

# **Slough Borough Council Annual Equality & Diversity Report**

**(Incorporating Equality Objectives Update and 2018 Gender Pay Gap Report  
and Action Plan)**

**2019**

# Equal Opportunities Policy Statement

## Foreword

Slough Borough Council recognises the huge role that public organisations have to play in advancing equality in Britain today. As local employers and providers of a wide range of services, local authorities are at the heart of improving life opportunities for people who experience disadvantage and discrimination. Organisations in the public sector are expected to lead the way in promoting equality and human rights, not just through compliance with the law, but also with targeted service and employment actions.

The Council acknowledges that there exists in society individuals and groups who face discrimination (whether intentional or unintentional) based on background and personal circumstances. The unintended consequences of a policy or procedure may have an adverse impact on a particular group. This is particularly important at a time of unprecedented public sector budget cuts and service transformation. Slough Borough Council is actively working towards a just society that gives everyone an equal chance to live and work free from discrimination and values the huge diversity in our town. We seek to create and maintain a town in which each person has an equal entitlement to quality services and employment opportunities irrespective of their race, religion or belief, disability, age, gender, gender reassignment, sexual orientation, family circumstances or marital status.

## Policy Statement

As a Local Authority we will aim to provide services that are open and responsive to the needs of all our citizens, service users and people visiting the town. As a major employer we will endeavour to ensure that we effectively utilise the skills of all our communities and provide opportunities for employment. Finally, in the spirit of local democracy, Slough Borough Council will seek to ensure that every resident, irrespective of their background, enjoys the same opportunity to develop and contribute to the strategic direction of the town.

## Legislative Framework

The Equality Act 2010 replaces previous anti-discrimination laws with a single legislative act. The Act simplifies the law, removes inconsistencies and makes it easier for people to understand and comply with Equalities Legislation. The Act also strengthens the law in important ways to help tackle discrimination and inequality. Its purpose is to embed equality considerations into the daily work of public authorities in order to counter discrimination and inequality at every level and to remove the possibility of institutional discrimination. To make this real, the Act imposes the **Public Sector Equality Duty** which itself comprises of a general duty as well as some specific duties which set out how to comply with the general duty.

The General Duty has three aims. Public bodies in all their operations *must have due regard to the need to:*

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people from different (equality) groups; and
- foster good relations between people from different (equality) groups.

The general duty is underpinned by specific duties which set out in more detail what a public authority needs to do in order to comply with the general duty. Public authorities must now prepare and publish their equality objective(s) at least every four years and also publish information that can demonstrate their compliance with the general duty at least annually.

The Act defines the following protected characteristics against which it is illegal to discriminate:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex (Gender)
- Sexual Orientation

### **Our Commitment**

- Promote the principles and practices of equality throughout the Council and the town, as well as with multi-agency partnerships.
- Implement clear internal policies and procedures to address inequality and ensure that employees and service users are not discriminated against on the basis of race, gender, disability, age, religion/belief, gender reassignment or sexual orientation.
- Challenge all forms of unfair discrimination and harassment through existing procedures and where relevant enforcing appropriate legislation.
- Promote good relations between people of different equality groups.
- Promote equality of opportunity for people of different equality groups.
- Undertake effective and meaningful consultation and encourage active community participation and involvement in decisions affecting the town's population.
- Ensure that recruitment procedures provide equality of access for all staff and local communities.

- Ensure that council policy decisions are fair, proportionate and take account of equalities implications.
- Celebrate diversity.
- Comply fully with the letter and spirit of the Equality Act 2010 and the public sector equality duties.

## Statutory Data Report

Local Authorities are required, in accordance with Section 149 (1) of the Equality Act 2010, to publish data which demonstrates their compliance with the Public Sector Equality Duty. Slough Borough Council strives to embed equality considerations into all its services and employment practices. This report updates the information published in 2018. It sets out the currently available equality data relating to Slough Borough Council's employees and updates progress made in equal opportunities for both service users and employees over the past 12 months. The 2018 gender pay gap report is also incorporated into this report, together with an update on progress with the gender pay gap action plan.

## Slough Demographics

Throughout 2018, Slough Borough Council continued to analyse and make use of demographic and other statistical information on the make-up and life experiences of our residents. This data comes largely from the 2011 Census, but also from other primary data sets (ONS population estimates and research, employment statistics, benefit claimants, crime statistics etc.)<sup>1</sup>

### *Age and Gender*

In 2017, Slough had an estimated population of 148,768. Gender is split almost evenly between men and women, with very slightly more males than females. Slough's population is significantly younger than the national average, with a median age of 34.4 years (compared to 39.8 years for England as a whole) and a distinctive working age cohort.

In 2016 9.68% of Slough's population were estimated to be over the age of 65. This is estimated to grow to 15.94% by 2041.

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<sup>1</sup> The population, ethnicity and nationality estimates quoted above and on the following pages are taken from ONS research which updates 2011 Census figures see <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/methodologies/researchreportonpopulationestimatesbycharacteristics>

Slough - mid-2017 - 5 year age groups						
Age	Numbers			Percentage		
	Males	Females	All	Males	Females	All
0 to 4	6,673	6,348	13,021	4.5%	4.3%	8.8%
5 to 9	6,552	6,332	12,884	4.4%	4.3%	8.7%
10 to 14	5,570	5,277	10,847	3.7%	3.5%	7.3%
15 to 19	4,363	4,186	8,549	2.9%	2.8%	5.7%
20 to 24	4,153	3,755	7,908	2.8%	2.5%	5.3%
25 to 29	4,947	5,043	9,990	3.3%	3.4%	6.7%
30 to 34	6,174	6,816	12,990	4.2%	4.6%	8.7%
35 to 39	7,244	7,039	14,283	4.9%	4.7%	9.6%
40 to 44	6,303	5,328	11,631	4.2%	3.6%	7.8%
45 to 49	5,168	4,818	9,986	3.5%	3.2%	6.7%
50 to 54	4,390	4,217	8,607	3.0%	2.8%	5.8%
55 to 59	3,696	3,759	7,455	2.5%	2.5%	5.0%
60 to 64	3,030	2,972	6,002	2.0%	2.0%	4.0%
65 to 69	2,424	2,322	4,746	1.6%	1.6%	3.2%
70 to 74	1,527	1,772	3,299	1.0%	1.2%	2.2%
75 to 79	1,226	1,414	2,640	0.8%	1.0%	1.8%
80 to 84	860	1,157	2,017	0.6%	0.8%	1.4%
85 to 89	452	765	1,217	0.3%	0.5%	0.8%
90+	228	468	696	0.2%	0.3%	0.5%
<b>Total</b>	<b>74,980</b>	<b>73,788</b>	<b>148,768</b>			

### Ethnicity and Nationality estimates

Slough is one of the most ethnically diverse towns in the UK. The last comprehensive national survey of ethnicity remains the 2011 Census. However, it is likely that there have been significant changes in Slough's ethnic profile in the period since 2011. In a research report of 2016, the ONS estimated the following ethnicity profile for Slough residents:

White British:	29.25% (43,000)
White Other:	13.61% (20,000)
Mixed Race:	2.04% (3,000);
Asian/Asian British:	43.53% (64,000)
Black/Black British:	9.52% (14,000)
Other:	2.04% (3,000)

In the same research, the ONS estimated that approximately 86,000 (58.5%) of Slough residents were born in the UK and 61,000 (41.5%) were non-UK born. 112,000 (76.2%) were estimated to be British nationals and 35,000 (23.8%) non-British nationals.

By comparison, across the UK approximately 79.97% were estimated to be White British; 6.35% White Other; 1.62% Mixed Race; 7.20% Asian; 3.15% Black; and 1.72% Other.

Thousands											
Area Name	Total	White British	All Other White	Mixed	Asian	Black	Other	UK Born	Non-UK Born	British	Non-British
Slough	147	43	20	3	64	14	3	86	61	112	35

### *Languages*

A key consideration for the planning and delivery of local public services is the wide range of languages spoken in Slough. The 2018 school census recorded around 150 languages and dialects spoken in Slough schools. After English, the most popular languages spoken are Urdu, Punjabi and Polish. Whilst many households have at least 1 member who speaks English as a main language, the 2011 Census revealed that 15.5% of households do not include anyone for whom English is the main language.

### *Religion and belief*

The majority of Slough residents follow a religion, with the town having one of the lowest recordings nationally of people declaring “no religion” in the 2011 Census. Slough has the largest proportion of Sikh residents in the country (at 10.6%). Nearly one quarter of residents are Muslim (23.3%). 41.2% of residents are Christian.

	2001	2011
Christian (%)	53.7	41.2
Buddhist (%)	0.2	0.5
Hindu (%)	4.5	6.2
Jewish (%)	0.1	0.1
Muslim (%)	13.4	23.3
Sikh (%)	9.1	10.6
Any other religion (%)	0.3	0.3
No religion (%)	11	12.1
Religion not stated (%)	7.7	5.7

Source: [2011 Census](#)

### *Disability*

In the 2011 Census, 9,322 residents between the ages of 16-64 reported living with a physical disability. Over 1,350 people were reported to be living with a severe mental health problem. There are an estimated 2,590 people living with sight loss in Slough. 290 people are living with severe sight loss (blindness). 2,696 adults under the age of 65 live with a moderate to severe hearing impairments (more have a profound impairment). Hearing impairments in younger adults in Slough is expected to increase

by 20% over the next ten years. Also, 4.07% of over 65s have been recorded by their GPs as living with dementia.

