

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, updated 14/02/24	
Name of service/function or policy being assessed: Statutory Equality Objectives 2024-2028	
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 proposed Equality Objectives 2024-2028 are set out in the Cabinet report and include objectives around workforce, children and young people and health inequalities:</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 under the leadership of the Corporate Leadership Team and Cabinet. There is a specific focus on those services working with children and young people, those with disabilities and SEN, and improving health inequalities. In response to consultation it is proposed to add in an objective around community safety and political and officer leadership.</p> <p>The primary delivery of the work-force objectives lies with Human Resources, Corporate Leadership Team and the Employment Committee</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>All employees of the council will be impacted Prospective employees (job applicants). Residents of Slough and service users</p> <p>In the original draft objectives there was a primary focus on improving outcomes 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.</p> <p>Reducing health inequalities will impact on all residents who will potentially comprise all equality groups, but particularly those with disabilities and those whose life experiences impacts on their health. In response to consultation, specific reference has been made to the housing impact on health inequalities. Monitoring data should be secured to ensure that data is captured on which protected characteristics are more likely to have health inequality.</p>
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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.	For employment objectives : positive impact on working age applicants and current employees and on employees or future employees currently under-represented in the workforce. For service objectives : positive for children and young people who are vulnerable or have a disability, positive for all age groups, but particularly older residents who are more likely to suffer from poor health
Disability	Positive	For employment objectives , positive impact on applicants with a disability and employees with a disability. 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. For service objectives –positive impact on children and young people with SEND, 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.
Gender Reassignment:	Positive or neutral	For employment objectives the workforce objectives support inclusion for all characteristics, including Trans employees and those whose gender is non-binary. Applicants and employees many comprise this group. An objective around community safety will help identify any disproportionate impact on residents who identify as a gender different from their biological sex.
Marriage and Civil Partnership:	Neutral	There is no identified impact on this group.
Pregnancy and maternity:	Positive or Neutral	For employment objectives Employees - the workforce objectives support inclusion for all characteristics. Applicants and employees many comprise this group.

		Service Objectives (1,2 3) - An objective targeting reducing health inequalities will help identify and target support for women who are pregnant or have recently given birth, including those with protected characteristics who are more at risk of poor maternity outcomes.
Race:	Positive	<p>For employment objectives – 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 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 certain ethnic .</p> <p>For service objective 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:	Positive	<p>Employees - the workforce objectives support inclusion for all characteristics. Applicants and employees many comprise this group.</p> <p>Service Objectives - a focus on community safety will allow analysis and targeting of support for those who are more at risk of crime as a result of their religion.</p>
Sex	Positive	<p>Employment Objectives . 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 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</p>

		<p>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>Service objectives 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> <p>A service objective in relation to community safety particularly referencing violence against women and girls will have a positive impact on this group.</p>
Sexual orientation:	Positive	<p>Employees - the workforce objectives support inclusion for all characteristics. Applicants and employees many comprise this group.</p> <p>Service Objectives - an equality objective relating to health inequalities and community safety will ensure that support is targeted where there is a disproportionate risk of inequality due to sexual orientation.</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.	<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>Consultation on the workforce objectives has been undertaken with the following staff network groups:</p> <p>Slough Borough Council’s Women’s Network Employees with Disabilities Forum REACH (Race equality and celebrating heritage) Network</p> <p>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.</p> <p>Members of staff were also able to comment as part of the wider public consultation which ran 13 Dec 2023-02 Feb 2024</p> <p><i>40 responses were received. The full responses to questions can be seen in Appendix B Consultation Summary to the Cabinet Report, 15 April 2024.</i></p> <p>There was broad agreement with the objectives, in particular the objectives relating to children and young people (1 and 2), which scored mostly highly and were ranked as the most important.</p> <p>However, in the comments the following additional themes around wider equality were mentioned:</p>

Gender equality – several respondents felt this was an issue both for employees and residents and more should be done to reduce inequality and exclusion for women
Older people with disabilities should be considered
Disagreement with the setting of equality objectives at all as this led to more division in communities
Issues with equality in the workforce (around culture, job grading) and the negative impact this would have on recruitment and retention
Race equality – white residents being “left out”

