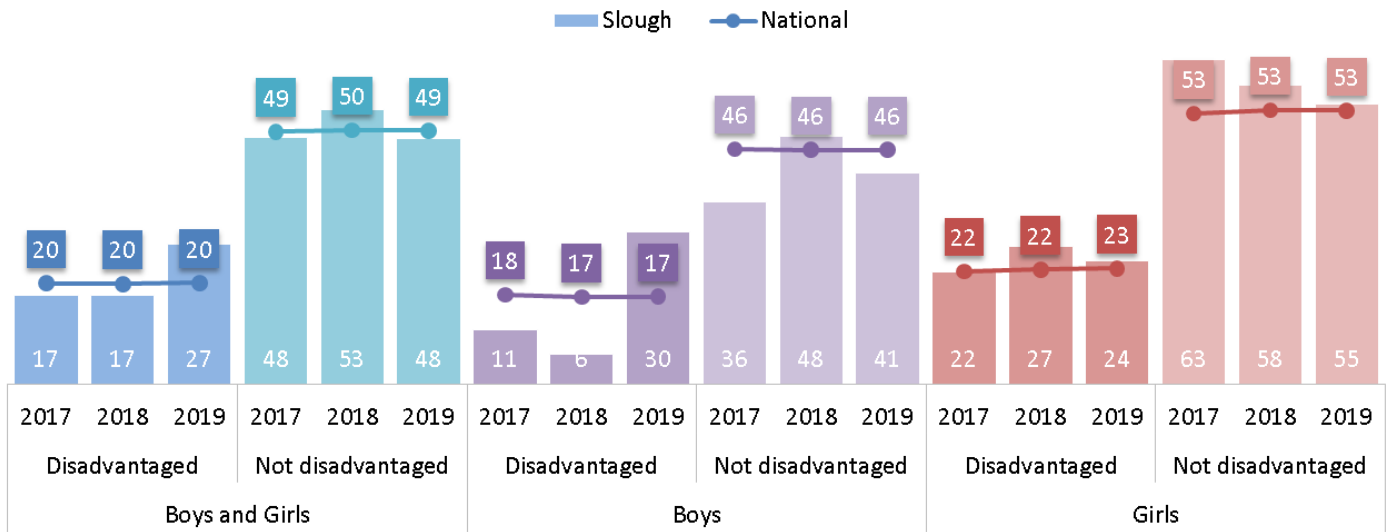
Disadvantaged Gap

Outcomes for disadvantaged students in Slough are significantly better than those for disadvantaged students nationally. The gap between disadvantaged and not disadvantaged pupils in Slough decreased in 2019 and is lower than the national gap.

White British Gap

The gap between white British pupils and all other pupils in the LA is larger than the gap nationally and has been for the last three years. The small number of white British pupils must be borne in mind when attributing statistical significance. In 2019 1,855 pupils completed KS4. The number of white British pupils was 290 which represents 16% of the entire cohort of these pupils 66 were disadvantaged which represents 23% of the white British cohort and 4% of the whole KS4 cohort. In addition as with primary schools white British pupils are spread widely, for example only 7 of 15 secondary schools where GCSEs were sat had a representative proportion (10%) or more white British pupils and only one of these was a selective school.

Key stage 4 attainment of disadvantaged
White British pupils in Slough overtime
Percentage of pupils achieving grade 5 or above in English and maths GCSEs



For the first time in the last three year, the outcomes of white British disadvantaged pupils in the LA are above the average of white British disadvantaged pupils nationally. However the achievement of non-disadvantaged white boys is below the national average this year.

An in depth analysis of outcomes by key equality characteristics is contained in the *Slough Local Authority Outcomes Report 2019*.

Focus on Public Health:

We will:

1. reduce overweight and obesity levels in primary school at year 6 to 36% by 2020.
2. continue to reduce smoking levels in all adults, with a focus on routine and manual workers, pregnant women and BAME groups
3. increase men's uptake of CardioWellness4Slough (CW4S) NHS Health Checks by ensuring at least 30% of representation is by men, yearly.
4. increase targeted uptake of CW4S by ensuring that 50% uptake is from deprived quintiles 2&3, yearly.

Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. The role of public health is to protect and promote health and to reduce health inequalities of the population. Through the use of both universal interventions and targeted interventions, we aim to reduce the inequality that exists in our most vulnerable communities which include BAME groups, vulnerable older adults and people with disabilities.

The wider council is part of the Frimley Health and Care Integrated Care System (ICS) and their 5 Year Strategy (which SBC were involved in shaping) explicitly identifies tackling health inequalities across different groups as a key priority. The Frimley 5 Year Strategy: Creating Healthier Communities is available here: <https://www.frimleyhealthandcare.org.uk/about/our-plans/creating-healthier-communities/>

Reducing Obesity in Children

A stark inequality gap exists with childhood obesity, in the most recent NCMP (National Child Measurement Programme) data from 2018/2019 there exists a four fold difference in the rate of childhood obesity in the most deprived communities compared to the most affluent. At the point pupils finish primary school, in the 10 to 11 age group, Black African, Black Caribbean, Bangladeshi, and Other Black children are the most likely to be overweight.

The NCMP data shows us that for the past two years both our reception year data and year 6 data remains static and unchanged. This represents a small positive forward step with the year 6 data which had historically showed an upward trend. In reception year 21.9% of children are overweight or obese compared to 22.6% in England. At year 6, 41.0% are overweight or obese compared to 34.3% in England.