Detailed information about the health profile of Slough can be found in the Joint Strategic Needs Assessment:

<http://www.slough.gov.uk/council/joint-strategic-needs-assessment/jsna-summary-and-why-we-need-it.aspx>

### *Sexual Orientation and Gender Reassignment*

There is no accurate information on the number of Lesbian, Gay, Bisexual, or Transgender (LGBT) people in Slough. Several estimates for the nationwide percentage of lesbian, gay and bisexual individuals exist, with the Office for National Statistics placing it at 2.0% in 2016, while the LGBT Foundation places it at 5-7%. Similarly, while the number of transgender and non-binary individuals in Slough remains unclear, the LGBT foundation estimates that 300,000 people in the UK are transgender. The ONS has concluded that there is a need for greater information about LGBT individuals, and is currently consulting on how best to generate this data. The council has recently amended its staff and service monitoring guidance to include non-binary gender options.

### **Equality in the Workforce**

*Equality Objective: "Slough Borough Council will have a representative and inclusive workforce"*

We will:

- Improve recruitment processes to make them more accessible and attractive to disabled applicants.
- Promote agile and flexible working practices for all.
- Grow and develop talent from within the organisation.
- Develop a well-trained workforce of staff and managers at all levels, which understand and promote dignity at work for all.
- Promote SBC as a supportive workplace for LGBT staff (through the development of staff- networking groups, awareness –raising articles and staff training and engagement).

Some highlights:

- All council buildings are fully compliant under the Equality Act 2010. Dedicated disabled toilets and parking are available for disabled staff. Gender Neutral toilet facilities are also available.

- Throughout 2018, Buildings Management has worked extensively with staff, including the LGBT+ Allies Network and Employees with Disabilities Forum to ensure that the new head office at 25 Windsor Road and premises at Cornwall House will offer an inclusive working environment. This includes providing a working environment that supports colleagues with disabilities and the provision of several gender neutral toilet facilities.
- SBC has maintained the *Disability Confident Employer* status and has significantly reviewed its recruitment and selection policy to offer more practical support for disabled applicants throughout the selection process.
- There is an active *Employees with Disabilities Forum*, which meets regularly to support staff with disabilities and provide consultative advice to HR and service managers on a wide range of disability – related issues. Most recently it has assisted with consultation on the new Sickness Absence Policy and development of the new head office at 25 Windsor Road.
- Comprehensive Human Resources policies are in place to support all staff, including a *Dignity at Work Policy* (focusing on tackling discrimination, harassment and bullying etc.) as well as a suite of family friendly policies. The *Smart Working Policy* is in place to support managers and staff in working differently. This is designed to enable us to transform the ways we deliver services; however has clear benefits to staff in improving well-being and work-life balance. Throughout early 2019 a council-wide training and implementation programme has been delivered to managers.
- The council continues to focus on internal recruitment in the first instance. All posts are advertised internally for a 2 weeks period before being externally advertised.
- There is a dedicated 24 hr Employee Assistance Programme, which offers independent, confidential advice on a wide range of issues including bullying and harassment.
- 2018 continued the work of the Employee Engagement Forum, which meets regularly to share ideas on how to improve communication between staff and senior leaders and carry out activities to improve employee engagement. In April 2018 the council held its fourth all Staff Conference, committed to supporting a diverse, inclusive and talented workforce. A similar conference and engagement programme will run in April 2019. The EEF also runs the annual staff survey, which includes questions on diversity and inclusion at the council. The results from the 2018 survey show that out of those staff who responded, over 60% agreed that there was equality for staff.

- 2018 saw the launch of the Slough Academy, which aims to grow our own talent through continuous professional development. Phase one of the Academy will see the implementation of the new Apprenticeship approach. Diversity and inclusion are key themes of the new apprenticeship reforms and aim to widen participation from all backgrounds and all ages, breaking down barriers and occupational segregation ( a significant factor in the gender pay gap).
- Provisions have been made in council buildings for those staff that require a place to perform prayers by providing prayer rooms for religious observances. These rooms are also available to those who simply wish to sit quietly for a few moments away from their work area.
- In 2018 we established the LGBT + Allies network group and joined the Stonewall Diversity Champions Programme. We are committed to ensuring that the working environment is fully supportive for LGBT staff and have reviewed HR policies to ensure they are LGBT inclusive.
- In July 2018, Cabinet approved our gender pay gap action plan, to address the pay gap in the council. In October 2018 we held a series of Gender Equality Focus groups to support work around the Gender Pay Gap action plan.
- A new e-learning course on Transgender awareness will be available in early 2019.
- In 2018 we established a new Diversity and Inclusion Steering group to oversee the strategic direction of equality and diversity work at the council. Corporate Management Team receives quarterly updates on workforce statistics.
- Articles around diversity and inclusion feature regularly in the council's internal staff magazine, *Grapevine*
- Equality and Diversity e-learning is mandatory for all employees as part of the corporate learning requirements. In 2019, a new management training programme will be rolled out, with diversity and inclusion embedded into key themes such as recruitment and working environments.
- The equality and diversity manager provides expert advice and training support as required.

## Workforce Profile

The council monitors the profile of its existing and potential workforce. Changes in our HR and payroll management system have enabled the council to make considerable improvements in the robustness of data and quality of reporting from last year. It has not been possible to undertake a trend analysis with last year's figures due to ongoing data cleansing in the new system but this is planned for subsequent reports. The Corporate Management Team reviews diversity statistics on a quarterly basis.

### Key Points:

- Total headcount as of 31 December 2018 was 1166.
- 39% of the workforce is Black, Asian or Minority Ethnic ( BAME), with nearly 30% of staff being of Asian or Asian British ethnicity (the largest ethnic group after White/White British). 12% of staff have not declared an ethnicity.
- The council employs more women than men (63% to 37%). This follows a long-standing national trend in local government.
- Most employees are aged between 31 and 60 years of age, with 27% of staff being aged between 51 and 60 years. Around 12% of staff is aged less than 30 years.
- There are more women than men in all salary bands up to £60,000. However, men outnumber women in salary bands over £70,000.
- BAME staff are consistently represented across all salary bands, although representation is slightly lower in salary ranges £40-60,000, and in the highest paid positions (£70,000 and above).
- Three quarters of those staff working part-time are female.
- 7% of staff have declared a disability. However, over three quarters of staff have not stated their disability status.
- The council continues to attract a large number of female applicants across all job grades. (1402 female applicants in 2018 compared to 681 male applicants).
- The council continues to attract applicants from a range of ethnic groups, with a significant number of applicants declaring a BAME background.
- The majority of new starters during the period were female.

- Around half of all starters who declared an ethnicity were from a BAME background.

## **Workforce Profile –Diversity**

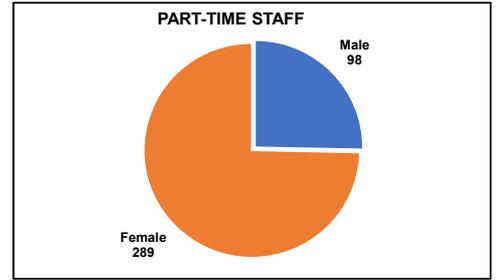
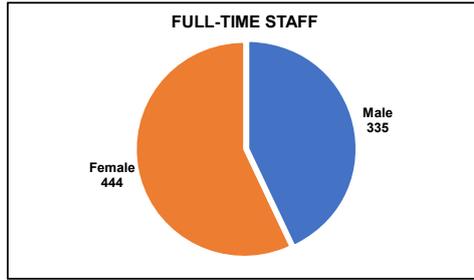
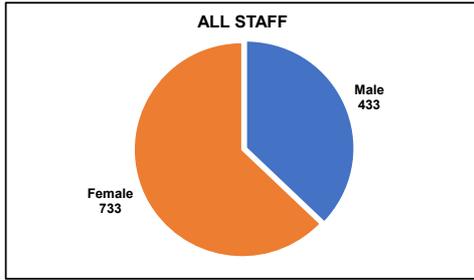
The following charts show the diversity profile of staff in relation to salary, working hours, new starters and job applicants. All equalities monitoring is voluntary there are areas where data is incomplete. The diversity profile of applicants is only available when the applicant has voluntarily supplied the information, and only for directly recruited positions, not those recruited through an agency or other third party. All diversity information is separated from the application form during the application process and is only used for statistical analysis.

The snap shot date for staff workforce profiles is 31 December 2018. The reporting period for applicants and new starters is 01 February 2018 – 31 January 2019 (implementation of new HR system) For the purposes of salary calculation, the analysis uses full time equivalent salaries for those working part-time hours, rather than actual salary. Senior Management Levels (SML) incorporates the most senior management levels in the council, including the Chief Executive, Directors and Service Leads. Full details of pay grades can be found at <http://www.slough.gov.uk/jobs/pay-scales-and-grades.aspx>

## DIVERSITY

(Data as of 31/12/2018)