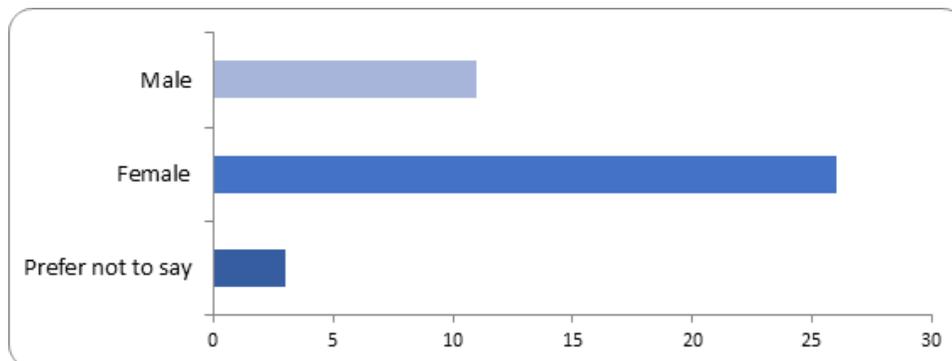
50% of respondents were SBC employees, 50% of respondents were not SBC employees

Demographic Breakdown of Respondents

All the demographic questions were optional. Respondents who wished not to answer a question could either select “prefer not to say” or skip the question; these have been combined into “Prefer not to say or not answered” in the analysis below.

11: What is your sex (as registered at birth)?

65% (26 respondents) were female.

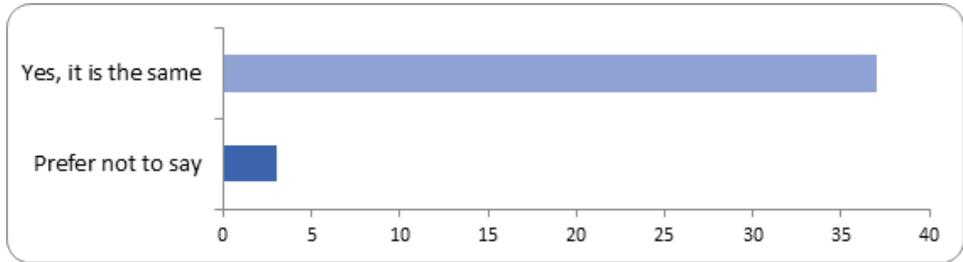


Option	Total	Percent
Male	11	27.50%
Female	26	65.00%
Prefer not to say or not answered	3	7.50%

12: Is the gender you identify with the same as your sex registered at birth?

Gender identity refers to a person’s sense of their own gender, whether male, female or another category such as non-binary. This may or may not be the same as their sex registered at birth.

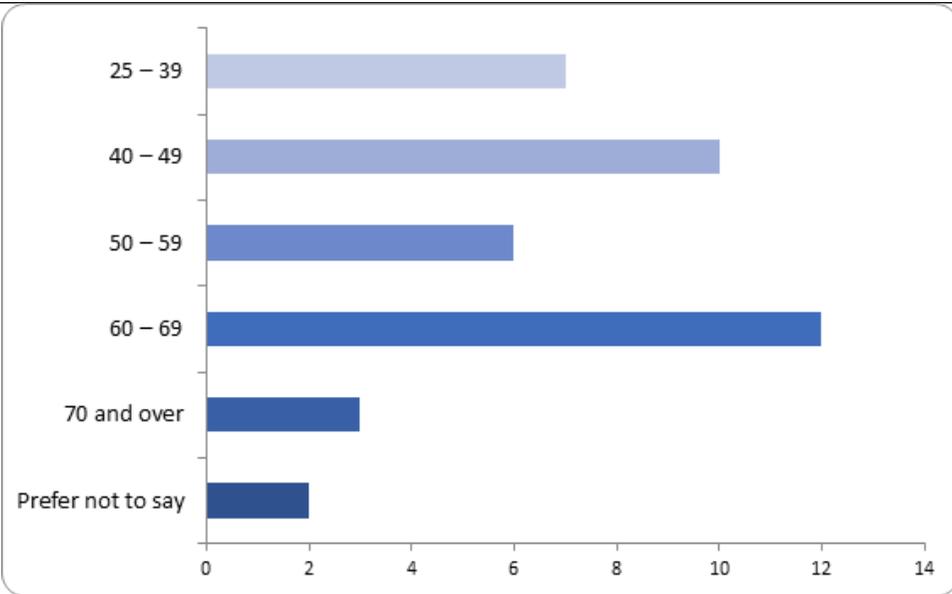
92.5% (37 respondents) answered that their gender identity was the same as their sex registered at birth.



