

Date of issue: Friday, 9 June 2023

<b>MEETING:</b>	<b>CABINET</b>	
	Councillor Smith	Leader of the Council – Improvement & Recovery
	Councillor Chahal	Deputy Leader of the Council – Financial Oversight, Council Assets, Procurement and Revenue & Benefits
	Councillor I. Ahmed	Leisure, Community Cohesion, Regulation, Enforcement and Planning
	Councillor P. Bedi	Transport, Housing, Highways, The Environment and Environmental Services
	Councillor Kelly	Education, Children's Services, Lifelong Skills and Governance
	Councillor Muvvala	Public Protection, Customer Service, I.T and Young Futures
	Councillor Wright	Health, Social Care and Wellbeing
<b>DATE AND TIME:</b>	<b>MONDAY, 19TH JUNE, 2023 AT 6.30 PM</b>	
<b>VENUE:</b>	<b>COUNCIL CHAMBER - OBSERVATORY HOUSE, 25 WINDSOR ROAD, SL1 2EL</b>	
<b>DEMOCRATIC SERVICES OFFICER: (for all enquiries)</b>	<b>NICHOLAS PONTONE  07749 709 868</b>	

NOTICE OF MEETING

You are requested to attend the above Meeting at the time and date indicated to deal with the business set out in the following agenda.



**STEPHEN BROWN**  
Chief Executive

# AGENDA

## PART I

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
	Apologies for absence.		
1.	Declarations of Interest	-	-
	<i>All Members who believe they have a Disclosable Pecuniary or other Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 9 and Appendix B of the Councillors' Code of Conduct, leave the meeting while the matter is discussed.</i>		
2.	Minutes of the Meeting held on 24th May 2023	1 - 4	-
3.	Refresh of Council's Corporate Plan	5 - 90	All
4.	<b>Berkshire Community Equipment Service (BCES) procurement</b>	91 - 112	All

### Press and Public

**Attendance and accessibility:** You are welcome to attend this meeting which is open to the press and public, as an observer. You will however be asked to leave before any items in the Part II agenda are considered. For those hard of hearing an Induction Loop System is available in the Council Chamber.

**Webcasting and recording:** The public part of the meeting will be filmed by the Council for live and/or subsequent broadcast on the Council's website. The footage will remain on our website for 12 months. A copy of the recording will also be retained in accordance with the Council's data retention policy. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

In addition, the law allows members of the public to take photographs, film, audio-record or tweet the proceedings at public meetings. Anyone proposing to do so is requested to advise the Democratic Services Officer before the start of the meeting. Filming or recording must be overt and persons filming should not move around the meeting room whilst filming nor should they obstruct proceedings or the public from viewing the meeting. The use of flash photography, additional lighting or any non hand held devices, including tripods, will not be allowed unless this has been discussed with the Democratic Services Officer.

**Emergency procedures:** The fire alarm is a continuous siren. If the alarm sounds Immediately vacate the premises by the nearest available exit at either the front or rear of the Chamber and proceed to the assembly point: The pavement of the service road outside of Westminster House, 31 Windsor Road.

**Cabinet – Meeting held on Wednesday, 24th May, 2023.**

**Present:-** Councillors Smith (Chair), Chahal (Vice-Chair), I. Ahmed, P. Bedi, Kelly, Muvvala and Wright

**Also present:-** Councillors Mann, Anderson, Hulme, E. Ahmed, Dhillon, Escott, Gahir, Iftakhar, Khawar, Matloob, Shah, Shaik, Stedmond and Tomar

**Apologies for Absence:-** None.

**PART 1**

**1. Declarations of Interest**

No interests were declared.

**2. Minutes of the Meeting held on 17th April 2023**

**Resolved –** That the minutes of the meeting of the Cabinet held on 17<sup>th</sup> April 2023 be approved.

**3. Appointment of Deputy Leader of the Council**

In accordance with Article 7, paragraph 10 of the Constitution the Leader of the Council was required to appoint the Deputy Leader of the Council at the first meeting of the Cabinet following the Annual Meeting of Council.

The Leader confirmed that Councillor Wal Chahal had been appointed as Deputy Leader with effect from the Annual Meeting of Council held on 18<sup>th</sup> May 2023. The Leader also summarised the Cabinet portfolios, which had been reduced from nine to seven in total.

**Resolved –** That it be noted that the Leader of the Council had appointed Councillor Wal Chahal as the Deputy Leader of the Council with effect from 18<sup>th</sup> May 2023.

**4. Remodelling of Children's Centres**

The Lead Member for Education, Children's Services, Lifelong Skills and Governance introduced a report that sought the agreement of the Cabinet to the re-modelling of children's centre services.

The Executive Director for Children's Services provided a detailed overview of the report and recommendations which had been developed following public consultation. The recommendations to Cabinet were to retain Chalvey Grove, Penn Road and Romsey Close as children's centre delivery sites with early years, and to retain Monksfield Way and Yew Tree Road for early years

provision only. The other five current sites would close from September 2023. It was noted that the budget approved by full Council included a planned saving in relation to children's centres. The full year saving of £462k would be delivered from 2024/25 onwards, with part year savings in the current year if the Cabinet agreed that the five sites would close from September 2023. It was also noted that a report and strategy would be brought back to Cabinet in October 2023 on a wider family hub model.

The Cabinet noted the feedback from the public consultation, including a petition that had been launched on Change.Org titled 'Save Slough Children's Centres', that had a focus on any potential impact on Romsey Close and on childcare provision. It was noted that the recommendation was to retain Romsey Close. The Council had undertaken a wide range of supporting work in bringing the report to Cabinet including updating the necessary statutory assessment for childcare sufficiency and a full transportation analysis. Lead Members noted that the consultation had influenced the recommendations put to Cabinet.

The Leader invited Councillors Hulme, Mann and Anderson to address the Cabinet as they had registered to speak. Various concerns about the proposals were made including whether there would be sufficient childcare provision given the viability and workforce issues faced the sector; the impact the closures would have for children with special educational needs, especially as there was rising demand for services; and the deliverability of the savings. The Cabinet noted the points raised and Officers responded that they were confident the savings as presented in the report would be delivered and that following the work on the sufficiency assessment the needs of children with special educational needs could be met.

At the conclusion of the discussion the Leader summarised the recommendations which were agreed by Cabinet.

**Resolved –**

- (a) That it be agreed to retain Chalvey Grove, Penn Road and Romsey Close as children's centre delivery sites with early years and Monksfield Way and Yew Tree Road for only Early Years provision. All other 5 current sites would close from September 2023.
- (b) That it be noted that a report and strategy (following a business case and a feasibility study) would be brought back to Cabinet in October 2023 on a wider family hub model following engagement with the community and partner agencies in Slough.

**5. Electric Vehicles Charge Point Tariffs**

The Lead Member for Transport, Housing, Highways, The Environment and Environmental Services introduced a report that set out the current infrastructure, usage and costs of the Council's public electric vehicle (EV) charging network and proposed application of a standardised tariff regime

across the sites and allow all the Council charging facilities to be used by the public.

It was noted that there were currently charges at some sites but not others and standardising the tariff would help ensure the service was self-sufficient and more reliable.

A member of the public, Mr Wayne Strutton, had submitted a question raising numerous issues about the current infrastructure and management of the EV charging network. The Lead Member responded to the question and to Mr Strutton's supplementary question about why several existing charging points had not worked in the past.

The Leader invited Councillor Mann to address the Cabinet having registered to speak. Councillor Mann highlighted that the decision would increase the number of EV points at which charges would apply and queried why the report did not include any information on the widening access to EV charging in the borough. It was noted in response that a comprehensive EV infrastructure strategy would be produced later in 2023.

Lead Members discussed various aspects of the proposal and emphasised the importance of ensuring that a quality service was provided with appropriate maintenance arrangements to ensure it was reliable. After due consideration the recommendations were approved.

**Resolved –**

- (a) Authorised that the existing electric vehicle charge point fee tariff structure to be rolled out to all charge points on the Council's public EV charging network; and
- (b) Agreed the switch of EV workplace charge points in the basement level at Herschel Multi Storey Car Park (MSCP) to public EV charging on the Council's network.

**6. Implementation of NEC Housing Phase 2**

The Lead Member for Transport, Housing, Highways, The Environment and Environmental Services introduced a report that sought funding approval to complete the delivery of Phase 2 of the NEC housing management project. This would be a virement from the Housing Revenue Account reserve to fund the complete implementation of and was an important element of the housing improvement programme.

The Cabinet discussed the problems in the implementation of Phase 1 of the project which began in 2019 and highlighted the importance of improving the management and oversight of the project to successfully deliver Phase 2 and ensure full functionality of the system would included improved housing case management capability, key online access for residents and integrated housing repairs functionality. The Executive Director for Housing & Property

## **Cabinet - 24.05.23**

stated that overall management of the project had been moved from housing to ICT which would ensure the necessary technical and project management expertise would be in place to deliver Phase 2. The Cabinet discussed the delivery timescale and procurement of licence renewals in the future. Officers responded to the points raised.

The Cabinet agreed the recommendation.

**Resolved –** That funding of up to £700,000 be approved for Phase 2 of the housing management project, including remediation works outstanding from Phase 1 which would be provided through a virement from the Housing Revenue Account reserves creating an earmarked reserve of £609,000 and utilising existing monies within the General Fund of £91,000.

Chair

(Note: The Meeting opened at 6.30 pm and closed at 7.32 pm)

**Slough Borough Council**

<b>Report To:</b>	<b>Cabinet</b>
<b>Date:</b>	19.06.2023
<b>Subject:</b>	Refresh of Council's Corporate Plan
<b>Lead Member:</b>	Leader
<b>Chief Officer:</b>	Sarah Hayward, ED Strategy & Improvement
<b>Contact Officer:</b>	Dean Tyler, AD Strategy
<b>Ward(s):</b>	All
<b>Key Decision:</b>	NO
<b>Exempt:</b>	NO
<b>Decision Subject To Call In:</b>	YES
<b>Appendices:</b>	A – Draft Corporate Plan Structure B – Slough Insights Pack

**1. Summary and Recommendations**

- 1.1 This report sets out a draft structure for a refresh of Slough Borough Council's (SBC) corporate plan, which it is proposed be put out for public consultation. The Corporate Plan will align to the Medium Term Financial Strategy and be the framework to guide the council in delivering the recovery of the council, in order to meet resident need.

**Recommendations:**

Cabinet is recommended to:

- Review and approve the draft corporate plan structure (Appendix A) for the purpose of public consultation.
- Note that a report will be brought back to Cabinet in September for Cabinet to recommend a final version for formal approval by Council.

**Reason:**

Developments in the council's recovery and improvement programme, and newly available evidence and datasets, present an opportunity to revisit the council's purpose, approach and strategic priorities, as expressed in its corporate plan published in March 2022. The council is at the start of a new 4-year period following the elections in May and having a new corporate plan setting out the council's overall vision and priorities will ensure an appropriate strategic focus throughout this term.

**Commissioner Review**

Commissioners are content with recommendations.

## 2. Report

### Introductory paragraph

2.1 The corporate plan structure (Appendix A) lays out a proposal for the council's core purpose, its approach and an updated set of strategic priorities, which develop upon those set out in the current plan *Doing right by Slough*. Conducting a public consultation will contribute towards the development of the council's evidence base for the plan, help identify possible equalities implications, and ensure the views of residents and other stakeholders are reflected in the council's corporate priorities.

### Options considered

- a) Do nothing – maintain the current corporate plan *Doing right by Slough*.
- b) Develop and expand upon *Doing right by Slough*, ahead of consultation – **recommended**.
- c) Develop an entirely new corporate plan.

### Background

2.2 In May 2022, the council approved its new corporate plan for 2022-25 – 'Doing Right by Slough', which incorporated the recovery and improvement plan the council was required to produce in accordance with the Government's Directions. The plan, in its essence, has two core components:

- Four new strategic priorities, which replaced the previous plan's priority outcomes
- Seven recovery themes, which sought to incorporate the Government directions and provide a structure for the council's improvement.

Service planning was subsequently undertaken against this framework.

2.3 There are several factors which present the council with an opportunity to produce the next iteration of this plan:

- There have been significant developments in the council's recovery and improvement programme over the past year, and changes in emphasis since the creation of the seven recovery themes, and the authority now has a far better understanding of the work needed to recover;
- A new executive leadership team is now in place;
- The council has moved to four-yearly elections, and it is common for councils to align their corporate plans to this cycle (current corporate plan covers 2022-25).

2.4 For these reasons it is necessary to revisit the corporate plan to ensure it is able to set the vision for the council, to drive recover and deliver for residents. As already stated and set out at 3.1.4 the corporate plan will align to the Medium Term Financial Strategy.

2.5 The Office for National Statistics (ONS) has also released key thematic data sets from the 2021 Census. This is the first up to date population data the council has had for 10 years and presents an opportunity for SBC to review its strategic



priorities based upon the latest available evidence. This data, and further key sources of information, have been distilled into a *Slough Insights* pack (Appendix B), which provides an evidence base for the refresh of the corporate plan. Better use of evidence in decision making is also one of the Government's directions.

2.6 Highlights from the Insights Pack were shared with senior managers at a workshop on 28<sup>th</sup> February and then at staff roadshows in March. Key challenges for Slough identified from the data include:

- Health inequalities;
- A very young population;
- Comparatively high levels of deprivation;
- Increasing levels of overcrowding;
- High rates of unemployment / economic inactivity;
- High levels of homelessness;
- High numbers of Children in Need;
- A substantial income gap between residents and all those who work in Slough; and
- High levels of crime.