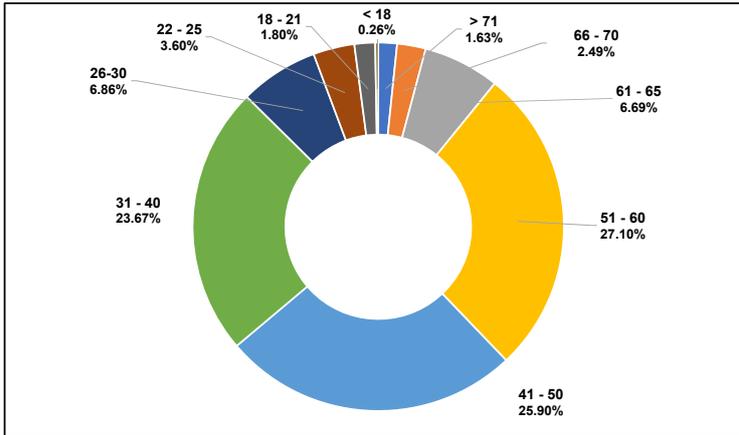
### GENDER PROFILE



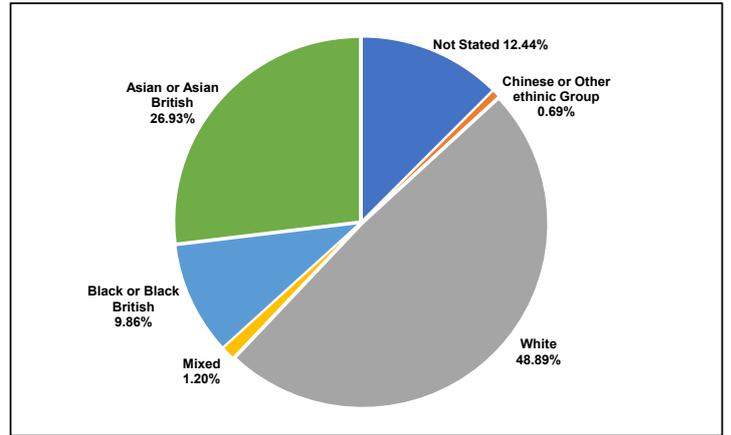
### SALARY PROFILE BY GENDER

	< £15,000	£15,000 - £19,999	£20,000 - £29,999	£30,000 - £39,999	£40,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	> £70,000	TOTAL
Female	0.43%	10.38%	21.70%	19.30%	7.23%	1.72%	0.94%	1.11%	62.86%
Male	0.34%	6.52%	14.75%	7.98%	3.86%	0.94%	1.29%	1.46%	37.14%
TOTAL	0.77%	16.90%	36.45%	27.27%	11.15%	2.66%	2.23%	2.57%	100.00%

