

EQUALITY IMPACT ASSESSMENT

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

SECTION 1:

What are you analysing, What is the policy/project/activity/strategy looking to achieve?

Who is it intended to benefit? Are any specific groups targeted by this decision?

What results are intended?

This equalities impact assessment (EIA) seeks to assess the impact of developing the current Children's Centres in Slough into Family Hub model for children and young people 0-19 (25 for SEND) across Slough. This will allow us to develop a multi-agency vision and the underlying principles for the Family Hubs, expanding on the current delivery model which focuses on children 0-5years.

The plan aims to improve outcomes for our most vulnerable children and young people by addressing inequality and improving access to services for all children and young people.

The EIA will look at specifically working with our partners on the co design and co production while reviewing existing services already offered within the centres for children aged 0-5 and the functions of these, although the specific details of how this will work in principle in Slough have not yet been developed, it is expected to strengthen the whole family approach.

Slough has 3 Children's Centres operating across the borough with 2 spoke centres delivering early years provision, the primary focus being on children aged 0-5years.

A Children's Centre is defined in the Children Act 2006 as a place or a group of places: which is managed by or on behalf of, or under arrangements with, the local authority with a view to securing that early childhood services in the local authority's area are made available in an integrated way; through which early childhood services are made available (either by providing the services on site, or by providing advice and assistance on gaining access to services elsewhere); and at which activities for young children are provided.

The core statutory function of Children's Centres is:

- To improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in:
 - child development and school readiness,
 - parenting aspirations and parenting skills; and
 - child and family health and life chances.
 -

Family Hubs provide families with a single access point to integrated family support services for early help with social, emotional and physical and financial needs. Each Family Hub is bespoke to the community while incorporating three key delivery principles: access, connection and relationships.

Reviews of the current delivery model prior to and post consultation around children’s centres and national developments in relation to outcomes of Family Hubs are the drivers.

It is anticipated that all disadvantaged groups including those with protected characteristics within the target demographic of 0 – 19 year olds and up to 25 year olds with special educational needs and disabilities SEND and their families will benefit by the changes referenced in the options. This is because the modified service will seek to improve the identification and targeting of family support to those most in need with a view to improving outcomes for young children and their families and reducing inequalities between families in greatest need and their peers whilst also streamlining aspects of services currently provided.

Expected Outcomes

A strengthened focus on children and young people who most need support through early intervention, it is expected that this will increase family resilience and reduce the need for statutory involvement, this model should reduce the time that vulnerable families need support wait for a service.

The local community are supported to develop universal provision by receiving advise and guidance in how to deliver effective services for children, young people and their families.

Professional work together through colocation, data sharing, and a common approach to families only having to tell their story once, the service is more efficient and families will get effective support in their community.

A best start for life offer is co – designed with public health,

Details of the lead person completing the screening/EIA	(i) Full Name: Neil Hoskinson (ii) Position: Associate Director for Education and Inclusion (iii) Unit: Education and inclusion (iii) Contact Details: neil.hoskinson@slough.gov.uk
Date sent to Finance	
Version number and date of update	V1.0

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

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

2.1
Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal.

- *If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends, or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.*
- *Consider whether there is a need to consult stakeholders and the public, including members of protected groups, to gather information on potential impacts of the proposal.*

The changes being considered relate to the development of a new Children’s Centre delivery model. The new model aims to benefit the 19,873 households with dependent children in the borough with a particular focus on families with 12,415 children aged 0-4.