Option	Total	Percent
Yes, it is the same	37	92.50%
No, it is different (please specify your gender identity)	0	0.00%
Prefer not to say or not answered	3	7.50%

13: What is your age?

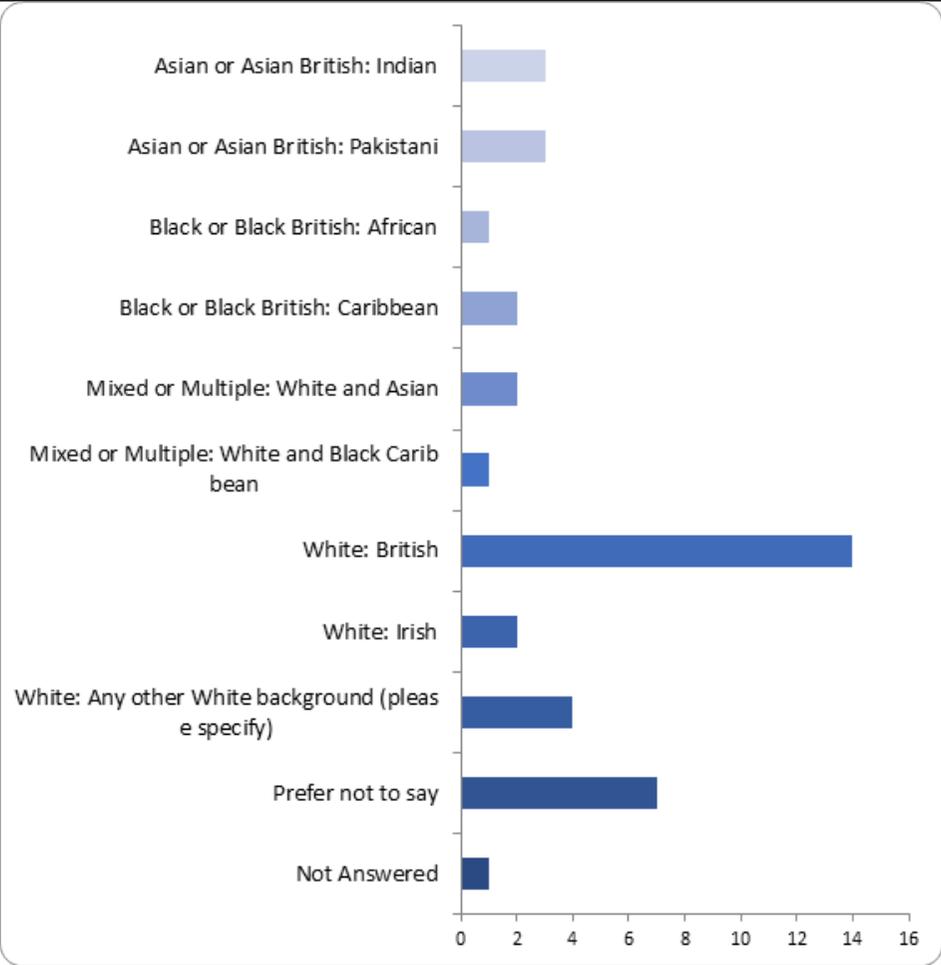
30% (12 respondents) were aged 60-69. 25% (10 respondents) were aged 40-49. There were no responses from anyone aged 24 and under.