Our approach to tackle obesity is guided by the NCMP and the most up to date Indices of Multiple Deprivation (IMD). We utilise these two crucial pieces of information to inform which schools and which areas of Slough that we work in and ensure that the interventions are targeting those most in need, for example our Black, Asian, and Minority Ethnic Groups (BAME). Highlights of the activity to tackle include:

- 1) **Daily Mile** – The ongoing promotion of this ‘running’ intervention. Currently with twelve primary schools and six thousand pupils taking part.
- 2) **Active Movement** – We have expanded on this holistic behaviour change programme which aims at reducing levels of sedentary behaviour and help tackle our inactivity crisis, a key contributor to childhood obesity. The service has now also been expanded to include other key “healthy behaviours” such as vaccinations, nutrition and oral health. This service has now been rolled out to twenty four primary schools, ten children centres and eight early years settings. We have commissioned an independent review of the service through a research company that are going to review the approach and the outcome data through using St Anthony’s as an intervention school (The most overweight in Slough) and Khalsa as the control school. We expect the full report in February 2020. We have now also commissioned Active Movement to expand into Secondary Schools from September 2020, and look to further integrate into the wider community through the work in community sites, local parks and work places.
- 3) **Let’s Get Going-** Through the use of the National Child Measurement Programme (NCMP) data and Indices of Multiple Deprivation (IMD) data, we map our targeted tier 2 weight management service for children across the schools that are most in need in the most deprived wards. In 2019 we delivered this programme to a further 3 primary schools and 1 community site (End year report due in Feb 2020)
- 4) **Integrated Physical Activity finder** – Alongside the launch of the new Public Health website (www.publichealthslough.co.uk) we have also launched a new intuitive and live physical activity finder which allows residents to search for local physical activity opportunities. This is the first of its kind in Berkshire.

Further detail on childhood obesity can be found in the following public health update report to Overview and Scrutiny Committee (Jan 2019):

<http://sbcarvmodgov01:8070/ieListDocuments.aspx?CId=105&MId=6164>

Reducing Smoking

Smoking prevalence in adults in Slough is high at 21.3% compared to the England average of 14.4%, prevalence being particularly high in routine and manual workers at 36% compared to the England average of 25%. Smoking cessation and tobacco control will remain a high priority. We will be working with partners across the system and supporting our smoking cessation service to deliver high quality stop smoking support, with a focus on routine and manual workers, pregnant women, smokers with mental health issues and BAME groups. . Our “successfully quit” rate (number of people starting and completing a smoking cessation course, per 100,000 smokers) is higher than the national average; and highest in the South East. Using April 2018-March 2019 data, 6,433 per 100,000 had set a quit date and 3,197 per 100,000 had successfully quit at 4 weeks (validated by carbon monoxide testing)

NHS Health Checks

We are progressing well with our target of engaging men and the NHS health checks and continue to invest and refine the service to ensure we are targeting those most at risk and from deprived communities to help reduce inequalities. The average uptake of NHS Health Checks for men in the period reported (Jan-Sept 2018) is [37.6%](#).

CardioWellness4Slough (CW4S) – January - September 2019

The CW4S contract will continue delivery until 31st March 2020. After this point it will be merged into the new integrated wellbeing service. This new service, which launches on April 1st 2020, includes the public health lifestyle services; Eat 4 Health, Cardio Wellness 4 Slough, Oral Health, Stop smoking, NHS health checks and weight management programmes and will be integrated into one holistic support offer, which aims to make the services available easier to navigate and will focus on reducing health inequalities. The new service will target those from lower socio-economic populations and those from BAME groups who may have particular health issues such as diabetes or cardiovascular disease.

1. General Assessments Jan-Sept 2019

No. of General Assessments undertaken 499

General Assessments undertaken for clients from deprived wards – 66% (annual target 60%)

2. Referrals to behaviour change services Jan-Sept 2019

No. of referrals to behaviour change services - 963

No. of referrals to behaviour change services from deprived wards (lowest 2 quintiles) – 589 (61%) annual target 60%

3. NHS Health Check 40 - 74yr Jan-Sept 2019

No. of Health Checks delivered 205

4. NHS Health Check 30 - 39yr olds Jan-Sept 2019

No. of Health Checks delivered 415

No. and % Health Checks from deprived wards (lowest 2 quintiles) – 357 (57%) annual target 60%

In the last year, in addition to working with our Providers about their service performance, we have worked with the communications team to promote health messages and services to the wide array of residents. We also completed an in-depth 'Health Beliefs' Research project to understand different groups of Slough residents around their health and how we might communicate better with them. Through this piece of work we made a point to survey groups who are less often heard.

It is also important to note the wider determinants of health which have a profound impact on people's ability to take up services. Examples of these include the state of peoples housing, employment, poverty levels, and so we rely on working with the wider Council and other partner organisations to deliver the required impacts.

Focus on Housing:

We will:

1. Review who is eligible for social housing and regularly monitor the impact on different equality groups.
2. Ensure all of our social housing is of the highest standard to support those with disabilities and other special needs.
3. Enforce high standards in the private rented market.

The Housing Service has adopted the ISO Quality Management System which requires all operational procedures to be documented. Equality Impact Assessments are carried out on all policies which are then revised to remove or take action to mitigate any actual or potential discrimination. Following the Grenfell tragedy, it is essential that all residents are aware of what to do in case of a fire, that there is accessible signage and that Personal Evacuation Plans are in place and that they are regularly checked and updated to reflect any changes.

Equalities Issues and Housing

The provision of suitable housing for local residents is essential for improving health and wellbeing in Slough. Whilst housing affects all groups of people, lack of affordable accommodation has the most significant impact on our most vulnerable residents, as well as those with low incomes. Analysis of demographic and housing data indicates that living on low incomes or benefits disproportionately affects children, some ethnic groups, some older people, young people leaving care, women (who are more likely to be single parents on lower incomes or in temporary accommodation), and those with a disability.

