

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY (to be completed once you have undertaken the assessment)

Please summarise the findings of the assessment. This should be included in any Committee report to provide information to the relevant decision-maker.	<p>The delivery and implementation of the refreshed Children and Young People's Partnership Plan is anticipated to have a positive impact on children and young people, particularly those with protected characteristics.</p> <p>Data indicates that certain groups of children and young people with protected characteristics face disproportionate disadvantage. While the plan is designed to benefit all children and young people, it is expected to have a particularly meaningful impact on those currently experiencing inequalities. Importantly, these targeted benefits will be delivered without compromising the support available to the wider population.</p> <p>No negative impacts are anticipated because of the plan's implementation.</p> <p>The partnership remains committed to deepening its understanding of intersectional inequalities affecting children and young people in Slough. This insight will guide the strategic allocation of resources and efforts to ensure the most effective and equitable outcomes.</p>
Please indicate a colour code based on your assessment (see appendix A)	

SECTION 1:

Title	Slough Children and Young People's Partnership Plan
<p>Briefly summarise what are you analysing:</p> <ul style="list-style-type: none"> • What is the policy/project/activity/strategy looking to achieve? • Who is it intended to benefit? • What results are intended? 	<p>This Equality Impact Assessment is analysing the Children and Young People Partnership plan, which is a strategic plan for the Children and Young People Partnership Board.</p> <p>The delivery and implementation of the refreshed Children and Young People's Partnership Plan is expected to positively impact children and young people with protected characteristics.</p> <p>The Children Young People Partnership Board is committed to a coordinated approach in delivering a strategic work programme aimed at improving outcomes for children and young people. This will be achieved by using detailed evidence, data, and insights to better understand and address</p>

the needs of those with protected characteristics in Slough—particularly those experiencing the greatest inequalities.

Population - There is large and growing population of CYP in Slough, Around 43,800 children and young people (under 18) live in Slough (ONS 2023), making up 28% of the population - the 2nd highest proportion in England. The CYP population is projected to remain close to 25% of the total population by 2043, which is much higher comparatively than other areas across the South East region.

Slough had a much larger proportion of babies aged under 1 year from Asian ethnic groups (48.1%) than England (12.2%) in 2021. This intersects with Asian ethnic groups having a higher chance of poverty, which means these babies and parents are at higher risk of poverty.

Source: 2021 Census.

Poverty - In 2024, 23.77% of children aged 0-19 in Slough were in relative low-income families before housing costs (England: 22.17%).

In 2023, there were 1,900 workless households with dependent children in Slough. • There were 4,100 children under 16 in these workless households.

Sources: • Relative and absolute low-income families: DWP, March 2025 (for 2024), via Local Insight. • Workless households: APS, 2023, via NOMIS.

Children's health

- Infant mortality rate: 8.1 (England: 4.1).
- Child mortality rate (1-17 years): 14.3 (England: 10.4).
- 3.7% of Slough's term babies have low birth weight (under 2,500g) (England: 2.9%).
- 25.7% of Slough's children in year 6 are obese (England: 22.1%).
- 34.9% of 5-year-olds have experience of visually obvious dental decay (England: 23.7%).

Sources: OHID, Fingertips Public Health Data.

- Infant mortality rate, 2021-23.
- Child mortality rate 2020-22.
- Low birth weight of term babies (Persons, ≥ 37 weeks gestational age at birth), 2022.

	<ul style="list-style-type: none"> • Year 6: Prevalence of obesity (including severe obesity) (Persons, 10-11 years), 2023/24. • Percentage 5-year-olds with experience of visually obvious dental decay, 2021/22 <p>While we have a range of data that helps us understand the inequalities affecting children and young people in certain areas, we do not yet have comprehensive data across all protected characteristics.</p>
Details of the lead person completing the screening/EIA	<p>(i) Full Name: Charlotte Littlemore</p> <p>(ii) Position: Public Health Programme Manager</p> <p>(iii) Service Area: Public Health</p> <p>(iv) Email Contact Details: charlotte.littlemore@slough.gov.uk</p> <p>(v) Date: 01/20/2025</p>
Version and date of update	V1
<p><i>You will need to update your EIA as you move through the decision-making process. Record the version number here and the date you updated the EIA. Keep all versions so you have evidence that you have considered equality throughout the process.</i></p>	