Option	Total	Percent
0 – 15	0	0.00%
16 – 24	0	0.00%
25 – 39	7	17.50%
40 – 49	10	25.00%
50 – 59	6	15.00%
60 – 69	12	30.00%
70 and over	3	7.50%
Prefer not to say or not answered	2	5.00%

14: What is your ethnic group?

50% (20 respondents) were from White ethnic groups, 15% (6 respondents) were Asian ethnic groups, 7.5% (3 respondents) were from Black ethnic groups, and 7.5% (3 respondents) were from Mixed or Multiple ethnic groups.



Option	Total	Percent
Asian or Asian British: Bangladeshi	0	0.00%
Asian or Asian British: Chinese	0	0.00%
Asian or Asian British: Indian	3	7.50%
Asian or Asian British: Pakistani	3	7.50%
Asian or Asian British: Sikh	0	0.00%
Asian or Asian British: Any other Asian background (please specify)	0	0.00%
Black or Black British: African	1	2.50%
Black or Black British: Caribbean	2	5.00%
Black or Black British: Any other Black background (please specify)	0	0.00%
Mixed or Multiple: White and Asian	2	5.00%
Mixed or Multiple: White and Black African	0	0.00%
Mixed or Multiple: White and Black Caribbean	1	2.50%
Mixed or Multiple: Any other Mixed or Multiple background (please specify)	0	0.00%
Other ethnic group (please specify)	0	0.00%
White: British	14	35.00%
White: Irish	2	5.00%
White: Any other White background (please specify)	4	10.00%
Prefer not to say or not answered	8	20.00%

Four respondents selected “White: Any other White background” and specified:

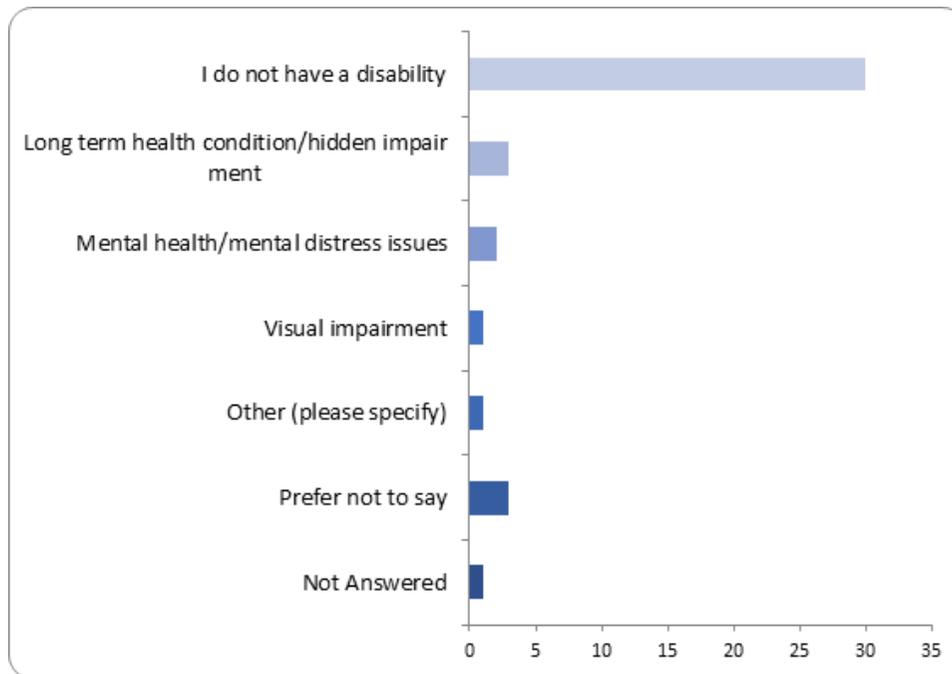
- 2 White English
- 1 Spanish

- 1 Hungarian

15: Do you have a disability? If yes, please tell us which of the following groups apply to you.