<p>How many people use the service currently? What is this as a % of Slough’s population?</p>	<p>There are a total of 5,709 users of services in Children’s Centres from April 2022 to April 2023.</p> <p>1,558 of the users are in childcare provision and 4,151 have used a Children Centre for wider services at least once.</p> <p>This is approximately 3.6% of the total population.</p>																																		
<p>Gender</p>	<div style="text-align: center;"> <p>Sex</p> <table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Sex</th> <th colspan="2">EIA</th> <th colspan="2">2021 Census</th> </tr> <tr> <th>Total</th> <th>%</th> <th>Total</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>2,296</td> <td>40.2%</td> <td>78,495</td> <td>49.5%</td> </tr> <tr> <td>Female</td> <td>3,370</td> <td>59.0%</td> <td>80,005</td> <td>50.5%</td> </tr> <tr> <td>Not known</td> <td>43</td> <td>0.8%</td> <td>-</td> <td>-</td> </tr> </tbody> </table> </div> <p><i>Gender identity</i> The service does not hold data on the gender identity of its users, therefore there was no data included in the EIA.</p> <div style="text-align: center;"> <p>Gender identity</p> <table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th colspan="2">2021 Census</th> </tr> <tr> <th>Total</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>107,503</td> <td>90.4%</td> </tr> <tr> <td>1,081</td> <td>0.9%</td> </tr> <tr> <td>10,351</td> <td>8.7%</td> </tr> </tbody> </table> </div>	Sex	EIA		2021 Census		Total	%	Total	%	Male	2,296	40.2%	78,495	49.5%	Female	3,370	59.0%	80,005	50.5%	Not known	43	0.8%	-	-	2021 Census		Total	%	107,503	90.4%	1,081	0.9%	10,351	8.7%
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Asian or Asian British - Bangladeshi	44
Asian or Asian British - Indian	1050
Asian or Asian British - Other	88
Asian or Asian British - Pakistani	1290
Asian or Asian British - Sikh	174
Asian Pakistani	3
Black - Any Other Black Background	24
Black or Black British - African	203
Black or Black British - Caribbean	54
Chinese	15
Gypsy / Roma	4
Mixed Heritage White/Asian - Bangladeshi	1
Mixed Heritage White/Asian - Indian	19
Mixed Heritage White/Asian - Other	11
Mixed Heritage White/Asian - Pakistani	26
Mixed Heritage White/Black - African	22
Mixed Heritage White/Black - Caribbean	50
Mixed Heritage White/Black - Other	6
Traveller of Irish Heritage	4
White - Any Other White Background	459
White and Asian	60
White and Black African	32
White and Black Caribbean	44
White British	689
White European	173
White Irish	13
White Other	41
White/Black Caribbean	2
Not Known	810

Ethnicity

The proportion of users from different ethnic groups in the EIA mostly aligns with the 2021 Census, but the EIA had a higher representation of Asian ethnic groups and a lower proportion of White ethnic groups.

Broad ethnicity

Ethnicity	EIA		2021 Census	
	Total	%	Total	%
White: Total	1,513	26.5%	57,134	36.0%
Mixed: Total	190	3.3%	6,311	4.0%
Asian or Asian British: Total	2,762	48.4%	74,093	46.7%
Black or Black	281	4.9%	11,992	7.6%

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Disability	<p>The EIA noted there were 407 (School Census Spring 2023) children aged 0-5 with SEND (0.3% of Slough's population).</p> <p>There are 1,308 children and young people with an EHCP (School Census Spring 2023) and 3,638 children and young people receiving SEN Support (School Census Spring 2023).</p>																				
Sexual orientation	<p>The service doesn't currently securing monitoring information re: sexual orientation.</p> <p>The service does not hold data on the sexual orientation of its users, therefore there was no data in the EIA.</p> <table border="1"> <thead> <tr> <th rowspan="2">Sexual orientation</th> <th colspan="2">2021 Census</th> </tr> <tr> <th>Total</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Straight or Heterosexual</td> <td>104,943</td> <td>88.2%</td> </tr> <tr> <td>Gay or Lesbian</td> <td>806</td> <td>0.7%</td> </tr> <tr> <td>Bisexual</td> <td>1,095</td> <td>0.9%</td> </tr> <tr> <td>Other</td> <td>1,507</td> <td>1.3%</td> </tr> <tr> <td>Not known</td> <td>11,677</td> <td>9.8%</td> </tr> </tbody> </table>	Sexual orientation	2021 Census		Total	%	Straight or Heterosexual	104,943	88.2%	Gay or Lesbian	806	0.7%	Bisexual	1,095	0.9%	Other	1,507	1.3%	Not known	11,677	9.8%
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Age	<p>0 – 5 = 2,672 6 – 10 = 643 11 – 20 = 73 21 – 30 = 575 31 – 40 = 1,365 41+ = 373 Not Known = 8</p> <p>Slough has a young population, with 29.8% of the population aged 0-19. There were 11,774 residents aged 0-4 in the 2021 census (7.4% of the population). However, this is a decrease of 8% since the 2011 census and other recent ONS data has also shown that birth rates have been decreasing.</p>																				

