

Equality Impact Assessment

Directorate: Strategy & Improvement	
Service: Strategic Insight	
Name of Officer/s completing assessment: Tom Overend, Strategy & Policy Lead	
Date of Assessment: 25/08/23	
Name of service/function or policy being assessed:	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The Corporate Plan is a key strategic document for SBC, which sets out our vision for the council and what we hope to deliver in the borough. It is not intended to cover everything the council does but sets out the council's aspirations and goals that will be delivered alongside our day-to-day activities. The plan has three core elements:</p> <ul style="list-style-type: none"> • Our purpose: closing the healthy life expectancy gap, by focusing on children. • Our approach: <ul style="list-style-type: none"> ○ Resident Focused ○ Providing Financial Sustainability ○ Enabling Residents and Communities ○ Strengthening Partnerships ○ Building Trust • Our strategic priorities: <ol style="list-style-type: none"> 1. A borough for children and young people to thrive 2. A town where residents can live healthier, safer and more independent lives 3. A cleaner, healthier and more prosperous Slough
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The corporate plan is delivered by all directorates and all services.</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 corporate plan is a strategy which encompasses everything SBC does as a council. Rather than affecting any one particular group, it will affect all residents, and others who work in or visit Slough.</p> <p>Further equality impact assessments will need to be produced for further key strategies and programmes needed to implement the corporate plan.</p> <p>The new 'Purpose' for the council, and the new set of three strategic priorities, have been chosen to reflect Slough's unique demographic profile – details of which are copied at the end of this assessment.</p>
----	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

4. What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.

Characteristic	Positive , Negative, Neutral or Unknown Impact	Rationale for Assessment
Age and care experience	Positive for children, young people and those with care experience. Neutral for all other groups	Please see note below table.
Disability	Positive	<p>Working with partners to target health inequalities and promote wellbeing is one of the highlighted equalities objectives within the new corporate plan and is woven through all three strategic priorities.</p> <p>Disabled people often suffer significantly from these inequalities. For example, the King’s Fund has found that during the first year of the Covid-19 pandemic in England, 60 per cent of those who died from Covid-19 were disabled. People with learning disabilities were eight times more likely to die of Covid-19 than the general population.</p> <p>The first commitment under the first strategic priority of the new corporate plan is to ‘provide quality services for vulnerable children and those with special educational needs and disabilities’, which signals the councils intent to put the needs of these children at the heart of our work. As mentioned above, this too is highlighted as an equality objective within the corporate plan.</p> <p>The second strategic priority also includes a commitment to supporting residents to be as independent as possible, whilst providing quality services for the most vulnerable adults.</p>

Gender Reassignment:	Neutral	There are no anticipated impacts.
Marriage and Civil Partnership:	Neutral	There are no anticipated impacts.
Pregnancy and maternity:	Positive	The focus within the corporate plan on children and young people is anticipated to have a positive impact for pregnant residents and recent parents. Please see note below the table for more detail.
Race:	Positive	<p>Slough has inequalities in health between different population groups which need to be addressed – and the new corporate plan includes a commitment to work with partners to target these, as one of SBC’s highlighted equality objectives. The new corporate plan includes a commitment to prioritise ensuring the borough has affordable, safe and healthy homes – by improving the quality of council housing stock and the private rented sector. Overcrowding is an area where there are clear health inequalities in the proportion of people of different ethnicities who live in overcrowded households –</p> <ul style="list-style-type: none"> • 34% of residents who identified as Black, Black British, Black Welsh, Caribbean or African. • 29% of residents who identified as Asian, Asian British, or Asian Welsh. • 28% of residents who identified as being of Mixed or Multiple ethnic groups. • 19% of residents who identified as White. <p>Further data on health inequalities requested from public health</p>
Religion and Belief:	Neutral	There are no anticipated impacts.
Sex	Positive	The new corporate plan has a key focus on improving healthy life expectancy – the number of years a person can typically expect to live in full health without disabling illness or injury. Healthy life expectancy for men in Slough is 58.1 years– compared to a regional average of 65.5 years. Healthy life expectancy for women in Slough is 60.3 years, compared to a regional average of 65.9 years.
	Neutral	There are no anticipated impacts.

Sexual orientation:		
Other: those on low income	Positive	The corporate plan includes a commitment under the third strategic priority to engage with businesses to create new employment opportunities for Slough families and routes to upskill.

Age and care experience

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

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

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

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

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

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

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

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

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>Some respondents to the consultation (see section 7) perceived there may be a negative impact on older residents, including those with disabilities, due to a focus on children. This has been addressed by clarification in the covering report that other priorities do focus on healthy lifestyles and independence, which are expected to have a positive impact for these groups.</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>The corporate plan has been developed to respond to the specific challenges faced by residents, drawing on data from the 2021 Census and other key sources. The evidence base used to develop the plan – the Slough Insights pack is presented alongside this report (Appendix B). Please also see the demographic profile included below this assessment.</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 draft structure was approved by Cabinet on 19th June to go out for a 6-week period of public consultation, to gather feedback on this draft structure. The consultation launched on 26th June and ran until 7th August via its online Citizen Space platform. The consultation was promoted by the council via social media, and was shared with and promoted by a number of local groups, including: Slough Council for Voluntary Service, Slough Poverty Forum, Slough Co-Production Network, Slough Residents Board, Aik Saath and Slough Borough Council Staff (via Insite).</p> <p>In addition to the online consultation submissions, one respondent submitted comments via the consultation email address. These comments were loaded onto the Citizen Space platform for analysis.</p> <p>There were 169 responses in total – the full results are included in Appendix C. Respondents were asked to state the extent to which they agreed with the elements of the draft structure. Overall there was support for all elements of the plan, with the following proportions either agreeing or strongly agreeing:</p>