2.7 The workshop also reviewed emerging areas of pressure and challenge within service areas, to identify further priorities that were not included in *Doing right by Slough*, or that need greater emphasis. These included:

- Sustainability & climate change adaptation;
- Protecting and supporting vulnerable adults;
- Engaging young people in the community and on decisions affecting them;
- The affordability and quality of housing in Slough; and
- Economic development and engagement with businesses.

2.8 In January and February, the Local Government Association (LGA) conducted fieldwork on SBC's behalf with residents, using questions that were also asked in the national Residents Satisfaction Survey. This has highlighted key concerns regarding the public's confidence and trust in the council, which will need to be addressed in the corporate plan:

- 30% of Slough respondents said they were very or fairly satisfied with the way SBC runs things compared to 60% of national respondents.
- 21% of Slough respondents strongly agreed or tended to agree that SBC provides value for money compared to 46% of national respondents who strongly agreed or tended to agree that their council provides value for money.
- 28% of Slough respondents said that SBC acts on their concerns to a great deal or a fair amount compared to 52% of national respondents.
- 25% of Slough respondents said that they trust Slough Council a great deal or a fair amount compared to 59% of national respondents.

2.9 A proposed structure for the refreshed corporate plan has been developed (Appendix A), which includes three key elements:

- **Our purpose:** this section provides the overall driving focus and vision for the council: *Closing the healthy life expectancy gap, by focussing on children*. This reflects the fact that Slough has poor healthy life expectancy compared to neighbouring areas and one of the youngest populations in the country. A child's early development and experiences play a key role in determining future health and wellbeing, and the council and its partners can together influence the wider determinants of health.
- **Our approach:** this section further develops the recovery themes established in *Doing right by Slough* and picks up the issues identified from the Residents Survey. It describes the type of council we wish to be, our values, how we will work and our relationship with residents:
  - Resident focussed;
  - Providing financial sustainability;
  - Enabling residents and communities;
  - Strengthening partnerships; and
  - Building trust.
- **Our priorities:** the strategic priorities of *Doing right by Slough* have been retained, though updated to take account of the new council purpose and the further challenges that have been identified in the data and evidence (further detail included in Appendix A):
  1. A borough for children and young people to thrive;
  2. A town where residents can live healthier, safer and more independent lives; and
  3. A cleaner, healthier and more prosperous Slough.

2.10 As noted above, when the council approved *Doing right by Slough*, it committed to undertaking engagement with residents ahead of the next iteration of the corporate plan. It is proposed that a consultation be run for a period of 6 weeks using the Citizen Space platform, which is the approach that has been used for recent engagement and consultation activity, for example the consultation on Childrens Centres. The outcome of this consultation will be reported alongside the final version of the corporate plan to full council in September.

2.11 Further engagement with Cabinet will take place before the final version of the corporate plan is presented for approval.

### **3. Implications of the Recommendation**

#### *3.1 Financial implications*

3.1.1 The refreshed Corporate Plan will retain the commitments in *Doing Right by Slough* to financial prudence and providing best value.

- 3.1.2 The draft structure states that SBC will ‘build on our work to provide financial sustainability for the council and embed good practice for local government: living within our means, balancing our budget and being honest and open about the difficult decisions that we will need to make over the coming years.’
- 3.1.3 Further detail will be provided in the final version of the corporate plan that will be produced after the consultation.
- 3.1.4 Delivery against the corporate plan has to be underpinned by a sound Medium Term Financial Strategy (MTFS) and this will give the basis on which the Council’s resources will need to be prioritised over the medium term – a period of at least 3 years. The two need, therefore, to be fully aligned and so once the corporate plan is fully approved, this will provide the framework on which the MTFS will be developed. Further financial assessments will be conducted as part of the service planning process, following the approval of the corporate plan as part of that aligned process.
- 3.1.5 No additional expenditure is anticipated to be required to run the public consultation, which will be conducted via the Citizen Space platform, and the analysis undertaken by staff from the Strategic Insight team.

### 3.2 *Legal implications*

- 3.2.1 Whilst there is no legal requirement to adopt a corporate plan, it is considered good practice and Article 4 of the Council’s Constitution includes the “5 Year Plan” in its policy framework and it is therefore a function of Full Council to formally adopt the Corporate Plan.
- 3.2.2 The council has a duty under section 3 of the Local Government Act 1999 to make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness. Local authorities are under a duty to consult representatives of a wide range of local persons, including council tax payers, service users and those appearing to have an interest in any of the local authority’s functions. This should also include local voluntary and community organisations and small businesses.

### 3.3 *Risk management implications*

- 3.3.1 Not refreshing the corporate plan at this time would present a risk that the council would not have a clear strategic direction, or the framework for recovery and improvement needed to become a sustainable authority.
- 3.3.2 Not conducting a public consultation would undermine the commitments made by the council to involve residents and other key stakeholders in its decision-making process and prevent an opportunity to gather valuable insight.

### 3.4 *Environmental implications*

- 3.4.1 The proposed corporate plan structure retains and expands upon the environmental commitments in *Doing right by Slough*, with the following objective sitting under the third priority:

‘Reducing Slough’s carbon footprint, promoting active travel and sustainable forms of transport, and taking action to prevent or minimise the impact of climate change.’

### 3.5 *Equality implications*

3.5.1 The Council has a duty contained in section 149 of the Equality Act to have due regard to the need to:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex; and
- Sexual orientation.

3.5.2 The broad purpose of this duty is to integrate considerations of equality into day-to-day business and to keep them under review in decision making, the design of policies and the delivery of services. By undertaking public consultation and ensuring that the Corporate Plan is informed by data on Slough's diverse communities, the Council will be able to assess the impact of adopting a new Corporate Plan in relation to the duty above.

3.5.3 The Strategic Insight team is currently conducting analysis of further data from the 2021 Census released by the ONS in April 2023, which will enable more thorough comparison of key indicators by certain protected characteristics. This will inform the Equalities Impact Assessment that will be reported to full council alongside the final version of the corporate plan.

3.5.4 The proposed corporate plan structure includes key equalities objectives, which have been identified from the *Slough Insights* pack:

- Providing quality services for vulnerable children and those with special educational needs and disabilities (SEND)
- Improving outcomes for disadvantaged children and young people
- Working with partners to target health inequalities and promote wellbeing
- Supporting residents to be as independent as possible, whilst providing quality services for the most vulnerable adults

### 3.6 *Workforce implications*

- 3.6.1 The council's purpose and priorities – as expressed in the draft corporate plan will play a central role in shaping and setting staff members' individual objectives, against which they will be assessed in their appraisals.
- 3.6.2 Staff members will be expected to embody the values of the council – as expressed in the 'approach' section of the corporate plan.

## **4. Background Papers**

None.

This page is intentionally left blank

# Slough Borough Council

Draft Corporate Plan Structure

# Our purpose: Closing the healthy life expectancy gap, by focussing on children

Slough has poor healthy life expectancy compared to neighbouring areas and one of the youngest populations in the country. A child's early development and experiences play a key role in determining future health and wellbeing.

We will work closely with our partners and our community to improve outcomes for all Slough's children and give them a good start in life.

Together, we will work to improve the conditions for families in Slough, seeking to enhance our borough's built and natural environment, and well as striving to improve the social determinants of health: such as education, employment, income and crime.

We will listen to the voices of children and young people and ensure they have a say in the future of our town.



# Our approach

Resident focussed

Providing financial sustainability

Enabling residents and communities

Strengthening partnerships

Building trust

## We will:

Serve the people of Slough first and foremost: responding to their concerns, ensuring their views are heard and delivering on the issues that matter most to them.

Build on our work to provide financial sustainability for the council and embed good practice for local government: living within our means, balancing our budget and being honest and open about the difficult decisions that we will need to make over the coming years.

Focus on enabling residents to live well independently: building community capacity and resilience, fostering self-sufficiency and creating platforms that allow our community to shape Slough's future.

Strengthen relationships with partners, the community and our young people through collaboration and co-operation: developing a united way of working, toward a shared vision for our town and its residents.

Work to restore trust and confidence in SBC: ensuring that we are reliable, responsive and open, as we continue to recover and improve.

# Our Strategic Priorities

## 1. A borough for children and young people to thrive

- Providing quality services for vulnerable children and those with special educational needs and disabilities (SEND)
- Improving outcomes for disadvantaged children and young people
- Tackling high rates of child obesity
- Increasing children and young people's participation in decisions that affect them and in shaping the future of Slough

## 2. A town where residents can live healthier, safer and more independent lives

- Working with partners to target health inequalities and promote wellbeing
- Supporting residents to be as independent as possible, whilst providing quality services for the most vulnerable adults
- Improving community safety and tackling anti-social behaviour – providing a safer town to grow-up

## 3. A cleaner, healthier and more prosperous Slough

- Affordable, safe and healthy homes – improving the quality of council housing stock and the private rented sector
- Improving air quality, promoting active travel and sustainable forms of transport, and taking action to prevent or minimise the impact of climate change
- Providing clean, quality public spaces and working with developers to deliver a modern town centre for future generations
- Engaging with businesses to create new employment opportunities for Slough families and routes to upskill

# Our Purpose

Closing the healthy life expectancy gap, by focussing on children

## Our approach

- Page 17
- Resident focussed
  - Providing financial sustainability
  - Enabling residents and communities
  - Strengthening partnerships
  - Building trust

## Our priorities

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

This page is intentionally left blank

# Slough Insights

## About this pack...

This pack has been created to provide some insights on Slough, our residents and the borough's economy. It draws upon new data from the 2021 Census, as well as other key sources of information.

It is intended to be viewed as a first point of reference, to provide high-level insights on key challenges and key strengths for the town, and is designed as a tool to support the council in the development of our strategies and in making evidence-based decisions.

This pack should be used alongside other key sources of information, such as the Joint Strategic Needs Assessment (JSNA), equalities data, resident consultations and other service-level sources of data.

In order to save room – data sources and definitions are in the 'notes section' of the slides, and links to our data sources can be found on the final slide.

## Headlines

- Slough has a diverse, young population.
- Slough has pockets of severe deprivation.
- Slough has high levels of overcrowding and the largest average household size in England and Wales.
- There has been a larger increase in economically inactive people than active people in Slough since 2011.
- Slough has a high proportion of children in low income families and pensioners in poverty in Berkshire.
- There is a gap in income of £84 per week between Slough residents and those who commute into Slough for work.
- There are high levels of crime, including violent crime.
- Slough has generally good levels of educational attainment but is below the national average for post-16 education and qualifications.

# Contents (1)

<p><b>Population</b></p> <p>slides 6-25</p>	<ul style="list-style-type: none"> <li>Population size</li> <li>Population density</li> <li>Age</li> <li>Country of birth</li> <li>Ethnicity</li> <li>National identity</li> </ul>	<ul style="list-style-type: none"> <li>Language</li> <li>Religion</li> <li>Sexual orientation &amp; gender identity</li> <li>Deprivation</li> </ul>	<ul style="list-style-type: none"> <li>Health inequalities</li> <li>General health &amp; wellbeing</li> <li>Disability</li> <li>Unpaid care</li> </ul>
<p><b>Built &amp; Natural Environment</b></p> <p>slides 28-35</p>	<ul style="list-style-type: none"> <li>Household size</li> <li>Overcrowding</li> <li>Tenure</li> <li>Accommodation &amp; affordability</li> </ul>	<ul style="list-style-type: none"> <li>Housing benefit, central heating &amp; household car use</li> </ul>	<ul style="list-style-type: none"> <li>Environmental &amp; housing deprivation measures</li> <li>Green spaces &amp; pollution</li> </ul>
<p><b>Work &amp; Labour Market</b></p> <p>slides 36-44</p>	<ul style="list-style-type: none"> <li>Economic activity</li> <li>Unemployment &amp; job density</li> <li>Industry</li> </ul>	<ul style="list-style-type: none"> <li>Occupation</li> <li>Salaries</li> <li>Vacancies</li> </ul>	<ul style="list-style-type: none"> <li>Skills</li> </ul>
<p><b>Vulnerability</b></p> <p>slides 45-51</p>	<ul style="list-style-type: none"> <li>Family income, fuel poverty &amp; loneliness</li> <li>Homelessness</li> </ul>	<ul style="list-style-type: none"> <li>Support</li> <li>Vulnerable children</li> </ul>	<ul style="list-style-type: none"> <li>Adult needs (aged 18-64)</li> <li>Adult needs (aged 65 and over)</li> </ul>

4



# Contents (2)

<b>Income</b> slides 52-54	<ul style="list-style-type: none"><li>• Weekly earnings</li><li>• Income deprivation</li></ul>
<b>Crime</b> slides 55-56	<ul style="list-style-type: none"><li>• Crime rates</li></ul>
<b>Education</b> slides 57-65	<ul style="list-style-type: none"><li>• Early Years Foundation Stage (EYFS)</li><li>• Key Stage 2</li><li>• Key Stage 4</li><li>• Post-16</li><li>• Qualifications</li><li>• SEND</li><li>• EHC plans</li><li>• SEN support &amp; EHC plan attainment</li></ul>

# Population



## Population - Residents & Households

Slough population: 158,500



Females  
80,005  
(50.5%)



Males  
78,495  
(49.5%)



52,423 Households  
3 people per Household

Slough's population in the 2021 Census was 158,500. This is an increase of 13.0% from 2011, compared to increases of 7.5% in the South East and 6.6% in England. This growth is also larger than our neighbouring authorities:

- Buckinghamshire - 9.5%
- Hillingdon - 11.7%
- Spelthorne - 7.7%
- Windsor & Maidenhead - 6.2%

Slough is now the 127<sup>th</sup> largest local authority by total population size, up 13 places from 2011.