Age

Young people make up a significantly larger proportion of Slough's population when compared with other south east local authorities. Young people are being priced out of the Slough homeownership market, including a swing to 'generation rent' in line with countrywide trends. The current Housing Strategy aims to meet the growing demand for affordable homes for young people by facilitating the building of more affordable homes.

Currently, just over 46% of applications for social housing relate to children under the age of 15 years of age, reflecting the high need for family homes including access to outdoor space for residents with dependent children

Children of the age 15 years or under make up 43% of those living in Temporary Accommodation (consistent with the council's objectives to support families with young children).

There is also a growing older population in Slough. The Council is planning to provide new specialist and alternative accommodation to cater for this increasing

demand. In order to tackle many of the medium and long term strategic issues facing older people in the borough the current Housing Strategy brings together the appropriate Council departments and agencies concerned to develop a long-term strategy which promotes and supports independent living. As older people are also disproportionately likely to own their homes outright or live in social housing this strategy will benefit older people through targeted support aimed at improving the standard of existing Council and privately owned properties. The Extra Care Scheme is for older residents over the age of 55, with some additional care and support needs. Living in Extra Care housing enables residents to live in self-contained accommodation and continue to maintain their independence, dignity and personal choice.

In Slough there are two schemes, which are both wheelchair accessible and have lifts to all floors. There is a strong sense of community on the schemes, with well-equipped facilities including an on-site restaurant and support services

Disability

Disabled people are more likely to be over represented in social housing. Currently, 12% of tenants have declared at **least one** disability (although many have multiple disabilities). Just under 11% of applicants for social housing have declared a disability – the revised allocation policy will consider how best to prioritise eligibility to reflect the increased need of disabled residents.

The Housing Strategy recognises the needs of people with disabilities and seeks to address these through a range of provisions. These include improving housing options for people with disabilities via the new build programme, working with Council teams and external partners to support disabled people to live independently in their own homes and reducing the impact of poor housing on their health. It also encourages other local authorities placing families in Slough to notify the Council of their specific support needs so that the appropriate local support services can be provided where necessary on arrival.

The strategy's proposals to improve the Council's approach to ensuring that it better understands the mobility needs of residents who require adapted properties should have a positive impact on the approximately 9,322 residents between the ages of 16 and 65 living in Slough with a physical disability. The strategy should also benefit people with disabilities by supporting adults living with learning difficulties and long term mental health issues and by addressing the growing levels of dementia suffered by older people in the Borough.

Ethnicity

Slough is one of the most ethnically diverse local authority areas outside of London and in the United Kingdom.

Approximately 29% of the population identify themselves as white British, with around 13% defining as "white other" (largely from Poland and other parts of Eastern

Europe following EU enlargement). 44% of residents declared as Asian or Asian British and around 9% declaring as Black or Black British.

Whilst there remains a considerable margin of error in the ethnicity data sets for Tenants, Applicants and Temporary Accommodation Licensees, with up to 20% of tenants “unknown”, it is clear that there is overrepresentation from particular groups compared to the wider population in Slough. BAME households continue to be over-represented among housing applicants and homeless households. For applicants on the Housing Register, c. 30% are from Pakistani backgrounds, 22% from White British and 13% from White Other.

Those from a BAME background make up more than 50% of licensees in Temporary Accommodation.

Around 40% of council tenants are from BAME backgrounds, with 36% from White British backgrounds and 7% declaring as “white other”. After the White British cohort, the Pakistani cohort forms 15% of council tenants.

By building more truly affordable homes, tackling and preventing homelessness and improving the quality of existing housing this strategy should lead to a positive outcome for people from all ethnic groups, but especially those most impacted by low incomes. Slough has nearly 14,000 tenants in council housing and as such the strategy’s £100 million investment in improving the existing stock and also the realisation of the service improvements from the planned new repairs; maintenance and investment contract should also impact them positively.

Gender

Women are over-represented in all housing cohorts, and tend to outlive men.

Gender Breakdown:

Of all Tenants: 53% women, 47% men;

Of all those in Temporary Accommodation: 55% women, 45% men

Slough has more lone parent households with dependent children than the national average. Approximately 90% of these lone parent households are female and lone parent households tend to experience greater levels of deprivation and economic and housing need than households made of couples. Furthermore, lone parent women are also over-represented in homeless acceptances and temporary accommodation in Slough. So by developing a diverse mix of affordable homes and improving the current standard of both private and council housing we aim to positively impact women heading up lone parent households. The focus on reducing and better managing homelessness in Slough could also positively benefit lone parent female households including the measures such as developing a new preventing homelessness strategy.

Update on Key Data 2020 – Housing Register, Temporary Accommodation and Tenants

The allocation of social housing (both Council owned homes and housing association properties) is largely driven by government policy. Prior to the Localism Act 2011, social housing was allocated to those who were ‘most in need’ who were granted ‘lifetime’ tenancies. The Localism Act gave local authorities the freedom to determine their own allocations schemes and set the eligibility criteria that must be met in order for a household to be placed on the Housing Register and also introduced Flexible (fixed term) Tenancies with the aim of supporting local landlords to make the best use of their housing stock.

In terms of the characteristics of those on the Housing Register or households placed in temporary accommodation is largely driven by affordability and access to welfare benefits. For example, residents under the age of 35 are only entitled to receive support towards their housing costs to the equivalent of the cost of renting a room in a shared house. The ‘bedroom tax’ and benefit cap have also had an impact on household income and, therefore, residents’ ability to afford housing in Slough. Analysis of demographic and housing data indicates that living on low incomes or benefits disproportionately affects some ethnic groups, older people, and young people

(Particularly those leaving care), single parents (the majority of whom are women), and those with a disability. The following data on housing register applicants and Those in temporary accommodation reflect these trends: we see an over representation of women, children under the age of 15 years and residents from a BAME background (notably Pakistani). Disabled people are more likely to be over represented in social housing.