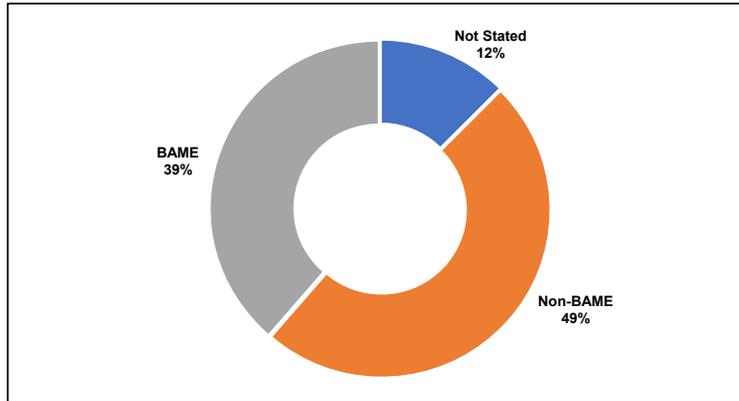
### OVERALL AGE PROFILE



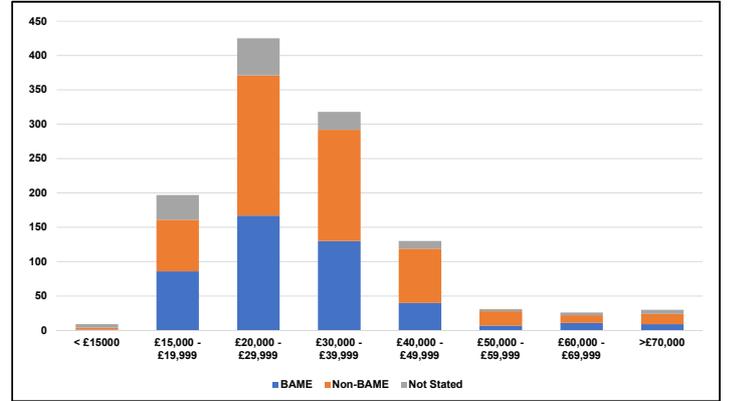
### ETHNICITY PROFILE



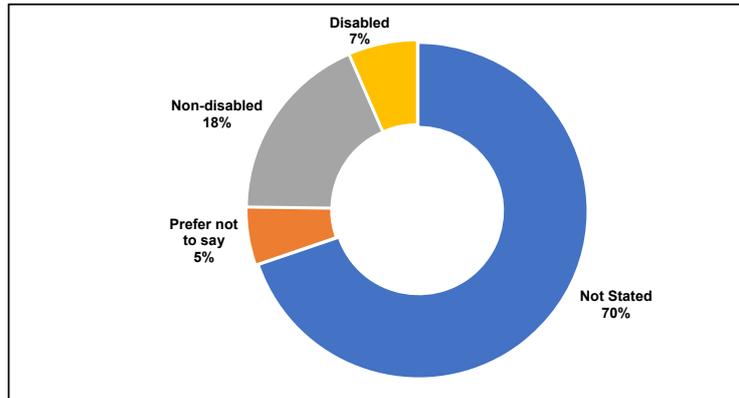
### BAME PROFILE



### SALARY BY BAME

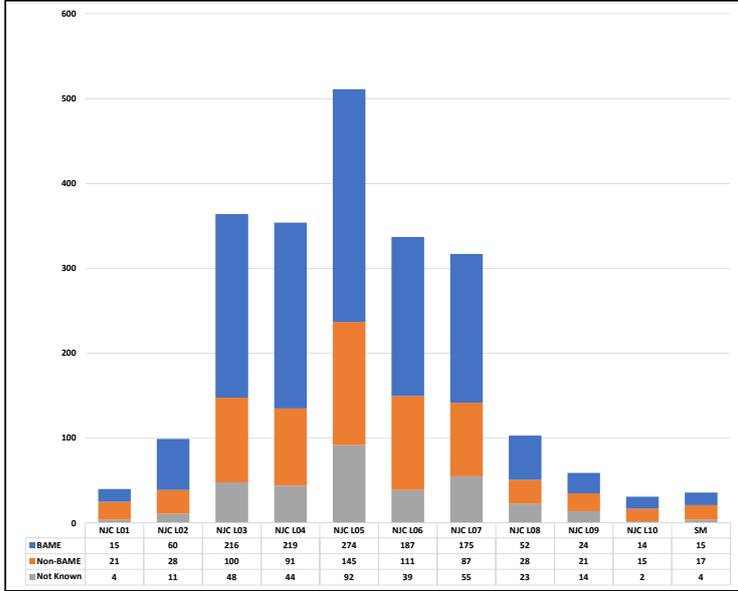


### DISABILITY PROFILE

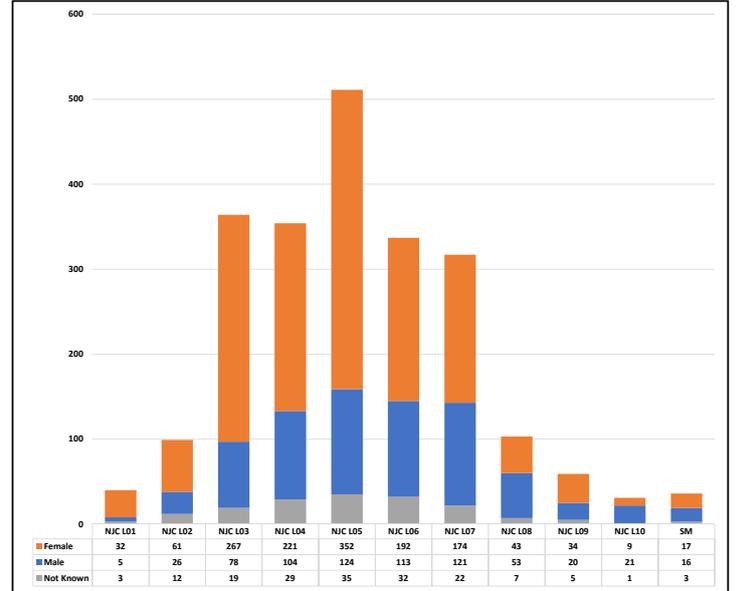


**APPLICANTS** (01 February 2018 - 31 January 2019)

**BY PAY SCALE & BAME**

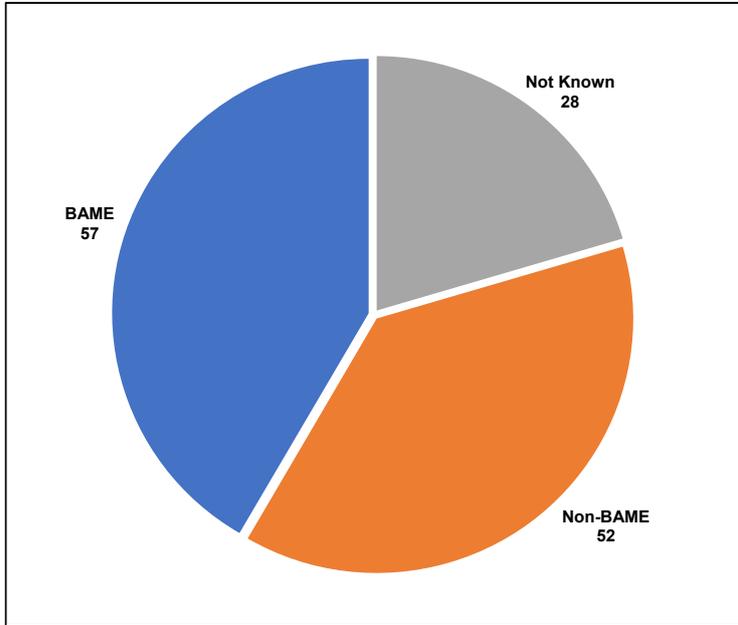


**BY PAY SCALE & GENDER**

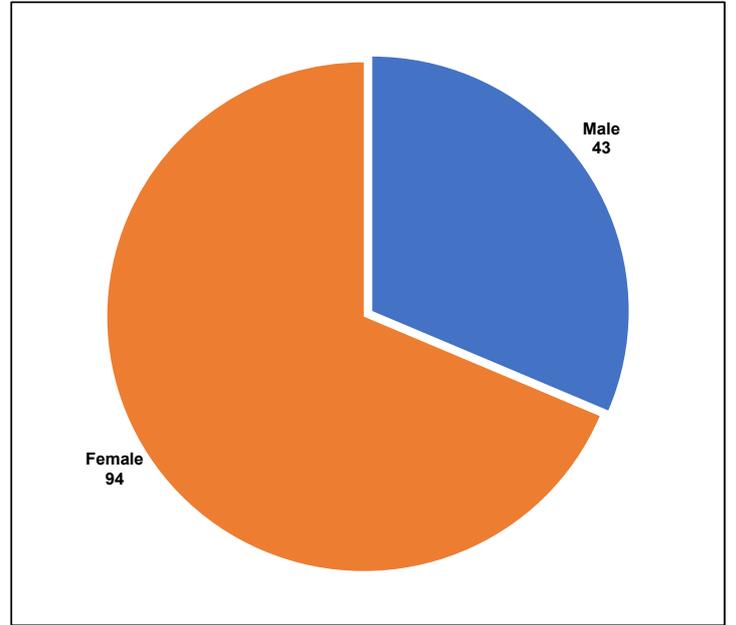


**NEW STARTERS** (01 February 2018 - 31 January 2019)

**BY BAME**



**BY GENDER**



## Equality Data collection and use

*Equality Objective: "Slough Borough Council will improve equality of opportunity through fair and evidence-based decision-making"*

We will:

- Improve the collection and use of quantitative and qualitative information available on the impact of major decisions on different equality groups.
- Ensure residents have the opportunity to have their views heard on all major decisions.
- Commit to mitigating negative impacts, wherever reasonable and proportionate.

At Slough Borough Council, we adopt a range of monitoring data to ensure equality of access to services, and to inform service improvement. Monitoring data is also used to assist in determining long-term equality objectives. This data derives from information collected on employees, service applicants and users, from complaints and feedback from consultations, surveys and discussion groups and forums.

### *Corporate Equalities Monitoring Form*

These are the recommended corporate guidelines which are used in recruitment and selection monitoring, service monitoring and consultations, where practical and relevant to the service. The form has recently been updated to include non-binary gender classifications. Equalities information is supplied by the individual on a voluntary basis. There is no mandatory requirement to supply the data. Service areas can modify the form to collect additional information (e.g. Wider ethnic groups, languages etc), where appropriate.

### *Equality Impact Assessments (EIA)*

The Equality Act 2010 requires all public bodies, to pay "due regard" to the impact of policies and decisions on equality groups. Analysis should be evidence – based and reasonable and proportionate to the decision /policy considered. SBC has agreed that the best way to ensure this happens is to continue to conduct Equality Impact Assessments on all relevant new policies and whenever significant changes are being made to existing policies or services. A standard template has been implemented, a summary of which is referenced on Cabinet Reports. All public Cabinet Reports are available from [www.slough.gov.uk](http://www.slough.gov.uk) It is recommended that EIAs are conducted:

- Before a plan is made to change or remove a service, policy or function to assess any potential impacts, positive and negative, in a proportionate way and with relevance;
- To make decisions that are justified, evidenced, relevant and identify any mitigating proposals;
- To prioritise expenditure in an efficient and fair way; and
- To have a record showing that the potential impacts have been considered and that decisions are based on evidence.

## Equality in Services

*Equality Objective “Slough Borough Council will reduce inequalities in service access and outcomes”*

- The council offers telephone and face to face interpretation services for those who need assistance in languages other than English.
- We are striving to improve accessibility for disabled residents. In 2018, the council launched a pilot scheme of a British Sign Language Video Relay Service at My Council (face to face and telephone) to better support deaf residents. Customer Service advisors have also benefitted from deaf awareness sessions, to improve their understanding of the issues deaf customers face when accessing council services.
- In 2019, the council will be working with Access Able – the leading on-line accessibility guide - to audit and produce a 200 venue accessibility guide for Slough.

*Focus on educational achievement:*

We will support schools in:

1. reducing gaps in attainment and progress for reading, writing and mathematics at Key Stage 2 between Special Educational Needs (SEN) and non SEN pupils, and between disadvantaged and non disadvantaged pupils, both within Slough and nationally.
2. reducing gaps in attainment and progress at Key Stage 4 in ‘progress 8 measures’ between SEN and non SEN pupils and between disadvantaged and non disadvantaged pupils, both within Slough and nationally.
3. reducing gaps in attainment and progress at all key stages between pupils of different ethnic backgrounds and in particular white British pupils, both within Slough and nationally.
4. in raising the attainment and progress of all pupils in achieving a ‘Good level of development’ in the Early Years Foundations Stage.

Slough schools are incredibly diverse. There are over 150 different languages and dialects spoken by pupils attending a Slough School. After English, the most popular languages spoken are Urdu, Punjabi and Polish. (Schools Census 2018)

### Ethnicity of pupils as collected from Spring School Census 2018

	<b>Ethnic Background</b>	<b>Number</b>	<b>Percentage</b>	
Asian or Asian British	Asian Heritage - Any Other	1415	4.6%	49.9%
	Asian Heritage - Bangladeshi	235	0.8%	
	Asian Heritage - Indian	5915	19.0%	
	Asian Heritage - Pakistani	7934	25.5%	
Asian or Asian British Total		<b>15499</b>		
Black or Black British	Black Heritage - African	1925	6.2%	8.0%
	Black Heritage - Any Other	200	0.6%	
	Black Heritage - Carribean	377	1.2%	
Black or Black British Total		<b>2502</b>		
Mixed Heritage	Mixed Heritage - Any Other	1313	4.2%	9.3%
	Mixed Heritage - White & Asian	820	2.6%	
	Mixed Heritage - White & Black African	278	0.9%	
	Mixed Heritage - White & Black Caribbean	483	1.6%	
Mixed Heritage Total		<b>2894</b>		
Other	Chinese Heritage	52	0.2%	5.2%
	Other Heritage	1199	3.9%	
	Unclassified Heritage	365	1.2%	
Other Total		<b>1616</b>		
White Heritage	White Heritage - Any Other	3509	11.3%	27.6%
	White Heritage - British	4730	15.2%	
	White Heritage - Gypsy/Roma	189	0.6%	
	White Heritage - Irish	116	0.4%	
	White Heritage - Traveller of Irish Heritage	26	0.1%	
White Heritage Total		<b>8570</b>		
Grand Total		<b>31081</b>	<b>100%</b>	<b>100%</b>

#### Educational Outcomes:

An in depth analysis of outcomes by key equality characteristics is contained in the *Slough Local Authority Outcomes Report 2018*.

#### Key Points:

- Girls are outperforming boys at all key stages but the gaps are greatest at KS4.
- Outcomes for disadvantaged pupils are above the national average at KS2 and the gaps between disadvantaged and not disadvantaged are smaller than the national average. At KS4 outcomes for disadvantaged pupils are above the national average, however the gap between disadvantaged and not disadvantaged pupils is higher than the national average.
- White British pupils are the lowest performing ethnic group and the Indian group are the highest performing. However, the biggest correlations for low attainment continue to be gender, disadvantage and SEND; consequently boys

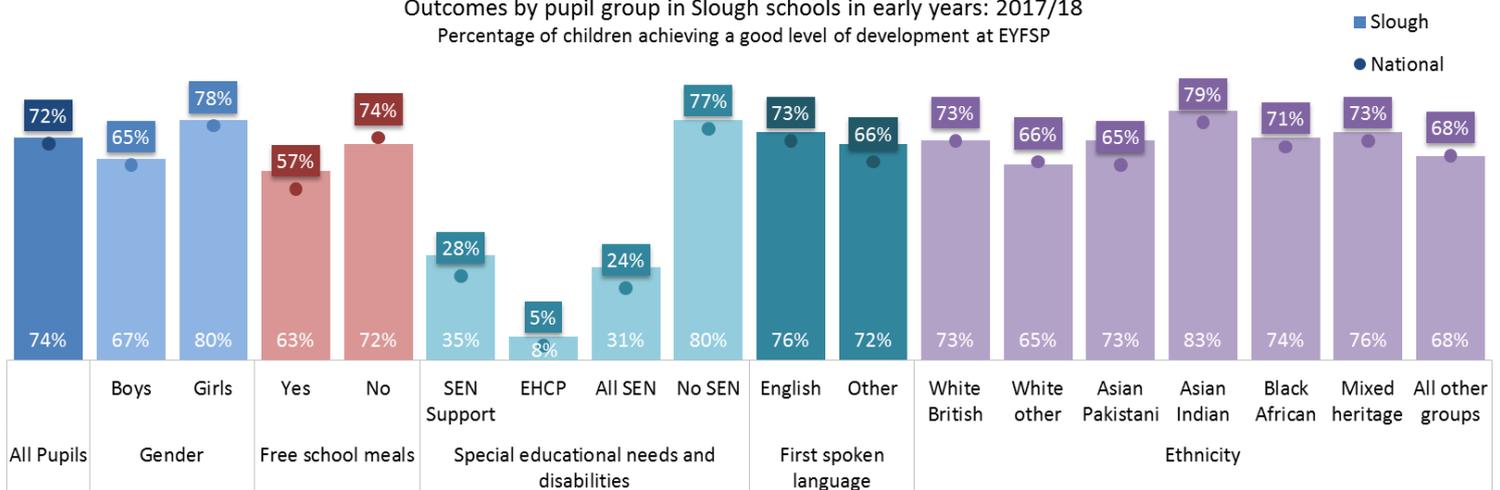
who are disadvantaged and/or SEND are amongst the lowest performing groups.