Under the Equality Act 2010, a person is considered to have a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

75% (30 respondents) did not have a disability. 17.5 (7 respondents) had a disability.



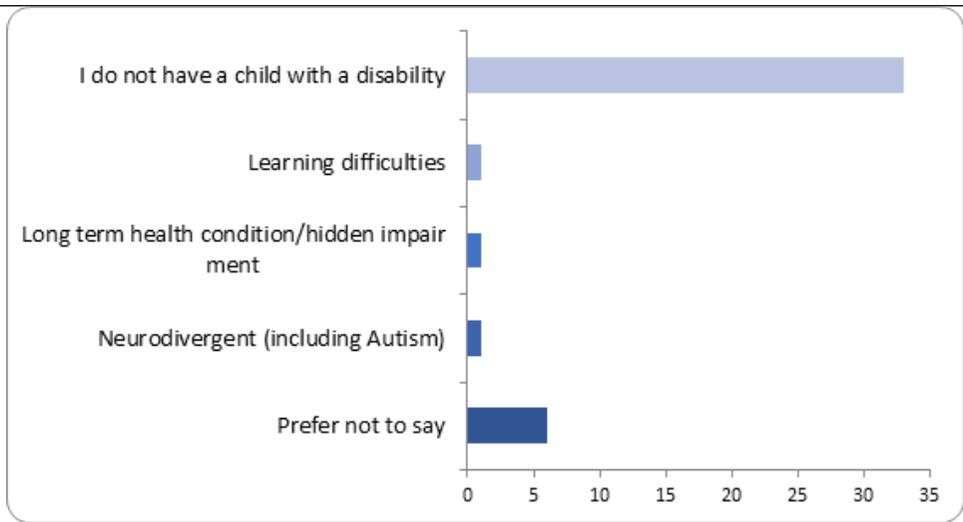
Option	Total	Percent
I do not have a disability	30	75.00%
Deaf/BSL User	0	0.00%
Hearing impairment	0	0.00%
Learning difficulties	0	0.00%
Long term health condition/hidden impairment	3	7.50%
Mental health/mental distress issues	2	5.00%
Neurodivergent (including Autism)	0	0.00%
Physical impairment	0	0.00%
Visual impairment	1	2.50%
Other (please specify)	1	2.50%
Prefer not to say or not answered	4	10.00%

One respondent selected “other” and specified that they “have a recent condition which may end up meeting the above criteria”.

16: Do you have a child (aged under 18) with a disability? If yes, please tell us which of the following groups apply to your child.

Under the Equality Act 2010, a person is considered to have a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

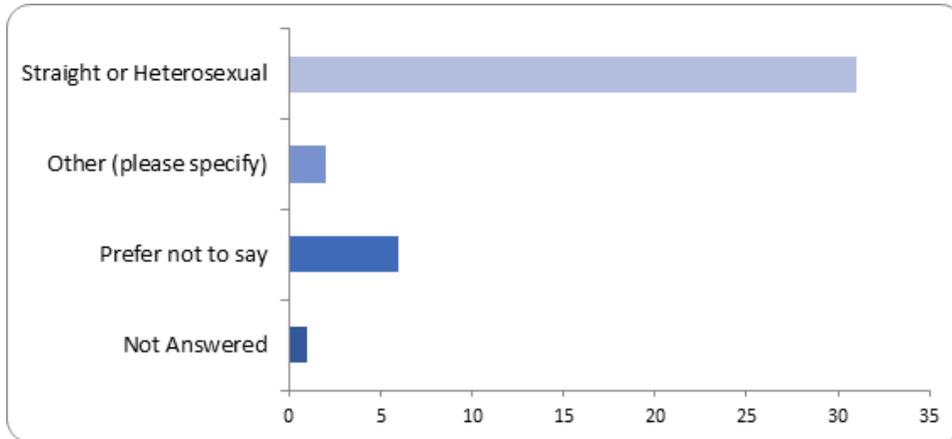
82.5% (33 respondents) did not have child with a disability. 7.5% (3 respondents) had a child with a disability.



