

## Appendix A

### Detailed Objectives and Indicators

We are committed to putting equality and inclusion at the heart of our role as an employer, to support our workforce who help to deliver this plan.

Our objective will be to recruit, retain and develop a skilled, committed, and inclusive workforce, where diversity is valued and, one which is representative of our local communities.

#### Objective 1: Workforce

***Improve the collection of employee and applicant equalities data to ensure we are data-led in our actions to improve workforce inclusion and equality.***

***We will use this data to inform all our activities to drive better outcomes for Objective Two ( see below)***

#### Baseline and Measuring improvement:

Employee Equalities Data:

Measurement will be through the voluntary completion rates of employee diversity information held in the Agresso HR system. Current completion rates are as follows:

Diversity Type	NUMBERS			PERCENTAGES		
	STATED	PREFER NOT TO STAY	NOT STATED	STATED	PREFER NOT TO STAY	NOT STATED
Age	1116	0	0	100%	0%	0%
Gender	1116	0	0	100%	0%	0%
Ethnic	419	0	697	38%	0%	62%
Ethnic Detailed	750	0	366	67%	0%	33%
Disability	250	47	819	22%	4%	73%
Religion	721	56	339	65%	5%	30%
Sexual Orientation	599	165	352	54%	15%	32%

(Agresso, Sept 2023)

**The target will be to get to 90% or above completion rates in all categories by 2027.**

Monitoring is undertaken by regular monthly reports to Corporate Leadership Team. Accurate and complete employee equalities data can then be used to measure representation of different groups at different levels of the organisation, pay gaps between different groups and the impact of HR policies and organisational change on different groups.

#### Applicants Equalities Data:

The council has previously relied on out-dated manual recruitment systems, which has limited our capacity to collect and analyse accurate equalities data on applicants. With the recent implementation of the Talos Applicant Tracking System, we now have a complete tracking process throughout the applicant journey. This will allow accurate reporting on who is applying for jobs (and being appointed) and will allow us to target recruitment advertising and other initiatives to under-

represented groups and ensure all our processes are fair and accessible. It can also provide evidence for actions and initiatives to improve more diversity in senior positions (Objective 2).

Equality, diversity, and inclusion is incorporated into the new recruitment processes and is an integral component of our specifications to external recruitment partners. Baseline and tracking information should commence by the end of 2023.

## Objective 2: Workforce

***Recruit, retain and develop an inclusive workforce, where diversity is valued, and one that is more representative of our local communities.***

Baseline and Measuring Improvement:

The results of the 2023 staff survey included 2 specific diversity-themed questions, where employees were asked if they agreed with the following statements. The response rate was given a score:

At SBC (Slough Borough Council) diversity is valued in the workplace score **68**

At SBC staff from different backgrounds have equal opportunity to progress score **62**

This places them in the **moderate response range** (51-74)

This gives us baseline data for 2023. The survey will be repeated annually, and we can measure changes in these scores over time. Target will be year in year improvement, moving scores into the highest response range (75+) by 2027.

Although as stated above, we lack comprehensive workforce equality data (especially on ethnicity and disability), with improved declarations from staff, a reasonable comparator for a workforce that is representative of the wider Slough community, would be to compare our workforce with the economically active cohort in Slough (data available from Census 2021).

### Baseline Data - SBC profiles versus Slough Economically Active Comparators by Sex, Disability and Ethnicity:

46% of economically active Slough residents are female.

Economic activity and sex	Economically active: Total	SBC Workforce August 2023
Female	46%	59%
Male	54%	41%

### Disability

7% of economically active residents are disabled.

Economic activity and disability	Economically active: Total	SBC Workforce August 2023
Disabled under the Equality Act	7%	6%
Not disabled under the Equality Act	93%	17%
Prefer not to say	NA	4%
Undisclosed *	NA	73%

\* (N.B A large percentage of staff have not disclosed their disability status)

## Ethnicity

85% of the economically active cohort in Slough are from Asian/Asian British or White ethnic backgrounds.

Economic activity and broad ethnic groups	Economically active: Total	SBC Workforce August 2023
Asian, Asian British or Asian Welsh	45%	14%
Black, Black British, Black Welsh, Caribbean or African	8%	5%
Mixed or Multiple ethnic groups	3%	1%
White	40%	17%
Other ethnic group	5%	1%
<i>Undisclosed</i>	*NA	62%

\*(N.B A large percentage of staff have not disclosed their broad ethnic group)

Target would be to see improved correlation between resident profile and SBC workforce profile and help inform actions to improve representation (especially within senior levels of the workforce).

### Service Equality objectives from the Corporate Plan

Slough is ethnically super-diverse, but inequalities exist between different ethnic groups. Slough has lower healthy life expectancy and inequalities in health between different population groups that need to be addressed. It also has a strikingly young population. Experience in early life has a lasting impact on adult health, both directly and indirectly (through influencing adult health behaviours). A child's early development and experience are pivotal in determining future health and wellbeing, with some of the biggest inequalities and poorest outcomes being associated with disadvantage and disability.

The equality objectives' focus on children and young people will have a clear impact on this group in particular – but also longer-term positive impacts on all groups, as the experiences of children are predictors of future inequalities. It should also be noted that equalities characteristics are intersectional and children and young people comprise many of the other groups, leading to multiple positive impacts.

### Objective 3: Provide quality services for vulnerable children and those with SEND (Special Educational Needs or a Disability).