## The Early Years Foundation Stage (EYFSP)

The Early Years Foundation Stage Profile (EYFSP) is completed at the end of the reception year. A child achieves a good level of development (GLD) if they attain expected or exceeding in all of the prime early learning goals (ELG) and the ELGs in literacy and mathematics. In summer 2018 the proportion of children achieving GLD for the LA was **74%** compared to a national average of **72%**. The LA GLD has exceeded the national figure for 2018 and been in line with the national average for the two years previously.

## Outcomes by pupil group

Outcomes by pupil group in Slough schools in early years: 2017/18  
Percentage of children achieving a good level of development at EYFSP

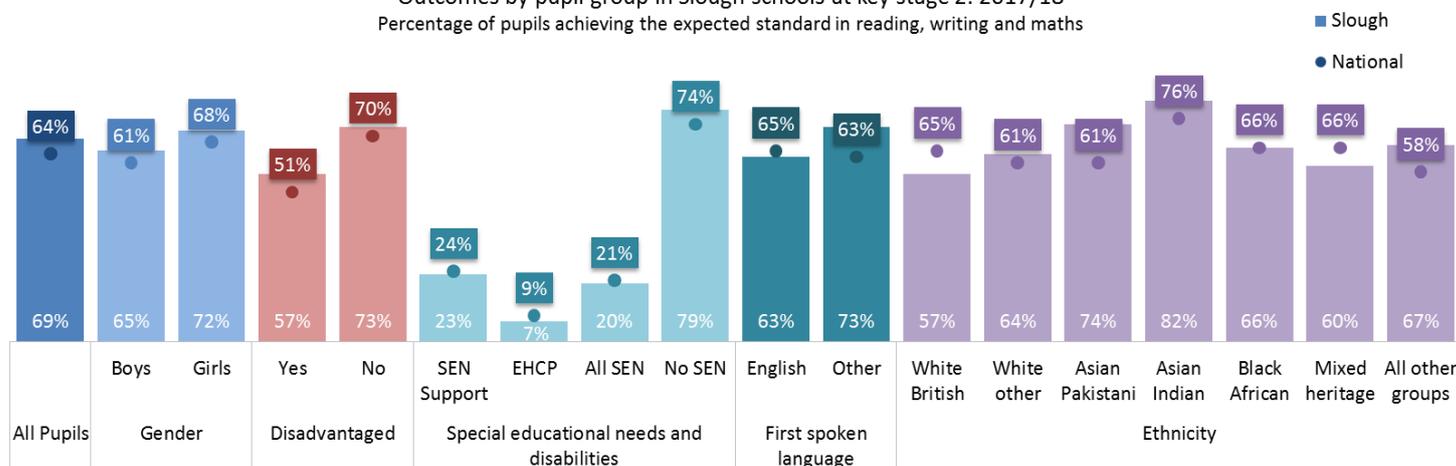


## Key Stage 2

Outcomes in Slough primary schools for reading, writing and mathematics at Key Stage 2 have continued to improve in 2018 and are now above the national average

## Outcomes by pupil group

Outcomes by pupil group in Slough schools at key stage 2: 2017/18  
Percentage of pupils achieving the expected standard in reading, writing and maths



Outcomes for the following groups are significantly below national average for similar pupils:

- White British pupils
- Pupils of mixed heritage

### Gender Gap

The gap between boys and girls within the LA in 2018 is in line with the gap between boys and girls nationally. This has been broadly the same over the last three years.

### Disadvantaged Gap

The gap between pupils who are disadvantaged and those who are not disadvantaged within the LA is smaller than the gap nationally. In 2016 the gap in the LA was also smaller than the national average but in 2017 it was 1% higher than the national average. .

*\* The DfE define disadvantage as those who have been entitled to free school meals (FSM) in the last 6 years; who have been in LA care for 1 day or more; or who have left LA care for adoption, special guardianship or a child arrangement*

### SEND Outcomes

Pupils with special educational needs include those with SEN Support, with statements of SEND or an education, health and care (EHC) plan. Nationally and in the LA SEND children have the lowest levels of outcomes and the largest gaps to the outcomes of other children.

## White British Gap

The lowest attaining ethnic group in Slough are those who are white British. Outcomes for white British pupils are below the national average for all pupils in 2018 and below the average of 65% for white British pupils nationally. There is however a clear distinction between the outcomes for disadvantaged and not disadvantaged white British pupils in Slough. Outcomes for those who are not disadvantaged are 3% above those for all white British pupils nationally, though still below those of not disadvantaged white British pupils (71%).

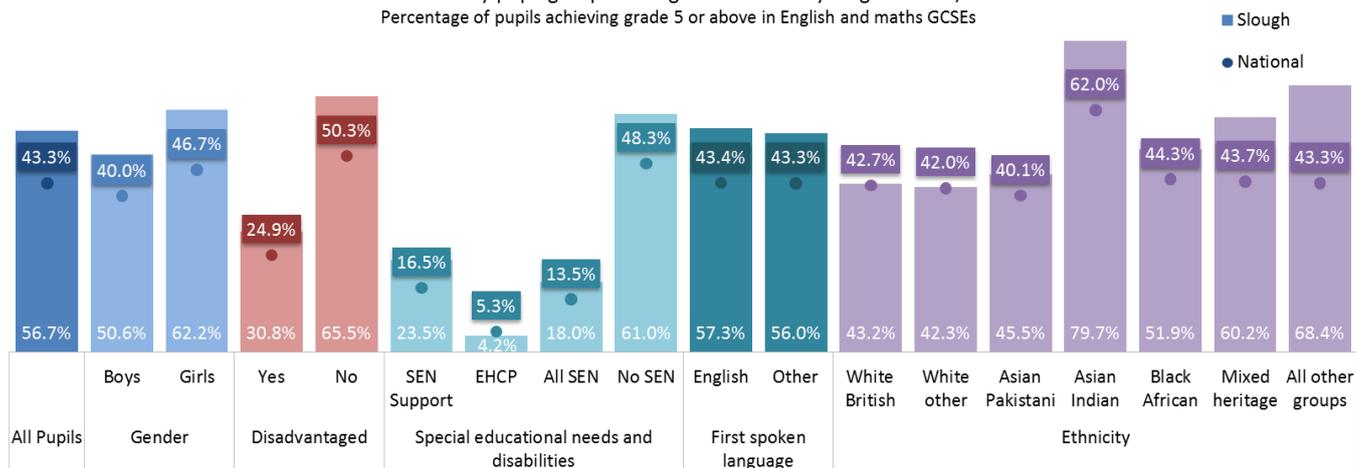
Outcomes for disadvantaged white British pupils in Slough are well below those of similar pupils nationally, this is particularly true for girls. This suggests disadvantage and gender rather than ethnicity alone, are the biggest factors in the low attainment of white British pupils in Slough.

## Key Stage 4

Slough is one of 36 local authorities nationally with a high proportion of selective schools. Four of the 14 secondary schools in Slough are selective, accounting for 33% of the GCSE cohort.

## Outcomes by pupil group

Outcomes by pupil group in Slough schools at key stage 4: 2017/18  
Percentage of pupils achieving grade 5 or above in English and maths GCSEs



The percentage of pupils achieving Grade 5 or above in English and maths in Slough is above average for almost all pupil groups compared to similar pupils nationally. The exception is pupils with an EHCP.

## **Gender Gap**

The gap between boys and girls within Slough in 2018 is larger than the gap between boys and girls nationally.

## **Disadvantaged Gap**

Outcomes for disadvantaged students in Slough are significantly better than those for disadvantaged students nationally. The gap between disadvantaged and not disadvantaged pupils in Slough increased in 2018 and is larger than national. Whilst the gap has widened this is only for one year and cannot be considered a trend. It should also be noted that only 11% of the disadvantaged cohort attended selective schools, this is likely to make the gap larger than average.

## **White British Gap**

The gap between white British pupils and all other pupils in the LA is larger than the gap nationally and has been for the last two years. The small number of white British pupils must be borne in mind when attributing statistical significance. In 2018 1,679 pupils completed KS4. The number of white British pupils was 266 which represents 16% of the entire cohort of these pupils 75 were disadvantaged which represents 28% of the white British cohort and 4% of the whole KS4 cohort. In addition as with primary schools white British pupils are spread widely, for example only 5 of 11 secondary schools where GCSEs were sat had a representative proportion (16%) or more white British pupils and only one of these was a selective school.

The outcomes of white British disadvantaged pupils in the LA are below the national average of white British disadvantaged pupils nationally. It has been below the national

One of the lowest achieving groups in the LA is white British disadvantaged boys. The outcomes for white British disadvantaged boys in 2017 and 2018 were below that of white British disadvantaged boys nationally and declined from 2017 to 2018. Of the white British cohort who is not disadvantaged, outcomes in the LA has gone from being just under the national average to above the national average. This indicates that disadvantage and gender is a greater factor in lower outcomes than ethnicity.