Option	Total	Percent
I do not have a child with a disability	33	82.50%
Deaf/BSL User	0	0.00%
Hearing impairment	0	0.00%
Learning difficulties	1	2.50%
Long term health condition/hidden impairment	1	2.50%
Mental health/mental distress issues	0	0.00%
Neurodivergent (including Autism)	1	2.50%
Physical impairment	0	0.00%
Visual impairment	0	0.00%
Other (please specify)	0	0.00%
Prefer not to say or not answered	6	15.00%

17: How would you describe your sexual orientation?

77.5% (31 respondents) identified as Straight or Heterosexual.

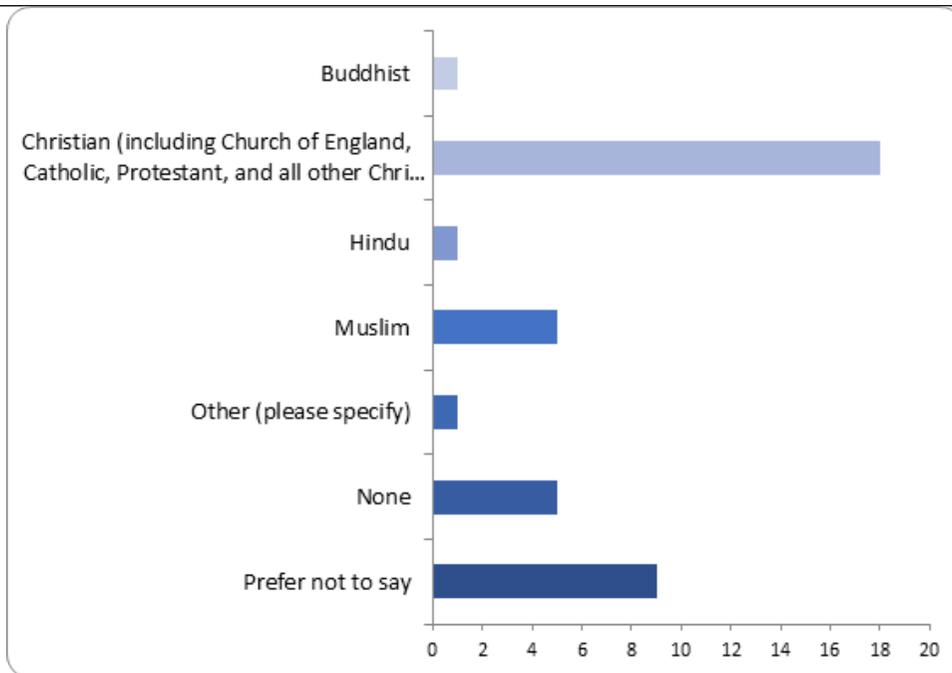


Option	Total	Percent
Bisexual	0	0.00%
Gay or Lesbian	0	0.00%
Straight or Heterosexual	31	77.50%
Other (please specify)	2	5.00%
Prefer not to say or not answered	7	17.50%

2 respondents selected “other” but did not specify a sexual orientation.

18: What is your religion, faith, or belief?

45% (18 respondents) were Christian, 12.5% (5 respondents) were Muslim, and 12.5% (5 respondents) had no religion.