#### Key Indicators

- Percentage of new EHC (Education, Health, and Care) plans issued within 20 weeks (2022 Slough 11.6%; National 50.7%).
- Percentage of child assessments to social care completed on time (2023 Slough x; National x).
- Percentage of children in need visits completed within agreed timescales (2023 Slough x; National x).

- Percentage of children subject to a child protection plan with all reviews completed withing agreed timescales (2023 Slough x; National x).
- Percentage of CLA (Children Looked After) with latest review within timescales (2023 Slough x; National x).
- Homelessness: rate per 1,000 households in temporary accommodation (2021 Slough 7.2; National 4.0).

#### **Objective 4: Improve outcomes for disadvantaged children and young people.**

##### **Key Indicators**

- Percentage of eligible 2-year-olds receiving 15 hours of free early years education or childcare (Spring 2023 Slough 56%; National 72%).
- Percentage of children achieving a good level of development at 2 to 2½ child development review (2022 Slough 73.6%, National 81.1%)

##### **Early Years Foundation Stage**

- Percentage of children with SEND support achieving a good level of development at Early Years Foundation Stage (2023 Slough 14.5%; National 24.5%).
- Percentage of children with an EHC plan achieving a good level of development at Early Years Foundation Stage (2023 Slough 9.1%; National 3.8%).
- Closing the gap between disadvantaged pupils and non-disadvantaged pupils achieving a good level of development at Early Years Foundation Stage (2023 Slough disadvantage 57.7%; non-disadvantage 68.0%; **gap 10.3%** compared nationally disadvantage 52.1%; non-disadvantage 69.9%; **gap 17.8%**).

##### **Key Stage 2**

- Percentage of children with SEND support achieving the expected level or above in reading, writing and mathematics at Key Stage 2 (2023 Slough 21.7%; National 23.6%).
- Percentage of children with an EHC plan achieving the expected level or above in reading, writing and mathematics at Key Stage 2 (2023 Slough 5.6%; National 8.4%).
- Closing the gap between disadvantaged pupils and non-disadvantaged pupils achieving the expected level or above in reading, writing and mathematics at Key Stage 2 (2023 Slough disadvantage 50.3%; non-disadvantage 67.3%; **gap 17.0%** compared nationally disadvantage 44.0%; non-disadvantage 65.9%; **gap 21.9%**).

##### **Key Stage 4**

- Percentage of children with SEND support achieving grades 9-5 in English and Maths at Key Stage 4 (2022 Slough 24.1%; National 22.5%).
- Percentage of children with an EHC plan achieving grades 9-5 in English and Maths at Key Stage 4 (2022 Slough 12.3%; National 7.0%).

- Close the disadvantage gap between disadvantage pupils and non-disadvantage pupils achieving grades 9-5 in English and Maths at Key Stage 4 (2022 Slough disadvantage 44.6%; non-disadvantage 68.9%; **gap 24.3%** compared nationally disadvantage 29.7%; non-disadvantage 57.2%; **gap 27.5%**).

#### **16–17-year-olds**

- Percentage of 16–17-year-olds with SEND support participating in education, employment, and training (2023 Slough x; National x).
- Percentage of 16–17-year-olds with an EHC plan participating in education, employment, and training (2023 Slough x; National x).
- Percentage of disadvantaged 16–17-year-olds participating in education, employment, and training (2023 Slough x; National x).

#### **Qualifications at age of 19**

- Percentage of 19-year-olds with SEND support qualified to Level 2 including English and Maths (2022 Slough 41.0%; National 42.8%).
- Percentage of 19-year-olds with an EHC plan qualified to Level 2 including English and Maths (2022 Slough 13.1%; National 17.2%).
- Close the gap in the achievement of a Level 2 qualification including English & Maths by the age of 19 (2022 Slough FSM (Free School Meals) 63.6%; Non-FSM 81.8%; **gap 18.2%** compared nationally FSM 49.1%; Non-FSM 75.6%; **gap 26.5%**).
- Percentage of 19-year-olds with SEND support qualified to Level 3 (2022 Slough 34.0%; National 36.7%).
- Percentage of 19-year-olds with an EHC plan qualified to Level 3 (2022 Slough 9.8%; National 14.0%).
- Close the gap in the achievement of a Level 3 qualification by the age of 19 (2022 Slough FSM 50.3%; Non-FSM 72.8%; **gap 22.5%** compared nationally FSM 39.0%; Non-FSM 64.2%; **gap 25.3%**).

### **Objective 5: Work with partners to target health inequalities and well-being.**

#### **Key Indicators**

- Percentage of children aged 2.5 who received a 2-2.5-year child development review (2022 Slough 85.8%; National 74.0%).
- Percentage of children in reception overweight or obese (2022 Slough 20.8%; National 22.3%).
- Percentage of children in year 6 overweight or obese (2022 Slough 43.3%; National 37.8%)

- Percentage of adults aged 18 plus classified as overweight or obese (2022 Slough 66.0%; National 63.8%).
- Percentage of physically active adults (150 minutes of moderate physical activity per week) aged 19 plus (2022 Slough 51.6%; National 67.3).
- Percentage of eligible population aged 40-64 receiving an NHS health check (2023 Slough 11.4%; National 7.2%).
- Under 75-year mortality rate from cause considered preventable rate per 100,000 (2021 Slough 262.1; National 183.2).