Housing register

The following table represents the ethnicity of those on the housing register as at 03/1/20, with a percentage comparison against the previous data reported 16/01/19. There was no change to the largest ethnic groups represented: they still show as Pakistani, White British and Other White but Pakistani has increased by just over 3% while the other two have shown decreases in percentage.

Ethnic breakdown of the main applicant on the Housing Register	Number of cases as at	Representative percentage	Percentage Comparison
Ethnic code	03/01/20	03/01/20	16/01/2019
PA - Pakistani	600	29.50%	26.40%
WB - White British	459	22.57%	24.92%
OW - Other White	273	13.42%	15.09%
AF - African	226	11.11%	10.82%
OA - Other Asian	134	6.59%	5.70%
IN - Indian	77	3.79%	3.95%
CB - Caribbean	62	3.05%	3.14%
MC - Mx White/Blk	47	2.31%	2.83%

Caribbean			
NS - Not Stated	31	1.52%	1.35%
OT - Other	28	1.38%	1.21%
OM - Other Mixed	25	1.23%	1.08%
OB - Other Black	22	1.08%	1.26%
MB - Mx White/Blk African	15	0.74%	0.54%
MA - Mixed White / Asian	14	0.69%	0.63%
WI - White Irish	14	0.69%	0.58%
BA - Bangladeshi	7	0.34%	0.45%
CH - Chinese	0	0.00%	0.04%
Total	2034	100.00%	100.00%

Other key data on the housing register

Last year it was reported that 44.3% of people on the housing register were aged 15 or younger, that figure has increased to 46.3%.

Looking at household composition just under half the people on the housing register are of working age

51.8% are 0 – 19 years old

47.3% are 20 – 65 years old

0.9% are 66 years old or over

Compared to the last report there has been a 0.7% decrease in applicants on our Housing Register that have stated they have at least one disability, the figure is now 10.7% of applicants.

Top 5 stated disabilities by percentage:

- 15.7% Asthma
- 15.4% Diagnosed Mental Illness
- 11.3% Diabetes
- 7.8% Diagnosed Depression
- 7.2% Other Mobility Difficulty

Temporary accommodation

Key data on those in temporary accommodation

68% of the main homeless applicants currently in temporary accommodation as at 23/01/20 are women, this is a 7% drop on last year's report.

55% of all people currently in temporary accommodation are female, this is the same as last year

43% of people in temporary accommodation are aged 15 or under, this is a 4% drop on last years report

The following table represents the ethnicity of those main applicants in temporary accommodation as at 07/1/20 with a percentage comparison to last year.

Ethnic breakdown of the main applicant on those in Temporary Accommodation	Number of cases as at	Representative percentage	Percentage Comparison
Ethnic code	07/01/2020		18/01/19
WB - White British	115	28.0%	25.7%
PA – Pakistani	77	18.8%	17.7%
AF - African	51	12.4%	20.0%
OA - Other Asian	47	11.5%	7.5%
OW - Other White	28	6.8%	4.2%
NS - Not Stated	19	4.6%	3.8%
OT – Other	16	3.9%	5.4%
MC - Mx White/Blk Caribbean	13	3.2%	3.1%
CB – Caribbean	9	2.2%	2.8%
IN - Indian	9	2.2%	4.0%
WI - White Irish	7	1.7%	1.2%
OB - Other Black	6	1.5%	0.9%
OM - Other Mixed	6	1.5%	1.7%
MB - Mx White/Blk African	4	1.0%	0.9%
MA - Mixed White / Asian	3	0.7%	0.9%
Total	410	100.0%	100.0%

Housing stock

The council currently owns and manages 6169 residential rented properties across the borough; this is made up of houses, flats, maisonettes, bungalows and mobile homes & bases. It is the freeholder for around another 1423 leasehold properties.

The following table looks at property lets between 1/4/2019 and 30/12/19 shows the main applicant's ethnicity and compares the property let figures previously published for the same period 2018/19. The number of actual lets has fallen by 29 to 284, with a comparison year on year there was no change to the largest ethnic groups represented they were still White British, Pakistani and Other White. White British has seen a fall of just over 8% in the total proportion of lets but still represents the largest ethnic group for lets.

Ethnic breakdown of the main applicant for property Lets	Number of cases as at	Representative percentage	Percentage Comparison
Ethnic code	01/04/19 - 30/12/19		1/4/18 – 31/12/18
WB - White British	76	26.76%	35.14%
PA – Pakistani	64	22.54%	22.04%
OW - Other White	42	14.79%	11.82%
AF - African	29	10.21%	10.54%
OA - Other Asian	18	6.34%	3.51%
IN - Indian	14	4.93%	2.24%
MC - Mx White/Blk Caribbean	9	3.17%	2.56%
OT – Other	9	3.17%	1.28%
WI - White Irish	7	2.46%	2.24%
CB – Caribbean	6	2.11%	3.83%
OB - Other Black	4	1.41%	0.96%
MB - Mx White/Blk African	3	1.06%	0.64%
BA - Bangladeshi	1	0.35%	0.32%
CH – Chinese	1	0.35%	0.00%
MA - Mixed White / Asian	1	0.35%	0.64%
NS - Not Stated	0	0.00%	1.60%
OM - Other Mixed	0	0.00%	0.64%
Total	284	100.00%	100.00%

Key data on council tenants

Number of current tenants as at 6th January 2020 = 14,835

7895 tenants are recorded as Female

6903 tenants are recorded as Male

37 tenants are recorded as N/A

Most people who live in our homes are of working age

26% are 0 – 19 years old, up 2% on last year

59% are 20 – 65 years old, down 1% on last year

15% are 66 years old or over, down 1% on last year

Of those with ethnicities stated, the following are the 3 most represented ethnicities in our properties:

36% White British

15% Pakistani

7% African

7% other White

Ethnicity not stated equates to 20% of tenants

12.1% of people we have been informed living in SBC tenancies have at least one disability.