### *Focus on Public Health:*

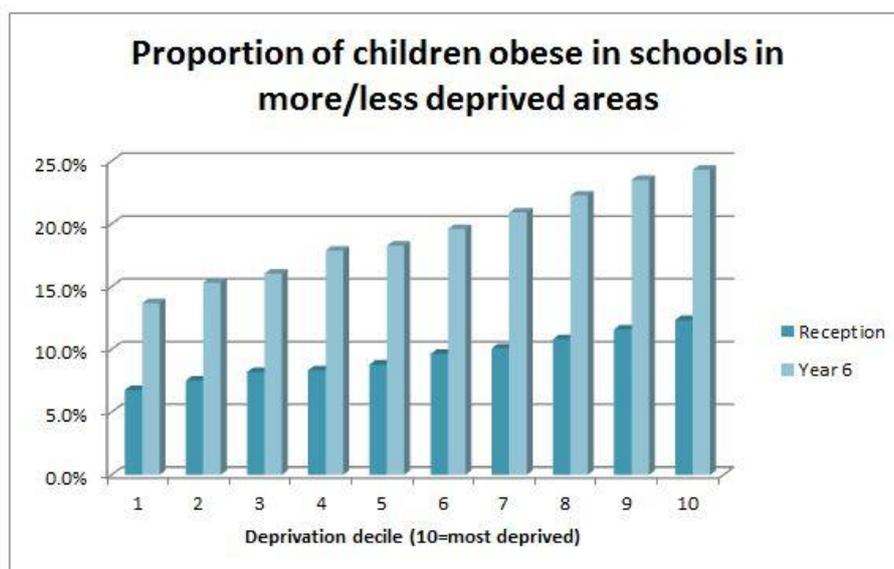
**Health** is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. The role of public health is to protect and promote health and to reduce health inequalities of the population. Through the use of both universal interventions and targeted interventions we aim to reduce the inequality that exists in our most vulnerable communities which include BAME groups, vulnerable older adults and people with disabilities.

4 of our key intervention targets are:

1. We will reduce overweight and obesity levels at year 6 to 36% by 2020.
2. We will continue to reduce smoking levels in all adults.
3. We will increase men's uptake of CardioWellness4Slough (CW4S) NHS Health Checks by ensuring at least 30% of representation is by men, yearly.
4. We will increase targeted uptake of CW4S by ensuring that 50% uptake is from deprived quintiles 2&3, yearly.

## Reducing Obesity in Children

The most deprived year 6 pupils in England are 40.6% overweight/obese compared to just 24.8% of the least deprived. In the 4 to 5 age group, Black African children are the most likely to be overweight in 2016/17, with almost a third (31.1%) being overweight. In the 10 to 11 age group, Black African, Black Caribbean, Bangladeshi, and Other Black children are the most likely to be overweight)



The most recent NCMP data based on 2016/2017 measurements shows us that reception year data remains static but there is an increasing trend at year 6. In reception year 21.1% of children are overweight or obese compared to 22.6% in England and 21.4% South East. At year 6 41.6% are overweight or obese compared to 34.2% in England and 30.6% in the South East.

Highlights of activity to tackle obesity and overweight in Slough school children include:

### Daily Mile

Twelve primary schools and six thousand pupils are now walking, jogging and running every day for 15minutes. The public health team have been supporting schools to

expand on this programme and to integrate into the 'Active Movement' programme. Resources and tailored support have been provided to help shape the roll out of this national initiative.

## **Active Movement**

'Active Movement' is Public Health's holistic behaviour change programme to reduce levels of sedentary behaviour and help tackle our inactivity crisis, a key contributor to childhood obesity. We commissioned 'Active Movement' in late 2017 as a pilot with two children centres, five primary schools and two secondary schools to explore how we could holistically engage with all pupils, teachers and their families to encourage life long learning of the importance of being physically active and the negative health consequences of extended periods of sitting.

Following successful integration in the pilot schools and overwhelmingly positive feedback from students, teachers and parents, in June 2018 Public Health re-commissioned 'Active Movement' to deliver this intervention across the majority of Slough primary schools. This service now being rolled out to sixteen primary schools which will mean twenty one (of the thirty) Slough primary schools will have this behaviour change programme, as well as the 10 Children Centres.

The pilot phase of the project has just finished it's first 12 months so we now are able to present the initial findings from 2 intervention schools (Montem and Claycots) and a control school which did not take part in Active Movement (Western House) as well as some initial data from Chalvey Grove Children's Centre:

- 43.6% of participants have increased physical activity levels outside of school and overall there has been a 39.9% increase in physical activity levels of all pupils.
- Average grip strength increased by 25% in the intervention schools compared to only 3% in the control school
- Waist circumference increased by 3.6% in the intervention schools (Statistically insignificant) compared to 19.8% in the control school (Statistically significant)
- From Chalvey Grove – A contribution to an 8% increase in children showing an expected level of progress in physical development compared with previous years, when the data was fairly static. 5.2% increase in the number of children showing expected levels of development in managing their feelings and behaviour.

We have commissioned an independent review of the service through a research company that are going to review the approach and the outcome data through using St Anthony's as an intervention school (The most overweight in Slough) and Khalsa as the control school. We expect the full report in February 2020.

## Let's Get Going

Through the use of the National Child Measurement Programme (NCMP) data and Indices of Multiple Deprivation (IMD) data, we map our targeted tier 2 weight management service for children across the schools that are most in need in the most deprived wards.

This service, Let's Get Going (LGG), is a ten week public health lifestyle intervention provided to Slough primary schools with the highest rates of childhood obesity. Over the past twelve months we have delivered this intervention to three primary schools and one community site with fifty-seven families taking part.

The 2018 service led to a 55% reduction in the consumption of sugary drinks and food, 68% reduction in sedentary behaviour, 57% maintained or reduced their BMI centile and an 88% increase in physical activity.

We are continuing our work on the LGG programme through delivery to three additional primary schools and two community venues in 2019.

Further detail on childhood obesity can be found in the following public health update report to Overview and Scrutiny Committee (Jan 2019):

<http://sbcarvmodgov01:8070/ieListDocuments.aspx?CId=105&MId=6164>

## Reducing Smoking

We are continuing to help local people quit smoking. Our "successfully quit" rate (number of people starting and completing a smoking cessation course, per 100,000 smokers) is higher than the national average; and highest in the South East.

April 2017-March 2018 data:

### Percentage and number of those who successfully quit smoking

Slough 71.0% [627 smokers]

SE 51.0%

England 51.0%

### Smokers that have successfully quit at 4 weeks - Rate per 100,000 smokers

Slough 3,424

SE 1,797

England 2,070

## NHS Health Checks

We are progressing well with our target of engaging men and the NHS health checks and continue to invest and refine the service to ensure we are targeting those most at risk and from deprived communities to help reduce inequalities.

The average uptake of NHS Health Checks for men in the period reported (Jan-Sept 2018) is 37.6%.

### CardioWellness4Slough (CW4S) – January to September 2018

The CW4S contract is meeting our KPI's and has recently been agreed to continue delivery until a minimum of 31<sup>st</sup> March 2020. We will be working with them over the coming year to continuously develop and grow the service and to review the KPI's on a rolling basis.

Type 2 diabetes is more prevalent among black Caribbean, Indian, Pakistani and Bangladeshi men aged 35–54 than the general population and physical inactivity and obesity is more prevalent in the BAMER population.

The CardioWellness4Slough contract has targets to engage with these communities, specifically from our most deprived wards as we know that the widest health inequalities exist in those areas.

<b>1. General Assessments</b>	<b>July – Sept 2018 Qtr. 3</b>	<b>Jan – Sept 2018 (incl.)</b>
No. of General Assessments undertaken	150	476
General Assessments undertaken for clients from deprived wards – annual target 60%	93 (62%)	256 (54%)
<b>2. VBA/MECC</b>	<b>July – Sept 2018 Qtr. 3</b>	<b>Jan – Sept 2018 (incl.)</b>
No. of MECC engagements	548	1315
No. of MECC engagement from deprived wards (lowest 2 quintiles) - annual target 60%	282 (51.5%)	614 (46.7%)
<b>3. NHS Health Check 40 - 74yr olds</b>	<b>July – Sept 2018 Qtr. 3</b>	<b>Jan – Sept 2018 (incl.)</b>
No. of Health Checks delivered	225	433
No. and % Health Checks from deprived wards (lowest 2 quintiles)	101 (45%)	205 (47.3%)
<b>4. NHS Health Check 30 - 39yr olds</b>	<b>July – Sept 2018 Qtr. 3</b>	<b>Jan – Sept 2018 (incl.)</b>
No. and % Health Checks from deprived wards (lowest 2 quintiles)	88 (51%)	204 (50.2%)

## *Focus on Housing:*

We will:

1. Review who is eligible for social housing and regularly monitor the impact on different equality groups.
2. Ensure all of our social housing is of the highest standard to support those with disabilities and other special needs.
3. Enforce high standards in the private rented market.

The provision of suitable housing for local residents is essential for improving health and wellbeing in Slough. It affects all groups of people but has a significant impact on our most vulnerable residents, as well as those with low incomes. The situation in Slough reflects a crisis in housing nationally: lack of supply to meet increasing demand and rising property and rental prices which mean that a significant proportion of households in Slough simply cannot afford market prices and rent. There is a particular shortage of affordable family - sized homes. Our proximity to London and Heathrow also place additional pressure on housing supply in Slough, which is a more affordable alternative to more costly London boroughs.

The allocation of social housing (both Council owned homes and housing association properties) is largely driven by government policy. Prior to the Localism Act 2011, social housing was allocated to those who were 'most in need' who were granted 'lifetime' tenancies. The Localism Act gave local authorities the freedom to determine their own allocations schemes and set the eligibility criteria that must be met in order for a household to be placed on the Housing Register and also introduced Flexible (fixed term) Tenancies with the aim of supporting local landlords to make the best use of their housing stock

An Equality Impact Assessment of Slough's allocations scheme carried out in November 2016, considered the impact of new criteria on equality groups.

Following the publication of the impact assessment, the allocations scheme was revised to remove any potential disadvantage against any of these characteristics. The scheme aims to reward residents who have made a positive contribution to their community through employment, voluntary work, being part of the foster/adoption programme or having served in the armed forces.