There are now 52,423 households in Slough containing at least one person - a growth of only 3.3% on 2011, compared to 6.1% in England and Wales.

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

7

Sources: Census 2021 and 2011.



## Population - Density

Slough is the third most densely populated LA in the South East, with 4,871 usual residents per square kilometre (48.7 per hectare compared to 45.8 in 2011, South East: 4.87, England: 4.34).

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.

Slough is the fifth most densely populated Local Authority outside of London.

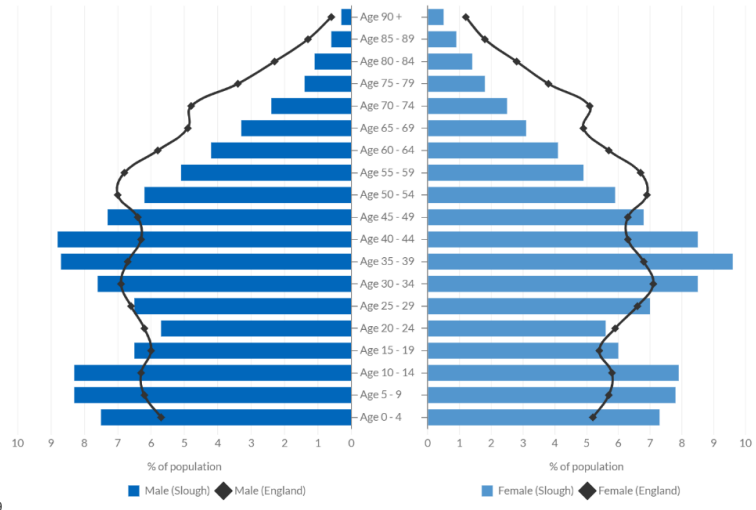
Slough has the third smallest population within Berkshire but is the most densely populated.



Sources: Census 2021 and 2011.



## Population - Age



25% of Slough's residents are aged 0-15, 65.4% are aged 16-64, and 9.7% are aged 65 or over.

Slough's average age is 34, compared to 41 for the South East and 40 for England.

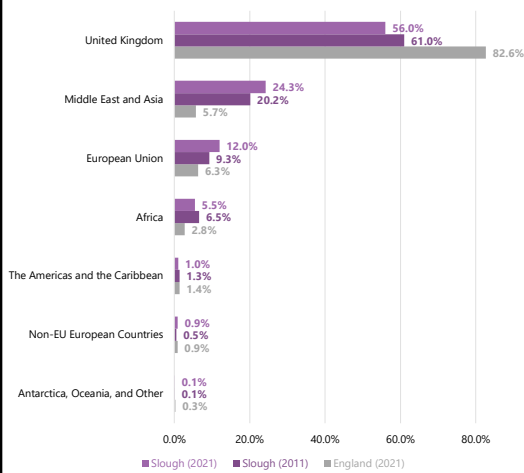
Slough has the second highest proportion of children aged 15 or under in England and Wales, behind only Barking and Dagenham.

Sources: Census 2021.



## Population – Country of Birth (Broad)

Broad Country of Birth



56% of Slough’s population were born in the UK, 24.3% were born in the Middle East and Asia, and 12.0% were born in the EU.

Broad Country of Birth: Number of Slough Residents	2021	2011	Change
United Kingdom	88,806	85,553	+4%
Middle East and Asia	38,461	28,304	+36%
European Union	19,042	12,996	+47%
Africa	8,662	9,179	-6%
The Americas and the Caribbean	1,633	1,886	-13%
Non-EU European Countries	1,454	728	+100%
Antarctica, Oceania, and Other	161	195	-17%

10

Sources: Census 2021 and 2011.



## Population – Country of Birth (Detailed)

After England, the most selected countries of birth for residents in Slough were:

1. India
2. Pakistan
3. Poland
4. Romania
5. Kenya

10.5% of Slough's population arrived in the UK aged 0-15, 33.2% arrived aged 16-64, and 0.3% arrived aged 65 or over.

64.1% of the migrant population in Slough have resided in the UK for 10 or more years, 15.6% for 5-9 years, 11.3% for 2-4 years, and 9% for less than 2 years.

Broad Country of Birth (2021)	Detailed Country of Birth	Slough Number	Slough %
United Kingdom	England	87,350	55.1%
Middle East and Asia	India	17,107	10.8%
Middle East and Asia	Pakistan	14,418	9.1%
European Union	Poland	8,912	5.6%
European Union	Romania	3,551	2.2%
Africa	Kenya	1,940	1.2%
Middle East and Asia	Sri Lanka	1,385	0.9%
Non-EU Europe	Other Europe	1,384	0.9%
Africa	Somalia	1,336	0.8%
Africa	Other South and Eastern Africa	1,228	0.8%

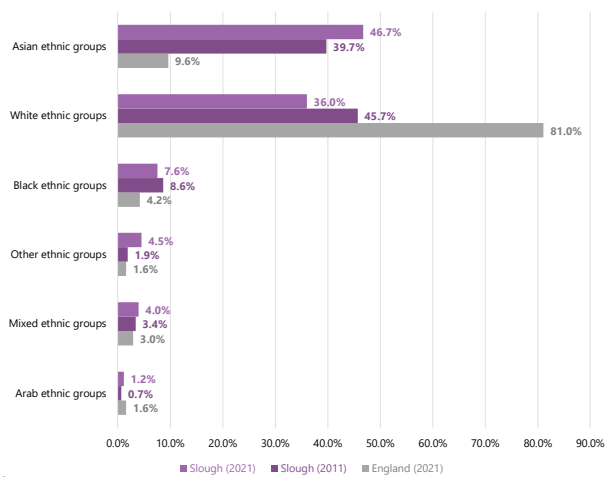
11

Source: Census 2021.



## Population – Ethnicity (1)

Broad Ethnic Groups



46.7% of Slough's population are from Asian ethnic groups and 36.0% are from White ethnic groups.

Broad Ethnic Groups: Number of Slough Residents	2021	2011	Change
Asian ethnic groups	74,093	55,697	+33%
White ethnic groups	57,134	64,053	-11%
Black ethnic groups	11,992	12,115	-1%
Other ethnic groups	7,144	2,628	+172%
Mixed ethnic groups	6,311	4,758	+33%
Arab ethnic groups	1,826	954	+91%

12

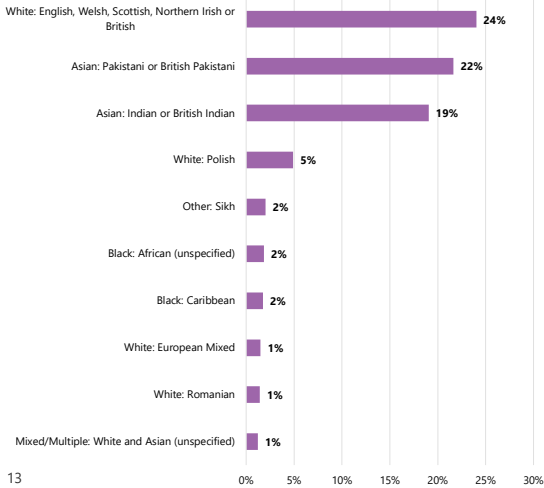
Sources: Census 2021 and 2011.





## Population – Ethnicity (2)

Ten Largest (Detailed) Ethnic Groups in Slough in 2021



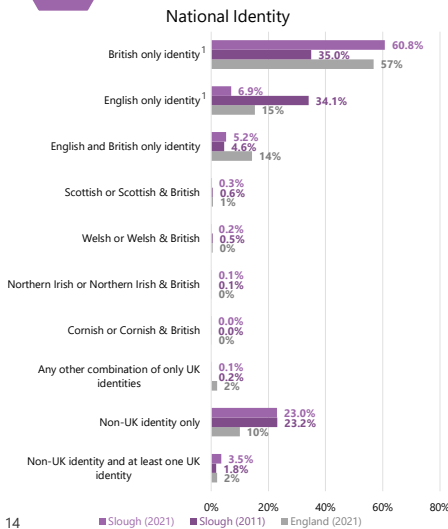
Ten Largest (Detailed) Ethnic Groups in Slough in 2021	No. Residents
White: English, Welsh, Scottish, Northern Irish or British	38,093
Asian, Asian British or Asian Welsh: Pakistani or British Pakistani	34,317
Asian, Asian British or Asian Welsh: Indian or British Indian	30,209
White: Polish	7,778
Other ethnic group: Sikh	3,200
Black, Black British, Black Welsh of African background: African unspecified	2,933
Black, Black British, Black Welsh or Caribbean background: Caribbean	2,769
White: European Mixed	2,363
White: Romanian	2,258
Mixed or Multiple ethnic groups: White and Asian (unspecified)	1,945

Source: Census 2021.

**Data Quality Info:** There have been many changes to the detailed ethnic group categories used since the 2011 census, including the addition of several new categories for the 2021 census (bringing the total to 287 groups). This change is due to the new “search-as-you-type” function introduced for the 2021 census which made it easier for people to self-identify. These changes to the categories make it difficult to make direct and accurate comparisons between groups from the two censuses. Therefore, only the 2021 data is presented here.



## Population – National identity



23% of Slough's population identify as a non-UK identity only

- 7,767 people (4.9%) identify as Polish only
- 6,866 (4.3%) identify as Indian only
- 3,828 (2.4%) identify as Pakistani only
- 3,295 (2.1%) identify as Romanian only

National Identity: Number of Slough Residents	2021	2011	Change
British only identity <sup>1</sup>	96373	49093	+96% <sup>1</sup>
English only identity <sup>1</sup>	11000	47868	-77% <sup>1</sup>
English and British only identity	8248	6416	+29%
Scottish or Scottish & British	402	778	-48%
Welsh or Welsh & British	274	634	-57%
Northern Irish or Northern Irish & British	125	199	-37%
Cornish or Cornish & British	9	11	-18%
Any other combination of only UK identities	98	223	-56%
Non-UK identity only	36460	32490	+12%
Non-UK identity and at least one UK identity	5509	2493	+121%

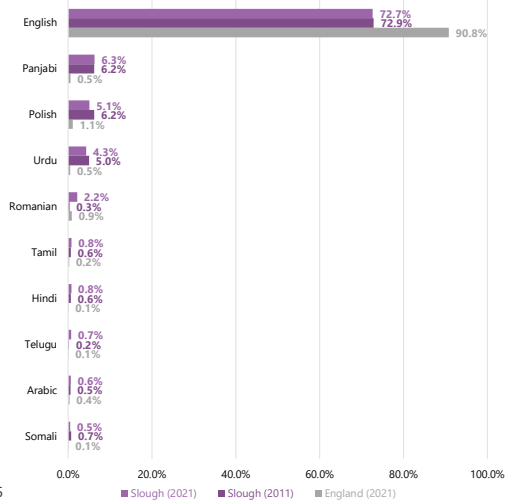
Sources: Census 2021 and 2011.

<sup>1</sup>**Data Quality Info:** The ONS has noted that while the increase in the number of residents describing their national identity as "British" and the decrease in the number describing their identity as "English" may partly reflect true change, it is most likely to be a result of the changes to the question structure where "British" became the first response option listed in 2021 for England only.



## Population - Language

Main Language



72.7% of Slough's population aged 3 and over speak English as their main language (England: 90.8%).

68 people in Slough use a Sign Language as their main language (57 use BSL).

Of those that did not speak English as their main language in Slough, 42.8% can speak English very well, which is an increase of 34% from 2011.

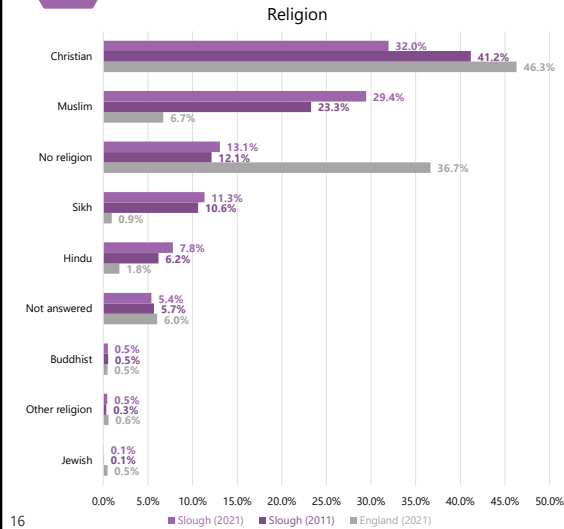
Main Language: Number of Slough Residents	2021	2011	Change
English	110,212	96,508	+14%
Panjabi	9,527	8,247	+16%
Polish	7,724	8,249	-6%
Urdu	6,497	6,568	-1%
Romanian	3,275	401	+717%
Tamil	1,224	860	+42%
Hindi	1,148	825	+39%
Telugu	1,066	275	+288%
Arabic	983	703	+40%
Somali	772	938	-18%

Sources: Census 2021 and 2011.

This data only applies to residents aged 3 or over.



## Population - Religion



The number of Christians in Slough has decreased by 12.2% since 2011, while the number of Muslims has increased by 42.9% and the number of Sikhs has increased by 20.8%.

Slough has the 11<sup>th</sup> fewest people nationally who stated they have no religion (13.1% of Slough's population, compared to 36.7% for England).