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be **proportionate** to the nature of the proposal/project/policy in question and the extent of its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	<p>Please provide an overview of who currently uses/will use your service or facility so you can identify who is likely to be impacted by the proposal</p>																																			
Who is likely to be impacted by this proposal?	<p>Please note that Census (2021) data was only available for 0-15s, due to the categories of data, individuals aged 16+ are grouped in the data category 16-64.</p>																																			
Some services are universal, although different groups of people may be more or less likely to use them.	Equality Protected Characteristic	<p>Please insert details of current or expected make up of service users</p>																																		
Some services are specifically targeted at certain groups of people.	Sex	<p>49.2% of Slough children aged 0-15 were female and 50.8% were male.</p>																																		
If you do not have data on actual services users, you can use proxy data based on national data and trends, you can also look at recent surveys, consultations, complaints etc	Ethnicity and Race	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Broad ethnic group</th> <th style="text-align: left;">Slough No. aged 0-15</th> <th style="text-align: left;">Slough % aged 0-15</th> <th style="text-align: left;">Slough % aged 16+</th> <th style="text-align: left;">England % aged 0-15</th> </tr> </thead> <tbody> <tr> <td>Asian ethnic groups</td> <td>20,410</td> <td>51.6%</td> <td>45.1%</td> <td>12.3%</td> </tr> <tr> <td>Black ethnic groups</td> <td>3,241</td> <td>8.2%</td> <td>7.4%</td> <td>5.6%</td> </tr> <tr> <td>Mixed or Multiple ethnic groups</td> <td>3,351</td> <td>8.5%</td> <td>2.5%</td> <td>7.0%</td> </tr> <tr> <td>Other ethnic groups</td> <td>2,282</td> <td>5.8%</td> <td>5.6%</td> <td>2.7%</td> </tr> <tr> <td>White ethnic groups</td> <td>10,282</td> <td>26.0%</td> <td>39.4%</td> <td>72.4%</td> </tr> </tbody> </table> <p>Note: The graph and table show the percentage of Slough children (and comparisons) that are from each ethnic group (e.g., 51.6% of Slough children aged 0-15 are from Asian ethnic groups).</p>					Broad ethnic group	Slough No. aged 0-15	Slough % aged 0-15	Slough % aged 16+	England % aged 0-15	Asian ethnic groups	20,410	51.6%	45.1%	12.3%	Black ethnic groups	3,241	8.2%	7.4%	5.6%	Mixed or Multiple ethnic groups	3,351	8.5%	2.5%	7.0%	Other ethnic groups	2,282	5.8%	5.6%	2.7%	White ethnic groups	10,282	26.0%	39.4%	72.4%
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	<p>Sources: 2021 Census.</p>																																			
	Disability	<p>4.4% of Slough children aged 0-15 were disabled under the Equality Act.</p>																																		
	<p>Source - 2021 Census.</p>																																			
	Sexual orientation	<p>2021 Census data on this is only available for people aged 16+, and then is categorised into the data group 16-64 years old.</p>																																		
	Age	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Age of young children</th> <th style="text-align: left;">Slough Number</th> <th style="text-align: left;">Slough %</th> <th style="text-align: left;">England %</th> </tr> </thead> <tbody> <tr> <td>Under 1</td> <td>2,166</td> <td>1.4%</td> <td>1.0%</td> </tr> <tr> <td>1</td> <td>2,305</td> <td>1.5%</td> <td>1.1%</td> </tr> <tr> <td>2</td> <td>2,374</td> <td>1.5%</td> <td>1.1%</td> </tr> <tr> <td>3</td> <td>2,393</td> <td>1.5%</td> <td>1.1%</td> </tr> <tr> <td>4</td> <td>2,536</td> <td>1.6%</td> <td>1.1%</td> </tr> </tbody> </table>					Age of young children	Slough Number	Slough %	England %	Under 1	2,166	1.4%	1.0%	1	2,305	1.5%	1.1%	2	2,374	1.5%	1.1%	3	2,393	1.5%	1.1%	4	2,536	1.6%	1.1%						
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	<p>Sources:</p> <ul style="list-style-type: none"> • Total Fertility Rate & live births: ONS, 2023. • Children & age: 2021 Census (the graph and table use 2021 census data), 2011 Census, 2023 ONS population estimates. 																																			