- Our purpose: Closing the life expectancy gap by focusing on children – 52.7%
- Our approach: Resident Focussed – 64.5%
- Our approach: Providing Financial Sustainability – 68.1%
- Our approach: Enabling Residents and Communities – 60.4%
- Our approach: Strengthening Partnerships – 59.17%
- Our approach: Building Trust – 64.5%
- Our priorities: 1. A borough for children and young people to thrive – 66.9%
- Our priorities: 2. A town where residents can live healthier, safer and more independent lives – 72.7%
- Our priorities: 3. A cleaner, healthier and more prosperous Slough – 74.0%

Due to the small sample size of groups of respondents with certain protected characteristics, extrapolating from responses to the above elements of the corporate plan is not an effective means of assessing the impact of the corporate plan on these groups. A demographic breakdown of respondents is included in appendix C..

Of particular note, there were only three respondents aged between 16 and 24, and no respondents aged 15 and under. This highlights the importance of the commitment within the corporate plan to ‘increasing children and young people’s participation in decisions that affect them and in shaping the future of Slough’. Further targeted engagement work will need to be carried out with young people in the development of further key strategies, such as the children and young people’s plan.

However, respondents had the opportunity to comment on the consultation in their own words, and the following equalities issues were highlighted:

Some respondents were concerned that the focus on children and young people would disadvantage elderly residents and other vulnerable residents, such as those with disabilities.

Five respondents raised the theme of Special Educational Needs and Disabilities (SEND) services.
Eight respondents raised issues relating to support for parents.

One respondent highlighted the need to tackle inequality, by tailoring services to meet the needs of different communities. Another respondent commented on specific health challenges faced by those of Asian ethnicity in Slough.

	<p>Further detail on the consultation results can be found in Appendix C, and SBC's response to these are included in the main report, section 2.11.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>The approach section of the plan includes a set of values which will be embedded across SBC and are intended to restore and build community relations and public confidence in SBC:</p> <ul style="list-style-type: none"> • Resident Focused • Providing Financial Sustainability • Enabling Residents and Communities • Strengthening Partnerships • Building Trust
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>Please see section 5.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Key performance indicators have been identified against the priorities of the corporate plan. Performance against these indicators will be report to Cabinet on a regular basis. The corporate plan will be kept under regular review.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	X
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Tom Overend, Strategy & Policy Lead
Signed:(Person completing the EIA)
Name: Same as above.....
Signed:(Policy Lead if not same as above)
Date: 24.08.2023 (updated 05.09.2023)

Slough Demographic Profile

Population

Slough's population in the 2021 census was 158,500.

Age

Age groups	Number of residents	% of population
0-15	39,568	25.0%
16-24	16,587	10.5%
25-39	38,001	24.0%
40-49	24,839	15.7%
50-59	17,548	11.1%
60-69	11,754	7.4%
70 and over	10,201	6.4%

Care experience

There is no data from the 2021 census on residents who have spent time in care. Slough has higher than average rates of Children in Need and children receiving Targeted Early Help and Child Protection Plans – 145 per 10,000 people aged 0-17, compared to regional average of 125. Slough has a lower rate of Children Looked After than the England average, but is similar to the South East average.

Disability

Disability	Number of residents	% of population
Disabled	17,975	11.3%
Not disabled	140,523	88.7%

Ethnicity

Broad ethnic groups	Number of residents	% of population
Asian	74,093	46.7%
Black	11,992	7.6%
Mixed	6,311	4.0%
Other	8,970	5.7%
White	57,134	36.0%

Gender identity

Gender identity	Number of residents	% of population
Gender identity is the same as sex registered at birth	107,503	90.4%
Gender identity is different to sex registered at birth	1,081	0.9%
Not known	10,351	8.7%

This data applies only to residents aged 16 or over (118,930 residents).

Marital and civil partnership status

Marital and civil partnerships status	Number of residents	% of population
Single	41,898	35.2%
Married	60,001	50.4%
Civil partnership	158	0.1%
Separated	2,925	2.5%
Divorced or dissolved civil partnership	8,799	7.4%
Widowed or surviving civil partner	5,151	4.3%

This data applies only to residents aged 16 or over (118,930 residents).

Religion, faith, or belief

Religion, faith, or belief	Number of residents	% of population
No religion	20,726	13.1%
Christian	50,664	32.0%
Buddhist	776	0.5%
Hindu	12,343	7.8%
Jewish	85	0.1%
Muslim	46,661	29.4%
Sikh	17,985	11.3%
Other religion	716	0.5%
Not known	8,544	5.4%

Sex

Sex	Number of residents	% of population
Female	80,005	50.5%
Male	78,495	49.5%

Sexual orientation

Sexual orientation	Number of residents	% of population
Straight or Heterosexual	104,943	88.2%
Gay or Lesbian	806	0.7%
Bisexual	1,095	0.9%
All other sexual orientations	412	0.3%
Not known	11,677	9.8%

The 2021 Census data applies only to residents aged 16 or over (118,930 residents).