In terms of the characteristics of those on the Housing Register or households placed in temporary accommodation is largely driven by affordability and access to welfare benefits. For example, residents under the age of 35 are only entitled to receive support towards their housing costs to the equivalent of the cost of renting a room in a shared house. The 'bedroom tax' and benefit cap have also had an impact on household income and, therefore, residents' ability to afford housing in Slough.

Analysis of demographic and housing data indicates that living on low incomes or benefits disproportionately affects some ethnic groups, older people, young people (particularly those leaving care), single parents (the majority of whom are women), and those with a disability. The following data on housing register applicants and those in temporary accommodation reflects these trends: we see an over-representation of women, children under the age of 15 years and residents from a BAME background (notably Pakistani). Disabled people are more likely to be over-represented in social housing.

Slough has more lone parent households with dependent children than the national average. Approximately 90% of these lone parent households are female and lone parent households tend to experience greater levels of deprivation and economic and housing need than households made of couples. Furthermore, lone parent women are also over-represented in homeless acceptances and temporary accommodation in Slough.

## Housing stock

The council currently owns and manages 6212 residential rented properties across the borough; this is made up of houses, flats, maisonettes, bungalows and mobile homes & bases. It is the freeholder for around another 1399 leasehold properties.

## Housing register

The following table represents the ethnicity of those on the housing register as at 16/1/19, with a percentage comparison against the previous data reported 31/12/17. There was no change to the largest ethnic groups represented: they still show as Pakistani, White British and Other White.

Ethnic breakdown of the main applicant on the Housing Register	Number of cases as at	Representative percentage	Percentage Comparison
Ethnic code	16/01/2019	16/01/2019	31/12/2017
PA - Pakistani	588	26.40%	24.78%
WB - White British	555	24.92%	24.26%
OW - Other White	336	15.09%	15.76%
AF - African	241	10.82%	11.55%
OA - Other Asian	127	5.70%	5.73%
IN - Indian	88	3.95%	3.93%
CB - Caribbean	70	3.14%	3.65%
MC - Mx White/Blk Caribbean	63	2.83%	2.65%
NS - Not Stated	30	1.35%	1.44%
OB - Other Black	28	1.26%	1.64%
OT - Other	27	1.21%	1.48%
OM - Other Mixed	24	1.08%	1.16%
MA - Mixed White / Asian	14	0.63%	0.60%
WI - White Irish	13	0.58%	0.64%
MB - Mx White/Blk African	12	0.54%	0.32%

BA - Bangladeshi	10	0.45%	0.40%
CH - Chinese	1	0.04%	0.00%
<b>Total</b>	<b>2227</b>	<b>100.00%</b>	<b>100.00%</b>

### Other key data on the housing register

- Last year it was reported that 40.5% of people on the housing register were aged 15 or younger, that figure has increased to 44.3%. Slough has a significantly younger proportion of young people in the total population than neighbouring authorities and this high number of applicants reflects the greater need for affordable housing for families with dependent children.
- Looking at household composition Just under half the people on the housing register are of working age
  - 50.0% are 0 – 19 years old
  - 48.9% are 20 – 65 years old
  - 1.1% are 66 years old or over
- 11.4% of all applicants on our Housing Register have stated they have at least one disability, reflecting the higher likelihood of those with disabilities being on lower incomes and benefits, and therefore in need of affordable housing.

### Top 5 stated disabilities by percentage:

- 16.1% Asthma
- 14.3% Diagnosed Mental Illness
- 8.3% Diabetes
- 7.5% Diagnosed Depression
- 7.5% Learning Disability

### Temporary accommodation

#### Key data on those in temporary accommodation

- 75% of the main homeless applicants currently in temporary accommodation as at 18/01/19 are women, this is a 1% drop on last year's report.
- 55% of all people currently in temporary accommodation are female
- 47% of people in temporary accommodation are aged 15 or under, this is a 2% drop on last years report

The following table represents the ethnicity of those main applicants in temporary accommodation as at 18/1/19..

<b>Ethnic breakdown of the main applicant on the Housing Register</b>	<b>Number of cases as at</b>	<b>Representative percentage</b>
<b>Ethnic code</b>	<b>18/01/2019</b>	<b>18/01/2019</b>
WB - White British	109	25.7%
AF - African	85	20.0%
PA - Pakistani	75	17.7%
OA - Other Asian	32	7.5%
OT - Other	23	5.4%
OW - Other White	18	4.2%
IN - Indian	17	4.0%
NS - Not Stated	16	3.8%
MC - Mx White/Blk Caribbean	13	3.1%
CB - Caribbean	12	2.8%
OM - Other Mixed	7	1.7%
WI - White Irish	5	1.2%
MA - Mixed White / Asian	4	0.9%
MB - Mx White/Blk African	4	0.9%
OB - Other Black	4	0.9%
<b>Total</b>	<b>424</b>	<b>100.0%</b>

## Property lets

The following table looks at property lets between 1/4/2018 and 31/12/18 shows the main applicant's ethnicity and compares the property let figures previously published for the same period 2017/18. The number of actual lets has fallen very slightly by 12 to 313, with just a comparison year on year their was no change to the largest ethnic groups represented they were still White British, Pakistani and Other White.

<b>Ethnic breakdown of the main applicant for property lets</b>	<b>Number of property lets</b>	<b>Representative percentage</b>	<b>Percentage Comparison</b>
<b>Ethnic code</b>	<b>1/4/18 – 31/12/18</b>		<b>1/4/17 – 31/12/17</b>
WB - White British	110	35.14%	27.69%
PA - Pakistani	69	22.04%	23.38%
OW - Other White	37	11.82%	15.38%
AF - African	33	10.54%	10.46%
CB - Caribbean	12	3.83%	5.54%
OA - Other Asian	11	3.51%	4.92%
MC - Mx White/Blk Caribbean	8	2.56%	3.38%
IN - Indian	7	2.24%	2.15%
WI - White Irish	7	2.24%	0.92%
NS - Not Stated	5	1.60%	2.46%

OT - Other	4	1.28%	0.92%
OB - Other Black	3	0.96%	0.92%
MA - Mixed White / Asian	2	0.64%	0.92%
MB - Mx White/Blk African	2	0.64%	0.31%
OM - Other Mixed	2	0.64%	0.62%
BA - Bangladeshi	1	0.32%	0.00%
<b>Total</b>	<b>313</b>	<b>100.00%</b>	<b>100.00%</b>

### Key data on council tenants

- Number of current tenants as at 16<sup>th</sup> January 2019 = 14,524
  - 7764 tenants are recorded as Female
  - 6726 tenants are recorded as Male
  - 34 tenants are recorded as N/A
- Most people who live in our homes are of working age
  - 24% are 0 – 19 years old
  - 60% are 20 – 65 years old
  - 16% are 66 years old or over
- Of those with ethnicities stated, the following are the 3 most represented ethnicities in our properties:
  - 38% White British
  - 15% Pakistani
  - 7% other White
  -

Ethnicity not stated equates to 20% of tenants

- 12.1% of people we have been informed living in SBC tenancies have at least one disability.
- 

Top 5 stated disabilities by percentage:

- 12.0% Asthma
- 10.4% Other mobility difficulty
- 8.8% Diabetes
- 6.4% Other physical difficulty
- 6.2% Diagnosed Mental Illness

## Community Cohesion

*Equality Objective: “Slough Borough Council will help to foster good community relations and cohesion”*

We will:

- Celebrate Slough as a diverse and welcoming place
- Provide a leadership role on issues that impact on local community cohesion.
- Promote mutual respect and tolerance.
- Promote local democracy and civic engagement
- Champion equality and challenge prejudice
  
- Re-inforce civic values and democracy
- Promote dialogue and understanding between different groups
- Speak out against extremism, in all its forms

Throughout 2018, the Council has been developing a new community cohesion strategy for Slough with the following four areas identified as key priorities:

- Celebrate Slough
- Identify and seek opportunities to reduce inequality
- Strengthen community leadership
- Measuring Performance and Impact

Central to the strategy is the theme that community cohesion is *everybody's business* and needs to be incorporated into the plans for every directorate across the Council.

Once finalised, the community cohesion strategy will be published on [www.slough.gov.uk](http://www.slough.gov.uk)

Other significant achievements over the last year include:

**Securing the Breaking Boundaries project** which is a three-year programme (2018–2021) funded by Spirit of 2012 that aims to bring young people, their families and communities together through regular engagement in cricket, playing, spectating and volunteering.

The project aims to use the spark of the 2019 World Cup and success of the Women's cricket team in 2017, to make the most of cricket's potential to bring different ethnic and faith communities closer together and foster mutual respect and friendships through work with local communities and their representatives. It seeks to

utilise local assets and build capacity in the five delivery locations to facilitate improvements in community cohesion, although it does not plan to specifically improve facilities or create new ones under the auspices of the programme. The programme works through bringing different community groups together, training programme delivery staff in skills to facilitate community development, networking, and integration, and supporting the delivery of a ranges of activities with cricket at their core to bring people together in those communities that might not otherwise engage with each other or have very little ongoing engagement.

The original programme bid identifies that the vision of Breaking Boundaries is:

“Working with and through local partners we will support and deliver community-led approaches to **increasing social cohesion through cricket** with an emphasis on;

- Promoting local ownership
- Challenging limiting perceptions, attitudes and behaviours
- Building common cause
- Using cricket as the catalyst”

**Hosting two Great get Together Events** inspired by Jo Cox. Successful events were held in Chalvey and Manor Park. Turnout at both events were fantastic and really brought to life the community spirit amongst residents in the respective areas. A learning for forthcoming years is to ensure the events are held as Slough- wide events.