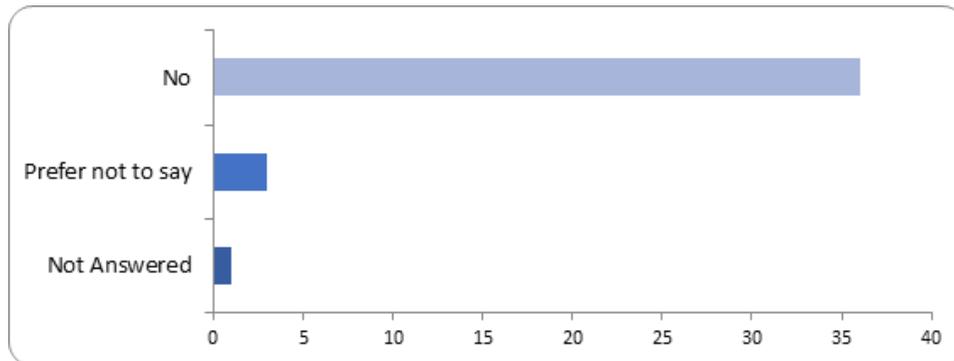


Option	Total	Percent
Buddhist	1	2.50%
Christian (including Church of England, Catholic, Protestant, and all other Christian denominations)	18	45.00%
Hindu	1	2.50%
Jewish	0	0.00%
Muslim	5	12.50%
Sikh	0	0.00%
Other (please specify)	1	2.50%
None	5	12.50%
Prefer not to say or not answered	9	22.50%

One respondent selected “other” and specified “I have a belief but it is not constrained by any of the above”.

19: Are you pregnant?

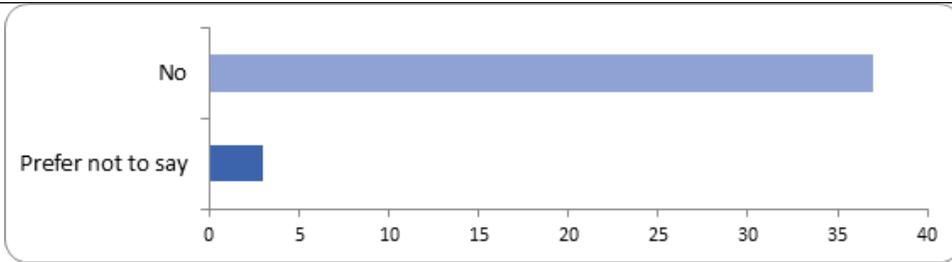
No respondent answered that they were pregnant.



Option	Total	Percent
Yes	0	0.00%
No	36	90.00%
Prefer not to say or not answered	4	10.00%

20: Have you had a baby in the last 12 months?

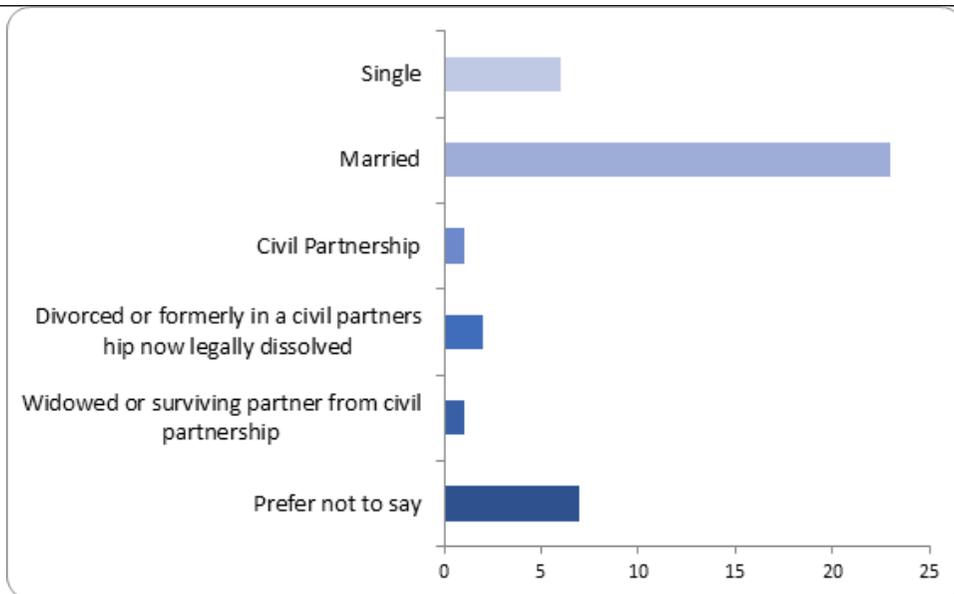
No respondent answered that they had a baby in the last 12 months.



Option	Total	Percent
Yes	0	0.00%
No	37	92.50%
Prefer not to say or not answered	3	7.50%

21: What is your legal marital or registered civil partnership status?