The EIA used the age of registered service users, which includes children aged 0-5 using the services. Therefore, there is a disproportionately high representation of children aged 0-5 but that is to be expected given the nature of the services.

Age of registered service users (EIA)

Age of service user	EIA	
	Total	%
0 – 5	2,672	46.8%
6 – 10	643	11.3%
11 - 20	73	1.3%
21 – 30	575	10.1%
31 – 40	1,365	23.9%
41 and over	373	6.5%
Not Known	8	0.2%

Religion or belief

Atheist	1
Catholic	13
Christian	25
Church of England	3
Hindu	2
Muslim	73
None	41
Orthodox Christian	1
Roman Catholic	5
Sikh	25
Not Known	3962

Marriage and civil partnership

The service does not hold comprehensive data on the marital or civil partnership status of its users, therefore there was no data included in the EIA.

.Census showed that 19% of households in Slough with dependent children (aged 0-17) were single parent families. Therefore, this lower representation in the survey is to be expected. The proportion of co-habiting respondents in the survey also aligns with the 8% of co-habiting families with dependent children in the 2021 Census.

Marital status

Marital status	2021 Census	
	Total	%
Single	41,898	35.2%
Married	60,001	50.4%
Co-habiting	-	-

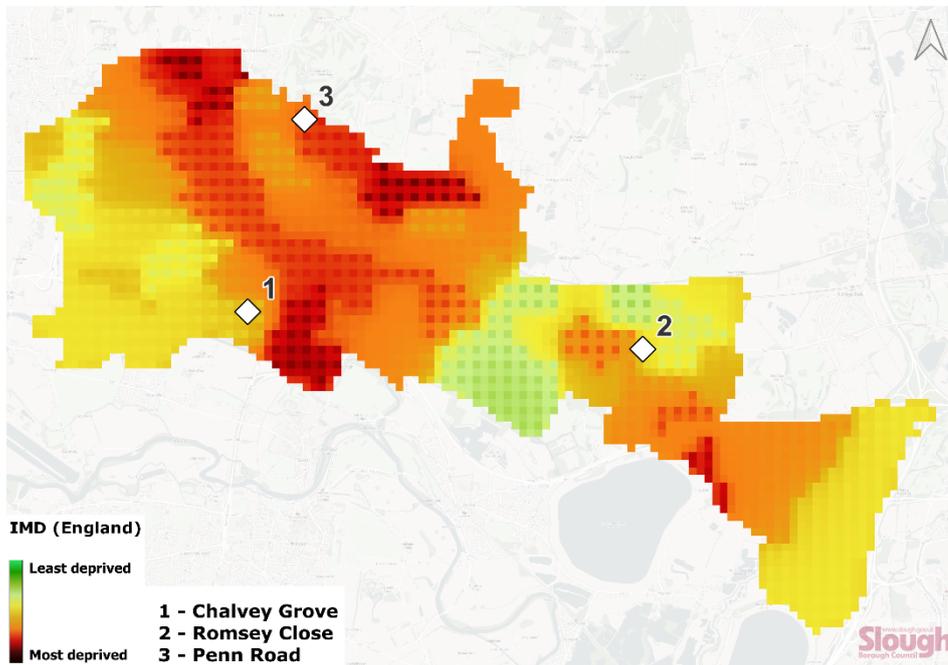
Civil Partnership	158	0.1%
Separated	2,925	2.5%
Divorced	8,799	7.4%
Widowed	5,151	4.3%
Not known	-	-

Pregnancy and maternity

The service does not hold comprehensive data on the pregnancy and maternity status of its users, therefore there was no data in the EIA. The 2021 Census data also did not include data on pregnancy or maternity.