Top 5 stated disabilities by percentage:

12.2% Asthma

10.6% Other mobility difficulty

9.0% Diabetes

6.4% Other physical difficulty

6.4% Diagnosed Mental Illness

Additional Service highlights:

- The council offers telephone and face to face interpretation services for those who need assistance in languages other than English, including British Sign Language
- We are striving to improve accessibility for disabled residents. The customer service centre offers a British Sign Language Video Relay Service at My Council (face to face and telephone) to better support deaf residents.
- In 2019, the council worked with Access Able – the leading on-line accessibility guide - to audit and produce a 200 venue accessibility guide for Slough. The access guides for Slough are completely free and contain more than 1,000 pieces of information for more than 200 venues. Access guides take you on your journey throughout a venue including detailed information about doors, level access, lifts, toilets, staff training, lighting levels, background music and Safe Places, to name a few.

Community Cohesion

Equality Objective: “Slough Borough Council will help to foster good community relations and cohesion”

We will:

- Celebrate Slough as a diverse and welcoming place
- Provide a leadership role on issues that impact on local community cohesion.
- Promote mutual respect and tolerance.
- Promote local democracy and civic engagement
- Champion equality and challenge prejudice
- Re-inforce civic values and democracy
- Promote dialogue and understanding between different groups
- Speak out against extremism, in all its forms

Throughout 2019, the Council has been developing a new community cohesion strategy for Slough with the following four areas identified as key priorities:

- Celebrating Slough
- Identifying and seek opportunities to reduce inequality
- Strengthen community leadership
- Embedding community cohesion as a council-wide priority

Central to the strategy is the theme that community cohesion is *everybody's business* and needs to be incorporated into the plans for every directorate across the Council.

The community cohesion strategy will be finalised and taken for approval in March 2020 to be published on www.slough.gov.uk.

Other significant achievements over the last year include:

Delivering the first year of the Breaking Boundaries project. This three-year programme (2018 –2021) is funded by Spirit of 2012 with the aim of bringing young people, their families, and communities together through playing, spectating, and volunteering in cricket. Programme delivery staff are trained in community development, networking and integration.

Cricket has the potential to bring different ethnic and faith communities together, fostering mutual respect and friendships through teamwork and collaboration. This project makes the most of this potential, alongside piqued interest in cricket after the 2019 World Cup to work with local communities and their representatives, allowing for positive, ongoing contact and integration among communities which typically socialise little with one another.

Breaking Boundaries utilises local assets in the five delivery locations building community cohesion through a shared sense of ownership over the local area and its facilities.

At the end of year one, we have a diverse range of communities taking part in the Breaking Boundaries project, including individuals from communities who have not traditionally played cricket (e.g. Eastern European Roma individuals).

Hosted a *Great get Together* Event inspired by Jo Cox. The event was held at Herschel Park and aimed to engage the entire Slough community.

Windrush Celebrations were held at Britwell and in the Town Centre to celebrate and raise awareness of the historic contributions of people from the Caribbean and beyond.

Funding from the Controlling Migration Fund has been secured to work directly with the Roma community. The aim of this work is to ease tensions which have arisen between established minority communities and the Roma community through fostering understanding of cultures, education about cultural norms, and positive contact. This is a partnership initiative, working with the voluntary sector to engage with members of all communities.

Priorities for 19/20 are to implement the Community Cohesion Action Plan in cooperation with our local communities. The roll-out of the Localities model beginning in Chalvey (2020-2021) is also a key opportunity to engage local communities in the work of community cohesion, and this will be a key priority in the year to come.

Preventing Violent Extremism

In response to the threat from extremism and terrorism, and in line with its statutory responsibilities under the Counter Terrorism Security Act (2015), the council has continued with extensive awareness training for its entire staff. Front line staff continue to receive dedicated training in recognising signs of radicalisation and referral processes. This remains a mandatory component of the corporate online training schedule. Face to face Prevent training has been refreshed by the Prevent team and since January 2020 have started to rollout the updated version. This also includes staff from the Slough Children's Services Trust.

SBC chairs the Channel Panel which offers voluntary support and interventions to those at risk of radicalisation. The Channel Panel terms of reference were reviewed and updated in line with the Parsons Green Learning in March 2019

The Prevent Board is chaired by the Director for Adults and Communities on behalf of the Chief Executive. The Prevent Board meets on a quarterly basis to review the delivery of the Prevent Strategy in Slough.

3. Gender Pay Gap Report 2019

In 2017, the government introduced legislation that made it statutory for organisations with over 250 employees to report annually on their gender pay gap. The gender pay gap shows the difference in average pay between all men and women in a workforce. It is different to *equal pay* – that is men and women being paid the same amount for the same or comparable work. It is unlawful to pay people differently for work of equal value because of their gender.

The legislation requires us to look specifically at the mean and median **hourly** pay rates, based on full time equivalent salaries. This takes into account actual annual salary wage gaps based on part-time working (most part-time workers are women). The gap reported is the percentage difference between men and women – the gender pay gap. The mean and median gender bonus gap, the proportion of men and women receiving a bonus and the proportion of men and women in each pay quartile are also reported as part of the requirements.