Religion: Number of Slough Residents	2021	2011	Change
Christian	50,664	57,726	-12%
Muslim	46,661	32,655	43%
No religion	20,726	17,024	22%
Sikh	17,985	14,889	21%
Hindu	12,343	8,643	43%
Not answered	8,544	7,956	7%
Buddhist	776	743	4%
Other religion	716	482	49%
Jewish	85	87	-2%

Sources: Census 2021 and 2011.



## Population - Sexual orientation & gender identity

1.9% of Slough's population identified as an LGB+ orientation (lower than the England average of 3.2%).

0.9% of Slough's population identified as a different gender to their sex registered at birth (same as the England average).

Sexual Orientation (2021)	Slough Number	Slough %	England %
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%

Gender Identity (2021)	Slough Number	Slough %	England %
Gender identity the same as sex registered at birth	107,503	90.4%	93.5%
Gender identity different from sex registered at birth (total)	1,081	0.9%	0.9%
Gender identity different from sex registered at birth but no specific identity given <sup>1</sup>	633	0.5%	0.2%
Trans woman	186	0.2%	0.1%
Trans man	206	0.2%	0.1%
Non-binary	25	0.0%	0.1%
All other gender identities	31	0.0%	0.0%
Not answered	10,351	8.7%	6.0%

17

Source: Census 2021.

### Sexual Orientation

People were asked “Which of the following best describes your sexual orientation?”. The different sexual orientations that people could choose from included:

- straight or heterosexual
- gay or lesbian
- bisexual
- other sexual orientation

If they selected “Other sexual orientation”, they were asked to write in the sexual orientation with which they identified.

### *ONS Glossary*

*Sexual orientation:* Sexual orientation is an umbrella term covering sexual identity, attraction, and behaviour. For an individual respondent, these may not be the same. For example, someone in an opposite-sex relationship may also experience same-sex attraction, and vice versa. This means the statistics should be interpreted purely as showing how people responded to the question, rather than being about whom they are attracted to or their actual relationships.

The ONS did not provide glossary entries for individual sexual orientation categories because individual respondents may have differing perspectives on the exact meaning.

### Gender Identity

People were asked “Is the gender you identify with the same as your sex registered at birth?”, and had the option of selecting either “Yes” or “No”. If they selected “No”, they had the option to write in their specific gender identity.

<sup>1</sup>Many people who selected that their gender identity is different from their sex registered at birth did not write in a specific identity. This was the same nationally, not just in Slough.

### *ONS Glossary*

*Gender identity:* Gender identity refers to a person’s sense of their own gender, whether male, female or another category such as non-binary. This may or may not be the same as their sex registered at birth.

*Gender identity different from sex registered at birth but no specific identity given:* These are people who answered “No” to the question “Is the gender you identify with the same as your sex registered at birth?” but did not write in a gender identity.

*Non-binary:* Someone who is non-binary does not identify with the binary categories of man and woman. In these results the category includes people who identified with the specific term “non-binary” or variants thereon. However, those who used other terms to describe an identity which was neither specifically man nor woman have been classed in “All other gender identities”.

*Trans man:* A trans man is someone who was registered female at birth, but now identifies as a man.

*Trans woman:* A trans woman is someone who was registered male at birth, but now identifies as a woman.

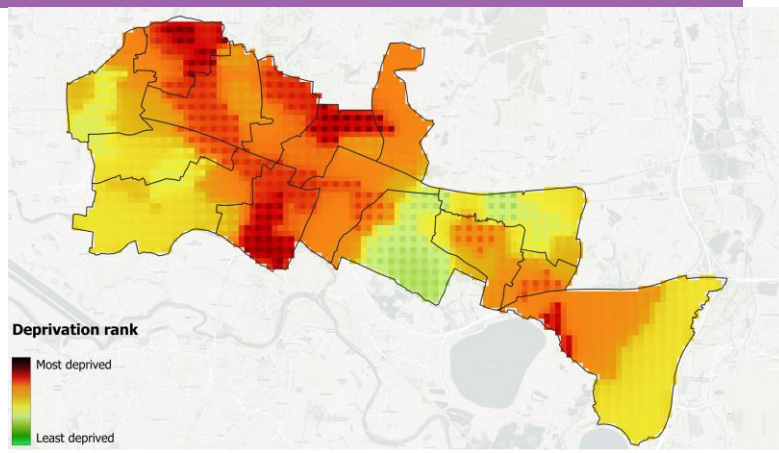


## Population – Deprivation (1)

Slough is more deprived than the England average on the 2019 Index of Multiple Deprivation (IMD).

71% of Slough's Lower-tier Super Output Areas (LSOAs) fall below the national average of the IMD.

There are particularly severe pockets in Britwell, Chalvey, Wexham Lea, and Colnbrook with Poyle.



Index of Multiple Deprivation as a relative deprivation rank for England, in Slough.

Scale: 1 / 48,000  
Date: Oct., 2022



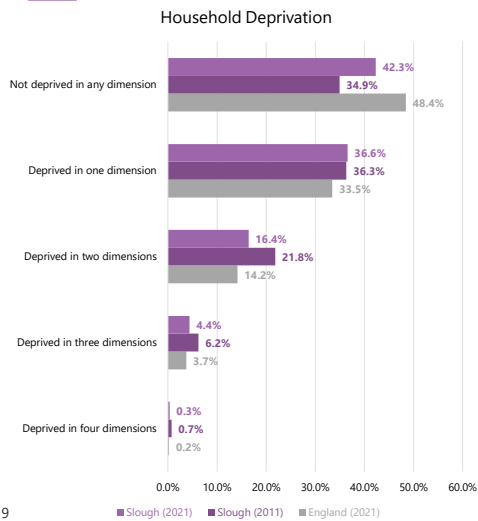
Contains OS data © Crown copyright Road Map (2022), 2022

Source: Indices of Deprivation, 2019.

1 LSOA = an average of 1,500 people or 650 households.



## Population – Deprivation (2)



30,240 households in Slough (57.7%) are deprived in one or more dimension (compared to 51.6% in England). This is a decrease of 8% from 2011, when it was 65.1%.







The number of households deprived in one dimension has increased by 4%, but there has been a 24% decrease in households deprived in two or more dimensions and a 25% increase in households that are not deprived in any dimension.

Household Deprivation: Number of Slough Households	2021	2011	Change
Household is not deprived in any dimension	17,733	22,184	+25%
Household is deprived in one dimension	18,437	19,176	+4%
Household is deprived in two dimensions	11,077	8,603	-22%
Household is deprived in three dimensions	3,156	2,293	-27%
Household is deprived in four dimensions	363	168	-54%

Sources: Census 2021 and 2011.



## Health Inequalities in Slough

	Health measure	Slough	RBWM	SE
	Healthy life expectancy (M)	58.1	69.4	63.1
	Healthy life expectancy (F)	60.3	70.3	63.9
	Mortality rate: cardiovascular <small>(deaths per 100k under 75)</small>	96.8	50.2	70.4
	Year 6: prevalence of obesity <small>(incl. severe obesity)</small>	28.4%	17.4%	20.0%
	Low birth weight: term babies <small>(under 2,500g)</small>	4.3%	3.8%	2.6%
	% physically active adults <small>(150+ minutes activity per week)</small>	48.8%	70.8%	69.2%

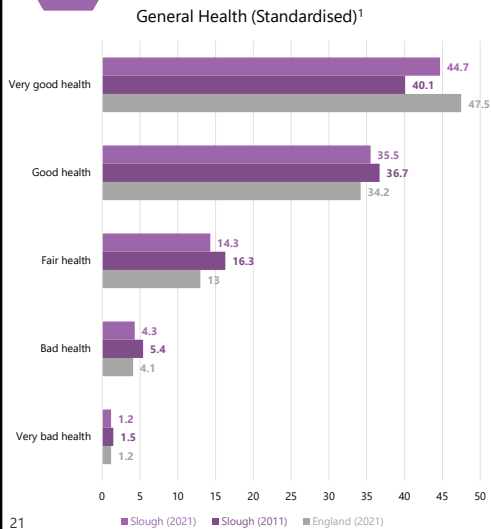
20

Source: OHID, Fingertips Public Health Data.

Healthy life expectancy = The number of years a person can typically expect to live in full health without disabling illness or injury.



## Population - General health



Over half of Slough's population reported "very good" health in 2021. This proportion has increased since 2011.

Slough has a smaller proportion of residents reporting they have "very good" health than the England average and a slightly larger proportion of residents with "good" or "fair" health.

General Health (Non-standardised <sup>1</sup> ) (2021)	Slough Number	Slough %
Very good health	81,941	51.7%
Good health	53,816	34.0%
Fair health	16,804	10.6%
Bad health	4,625	2.9%
Very bad health	1,314	0.8%

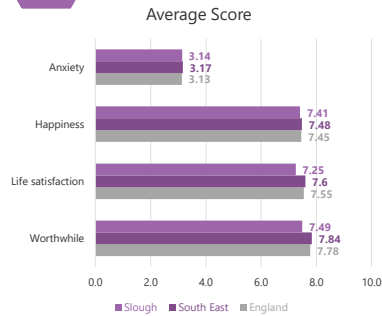
Sources: Census 2021 and 2011.

**Data Quality Info:** Census 2021 was conducted during the coronavirus (COVID-19) pandemic. This may have influenced how people perceive and rate their health and therefore may have affected how people chose to respond.

<sup>1</sup>**Standardisation of the health data:** This slide uses age-standardised proportions for the graph and non-standardised counts for the table. When comparing between time periods (i.e., 2011 and 2021) or geographical areas (i.e., Slough and England), the ONS recommends using the age-standardised proportions in the graph. Age-standardisation mathematically adjusts the data to have the same age structure as a "standard population". This gives the two groups the same age distribution structure to allow for comparisons between the groups, represented as a percentage. This will allow for comparisons between the 2021 and 2011 census and between Slough and the England average. For more information on age-standardisation, please read: <https://blog.ons.gov.uk/2023/01/19/age-standardising-data-what-does-this-mean-and-why-does-it-matter/>



## Population - General wellbeing



Slough has similar average scores for anxiety and happiness to the South East and England averages, but has lower average scores for life satisfaction and feeling that the things they do are worthwhile.

Slough has smaller proportions of people with “very good” ratings for anxiety, happiness, life satisfaction, and feeling worthwhile than the England average, but has higher proportions of “good” ratings.

Slough has smaller proportions of “poor” ratings for anxiety and happiness than the England average, but slightly higher proportions for “poor” life satisfaction and feeling worthwhile.

Rating	Slough Anxiety	England Anxiety	Slough Happiness	England Happiness	Slough Life Satisfaction	England Life Satisfaction	Slough Worthwhile	England Worthwhile
Very Good	31.0%	35.7%	31.8%	32.3%	16.0%	26.0%	25.0%	32.6%
Good	29.0%	24.1%	43.8%	42.5%	61.6%	54.0%	53.9%	50.3%
Fair	22.3%	17.6%	16.8%	16.8%	17.0%	15.1%	17.1%	13.1%
Poor	17.8%	22.6%	7.6%	8.4%	5.4%	5.0%	4.1%	4.0%

22

Source: Annual Population Survey 2020/21.

A high score for happiness, life satisfaction and worthwhile relates to positive wellbeing, while a high score for anxiety relates to poor wellbeing.

People were asked to rate on a 0-10 scale (0 is “not at all” and 10 is “completely”):

- Overall, how satisfied are you with your life nowadays?
- Overall, to what extent do you feel that the things you do in your life are worthwhile?
- Overall, how happy did you feel yesterday?
- Overall, how anxious did you feel yesterday?

These scores were then categorised as “very good”, “good”, “fair” or “poor” based on the following thresholds.

For happiness, life satisfaction, and worthwhile:

- Very good = 9-10
- Good = 7-8
- Medium = 5-6
- Poor = 0-4

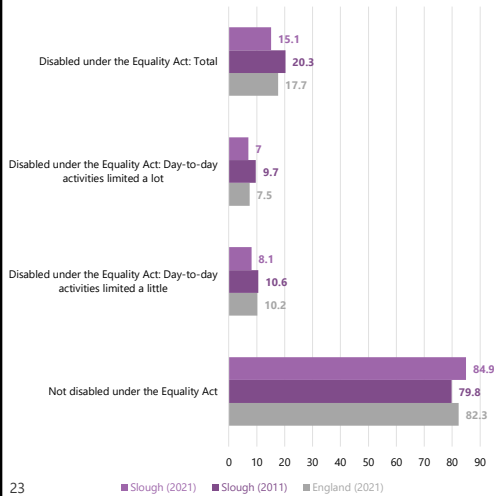
For anxiety:

- Very good = 0-1
- Good = 2-3
- Fair = 4-5
- Poor = 6-10



## Population – Disability (1)

Disability (Standardised)<sup>1</sup>



The proportion of disabled people in Slough has decreased since 2011. However, it is important to note that the ONS has changed the way it identifies disabled people<sup>2</sup>, which may have impacted the number of people identified as disabled in the data.

Slough has a smaller proportion of disabled people than the England average.

Disability (Non-standardised <sup>1</sup> ) (2021)	Slough Number	Slough %
Disabled: Total	17,975	11.3%
Disabled: Day-to-day activities limited a lot	7,880	5.0%
Disabled: Day-to-day activities limited a little	10,095	6.4%
Not disabled/day-to-day activities not limited	140,523	88.7%

23

Sources: Census 2021 and 2011.

