

Appendix D – Equality Impact Assessment

1. Overview

The corporate plan is a strategy which encompasses everything SBC does as a council, and will therefore affect all residents, rather than any particular group.

Further equality impact assessments will need to be produced for further key strategies and programmes needed to implement the corporate plan.

However, the corporate plan has been developed to respond to the specific challenges faced by residents, drawing on data from the 2021 Census and other key sources. The evidence base used to develop the plan – the Slough Insights pack is presented alongside this report (Appendix B).

A public consultation was conducted on a draft of the corporate plan from the 26th of June to the 7th of August 2023, which enabled respondents to raise equalities issues – see Appendix C, section 3.a.

The new ‘Purpose’ for the council, and the new set of three strategic priorities, have been chosen to reflect Slough’s unique 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).

2. Anticipated impact by protected characteristic

Age and Care experience:

The corporate plan has a clear focus on tackling health inequalities by focusing on children and young people. The first strategic priority focuses on specifically on children and young people and there are commitments in the second and third priorities aimed at improving outcomes for children and families. This is important given the youthful nature of the population – see section 1 – and Slough has the second largest proportion of children aged 15 or under in England and Wales.

For example, there are commitments in the plan to improve the quality of housing in Slough - 34% of residents aged 15 and under and 34% of residents aged 16-24 live in overcrowded households. 33% of all residents living in overcrowded households in Slough are children aged 0-15.

The corporate plan also includes measures to create new employment opportunities for Slough families and routes to upskill – 24.4% of children in Slough live in low-income households, compared to a regional average of 14.4%.

There are commitments under the first strategic priority to target child obesity - 28.4% of year 6 students in Slough are obese, compared to a regional average of 20.0%.

As noted above, Slough has higher than average rates of Children in Need and children receiving Targeted Early Help and Child Protection Plans.

Two of the commitments under the first priority have been highlighted in the corporate plan as key equality objectives:

- Providing quality services for vulnerable children and those with special educational needs and disabilities (SEND)
- Improving outcomes for disadvantaged children and young people

Although the focus of the plan is primarily on children and young people, there is a commitment under the second strategic priority to support the most vulnerable adults.

Disability:

Working with partners to target health inequalities and promote wellbeing is one of the highlighted equalities objectives within the new corporate plan and is woven through all three strategic priorities.

Disabled people often suffer significantly from these 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.

The first commitment under the first strategic priority of the new corporate plan is to 'provide quality services for vulnerable children and those with special educational needs and disabilities', which signals the councils intent to put the needs of these children at the heart of our work. As mentioned above, this too is highlighted as an equality objective within the corporate plan.

The second strategic priority also includes a commitment to supporting residents to be as independent as possible, whilst providing quality services for the most vulnerable adults.

Ethnicity

Slough has inequalities in health between different population groups which need to be addressed – and the new corporate plan includes a commitment to work with partners to target these, as one of SBC's highlighted equality objectives.

The new corporate plan includes a commitment to prioritise ensuring the borough has affordable, safe and healthy homes – by improving the quality of council housing stock and the private rented sector.

Overcrowding is an area where there are clear health inequalities in the proportion of people of different ethnicities who live in overcrowded households –

- 34% of residents who identified as Black, Black British, Black Welsh, Caribbean or African.
- 29% of residents who identified as Asian, Asian British, or Asian Welsh.
- 28% of residents who identified as being of Mixed or Multiple ethnic groups.
- 19% of residents who identified as White.

Gender Reassignment:

There is no anticipated impact relating to this protected characteristic.

Marriage and Civil Partnership:

There is no anticipated impact relating to this protected characteristic.

Pregnancy and maternity:

There is no anticipated impact relating to this protected characteristic.

Religion and Belief:

There is no anticipated impact relating to this protected characteristic.

Sex

There is not anticipated to be a significant impact dependent on residents' sex.

The new corporate plan has a key focus on improving healthy 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.

Sexual orientation:

There is no anticipated impact relating to this protected characteristic.