Deprivation

Map of the proposed centres remaining open and developing into a Family Hub (as measured by the Index of Multiple Deprivation).



2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.

The current model provides services for children 0-5 and their families only. If approved, the model ultimately aims to provide the basis from which a wider family network and hub model is developed offering support for children and young people aged 0 – 19 and up to 25 for young people with SEND. Given the nature of the proposed development, it is anticipated that the new model will have a positive, future impact from an equality’s perspective including benefits from those with protected characteristics in general and specifically in terms of age, disability, race and sex.

Age

Slough has an overall population of 158,500 (Census 2021). Slough’s population is significantly younger than England’s profile with Slough’s average age at 34, compared to 41 for the South-

East and 40 for England. Slough has the second highest proportion of children aged 15 or under in England and Wales, behind only Barking and Dagenham, with 25% of the population of Slough are aged under 16.

There are currently 2,672 0-5s recorded as using the service between Apr-22 and Apr-23. This represents 45% of total users compared to 0-5s making up 9.1% of the population whole. This is a comparative over-representation but one you would expect given the nature of the service. There are 1,547 service users over the age of 20 recorded for the same period.

There are now 52,423 households in Slough containing at least one person.

Slough has a mean household size of 3 people per household and is the largest mean household size in England and Wales. The mean for England and Wales is 2.4.

Slough is the third most densely populated LA in the South-East, with 4,871 usual residents per square kilometre (48.7 per hectare). This is the equivalent of around 35 people living on each football pitch-sized area of land, compared to an average of just 3 across England.

There are 54,116 occupied dwellings in Slough of which 23,156 (43%) are households with dependent children.

Monitoring information therefore suggests that there is disproportionately high representation of 0–5-year-olds which is in keeping with the terms of reference of the service.

Disability

A total of 886 children under 5 have been identified as having a special educational need or disability (SEND) according to the SEND Summer Survey 2021. This represents 0.6% of the total population of Slough.

Gender reassignment

The services does not hold data on gender reassignment or gender self-identification.

Marriage and civil partnership

The service does not hold comprehensive data on the marital or civil partnership status of its users.

Pregnancy and maternity

The service does not hold comprehensive data on the pregnancy and maternity status of its users. This information is held by the partner Maternity Service.

Race

The following information provides a summary of the broad ethnic groups resident in Slough, population numbers and percentages.

Category	Count	%
Asian/Asian British	74,093	46.7
Black/African/Caribbean/Black British	11,992	7.6
Mixed/multiple ethnic groups	6,311	4.0
Other ethnic group	7,144	4.5
White	57,134	36.0
Arab ethnic groups	1,826	1.2

Service monitoring information suggests that children and families from the Asian community are over-represented as service users and black and white children and families under-represented.

Religion and belief

The following information provides a summary of the religions followed by residents of Slough.

The volume and detail of Service monitoring information in relation to religion and belief is not sufficient to allow for meaningful comparative analysis to determine under or over representation of users.

Sex

Slough population: 158,500



Females
80,005
(50.5%)



Males
78,495
(49.5%)

Service monitoring information shows that there is over representation of female. users when compared to overall population.