57.5% (23 respondents) were married and 15% (6 respondents) were single.

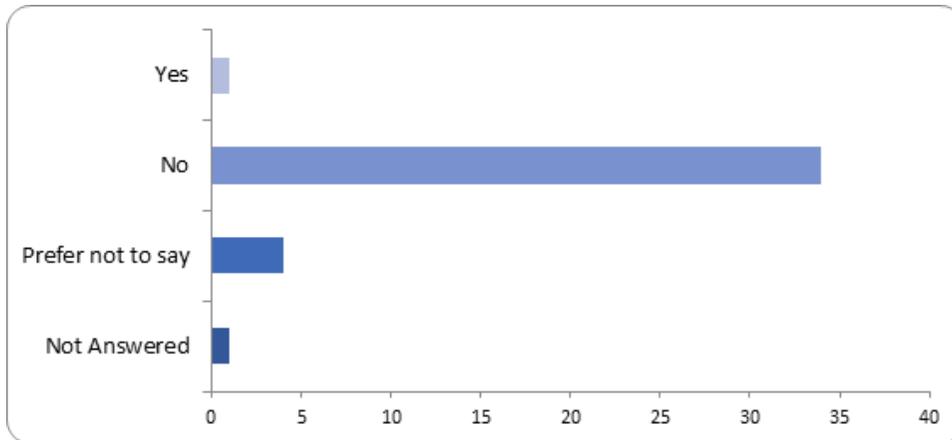


Option	Total	Percent
Single	6	15.00%
Married	23	57.50%
Civil Partnership	1	2.50%
Separated, but still married or in a civil partnership	0	0.00%
Divorced or formerly in a civil partnership now legally dissolved	2	5.00%
Widowed or surviving partner from civil partnership	1	2.50%
Prefer not to say or not answered	7	17.50%

22: Are you a member of the Armed Forces Community?

The Armed Forces community includes regular personnel, reservists, veterans, adult cadet force volunteers and families of regular personnel, reservists and veterans.

One respondent answered that they were a member of the Armed Forces Community.

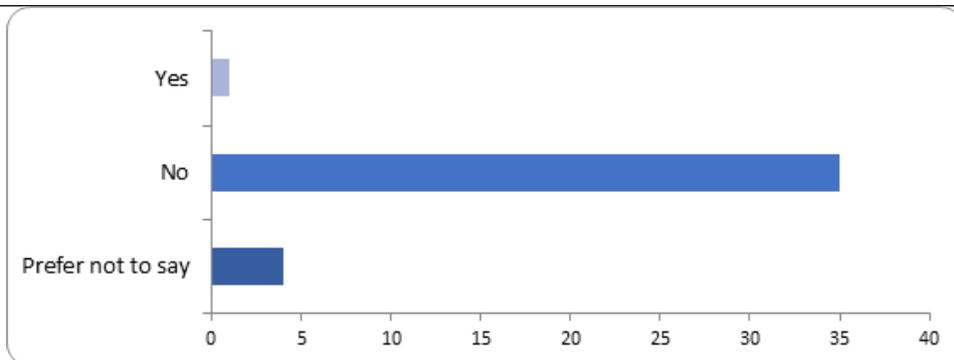


Option	Total	Percent
Yes	1	2.50%
No	34	85.00%
Prefer not to say or not answered	5	12.50%

23: Are you currently or have you previously been a child or young person (18-25) in care?

For example, in foster care.

One respondent answered that they were currently or had previously been a child or young person in care.



Option	Total	Percent
Yes	1	2.50%
No	35	87.50%
Prefer not to say or not answered	4	10.00%

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>It is proposed to adopt the equality objectives for a 2 year period as opposed to a 4 year period, whilst the LGA is commissioned to undertake a peer review. This review will help identify further actions the Council should take to improve its equality work.</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. The workforce objectives will be reviewed by the Employment Committee. Progress against the service objectives will be contained in subject specific reports on those services. The outcome of any peer review will be reported to members at a public meeting.</p>
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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 updated 14.02.24
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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).