**<sup>1</sup>Standardisation of the disability data:** This slide uses age-standardised proportions for the disability graph and non-standardised counts for the disability table. When comparing between time periods (i.e., 2011 and 2021) or geographical areas (i.e., Slough and England), the ONS recommends using the age-standardised proportions in the graph. Age-standardisation mathematically adjusts the data to have the same age structure as a “standard population”. This gives the two groups the same age distribution structure to allow for comparisons between the groups, represented as a percentage. This will allow for comparisons between the 2021 and 2011 census and between Slough and the England average. For more information on age-standardisation, please read: <https://blog.ons.gov.uk/2023/01/19/age-standardising-data-what-does-this-mean-and-why-does-it-matter/>

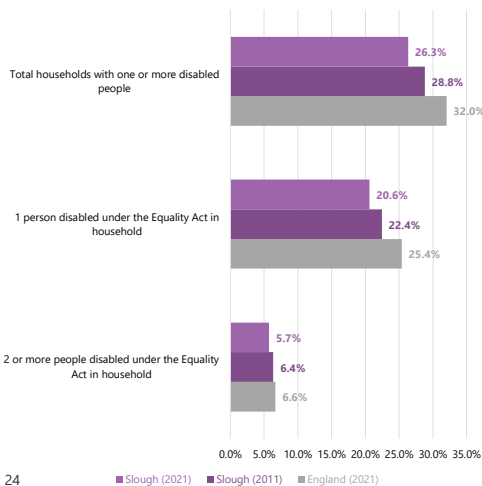
**Data Quality Info:** Caution should be taken when making comparisons between 2011 and 2021 because of changes in question wording, response options, and the way the ONS identifies disabled people, which may have had an impact on the number of people identified as disabled. The question was changed in order to collect data that more closely aligned with the definition of disability in the Equality Act

2010. The Equality Act defines an individual as disabled if they have a physical or mental impairment that has a substantial and long-term negative effect on their ability to carry out normal day-to-day activities. Additionally, Census 2021 was undertaken during the coronavirus (COVID-19) pandemic, which may also have influenced how people perceive their health status and activity limitations and therefore may affect how people chose to respond.



## Population – Disability (2)

Number of Disabled People in Household<sup>1</sup>



Slough has a smaller proportion of households with disabled residents than the England average.

The number of households with one or more disabled people has decreased since 2011. However, it is important to note that the ONS has changed the way it identifies disabled people<sup>2</sup> since 2011, which may have impacted the number of people identified as disabled in the data.

Number of Disabled People in Slough Households <sup>1</sup>	2021	2011	Change
1 person disabled person in household	10,810	11,388	-5%
2 or more disabled people in household	2,998	3,225	-7%
Total households with 1 or more disabled people	13,808	14,613	-6%

Sources: Census 2021 and 2011.

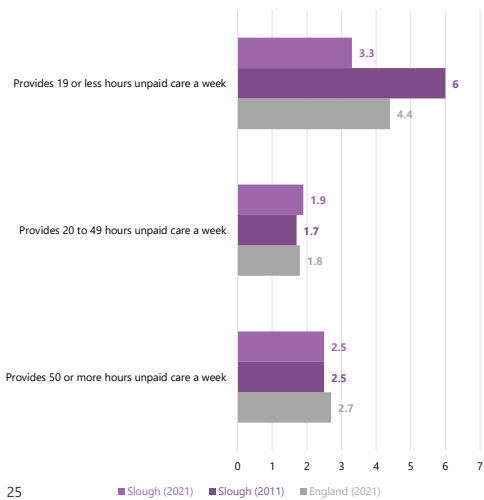
<sup>1</sup>This data does not need to be age-standardised as it uses the number of households, not residents, and therefore is not affected by differences in the age structure of populations.

**Data Quality Info:** Caution should be taken when making comparisons between 2011 and 2021 because of changes in question wording, response options, and the way the ONS identifies disabled people, which may have had an impact on the number of people identified as disabled. The question was changed in order to collect data that more closely aligned with the definition of disability in the Equality Act 2010. The Equality Act defines an individual as disabled if they have a physical or mental impairment that has a substantial and long-term negative effect on their ability to carry out normal day-to-day activities. Additionally, Census 2021 was undertaken during the coronavirus (COVID-19) pandemic, which may also have influenced how people perceive their health status and activity limitations and therefore may affect how people chose to respond.



## Population – Unpaid care

Unpaid Care (Standardised)<sup>1</sup>



The proportion of residents providing 1-19 hours of unpaid care a week has decreased since 2011, but the proportion of residents providing 20-49 hours has increased slightly.

Slough has a smaller proportion of residents providing 19 hours or less of unpaid care a week than the England average.

Unpaid Care (Non-standardised <sup>1</sup> ) (2021)	Slough Number	Slough %
Provides 1 to 19 hours unpaid care a week	4,506	2.8%
Provides 20 to 49 hours unpaid care a week	2,644	1.7%
Provides 50 or more hours unpaid care a week	2,994	1.9%

25

Sources: Census 2021 and 2011.

**<sup>1</sup>Standardisation of the unpaid care data:** This slide uses age-standardised proportions for the graph and non-standardised counts for the table. When comparing between time periods (i.e., 2011 and 2021) or geographical areas (i.e., Slough and England), the ONS recommends using the age-standardised proportions in the graph. Age-standardisation mathematically adjusts the data to have the same age structure as a “standard population”. This gives the two groups the same age distribution structure to allow for comparisons between the groups, represented as a percentage. This will allow for comparisons between the 2021 and 2011 census and between Slough and the England average. For more information on age-standardisation, please read: <https://blog.ons.gov.uk/2023/01/19/age-standardising-data-what-does-this-mean-and-why-does-it-matter/>



# Wider Determinants of Health

## Wider determinants of health

The wider determinants of health are a diverse range of social, economic and environmental factors which influence people's mental and physical health.

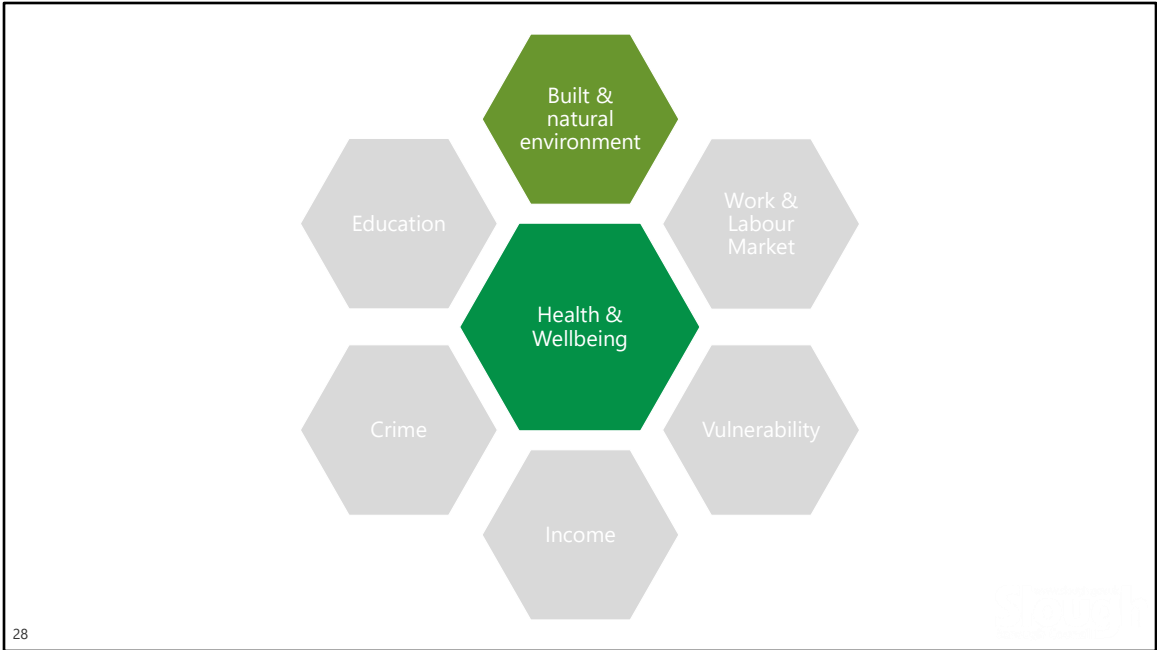
Relative contribution of determinants of health:

- 30% - Health Behaviours
- 40% - Socio-economic Factors
- 20% - Clinical Care
- 10% - Built Environment

The Public Health Outcomes Framework uses these six domains to map these determinants.



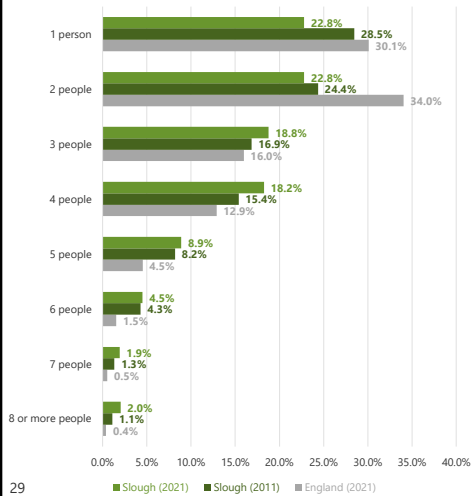
More information on the PHOF wider determinants of health can be found here:  
<https://fingertips.phe.org.uk/profile/wider-determinants>





## Built & Natural Environment – Household size

Household Size



There are 52,423 households in Slough.

Slough has the largest average household size in England and Wales at 3 people per household (England: 2.4).

There has been an increase of 49% in the number of households with 7 people and an increase of 92% in the number of households with 8 or more people.

There are now 2,078 households consisting of 7 or more people.

Sources: Census 2021 and 2011.

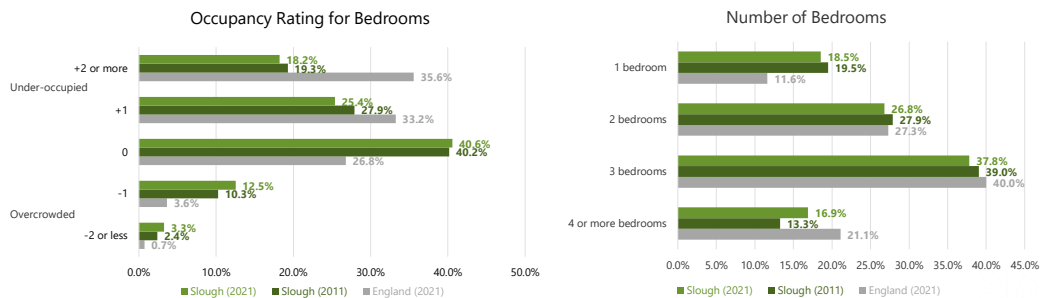


## Built & Natural Environment - Overcrowding

15.8% of households in Slough are overcrowded (England: 4.3%).

Slough has a higher proportion of 1 bedroom households (18.5%) than the England average (11.6%).

Slough has a smaller proportion of households with 4 or more bedrooms (Slough: 16.9%, England: 21.1%).



30

Sources: Census 2021 and 2011.

### Occupancy Ratings

This is a measure of whether a home is overcrowded or under-occupied.

An occupancy rating of:

- +1 or more implies that a household's accommodation has more rooms than required (under-occupied)
- 0 suggests that a household's accommodation has an ideal number of rooms
- -1 or less implies that a household's accommodation has fewer rooms than required (overcrowded)

The number of rooms the household requires uses a formula that states that:

- one-person households require three rooms, comprised of two common rooms and one bedroom
- two-or-more person households require a minimum of two common rooms and a bedroom for each person in line with the bedroom standard

The people who should have their own room according to the bedroom standard are:

- married or cohabiting couples

- single parents
- people aged 16 years or over
- pairs of same-sex persons aged 10 to 15 years
- people aged 10 to 15 years who are paired with a person aged under 10 years of the same sex
- pairs of children aged under 10 years, regardless of their sex
- people aged under 16 years who cannot share a bedroom with someone in 4, 5 or 6 above



## Built & Natural Environment - Tenure

Slough has a lower proportion of households that outright own their homes than the South East and England averages and the lowest proportion in the South East.

The proportion of households that own their home on a mortgage or loan is the same as England.

Slough has a higher proportion of households renting their homes than the South East and England averages.

The number of households renting privately has increased by 30% since 2011.

Tenure of Household	Slough	South East	England
Owned outright	19.5%	34.3%	32.5%
Owned with a mortgage or loan	29.0%	31.4%	28.8%
Private rented	30.7%	19.2%	20.5%
Social rented	19.6%	13.6%	17.1%

Sources: Census 2021 and 2011.



## Built & Natural Environment – Accommodation & affordability

Slough has fewer detached houses/bungalows than the South East and England averages and more purpose-built blocks of flats/tenements and terraced houses/bungalows.

Accommodation type	Slough	South East	England
Detached	10.4%	28.0%	22.9%
Semi-detached	29.6%	28.4%	31.5%
Terraced	26.3%	21.3%	23.0%
In a purpose-built block of flats or tenement	29.6%	16.8%	17.1%
Part of a converted or shared house, including bedsits	2.7%	3.1%	3.5%

The average house price in Slough is 10.2 times the average earnings.

	Slough	South East	England
Average house price	£328,207	£393,184	£315,073
Housing affordability ratio	10.2	10.9	9.1

32

### Sources:

- Accommodation type: Census 2021.
- UK house price index: HM Land Registry, November 2022.
- Housing affordability: ONS, March 2022.