The figures are based on the payroll snapshot date of 31 March 2019. They have been independently calculated and verified by RSM Employer Services Ltd and are based on all obtainable payroll data available to us for analysis, as per the regulations. The figures only relate to directly employed staff of Slough Borough Council. Agency workers, self-employed consultants etc. are not included as per the reporting regulations.

The figures show that on mean average, women **earn 3.1% less than men**. This is a reduction of the mean pay gap from last year (4.7%). The median average has also remained a negative value of -2.8%, **meaning that women's median pay rate is higher than that of men's**.

Mean gender pay gap %	3.1%
Median gender pay gap %	-2.8%

- Mean male hourly rate: £18.42
- Mean female hourly rate: £17.85
- Median male hourly rate: £15.52
- Median female hourly rate: £15.96

Typically, when the median is lower than the mean, there are major outliers in the high end of the distribution. Whilst the council employs more women than men at almost all salary levels, there are still more men than women in the very highest pay grades of the council (£70,000 and above). This is likely to have increased the mean hourly rate figure for men. However, the median (i.e. the middle figure) indicates that there are also a significant number of men in the lower quartiles earning less than women and thus bringing the median male hourly rate down. This may be explained by the transfer in December 2017 of over 100 environmental services employees (DSO) into the council in December 2017. The vast majority of these employees are male.

The council does not pay performance -related bonuses. Small payments (£250 and £500) are offered as long term service awards (20 and 30 years service respectively). In the period 1 April 2018- 31 March 2019, a small number of staff received these.

Mean bonus gender pay gap %	2.8 %
Median bonus gender pay gap %	0%
Males receiving a bonus payment %	1.2 %
Females receiving a bonus payment %	1.6 %

The table below shows the quartile representation between men and women:

The proportion of males and females in each salary quartile band

Males and females in the quartile pay bands; upper (U), upper middle (UM), lower middle (LM), lower (L)	Bands	Total no. employees in band	Females (%)	Males (%)
	U	264	60.6	39.4
	UM	264	67	33
	LM	264	58.3	41.7
	L	263	65	35

Current Position:

The council continues to employ more women than men. As of 31 December 2019, the male/female representation across salary ranges is as follows:

Salary Band	Female	Male	TOTAL
£15,000 - £19,999	107	47	154
£20,000 - £29,999	338	196	534
£30,000 - £39,999	241	120	361
£40,000 - £49,999	94	55	149
£50,000 - £59,999	20	11	31
£60,000 - £69,999	5	2	7
>£70,000	8	16	24
TOTAL	813	447	1260

Although men still outnumber women in Senior Leadership Team positions, the gap is closing from last year. Across the council there are a very wide range of job roles and occupational segregation persists in some sectors, with traditionally female-dominated sectors, such as care, still being subject to low pay. Women are still much more likely than men to work part-time, and this is known to negatively impact pay progression.

SBC continues to attract and retain women into its workforce. Gender equality is strong and reflected in our lower than average mean gender pay gap and median pay gap figures. However, in common with many organisations, men still outnumber women in the most senior pay grades of the council. The causes of the gender pay gap are complex and we continue to use both feedback from staff and HR analytics to understand the key issues in our organisation. The gender pay gap action plan has been refreshed and updated to take into account this and other research into effective interventions to improve gender equality in the workforce.

4 Gender Pay Gap Action Plan 2020-201

The action plan will therefore focus on the following areas, looking at *recruitment, progression and culture*.

SBC's three-point action plan towards greater gender diversity:

Action Point	How	Approach	When	Measurable Outcome
1. Maintain an accurate profile of the current workforce as it relates to gender.	Systematic analysis into the workforce life cycle (recruitment and progression) and its interaction with gender, looking at qualitative and quantitative data.	Ongoing analysis of the Agresso Human Resources data, including trend analysis	Ongoing	Identification of any significant anomalies in workforce profile and impact of structural changes (e.g. staff transfers etc.)
Ensure issues affecting female employees are identified and raised	Ensure women across the organisation can feedback on key issues	Feedback from SBC Women's Network Additional questions on gender equality in staff surveys	Ongoing - network meeting bi-monthly Annual	Identification of current issues
Senior leadership aware of progress on gender equality	Ensure CMT are informed of key trends in recruitment and workforce profiles relating to gender	CMT to review equality statistics and workforce profiles	Quarterly 6 mthly review of action plan	Quarterly statistics produced Action plan updated

