

# Equality Impact Assessment

<b>Directorate: Slough Children First</b>	
<b>Name of Officer/s completing assessment: Kate McCorriston (Head of HR and OD) and Michelle Gwyther (Transformation Programme Manager)</b>	
<b>Date of Assessment: 4<sup>th</sup> February 2022</b>	
<b>Name of service/function or policy being assessed: Slough Children First</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To ensure Slough Children First has an approved 3 year business plan for 2022 to 2025 in accordance with the requirements set out in the Articles of Association, which sets out its strategic priorities and financial strategy.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>This is implemented by the whole company of Slough Children First which comprises nine different services: Early Help, Referral and Assessment, Safeguarding and Family Support, Children Looked After and Support Services, Regulated Services, Virtual School, Safeguarding and Quality Assurance, Finance and Resources, and HR and Organisational Development</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p><b>Age: No impact</b>  <b>Disability: No impact</b>  <b>Gender Reassignment: No impact</b>  <b>Marriage and Civil Partnership: No impact</b>  <b>Pregnancy and maternity: No impact</b>  <b>Race: No impact</b>  <b>Religion and Belief: No impact</b>  <b>Sex: No impact</b>  <b>Sexual orientation: No Impact</b>  <b>Other: No impact</b></p>

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Providing guidance for all Slough Children First staff on the delivery of the company's strategic aims and priorities</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>There are no expected negative impacts.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Workforce data has been collected for 282 out of the 285 permanent staff who are employed by the Company. The remaining staff are interim, agency workers and their personal information is retained by their agency.</p> <p>Personal information has been drawn from Agresso (the same HR system used by SBC) and this information has been used to check for any groups positively or negatively affected by the proposed business plan.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>No formal engagement has been undertaken for this particular equalities impact assessment. The Staff Engagement Group which meets six weekly is informally consulted on matters which may have any form of an effect on staff within the Company, but they have not yet seen this business plan.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>The business plan will be a public document and will be of interest to local residents, staff and potentially future staff. It needs to be honest about the successes and challenges the company faces, as well as its future direction to ensure it continues to be an honest and transparent organisation</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p>

	<p>Delivery plans will be developed for programmes of work over the next three years. These programmes will have their own equality impact assessment developed if it is felt there is a significant change to any roles, how staff are expected to work and if anyone is to be made redundant.</p>
<p>10.</p>	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>The Business Plan will be regularly scrutinised through a variety of internal governance mechanisms including the company's own Board as well as external governance and contract management arrangements which include the Council and the DfE. This also includes Overview and Scrutiny Committee as well as Cabinet Scrutiny.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	<b>Yes</b>
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

#### Action Plan and Timetable for Implementation – Not Applicable

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
N/A						

**Name: Michelle Gwyther**

**Signed: Michelle Gwyther (Person completing the EIA)**

**Name:** .....

**Signed:** .....( Policy Lead if not same as above)

**Date:**