Housing affordability ratio: Ratio of house prices to residence based earnings, calculated by dividing house prices by gross annual earnings. This serves as an indicator of relative affordability. A higher ratio indicates that on average, it is less affordable for a resident to purchase a house in their local authority district. Conversely, a lower ratio indicates higher affordability in a local authority. While there are many more factors that influence affordability, the simple ratio provides an overview of geographic differences across England and Wales.



	Slough	South East	England
People claiming housing benefit	11.9%	7.4%	9.2%
Households with no central heating	2%	1.3%	1.5%
Households with no car	20.3%	16.9%	23.5%

Slough has higher proportions of people claiming housing benefit and households with no central heating than the South East and England averages.

Slough has a higher proportion of households with no car than the South East average but lower than the England average.



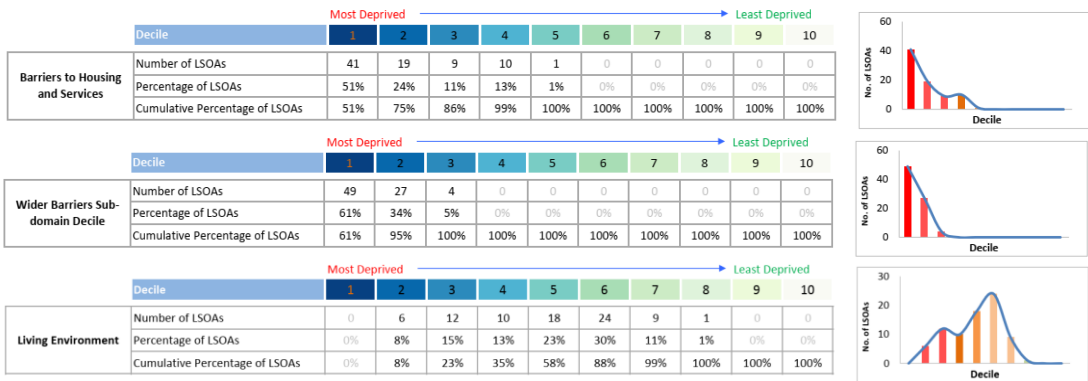
Sources:

- Housing benefit: DWP, November 2022.
- Central heating and car availability: Census 2021.



## Built & Natural Environment - Deprivation

Slough is more deprived than the England average for barriers to housing and services in the 2019 indices of deprivation and is much more deprived than the average for wider barriers (i.e., overcrowding, homelessness, housing affordability). Slough is also more deprived than the England average for living environment (e.g., condition of home, air quality).



34

Source: Indices of Deprivation, 2019.

## Green spaces and air quality



Slough has 240 hectares of green space (7.4% of the borough, England: 2.2%).



98 hectares of this is public parks and gardens (3% of the borough, England: 0.8%).



However, Slough has higher than average concentrations of Benzene, Nitrogen Dioxide, Particulates and Sulphur Dioxide.

6.3% of mortality in Slough is attributable to particulate air pollution (England: 5.5%).



35

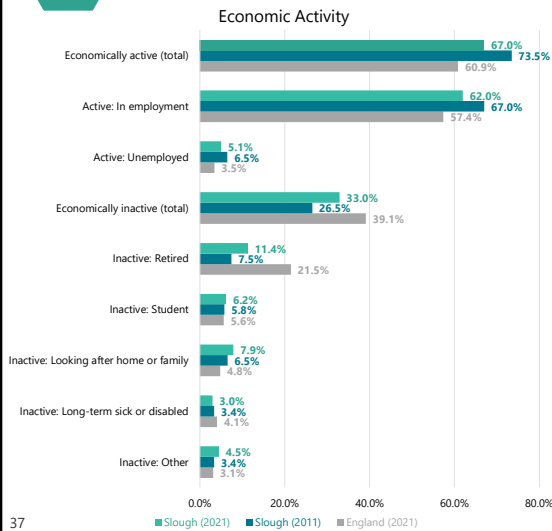
### Sources:

- Green spaces: Ordnance Survey, 2017.
- Air pollution concentrations: DEFRA, 2022.
- Mortality attributable to air pollution: OHID, Fingertips Public Health Data, 2021.





## Work & Labour Market – Economic activity



67% of Slough's population are economically active (England: 60.9%) and 33% are economically inactive (England: 39.1%)

There has been a larger increase in the number of economically inactive people (+47%) than economically active people (+8%) since 2011.

Sources: Census 2021 and 2011.

This data only applies to those aged 16 or over.

"Economically active" includes people on furlough during the census, as they were considered to be "temporarily away from work". However, it is possible that some people on furlough may have identified as economically inactive and increased the number of people recorded as economically inactive.

"Active: unemployed" people were looking for work and could start work within two weeks or were waiting to start a job they had been offered and accepted.

"Economically inactive" people did not have a job and either were not looking for work or could not start work within two weeks.



## Work & Labour Market – Unemployment & job density

Slough is more deprived than the South East average but less than the England average for employment in the 2019 indices of deprivation.

Slough has a higher proportion of people claiming unemployment benefit than the South East and England averages.

Slough a higher job density than South East and England averages.

	Slough	South East	England
People claiming unemployment benefit (JSA & UC)	5%	2.8%	3.8%
Young people aged 18-24 claiming unemployment benefit (JSA & UC)	5.8%	3.8%	4.8%
Job density	90.2%	70%	78.5%

38

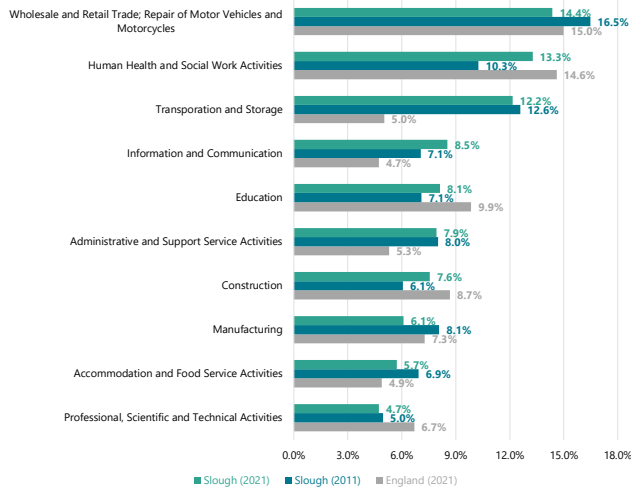
### Sources:

- Unemployment benefit: DWP, January 2023.
- Job density: BRES, November 2022.



## Work & Labour Market - Industry

Ten Largest (Broad) Industries in Slough



There have been increases of 25% or more in the number of residents working in human health and social work activities, information and communication, education, and construction industries since 2011.

39

Sources: Census 2021 and 2011.

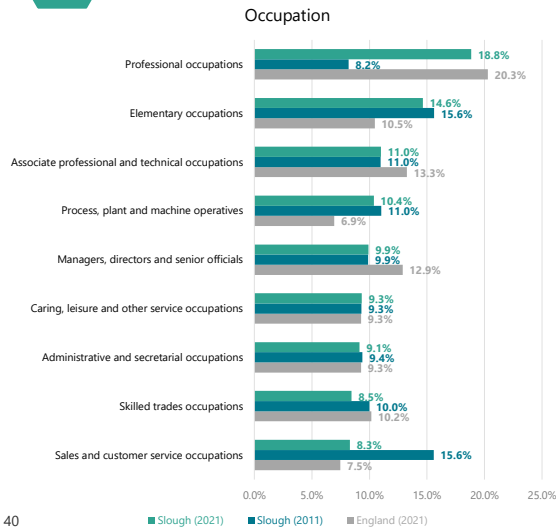
This data only applies to those aged 16 or over and in employment.

This data is the industry worked in by people that live in Slough. Please note, it does not tell us if residents work in these industries within Slough or travel to work outside of Slough. It also does not include people who work in Slough but live outside of Slough.

The data uses the UK Standard Industrial Classification (SIC), 2007.



## Work & Labour Market - Occupation



There has been a 152% increase in the number of residents working in professional occupations.

There has been a 42% decrease in sales and customer service occupations.

Sources: Census 2021 and 2011.

This data only applies to those aged 16 or over and in employment.

This data is the occupation worked in by people that live in Slough. Please note, it does not tell us if residents work in these occupations within Slough or travel to work outside of Slough. It also does not include people who work in Slough but live outside of Slough.

The data uses the Standard Occupational Classification (SOC), 2020.





## Work & Labour Market - Salaries

In January 2023, the median salary of advertised jobs in Slough was £35,000.



The median salary for current SBC employees is £30,095.

Source: Fedcap/Lightcast employment statistics, January 2023



## Work & Labour Market – Vacancies (1)

Top companies posting job adverts in Slough (Oct 2022 – Dec 2022)

Company	Total Postings	Unique Postings	Posting Intensity	Median Posting Duration (Days)
NHS	4041	644	6:1	35
Academics	1193	349	3:1	52
Reed	835	289	3:1	41
Slough Borough Council	309	132	2:1	60
Mygwork	253	132	2:1	28
Mars Incorporated	218	124	2:1	60
Hays	191	111	2:1	43
O2 Mobile	140	101	1:1	27
Michael Page	183	92	2:1	34
Adecco	275	86	3:1	48
Rise Technical Recruitment Ltd	209	75	3:1	46

42

Source: Fedcap Employment/Lightcast employment statistics, January 2023

There were 28,767 total job postings from October 2022 to December 2022, of which 12,121 were unique (there may be multiple postings for one unique position). The average posting intensity for all other occupations and companies in this region is 2:1, meaning that for every 2 postings there is 1 unique job posting. An intensity of 2:1 indicates that they are putting average effort toward hiring for this position. A higher intensity indicates that more effort is being put in to hiring for a position.



## Work & Labour Market – Vacancies (2)

Top occupations in job adverts in Slough (Oct 2022 – Dec 2022)

Occupation	Total Postings	Unique Postings	Posting Intensity	Median Posting Duration (Days)
Programmers and software development professionals	667	447	1:1	35
Sales related occupations n.e.c.	847	410	2:1	43
Other administrative occupations n.e.c.	784	351	2:1	40
Customer service occupations n.e.c.	683	300	2:1	46
Teaching assistants	853	299	3:1	41
Marketing and sales directors	490	262	2:1	29
Book-keepers, payroll managers, and wage clerks	488	260	2:1	41
Nurses	2118	255	8:1	32
Elementary storage occupations	552	252	2:1	48
Managers and proprietors in other services n.e.c.	406	206	2:1	34

43

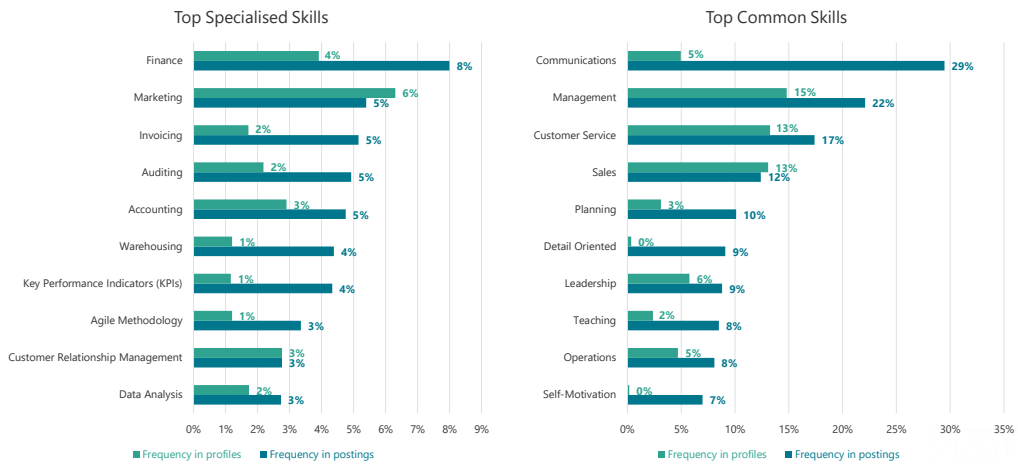
Source: Fedcap Employment/Lightcast employment statistics, January 2023

There were 28,767 total job postings from October 2022 to December 2022, of which 12,121 were unique (there may be multiple postings for one unique position). The average posting intensity for all other occupations and companies in this region is 2:1, meaning that for every 2 postings there is 1 unique job posting. An intensity of 2:1 indicates that they are putting average effort toward hiring for this position. A higher intensity indicates that more effort is being put in to hiring for a position.



## Work & Labour Market - Skills

Top specialised and common skills in job adverts in Slough (Oct – Dec 2022)



44

Source: Fedcap Employment/Lightcast employment statistics, January 2023

This data provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce. Along with Lightcast's job posting analytics, this comparison uses Lightcast's dataset of more than 100M online resumés and profiles. All resumés and profiles used in these comparisons have been updated within the last three years.





## Vulnerability – Family income, fuel poverty & loneliness

	Slough	South East	England
Children in relative low income families	22.9%	14.2%	18.7%
Children in absolute low income families	19%	11.6%	15.4%
Pensioners in poverty (receiving pension credit)	17.7%	9.5%	11.2%
Households living in fuel poverty	9.4%	8.5%	13.2%
Hardship Fund Vulnerability Index score (higher score = more vulnerable)	123	109	131
Loneliness Index score (lower score = more loneliness)	-1.4	0.9	0.1

Slough has the highest proportions of children in relative and absolute low income families and pensioners in poverty in Berkshire and has higher proportions than the South East and England averages.