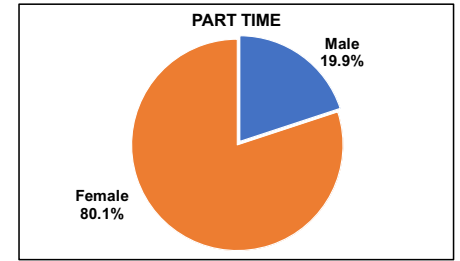
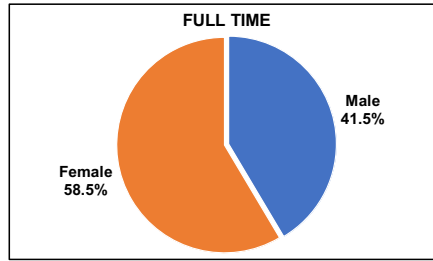
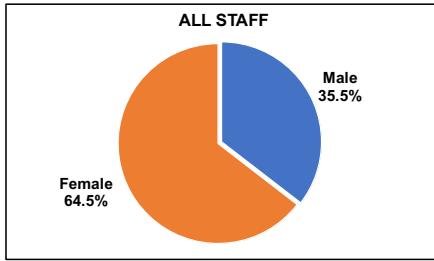
2. Improve opportunities for female representation at salaries above £70,000 p.a	<p>A review of job packs and adverts to ensure “gender neutral” language and consistency of message re. diversity and inclusion</p> <p>Reducing any potential unconscious bias through initial application process</p>	<p>Ensure job adverts are inclusive and emphasise flexible and smart working options</p> <p>Implementation of trial of blind recruitment processes (for all positions)</p>	<p>Ongoing</p> <p>April 2020</p>	<p>SBC attracts female applicants for all senior roles</p> <p>Candidate’s gender cannot immediately be identified</p>
	A review of the recruitment panel make-up and a commitment to balanced panels.	Desk top review and interviewing	Ongoing	Monitoring report of recruitment panels for positions SL10 and above and identification of any barriers to gender balanced panels
	Increase awareness of diversity and inclusion in recruitment	Being Manager Smart programme with dedicated modules on recruitment	Throughout 2020	All recruitment managers will be aware of unconscious bias and promote inclusive recruitment practices.
3. Enhancing Progression for Women at SBC	SBC to support colleagues to apply for internal opportunities	Develop Peer to Peer support workshops (mock interviews, application	Sept 2020	

	<p>Ensure a better understanding of the issues that stop women applying for internal opportunities</p>	<p>forms etc.)</p> <p>Ensure career development discussions are covered in one to one meetings and performance reviews</p> <p>Maintain and develop the SBC Women's' Network</p>	<p>March 2021</p> <p>Bi-monthly meetings</p>	
	<p>SBC to use the Slough Academy initiative to encourage mentoring and skill enhancement across the council departments</p> <p>SBC to support all staff with caring responsibilities to better balance work with this.</p>	<p>Implementation of revised Leave and Caring policies</p> <p>Ensure consistency in application of Flexible and Smart Working policies</p>	<p>Ongoing</p>	<p>reduce occupational segregation</p> <p>Provide pathways for continuing professional development (CPD)</p> <p>improve gender diversity at across all levels</p>

Appendix A Workforce Profiles

(Data as of 31/12/2019)

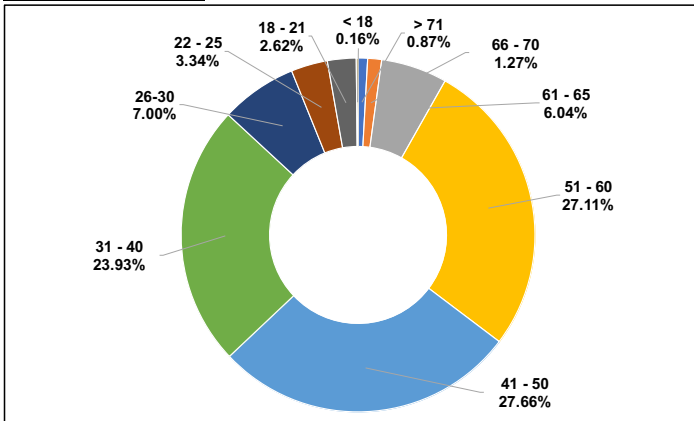
GENDER PROFILE



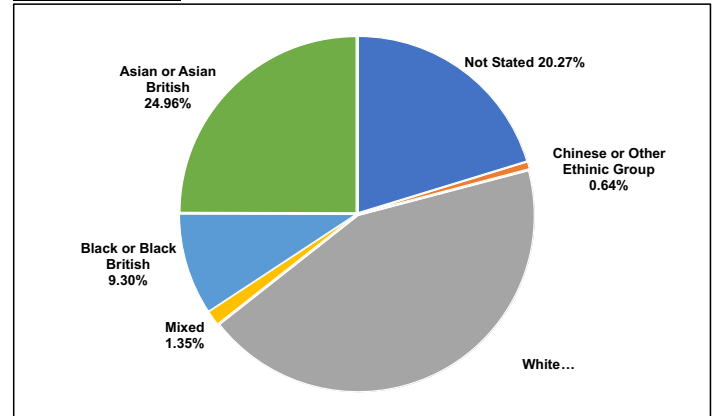
SALARY PROFILE BY GENDER

	< £15,000	£15,000 - £19,999	£20,000 - £29,999	£30,000 - £39,999	£40,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	> £70,000	TOTAL
Female	0.00%	8.66%	26.87%	19.08%	7.31%	1.59%	0.40%	0.64%	64.55%
Male	0.00%	3.58%	15.42%	9.62%	4.53%	0.87%	0.16%	1.27%	35.45%
TOTAL	0.00%	12.24%	42.29%	28.70%	11.84%	2.46%	0.56%	1.91%	100.00%

