

## Appendix 2

# Equality Impact Assessment

<b>Directorate: People Strategy &amp; Commissioning People (Adults)</b>	
<b>Service: Older People Strategy 2023-26</b>	
<b>Name of Officer/s completing assessment: Vicky Tutty</b>	
<b>Date of Assessment: 27/11/25</b>	
<b>Name of service/function or policy being assessed: Older People</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The Strategy sets out how the Council, working with its partners, will support and encourage carers to manage their own health and wellbeing, and ensure that that right support is known about and available at the right time.</p> <p>The aim of the Strategy is to ensure that Slough is a place Older People can live their best live and where we intervene early to reduce or delay the development of a range of Long Term Conditions</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>Delivery of the Older People Action Plan contained within the Strategy is overseen by the Older People Steering Group comprising of Older People, Carers, the Co-Production Network, Council officers and other professional stakeholders including representatives from Frimley ICS.</p> <p>It is intended that reporting will take place into the Slough Wellbeing Board.</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>The Strategy affects Older People in Slough.</p>

<b>Characteristic</b>	<b>Positive , Negative, Neutral or Unknown Impact</b>	<b>Rationale for Assessment</b>
<b>Age</b>	Positive	<p>Older people. It is intended that the Strategy will have a positive impact upon their lives by supporting individuals to manage their own health and wellbeing needs and to access the right support at the right time.</p> <p>Improved access to information and advice regarding Dementia.</p> <p>Improved access to activities within the local community to address social isolation.</p>
<b>Disability</b>	Positive	<p>Some Older People will have a disability. The Strategy therefore directly benefits disabled people as it seeks to address and prevent a range of Long Term Conditions and work in an integrated away across the NHS and Social Care e.g development of the Integrated Community Hubs to sign post people for opportunities in the community.</p>
<b>Gender Reassignment:</b>	Positive	<p>The Strategy will benefit all Older People including those who have undertaken gender reassignment.</p>
<b>Marriage and Civil Partnership:</b>	Positive	<p>Many Older People support a partner. The Strategy is likely to have a benefit upon those who are married or in a civil partnership as it will support Older People within their caring roles.</p>
<b>Pregnancy and maternity:</b>	Positive/ Neutral	N/A
<b>Race:</b>	Positive	<p>The Strategy sets out to inclusively understand the difficulties which Older People from black and minority ethnic people can experience. The Strategy should have a positive benefit.</p>
<b>Religion and Belief:</b>	Positive	<p>Older People of any religion and belief should benefit from the Strategy.</p>
<b>Sexual orientation:</b>	Positive	<p>Older People of any sexual orientation should benefit from the Strategy.</p>
<b>Other:</b>		

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>Better support to individuals across all equalities categories to enable Older People to receive the right support at the right time.</p> <p>The work delivered by the Older People Steering group has improved information and advice for people with Dementia. This has been completed with people who have lived experience.</p> <p>Collaborative working across organisations aimed to improve the experience of Older People and their Carers living in Slough. This includes health, social care and the community and voluntary sector.</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 will be no negative impact.</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>There has been a range of engagement activities to support the development of the Strategy including the Priorities. The Strategy contains a commitment to gather further information on the needs of Older People from diverse communities in order that we understand the needs of e.g. intergenerational families in Slough.</p> <p>The Dementia Health Needs Assessment completed by Public Health uses up to date information. Public Health are drafting a Social Isolation Needs Assessment which will also be informed from the latest data and evidence.</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>The Strategy has been shaped by engagement with Older People. Implementation of the Older People Action Plan is being overseen by a new Older People Steering Group comprising of Older People, Carers, the Co-Production Network, Council Officers, and other professional stakeholders including representatives from Frimley ICS. Whilst some activity has been paused due to restructuring in the commissioning team as well a prioritisation of an emergency response to the community equipment service, a review of the Strategy and reprioritisation of activity will take place in early 2026.</p>		

	<p>An 'Older People – Question Time' took place on 1 October 2025 with a panel of senior leaders from the Council, health organisations and the community and voluntary sector. This was an opportunity for Slough residents to raise specific concerns and questions.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>A demonstrable commitment to delivering the strategy should have a positive impact upon community relations.</p> <p>The annual updates demonstrate the progress against the strategic action plan.</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>There are no identified negatives.</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>Implementation of the Older People Action Plan  Oversight by the Older People Steering Group  It is also proposed that progress against the Older People Action Plan is reported through the Slough Wellbeing Board.  Annual updates on the delivery of the Older People strategic action plan to Cabinet</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
<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>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 the policy</b> 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: **Vicky Tutty**

Signed: .....(Person completing the EIA)

Name: .....

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

Date: **27 November 2025**