5,180 households were estimated to live in fuel poverty in 2020. Analysis from Frimley Health and Care estimates a significantly higher proportion of the population is at risk.

Slough scored as more vulnerable than the South East average but less than the England average on the Hardship Fund Vulnerability Index.

Slough has a higher rate of loneliness than the South East and England averages.

46

### Sources:

- Low income families: DWP, 2020/21.
- Pension credit: DWP, May 2022.
- Fuel poverty: DBEIS, 2020.
- Hardship fund vulnerability index: British Red Cross, June 2020.
- Loneliness index: ONS/NHS/Red Cross, 2019.

Hardship Vulnerability Fund index score: a higher score means more vulnerable.

Loneliness Index: based on the number of GP prescriptions for loneliness - a lower score means a higher rate of loneliness (i.e., more prescriptions).



## Vulnerability - Homelessness

	2020-21	2021-22	2022-23 YTD
Number of Homeless Reduction Act (HRA) approaches	1745	1822	766 (Aug)
Preventions	351	212	55 (Aug)
New Homeless cases opened	466	466	210 (Aug)
% Homeless cases agreed	31% (114/373)	38% (170/446)	33% (37/113) (Aug)
Numbers currently in TA	414	462	520 (Sept)

Slough has a rising number of homeless households and people living in Temporary Accommodation.

There are key challenges around housing supply stock availability and affordability.

The private rented sector is being placed under pressure due to no fault evictions (section 21) and additional expense for landlords, leading many to sell.

The voluntary sector are reporting a significant increase in people struggling with bills and the cost of living.

Around 70% of rough sleepers in Slough currently have No Recourse to Public Funds.

47

Source: SBC.



## Vulnerability – Support

In 2022, Slough Foodbank provided 601 fuel vouchers (97% increase from 2021) and 4,183 food vouchers (19% increase from 2021).  
In Jan. 23, Slough Foodbank provided 1,050 food parcels (55% increase from Jan. 22).



Citizens Advice East Berkshire have reported a significant increase in demand:

- N<sup>o</sup> of clients: doubled.
- N<sup>o</sup> w. debt issues: doubled.
- N<sup>o</sup> w. fuel debt: tripled.
- N<sup>o</sup> seeking benefits advice: 50% increase

In Dec. 22 – Feb. 23, Citizens Advice East Berkshire gave advice to 365 people:

- 62% were women
- 56% were disabled or have a long-term health condition
- 58% were from Black Asian and Minority Ethnic backgrounds

The top four issues were:

1. Housing – 29%
2. Benefits – 21%
3. Legal – 8%
4. Debt – 7%

Sources: Slough Foodbank and Citizens Advice East Berkshire.





## Vulnerability – Vulnerable children

Rate (per 10,000 0-17 year olds)	Slough	South East	England
Rate of Targeted Early Help	161	125	N/A
Rate of Children in Need	388.5	329.1	334.3
Rate of children subject to Children in Need Plans	108.8	105.8	91.2
Rate of children subject to Child Protection Plans	57.3	43.1	42.1
Rate of Children Looked After	58.2	56	70

- Slough has higher than average rates of Children in Need and children receiving Targeted Early Help and Child Protection Plans.
- Slough has a lower rate of Children Looked After than the England average and is similar to the South East average.



49

Source: Slough Children First, January 2023.

Children in Need uses the wider DfE definition.



## Vulnerability – Projected adult needs (aged 18-64)

- PANSI projects increases in learning and physical disabilities and mental illness in Slough's population aged 18-64 from 2020 to 2030.
- Most of these increases are in line with the increases for the South East and England.
- However, Slough is predicted to have larger increases in impaired mobility and personal care disabilities in the population than the South East and England.

Projected population change from 2020 to 2030 (Aged 18-64)	Slough Residents 2020	Slough Residents 2030	Slough Change	South East Change	England Change
Learning Disability	2,235	2,268	+1.5%	+1.1%	+1.9%
Down's Syndrome	57	58	+1.8%	+0.7%	+1.5%
Autism	930	953	+2.5%	+1.1%	+2.0%
Common Mental Health Problems	17,191	17,336	+0.8%	+0.6%	+1.4%
Impaired Mobility	4,596	4,846	+5.4%	+2.6%	+3.3%
Personal Care Disability	4,059	4,324	+6.5%	+1.5%	+2.1%

50

Source: PANSI.

PANSI = Projecting Adult Needs and Service Information.



## Vulnerability – Projected adult needs (aged 65 and over)

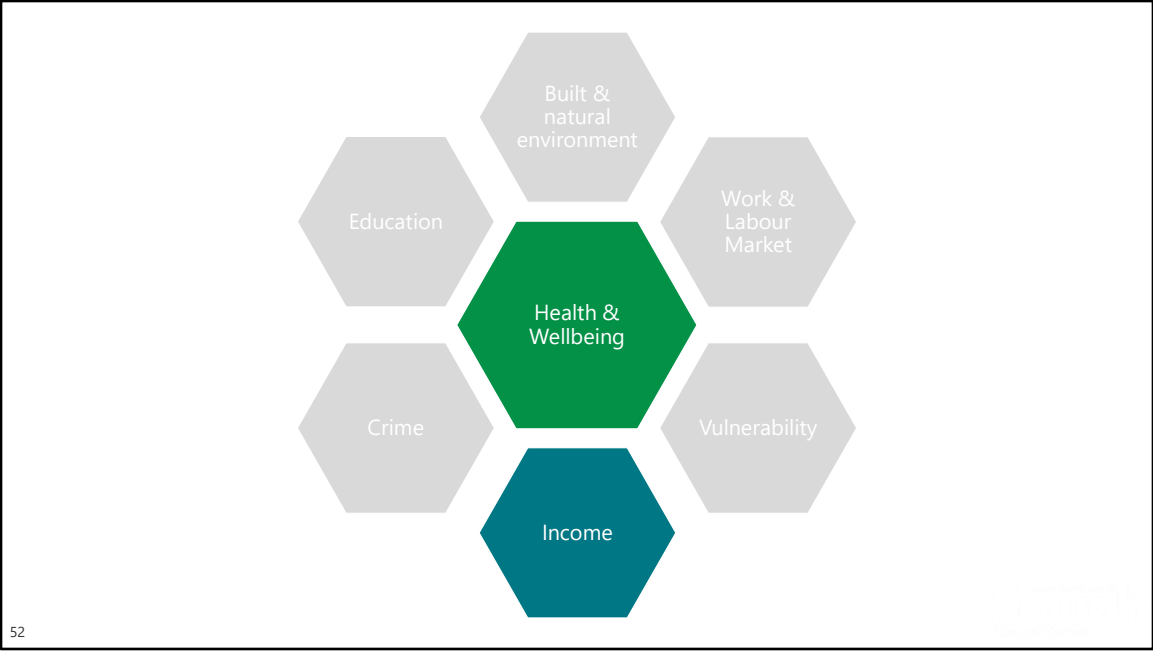
- POPPI projects increases in support needs, health issues, and disabilities in Slough’s population aged 65 and over from 2020 to 2030.
- Most of these increases are in line with the increases for the South East and England.
- However, Slough is predicted to have larger increases in learning disabilities, Autism, depression, and cardiovascular disease in the population than the South East and England.

Projected population change from 2020 to 2030 (Aged 65 and over)	Slough Residents 2020	Slough Residents 2030	Slough Change	South East Change	England Change
Learning Disability	325	404	+24.3%	+20.9%	+20.8%
Autism	146	185	+26.7%	+22.3%	+22.0%
Impaired Mobility	2,749	3,393	+23.4%	+24.1%	+23.0%
Self Care Disability	4,309	5,416	+25.7%	+23.7%	+22.9%
Limiting Long-Term Illness (activities limited a lot)	4,271	5,255	+23.0%	+24.3%	+23.0%
Need help with at least one domestic task	4,323	5,434	+25.7%	+24.0%	+23.1%
Depression	1,326	1,667	+25.7%	+21.2%	+20.9%
Dementia	1,041	1,301	+25.0%	+26.7%	+25.2%
Cardiovascular Disease	4,879	6,158	+26.2%	+22.5%	+22.0%

51

Source: POPPI.

POPPI = Projecting Older People Population Information.





## Income – Weekly earnings

Slough residents earn £27.8 less per week than the regional average.

There is a gap of £84 between Slough residents (£657.5) and all those who work in Slough (£741.5).

<b>Earnings by Residence: Gross Weekly Pay (£)</b>	<b>Slough</b>	<b>South East</b>	<b>Great Britain</b>
Full Time Earners	657.5	685.3	642.2
Males	683.2	735.4	687.5
Females	625.7	610.7	584.5

<b>Earnings by Residence: Hourly Pay (£) (excl. overtime)</b>	<b>Slough</b>	<b>South East</b>	<b>Great Britain</b>
Full Time Earners	16.93	17.58	16.37
Male	18.15	18.49	16.97
Females	15.56	16.26	15.49

<b>Earnings by Place of Work: Gross Weekly Pay (£)</b>	<b>Slough</b>	<b>South East</b>	<b>Great Britain</b>
Full Time Earners	741.5	664.3	642.0
Males	831.7	708.9	686.7
Females	658.1	593.8	584.5

<b>Earnings by Place of Work: Hourly Pay (£) (excl. overtime)</b>	<b>Slough</b>	<b>South East</b>	<b>Great Britain</b>
Full Time Earners	18.99	16.99	16.37
Male	20.26	17.88	16.96
Females	17.35	15.65	15.48

53

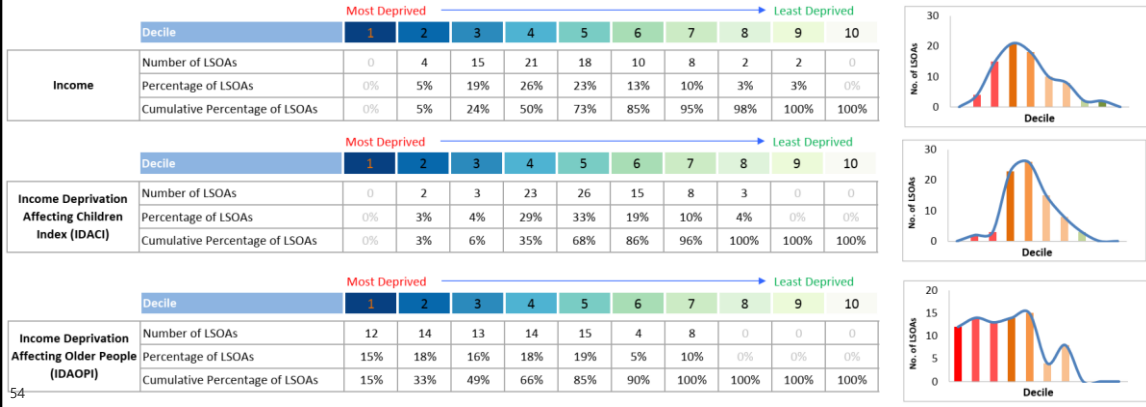
Source: Nomis Labour Market Profile, Jan 2023.



## Income – Deprivation

The charts below show where Slough's neighbourhoods fall on the income domains of the 2019 Indices of Deprivation. For all three, most of Slough's LSOAs fall below the national average.

For further data on children living in low-income families and pensioners in poverty, please see slide 45.



Source: Indices of Deprivation, 2019.

LSOAs = Lower-tier Super Output Areas.





## Crime - Rates

*Year ending September 2022*

Crime	Slough Number	Slough Rate (per 1,000 pop)	TVP Rate (per 1,000 pop)	Eng & Wal Rate (per 1,000 pop)
Total recorded crime	16,542	111	74	82
Violence against the person	6,388	43	27	32
Sexual offences	489	3	3	3
Theft offences	4,930	33	23	23
Criminal damage	1,551	10	7	8
Drug offences	440	3	2	3
Public order offences	2,226	15	10	9

56

Source: Crime in England & Wales, year ending September 2022 - Community Safety Partnership tables.

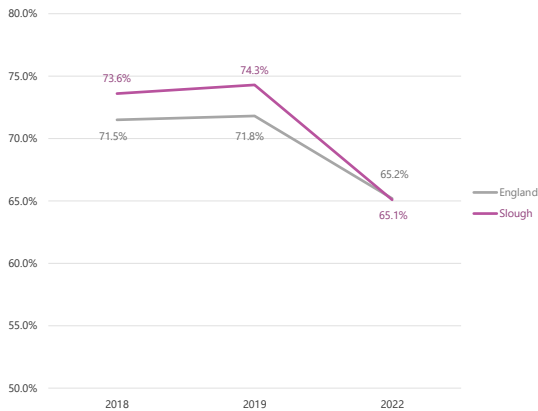






## Education – EYFS

EYFS - Percentage achieving a good level of development



Prior to COVID, Slough was performing in the top quartile nationally for the proportion of children who achieved a good level of development at Early Years Foundation Stage.

Slough is now slightly below the national average.

2022 is not directly comparable with previous years due to the introduction of a new framework for EYFS.



58

Source: DfE.

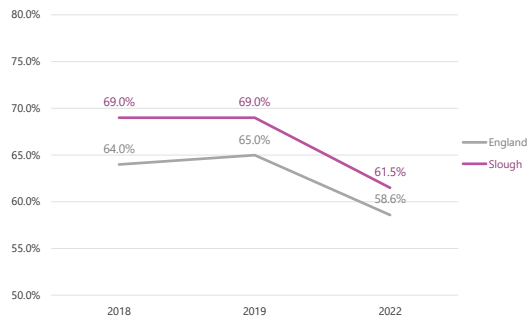
EYFS = Early Years Foundation Stage.



