

Appendix B: Equality Impact Assessment

Directorate: Strategy & Improvement	
Service: HR and Strategy and Policy	
Name of Officer/s completing assessment: Christine Ford, Diversity and Inclusion Lead	
Date of Assessment: 20/09/23	
Name of service/function or policy being assessed: Statutory Equality Objectives 2023-2027	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The Corporate Equality Objectives are a statutory requirement under the Public Sector Equality Duty (PSED), Equality Act 2010. It is a requirement to have a least one objective, for a period of no longer than 4 years. The aim is to set a focus for the council to improve equality locally, within both its workforce and service delivery. The context for the objectives are linked directly from the Corporate Plan, which outlines the vision for the council and what we hope to deliver in the borough, above and beyond the day to day “business as usual”. The plan includes up to date data, including information from the 2021 Census.</p> <p>The Equality Objectives 2023-2027 are:</p> <p><i>Objective 1: Improve the collection of employee and applicant equalities data to ensure we are data-led in our actions to improve workforce inclusion and equality</i></p> <p><i>Objective 2: Recruit, retain and develop an inclusive workforce, where diversity is valued, and one that is more representative of our local communities.</i></p> <p><i>Objective 3: Provide quality services for vulnerable children and those with special educational needs and disabilities (SEND).</i></p> <p><i>Objective 4: Improve outcomes for disadvantaged children and young people.</i></p> <p><i>Objective 5: Work with partners to target health inequalities and promote wellbeing.</i></p>

	<p>By setting these objectives the council maintains compliance with the PSED and aims to focus activities on reducing inequalities and improving inclusion.</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>The equality objectives for services are delivered by all directorates and all services, but with a specific focus on those services working with children and young people, those with disabilities and SEN, and improving public health.</p> <p>The primary delivery of the work-force objectives lies with Human Resources and Corporate Leadership Team</p>

3. 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.

All employees of the council will be impacted
Prospective employees (job applicants).

There is a primary focus on improving outcomes for vulnerable and disadvantaged **children and young people**. Slough has a strikingly young population, with ¼ of the population under the age of 15 (see demographic charts below). 22% of Slough's under 16's lived in relative low –income families in 2020/21 (JSNA Feb 2023) and this number is increasing. However, this is intersectional and children and young people will comprise many of the other equality groups. There is additionally a specific objective focus around children and young people with special educational needs and disabilities (SEND), who face poorer outcomes than those without SEND.

Reducing health inequalities will impact on all residents who will potentially comprise all equality groups, but particularly those with disabilities

It is important to note that these objectives do not replace the legal responsibilities of the council to eliminate discrimination and promote equality of opportunity in the day to day activities of the council. The focus on children and young people and wider equality promotion for adults (of all equality characteristics) is not mutually exclusive. Indeed research indicates that the targeting of inequalities for children and young people can have a profound positive impact on closing future equality gaps for adults.

4. 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.

Characteristic	Positive , Negative, Neutral or Unknown Impact	Rationale for Assessment
Age	Positive.	<p>For employment objectives (1 and 2): positive impact on working age applicants and current employees.</p> <p>For service objectives (3 and 4) : positive for children and young people</p> <p>For service objective (5) – positive for all age groups, but particularly older residents who are more likely to suffer from poor health</p>
Disability	Positive	<p>For employment objectives (1 and 2), positive impact on applicants with a disability and employees with a disability.</p> <p>A significantly lower portion of the economically active cohort of Slough has a disability and there remain significant barriers for disabled people to access employment. The objective commits to improving inclusion for disabled employees and having a diverse and representative workforce.</p> <p>For service objectives (3) –positive impact on children and young people with SEND</p> <p>For service objective (5) disabled people often suffer significantly from multiple health inequalities. For example, the King’s Fund has found that during the first year of the Covid-19 pandemic in England, 60 per cent of those who died from Covid-19 were disabled. People with learning disabilities were eight times more likely to die of Covid-19 than the general population.</p>
Gender Reassignment:	Positive or neutral	<p>For employment objectives (1 and 2) the workforce objectives support inclusion for all characteristics, including Tran’s employees and those whose gender is non-binary. Applicants and employees many comprise this group.</p> <p>Service Objectives (3-5) - whilst there are no specifically -targeted actions, service users (including children and young people) may comprise this group.</p>