Sexual orientation

Census 2021

Sexual Orientation	Slough		England
	Count	%	%
Straight or Heterosexual	104,943	88.2%	89.4%
LGB+ orientation (total)	2,313	1.9%	3.2%
Gay or Lesbian	806	0.7%	1.5%
Bisexual	1,095	0.9%	1.3%
Pansexual	335	0.3%	0.2%
Asexual	29	0.0%	0.1%
Queer	7	0.0%	0.0%
All other sexual orientations	41	0.0%	0.0%
Not answered	11,677	9.8%	7.5%

Service monitoring information is does not include the sexual orientation of service users.

2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.

Race
The following information provides a summary of the broad ethnic groups resident in Slough, population numbers and percentages

Category	Count	%
Asian/Asian British	74,093	46.7
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Arab ethnic groups	1,826	1.2

Service monitoring information suggests that children and children and families white and black communities are under-represented as service users.

2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?

	None	Positive	Negative	Not sure
Men or women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled ¹ people (consider different types of physical, learning or	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

¹ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

mental disabilities)				
People of particular sexual orientation/s	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No x

2.6	Provide brief reasons on how you have come to this decision?
	<p>.</p> <p>Update following Consultation Responses:</p> <p>The following issues were raised during the consultation that relate to equalities considerations:</p> <ol style="list-style-type: none"> 1. Concerns about access to services and continuity of support/advice for children with special educational needs. The need to ensure availability of and access to specialist childcare places and referrals to help. 2. Concerns around access to centres regarding travel times/access to public services and the future location of services. 3. Specific support for children and parents of children under 1 years of age and the availability of parents to access a centre rather than only have the option of home visits. 4. The need for accessible safe places for vulnerable women to access further support and services away from the home.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative, how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men	x	x	x	Access to and benefit from early childhood services including early education and childcare (family and children)		<ol style="list-style-type: none"> 1. Work with the wider network of service providers including the private, voluntary and independent early years sector to encourage and enable alternative provision as required. 2. Ensure any new model agreed effectively targets vulnerable children and families, including those with protected characteristics to enable access to services. 3. Work with external providers to support and enable inclusion. 	The effect of any decision of implement any of the current options, would need to be considered within the wider context of other council decisions to related services.

	Women	x	x	x	As above		As above	As above
Race	White	x	x	x	As above		As above	As above
	Mixed/Multiple ethnic groups	x	x	x	As above		As above	As above
	Asian/Asian British	x	x	x	As above		As above	As above
	Black/African/Caribbean / Black British	x	x	x	As above		As above	As above
	Gypsies / travellers	x	x	x	As above		As above	As above
	Other ethnic group	x	x	x	As above		As above	As above
Disability	Physical	x	x	x	As above		As above	As above
	Sensory	x	x	x	As above		As above	As above
	Learning Difficulties	x	x	x	As above		As above	As above
	Learning Disabilities	x	x	x	As above		As above	As above
	Mental Health	x	x	x	As above		As above	As above

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative, how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
Sexual Orientation	Lesbian, gay men, bisexual	x	x	x	As above		As above	As above
Age	Older people (50+)	x	x	x	As above		As above	As above
	Younger people (16 - 25)	x	x	x	As above		As above	As above
Gender Reassignment		x	x	x	As above		As above	As above
Impact due to pregnancy/maternity		x	x	x	As above		As above	As above
Groups with particular faiths and beliefs		x	x	x	As above		As above	As above
People on low incomes		x	x	x	As above		As above	As above

SECTION 4: ACTION PLAN

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
<i>Enter additional rows if required</i>						

THIS SECTION TO BE COMPLETED BY THE RELEVANT SERVICE MANAGER

SIGNATURE:

FULL NAME: Neil Hoskinson

UNIT:

EMAIL & TELEPHONE EXT:

DATE (DD/MM/YYYY): 20 October 2023

WHAT NEXT?

It is the responsibility of the service to complete an EIA to the required standard and the quality and completeness of EIAs will be monitored by Strategic Finance Board.

All EIAs for proposed changes to levels of service arising from budget proposals must be completed by (insert date).

All completed EIAs should be sent to TO BE INSERTED