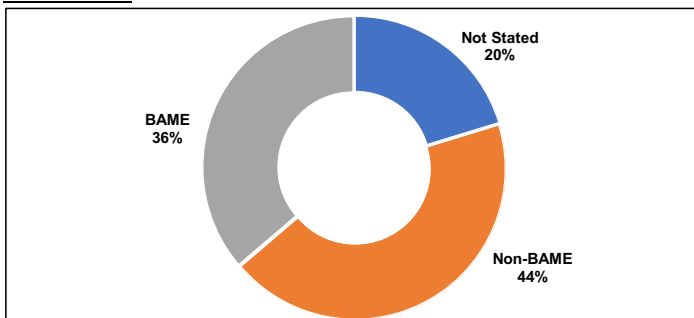
OVERALL AGE PROFILE



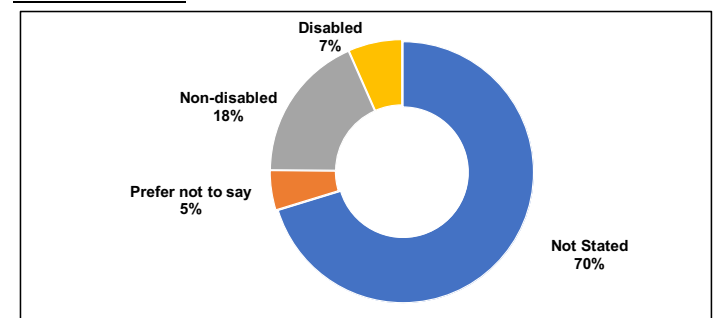
ETHNICITY PROFILE



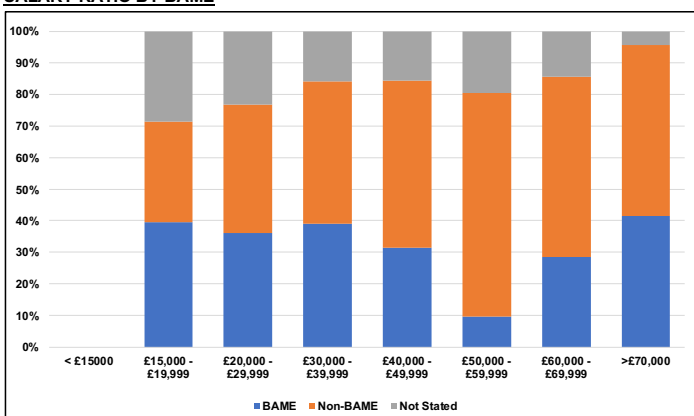
BAME PROFILE



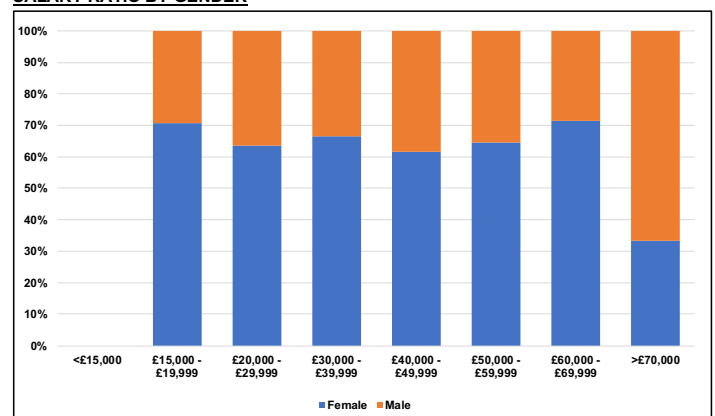
DISABILITY PROFILE



SALARY RATIO BY BAME



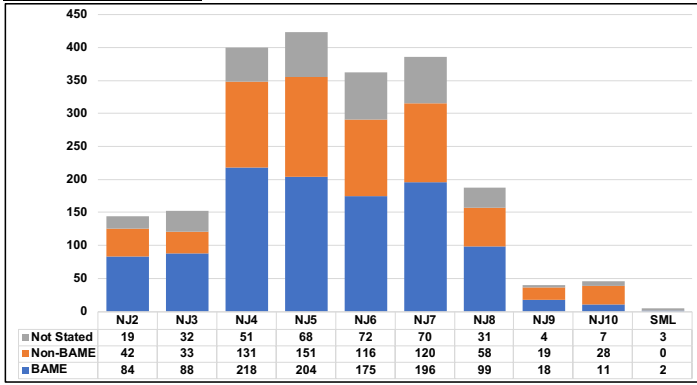
SALARY RATIO BY GENDER



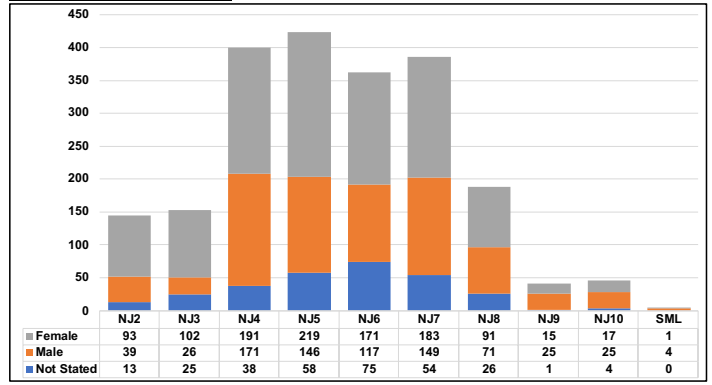
APPLICANTS

(Between 01/01/2019 and 31/12/2019 inclusive)

BY PAY SCALE & BAME



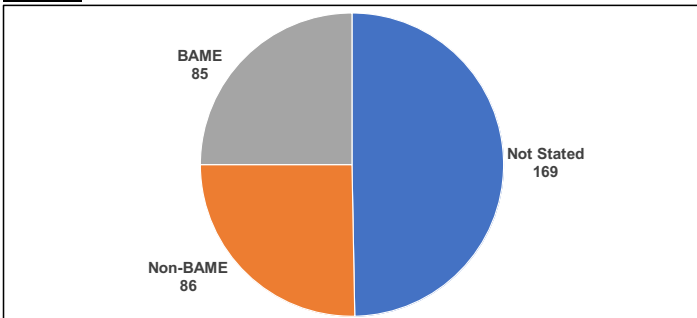
BY PAY SCALE & GENDER



NEW STARTERS

(Between 01/01/2019 and 31/12/2019 inclusive)

BY BAME



BY GENDER