	Marriage and Civil Partnership:	Positive or Neutral	<p>For employment objectives (1 and 2), the workforce objectives support inclusion for all characteristics. Applicants and employees many comprise this group.</p> <p>Service Objectives (3-5) - whilst there are no specifically - targeted actions, service users (including children and young people) may comprise this group.</p>
	Pregnancy and maternity:	Positive or Neutral	<p>For employment objectives (1 and 2,) Employees - the workforce objectives support inclusion for all characteristics. Applicants and employees many comprise this group.</p> <p>Service Objectives (2, 3, 5) - whilst there are no specifically- targeted actions, service users (including children and young people) may comprise this group.</p>
	Race:	Positive	<p>For employment objectives (1 and 2) – positive impact on race. It is recognised that the council workforce should be reflective of the local slough communities and in particular, ethnic diversity should be improved at senior levels. These objectives should have a positive impact on those employees and applicants from ethnic groups currently under-represented in the workforce and particularly in senior positions.</p> <p>For service objectives (, 5) Slough has inequalities in health between different population groups which need to be addressed – and there is a commitment to work with partners to target these. EG, The prevalence of hypertension and diabetes is significantly higher in Black/Black British and Asian/Asian British groups respectively. In over 50's and over 70's, the prevalence of both these chronic conditions is higher amongst BAME groups than the average for Slough and White ethnic groups.</p> <p>For service objective (3 and 4)) whilst disadvantage and gender may be a stronger predictor for poorer educational outcomes in children and young people, there is also disparity between different ethnic groups (correlated to disadvantage). Closing these gaps may lead to improved outcomes for some ethnic groups. Certain ethnicities may be over-represented in SEND and vulnerable children cohorts.</p>
	Religion and Belief:	Neutral or positive	<p>Employees - the workforce objectives support inclusion for all characteristics. Applicants and employees many comprise this group.</p> <p>Service Objectives - whilst there are no specifically- targeted actions, service users (including children and young people) may comprise this group</p>

Sex	Positive	<p>Employment Objectives (1 and 2). Whilst the council is 60% female, women are still over-represented in the lowest pay grades and under-represented in the most senior positions. These objectives should support great equality and inclusion for women in the workforce.</p> <p>Service objective (5) Men typically have poorer health outcomes than women. A major health inequality exists between men and women in terms of health life expectancy: the number of years a person can typically expect to live in full health without disabling illness or injury. Healthy life expectancy for men in Slough is 58.1 years– compared to a regional average of 65.5 years. Healthy life expectancy for women in Slough is 60.3 years, compared to a regional average of 65.9 years.</p> <p>Whilst service objectives (3 and 4) focus on improving outcomes for disadvantage and SEN/disability, there are clear gender gaps in areas such as educational outcomes. Focus on closing these gaps may lead to improved outcomes for boys.</p>
Sexual orientation:	Neutral or positive	<p>Employees - the workforce objectives support inclusion for all characteristics. Applicants and employees many comprise this group.</p> <p>Service Objectives - whilst there are no specifically- targeted actions, service users (including children and young people) may comprise this group</p>
Other: those on low income Care Experienced Young People/ Children Looked After	Neutral /Positive Positive	<p>Those on low income face multiple disadvantage. The focus on improving outcomes for disadvantaged children will have a positive impact on those groups.</p> <p>Employment (objectives 1 and 2) – the council will improve monitoring of these groups in employment and job applications to improve inclusion and identify any barriers.</p> <p>Service Objectives 1 and 2 will focus on providing quality services and improving outcomes for these groups</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 anticipated 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>JSNA Project workstreams: JSNA skeleton (berkshirepublichealth.co.uk)</p> <p>Berkshire Observatory – Slough – Welcome to the Slough Observatory</p> <p>Workforce equality data – Slough Borough Council</p> <p>Education and early years equality data – Slough Borough Council</p> <p>Slough Insights Data pack – Slough Borough Council</p> <p>JSNA 2023/ Berkshire Observatory local data Workforce Equality Data Report 2023 Service Equality Data – Education and Early years 2023 SBC Staff Survey 2023</p>

7. 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?