Religion or belief	<table border="1"> <thead> <tr> <th>Religion or belief</th><th>Slough No. aged 0-15</th><th>Slough % aged 0-15</th><th>Slough % aged 16+</th><th>England % aged 0-15</th></tr> </thead> <tbody> <tr><td>Buddhist</td><td>135</td><td>0.3%</td><td>0.5%</td><td>0.3%</td></tr> <tr><td>Christian</td><td>9,837</td><td>24.9%</td><td>34.3%</td><td>35.3%</td></tr> <tr><td>Hindu</td><td>3,205</td><td>8.1%</td><td>7.7%</td><td>2.0%</td></tr> <tr><td>Jewish</td><td>12</td><td>0.0%</td><td>0.1%</td><td>0.5%</td></tr> <tr><td>Muslim</td><td>15,433</td><td>39.0%</td><td>26.3%</td><td>11.3%</td></tr> <tr><td>No religion</td><td>4,734</td><td>12.0%</td><td>13.4%</td><td>42.8%</td></tr> <tr><td>Not answered</td><td>2,124</td><td>5.4%</td><td>5.4%</td><td>6.5%</td></tr> <tr><td>Other religion</td><td>132</td><td>0.3%</td><td>0.5%</td><td>0.3%</td></tr> <tr><td>Sikh</td><td>3,954</td><td>10.0%</td><td>11.8%</td><td>1.0%</td></tr> </tbody> </table>	Religion or belief	Slough No. aged 0-15	Slough % aged 0-15	Slough % aged 16+	England % aged 0-15	Buddhist	135	0.3%	0.5%	0.3%	Christian	9,837	24.9%	34.3%	35.3%	Hindu	3,205	8.1%	7.7%	2.0%	Jewish	12	0.0%	0.1%	0.5%	Muslim	15,433	39.0%	26.3%	11.3%	No religion	4,734	12.0%	13.4%	42.8%	Not answered	2,124	5.4%	5.4%	6.5%	Other religion	132	0.3%	0.5%	0.3%	Sikh	3,954	10.0%	11.8%	1.0%
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<p>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information above relative to their size of in the wider Slough population? You can find comparator details in the following:</p>	<p>No.</p>																																			
<p>2.3 You may need to undertake consultation as part of this proposal. If you have undertaken any specific consultation, please give summary of findings here. Has the consultation identified any specific equality impacts?</p>	<p>Consultation for this plan was as follows:</p> <ul style="list-style-type: none"> December 2024 - the CYPPB agreed to review and refresh the Children and Young People Partnership Plan. Following this decision, members of the CYPPB participated in a half-day workshop in January 2025 to begin identifying potential priority areas for the refreshed plan. By March 2025, a draft set of priorities had been developed. These were shared for consultation throughout April and May with a range of teams, services, and partners across the children and young people's system. Feedback from this engagement helped shape a second draft of the plan, which was completed in June and subsequently circulated for further consultation. In August 2025, Together as One facilitated a focus group with children and young people to gather their views on the proposed priorities. Their feedback was instrumental in shaping the final version of the plan, which was formally signed off by the CYPPB in September 2025. <p>The consultation process did not identify any specific equality impacts.</p>																																			
<p>2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, what is the <i>likely</i> impact?</p>	<table border="1"> <thead> <tr> <th></th> <th>Neutral</th> <th>Positive</th> <th>Negative</th> <th>Not sure</th> </tr> </thead> <tbody> <tr> <td>Men or women</td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People of a particular race or ethnicity</td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People with disabilities</td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People of sexual orientation/s</td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People in particular age groups (consider children, and over 65s)</td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment</td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </tbody> </table>		Neutral	Positive	Negative	Not sure	Men or women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People of a particular race or ethnicity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People with disabilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People of sexual orientation/s	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People in particular age groups (consider children, and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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People who are pregnant	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of faiths and beliefs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are in a marriage or civil partnership				
If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.				

2.5	Based on your responses, should a more detailed EIA be carried out on the project, policy or proposal?
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
2.6	Provide brief reasons on how you have come to this decision?
	<p>The delivery and implementation of the refreshed Children and Young People’s Partnership Plan is anticipated to have a positive impact on children and young people, particularly those with protected characteristics.</p> <p>No negative impacts are anticipated because of the plan’s implementation.</p>

If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed

SECTION 3: Detailed Assessment of Impact and Mitigations

To be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified.

Protected Characteristic		Positive Impacts	Negative Impacts	Neutral or no Impact	Can any negative impacts be mitigated? If so please describe below.
Sex	Men				
	Women				
Race or Ethnicity	White				
	Mixed/Multiple ethnic groups				
	Asian/Asian British				
	Black/African/Caribbean / Black British				
	Gypsies / travellers				
	Other ethnic group				
Disability	Physical				
	Sensory				
	Learning Difficulties				
	Learning Disabilities				
	Mental Health				
Sexual Orientation	Lesbian, Gay, Bisexual				

Pregnancy or maternity	Those pregnant or in maternity period.				
Gender Reassignment	Trans People				
Faith/Belief	People of particular faiths				
Age	People of different ages – think especially around children and older people				
Marriage or Civil Partnership	People who are married or in a civil partnership				

SECTION 4: ACTION PLAN

4.1	<p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p>NB. Add any additional rows, if required.</p>						
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
	Enter additional rows if required						

Appendix A

Equality Impact Assessment Decision Rating Guide

PLEASE SEE PAGE 1 FOR THE RATING OF THIS PROPOSAL

Decision	Action	Risk
As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.	Further advice should be taken	Red 
As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.	Proceed pending agreement of mitigating action	Amber 
As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.	Proceed	Green: 