**Successfully securing funding** – we have been successful in securing funding from the government’s Controlling Migration Fund. Whilst we have not yet received the funding, key to its associated activities is to enhance integration.

Priorities for 19/20 are to implement the Community Cohesion Action Plan.

## **Preventing Violent Extremism**

In response to the threat from extremism and terrorism, and in line with its statutory responsibilities under the Counter Terrorism Act (2015), the council has continued with extensive awareness training for its entire staff. Throughout 2018, dedicated training took place for all front line staff, to recognise signs of radicalisation and understand reporting and support processes. This forms a mandatory part of the corporate training schedule for those in contact with vulnerable individuals and families.

SBC chairs the Channel Panel which offers voluntary support and interventions to those at risk of radicalisation.

Local partners coordinate work in this area through the Prevent Board which meets regularly to address local issues and approaches.

## Gender Pay Gap 2018

In 2017, the government introduced legislation that made it statutory for organisations with over 250 employees to report annually on their gender pay gap. The gender pay gap shows the difference in average pay between all men and women in a workforce. It is different to *equal pay* – that is men and women being paid the same amount for the same or comparable work. It is unlawful to pay people differently for work of equal value because of their gender.

The legislation requires us to look specifically at the mean and median **hourly** pay rates, based on full time equivalent salaries. This takes into account actual annual salary wage gaps based on part-time working (most part-time workers are women). The gap reported is the percentage difference between men and women – the gender pay gap. The mean and median gender bonus gap, the proportion of men and women receiving a bonus and the proportion of men and women in each pay quartile are also reported as part of the requirements.

The figures are based on the payroll snapshot date of 30 March 2018. They have been independently calculated and verified by RSM Employer Services Ltd and are based on all obtainable payroll data available to us for analysis, as per the regulations. The figures only relate to directly employed staff of Slough Borough Council. Agency workers, self-employed consultants etc. are not included as per the reporting regulations.

The figures show that on mean average, women **earn 4.7% less than men**. This is a significant closing of the mean pay gap from last year (12.5%). The median average has also shifted significantly to favour women, and is now -6.4%, **meaning that women's median pay rate is higher than that of men's**.

Mean gender pay gap %	4.7%
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Median gender pay gap %	-6.4%
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- Mean male hourly rate: £16.46
- Mean female hourly rate: £15.69
  
- Median male hourly rate: £13.90
- Median female hourly rate: £14.79

Typically, when the median is lower than the mean, there are major outliers in the high end of the distribution. Whilst the council employs more women than men at almost all salary levels, there are still more men than women in the very highest pay

grades of the council (£70,000 and above). This is likely to have increased the mean hourly rate figure for men. However, the median (i.e. the middle figure) indicates that there are also a large number of men in the lower quartiles earning less than women and thus bringing the median male hourly rate down. This may be explained by the transfer in December 2017 of over 100 environmental services employees (DSO) into the council in December 2017. The vast majority of these employees are male.

The council does not pay performance -related bonuses. Small payments (£250 and £500) are offered as long term service awards (20 and 30 years service respectively). In the period 1 April 2017- 31 March 2018, a small number of female staff received these. No male staff received this award. This means that the median and mean cannot be calculated (with a zero figure for male bonuses). This means they are reported as 0.

Mean bonus gender pay gap %	0%
Median bonus gender pay gap %	0%
Males receiving a bonus payment %	0%
Females receiving a bonus payment %	1.4%

The quartile analysis below shows that women outnumber men in all pay quartiles.

#### The proportion of males and females in each quartile band

Males and females in the quartile pay bands; upper (U), upper middle (UM), lower middle (LM), lower (L)	Bands	Total no. employees in band	Females (%)	Males (%)
	U	285	59.7	40.4
	UM	284	70.1	29.9
	LM	285	55.4	44.6
	L	284	65.1	34.9

The council continues to employ more women than men. As of February 2019, the male/female representation across salary ranges is as follows:

Salary Band	Female	Male	TOTAL
£15,000 - £19,999	142	90	232
£20,000 - £29,999	265	177	442
£30,000 - £39,999	223	87	310
£40,000 - £49,999	79	46	125
£50,000 - £59,999	20	8	28
£60,000 - £69,999	6	3	9
>£70,000	8	19	27
<b>TOTAL</b>	<b>743</b>	<b>430</b>	<b>1173</b>

Over 2018, there has been an improvement in female representation at the most senior levels, with the appointment of several female Service Leads and a female Chief Executive. Although men still outnumber women in Senior Leadership Team positions, the gap is closing from last year. Across the council there are a very wide range of job roles and occupational segregation persists in some sectors, with traditionally female-dominated sectors, such as care, still being subject to low pay. Women are still much more likely than men to work part-time, and this is known to negatively impact pay progression.

#### Conclusion:

The causes of the gender pay gap are complex: individual years' pay gap figures can be highly influenced by structural changes in an organisations' workforce (e.g. departmental restructures and large transfers in and out of staff). Affecting this years figure will be the major senior management restructure which took place at the end of 2017, and the transfer in of the Direct Services Organisation (DSO). Last year, the council committed to an action plan to address the gender pay gap and promote gender equality in the workforce. 2018 has seen significant progress in better understanding the main drivers of the gender pay gap at SBC, through scrutiny of workforce data, including recruitment processes. Additionally focus groups have been held to understand the key issues that affect both men and women in the workforce. We have also established a Senior Leadership Team (SLT) Women's Group and aim to have a wider Women's Network in place by Spring.

Scrutiny of the gender pay gap has also shown how inter-related this is to other diversity and inclusion objectives: many of the interventions we are looking at to improve gender equality will also be relevant to improving representation of other minority groups ( e.g. ethnicity and disability) in the workforce.

The action plan (see following pages) will be updated and added to as we continue with this important work.

# GENDER PAY GAP ACTION PLAN

The action plan will therefore focus on the following areas, looking at *recruitment, progression and culture*.

SBC's three-point action plan towards greater gender diversity:

Action Point	How	Approach	When	Measurable Outcome	Update Feb 2019
1. A clear understanding of the workforce dynamics and issues affecting women in the organisation.	Systematic analysis into the workforce life cycle (recruitment and progression) and its interaction with gender, looking at qualitative and quantitative data.	<p>A further analysis of the Agresso Human Resources data</p> <p>Gathering views of colleagues about gender equality at SBC via a series of focus groups / workshops.</p> <p>SBC will ask staff to contribute their views via the annual engagement survey.</p>	June 18 - March 2019	The identification of any barriers to attraction, retention and progression in relation to female employment at SBC	<p>Statistical analysis presented to CMT quarterly;</p> <p>Employee focus groups held October 2018 and findings presented to CMT</p> <p>Staff survey question on gender equality asked November 2018 – 700 responses with 100+ comments</p>
2. A review of the recruitment process at SBC, with a particular focus on recruitment into senior management positions.	<p>A review of the various recruitment channels/media being used at SBC to ensure a diverse range of candidates apply.</p> <p>A review of job packs and adverts to ensure “gender neutral” language and consistency of message re. diversity and</p>	Desk top review and interviewing	Sept 18-Jan 19	To identify specific barriers to attracting female candidates in the application process for senior roles	<p>Review of recruitment has been undertaken in HR;</p> <p>processes in place to ensure consistency of job packs; training being made available to managers on writing effective and inclusive and consistent</p>

	inclusion				job adverts as part of wider management training programme.
	A review of the recruitment panel make-up and a commitment to balanced panels.	Desk top review and interviewing	Sept 18-Jan 19	Monitoring report of recruitment panels for positions SL10 and above and identification of any barriers to gender balanced panels	HR checks all recruitment panels for diversity and gender balance. This is now being monitored by HR for all job levels and will produce quarterly reports for L10 and above.
	To undertake a series of best practice recruitment training including coverage of unconscious bias	Workshop based training; covering the legal obligations recruiting managers need to be aware of, as well as specific training on how to eliminate discrimination and unconscious bias from the recruitment process	Sept 18-Mar 19	To ensure that all recruitment managers are aware of what unconscious bias is and the affect it can have on the recruitment process	Recruitment training for managers will be in place as part of the management training programme
	SBC will improve scrutiny of shortlisting for all senior management roles	SBC will monitor candidate progression and shortlists for all positions above SL10	On-going	To improve gender diversity at senior management levels.	Analysis of recruitment above Level 10 supplied to CMT
<b>3. Enhancing</b>	SBC to launch	There is a		To reduce	No further

<b>Progression for Women at SBC</b>	a mentoring, career advisory intervention aimed at women in the organisation	council wide initiative in relation to mentoring which SBC will roll out in 2018/2019 and gender diversity aims will be built into this programme	Jan 19	occupational segregation  To improve gender diversity at senior management levels.	<b>progress at this time. Recent research shows sponsorship more effective than mentoring for female progression. Look at possible sponsorship programmes.</b>
		Establish a Women's Network	Jan19		<b>Senior Women's Group established. Plans in place to develop Wider Women's Network by April 2019</b>
		Investigate options for a dedicated Women's Leadership programme	Nov 18		<b>No further progress made at this time. Focus on wider management training programme and possible sponsorship programme.</b>
	SBC to consider the application and impact of	SBC to use the Slough Academy initiative to	Nov 18 and onwards	To reduce occupational segregation  To improve	<b>Work has commenced on the pilot scheme in</b>

	<p>internal progression across the organisation e.g. career moves sideways into different departments and internal secondments</p>	<p>encourage mentoring and skill enhancement across the council departments</p>		<p>gender diversity at across all levels</p>	<p>adult social care. Application processes are being assessed to ensure they are inclusive and reduce barriers to under-represented groups including women applicants. EIAS will be completed on the impact of the trial scheme when it has been in place for 12 months</p>
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