Consultation on the workforce objectives (1 and 2) has been undertaken with the following staff network groups:

Slough Borough Council's Women's Network
Employees with Disabilities Forum
REACH (Race equality and celebrating heritage) Network

Feedback was positive and in support of the objectives. Members emphasised the need to ensure regular monitoring to ensure progress was being made and communication of activities and progress with wider workforce.

The service objectives (3, 4, and 5) were part of wider consultation on the Corporate Plan. Full details of these can be found in the accompanying Cabinet Report to the Corporate Plan – September 2018.

The following equalities issues were highlighted:

Some respondents were concerned that the focus on children and young people would disadvantage elderly residents and other vulnerable residents, such as those with disabilities.

Five respondents raised the theme of Special Educational Needs and Disabilities (SEND) services.
Eight respondents raised issues relating to support for parents.

One respondent highlighted the need to tackle inequality, by tailoring services to meet the needs of different communities. Another respondent commented on specific health challenges faced by those of Asian ethnicity in Slough.

8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Promoting equality and diversity in employment and service delivery will promote good relations between people of different characteristics. Perceptions of fairness and inclusion in both access to public services and employment are crucial components of improving community cohesion.</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>N/A</p>
10.	<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>Key performance indicators have been identified against the equality objectives. These will be reviewed and amended as appropriate during the life of the objectives (4 years).</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	X
Outcome 2: Adjust the policy 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).	
Outcome 3: Continue the policy 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).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

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

Name Christine Ford Signed:(Person completing the EIA)
Name: Same as above..... Signed:(Policy Lead if not same as above)
Date : 20.09.23

Slough Demographic Profile

Population

Slough's population in the 2021 census was 158,500.

Age

Age groups	Number of residents	% of population
0-15	39,568	25.0%
16-24	16,587	10.5%
25-39	38,001	24.0%
40-49	24,839	15.7%
50-59	17,548	11.1%
60-69	11,754	7.4%
70 and over	10,201	6.4%

Care experience

There is no data from the 2021 census on residents who have spent time in care. Slough has higher than average rates of Children in Need and children receiving Targeted Early Help and Child Protection Plans – 145 per 10,000 people aged 0-17, compared to regional average of 125. Slough has a lower rate of Children Looked After than the England average, but is similar to the South East average.

Disability

Disability	Number of residents	% of population
Disabled	17,975	11.3%
Not disabled	140,523	88.7%

Ethnicity

Broad ethnic groups	Number of residents	% of population
Asian	74,093	46.7%
Black	11,992	7.6%
Mixed	6,311	4.0%
Other	8,970	5.7%
White	57,134	36.0%

Gender identity

Gender identity	Number of residents	% of population
Gender identity is the same as sex registered at birth	107,503	90.4%
Gender identity is different to sex registered at birth	1,081	0.9%
Not known	10,351	8.7%

This data applies only to residents aged 16 or over (118,930 residents).

Marital and civil partnership status

Marital and civil partnerships status	Number of residents	% of population
Single	41,898	35.2%
Married	60,001	50.4%
Civil partnership	158	0.1%
Separated	2,925	2.5%
Divorced or dissolved civil partnership	8,799	7.4%
Widowed or surviving civil partner	5,151	4.3%

This data applies only to residents aged 16 or over (118,930 residents).

Religion, faith, or belief

Religion, faith, or belief	Number of residents	% of population
No religion	20,726	13.1%
Christian	50,664	32.0%
Buddhist	776	0.5%
Hindu	12,343	7.8%
Jewish	85	0.1%
Muslim	46,661	29.4%
Sikh	17,985	11.3%
Other religion	716	0.5%
Not known	8,544	5.4%

Sex

Sex	Number of residents	% of population
Female	80,005	50.5%
Male	78,495	49.5%

Sexual orientation

Sexual orientation	Number of residents	% of population
Straight or Heterosexual	104,943	88.2%
Gay or Lesbian	806	0.7%
Bisexual	1,095	0.9%
All other sexual orientations	412	0.3%
Not known	11,677	9.8%

The 2021 Census data applies only to residents aged 16 or over (118,930 residents).