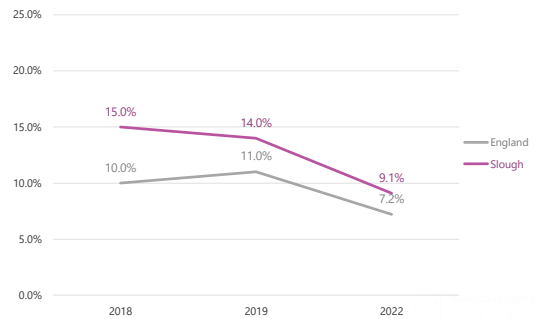
## Education – Key Stage 2

Slough significantly exceeds the national average for attainment at KS2.

KS2 - Percentage achieving expected standard – Reading, Writing and Maths (Combined)



KS2 - Percentage achieving higher standard – Reading, Writing and Maths (Combined)



59

Source: DfE.

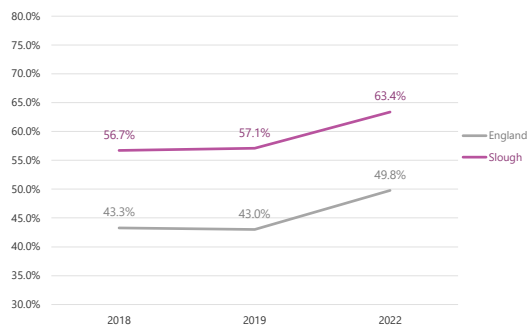
This data is for children attending Slough schools (including children who live outside of Slough).



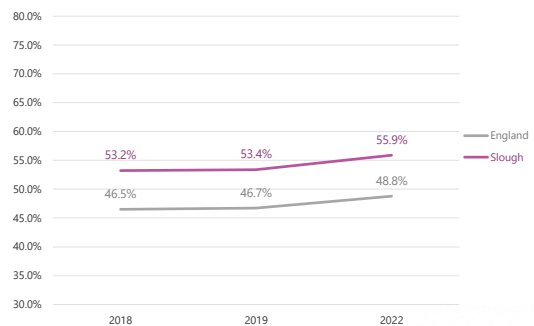
## Education – Key Stage 4

Slough's results continue to exceed national averages at KS4, falling in the top quartile.

Percentage Grade 5 or above in English and Maths GCSEs



Attainment 8



60

Source: DfE.

This data is for children attending Slough schools (including children who live outside of Slough).

Attainment 8 is a way of measuring how well pupils do in key stage 4, which they usually finish when they are 16 years old.

The 8 subjects which make up Attainment 8 include English and maths. Out of the remaining 6 subjects:

- 3 must come from qualifications that count towards the English Baccalaureate (EBacc), like sciences, language and history

- 3 qualifications can be either GCSE qualifications (including EBacc subjects) or technical awards from a list approved by the Department for Education

Each grade a pupil gets is assigned a point score from 9 (the highest) to 1 (the lowest). Each pupil's Attainment 8 score is calculated by adding up the points for their 8 subjects, with English and maths counted twice. A school's Attainment 8 score is the average of all the scores of its eligible pupils.

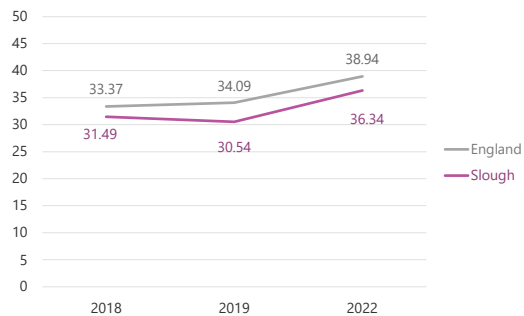


## Education – Post-16

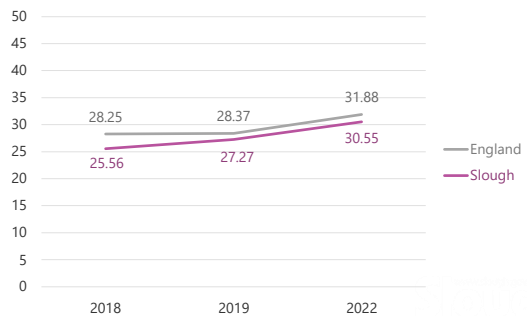
94.3% of 16-17 year olds in Slough are in Education or Training (SE: 92.0%, Eng: 92.9%)

However, Slough is achieving lower grades (fewer average points per entry) at A-level or equivalent than the England average.

Average points per entry: Academic students



Average points per entry: Applied general students



61

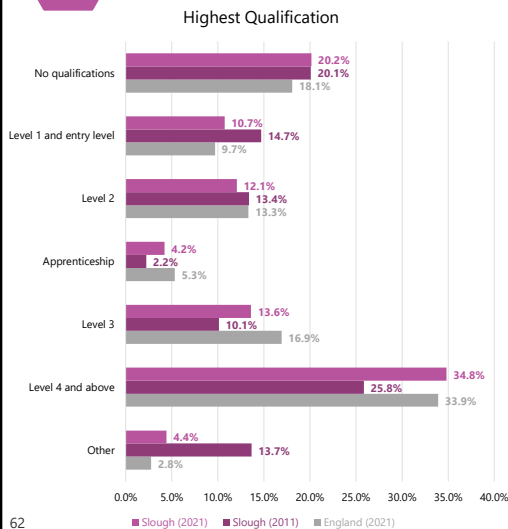
Source: DfE.

Average points per entry: the average point score (APS) is calculated by dividing the total point score by the number of entries. This gives an indication of the average result achieved per qualification taken, which can be presented either in points or as a grade. This measure includes students who have entered for at least 1 qualification equivalent to at least 0.5 A levels, and applies to A level, applied general, academic (which combines the previous two cohorts), tech levels and level 2 vocational cohorts.

Applied General Qualifications are for students 16 - 19 years olds wishing to undertake a broad study of a specific vocational area. Applied General Qualifications include BTECs and OCR Cambridge Technicals.



## Education - Qualifications



There has been a 50% increase in the number of Slough's residents holding a level 4 qualification (degree equivalent) or above since 2011.

Slough is slightly below the national average in terms of levels of qualification – falling in the 41<sup>st</sup> percentile nationally.<sup>1</sup>

Highest Qualification: Number of Slough Residents (Aged 16 or Over)	2021	2011
No qualifications	23,966	21,434
Level 1 and entry	12,764	15,673
Level 2	14,336	14,256
Apprenticeship	5,004	2,371
Level 3	16,181	10,790
Level 4 and above	41,423	27,560
Other	5,260	14,561

Sources: Census 2021 and 2011.

The highest qualification data only applies to residents aged 16 and over.

<sup>1</sup>This uses the highest level of qualification index score, which is a summary measure that can be used to compare how highly qualified population groups are. Slough's index score is 2.38 compared to 2.45 for England.

**Data Quality Info:** Although the highest level of qualification is broadly comparable between 2011 and 2021, there are caveats. The categories remain the same as they were in 2011 and are derived in the same way, however the way the questions were structured and how the respondent was routed in the qualification questions changed substantially from 2011. These changes to the collection methodology mean that a reasonable proportion of respondents will have identified a different qualification level than they did in 2011 even though they still hold the same qualifications. Therefore, any change in qualification levels when compared with 2011 will be partly a result of the methodology changes and be partly indicative of real change. As such, the ONS advises interpreting these with caution, avoid drawing conclusions from the differences or using them to inform planning or

evaluate policies.

Qualification levels:

- No qualifications: no formal qualifications
- Level 1: 1 to 4 GCSE passes (grade A\* to C or grade 4 and above) and any other GCSEs at other grades, or equivalent qualifications
- Level 2: five or more GCSE passes (grade A\* to C or grade 4 and above) or equivalent qualifications
- apprenticeships
- Level 3: two or more A Levels or equivalent qualifications
- Level 4 or above: Higher National Certificate, Higher National Diploma, Bachelor's degree, or post-graduate qualifications
- Other qualifications of unknown level or equivalent unknown

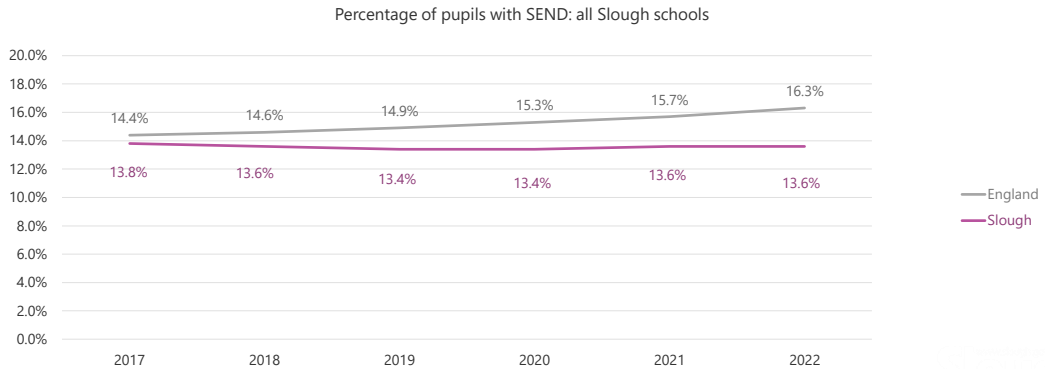
For more information on equivalent qualifications, see

<https://www.ons.gov.uk/peoplepopulationandcommunity/educationandchildcare/bulletins/educationenglandandwales/census2021#measuring-the-data>



## Education - SEND

4,587 (13.6%) of children in Slough schools have a Special Educational Need or Disability. This proportion has remained consistent since 2017 and is below the national average.



63

Source: DfE.

SEND: Special Educational Need or Disability

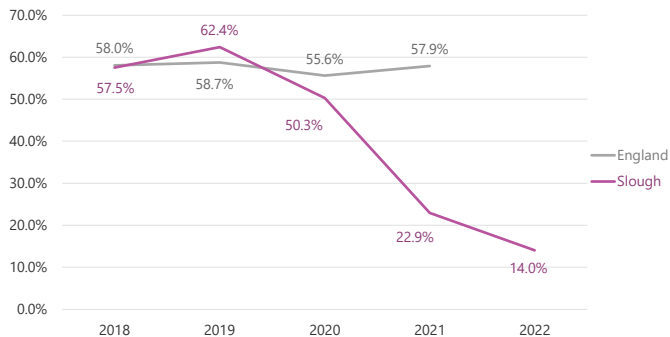
Applied General Qualifications are for students 16 - 19 years olds wishing to undertake a broad study of a specific vocational area. Applied General Qualifications include BTECs and OCR Cambridge Technicals.





## Education – EHC plans

Percentage of new EHC plans issued within 20 weeks



Slough has fallen significantly below the national average for the proportion of EHC plans that are completed within the statutory 20 week timescale.

Of the children with an EHC Plan, the most prevalent primary needs are:

- 35.5% are Autistic
- 17.3% have Speech, Language, and Communication challenges
- 7.7% have Social, Emotional, and Mental Health challenges
- 6.8% have Moderate Learning Difficulties

64

Source: DfE.

EHC = Education, Health, and Care.

Applied General Qualifications are for students 16 - 19 years olds wishing to undertake a broad study of a specific vocational area. Applied General Qualifications include BTECs and OCR Cambridge Technicals.



## Education – SEN support & EHC plan attainment

Area	Measure (2021/22)	Slough	SE	England
EYFS	% of pupils w. <b>SEN support</b> : good level of development	20.2%	24.4%	22.9%
EYFS	% of pupils w. <b>EHC plan</b> : good level of development	0.0%	4.4%	3.6%
KS2	% of pupils w. <b>SEN support</b> : expected standard - Reading, Writing, Maths	21.0%	20.0%	21.0%
KS2	% of pupils w. <b>EHC plan</b> : expected standard - Reading, Writing, Maths	10.0%	8.0%	7.0%
KS4	& of pupils w. <b>SEN support</b> : Grade 5+ in English & Maths GCSE	24.1%	22.9%	22.4%
KS4	& of pupils w. <b>EHC plan</b> : Grade 5+ in English & Maths GCSE	12.3%	7.4%	6.9%
NEET	% of 16-17 year olds w. <b>SEN support</b> not participating in education, employment or training	10.3%	9.0%	8.4%
NEET	% of 16-17 year olds w. <b>EHC plan</b> not participating in education, employment or training	9.3%	7.7%	8.6%
Level 3	% of 19 year olds w. <b>SEN support</b> qualified to lv.3	41.3%	35.3%	35.4%
Level 3	% of 19 year olds w. <b>EHC plan</b> qualified to lv.3	16.7%	14.1%	14.0%

### Children with SEN in Slough:

- Have relatively lower readiness for school
- attain comparatively strong educational outcomes from Key Stage 1 to Key Stage 3
- have a mix of outcomes at Key Stage 4 and transition to adulthood, with lower levels of participation in Education, Employment, or Training
- Comparatively strong educational outcomes for 19 years olds qualified to level 2 and 3

Source: DfE.

Applied General Qualifications are for students 16 - 19 years olds wishing to undertake a broad study of a specific vocational area. Applied General Qualifications include BTECs and OCR Cambridge Technicals.

## Sources

Data in this pack:

- [2021 Census](#)
- [2011 Census](#)
- [2019 Indices of Deprivation](#)
- [ONS: People, population and community](#)
- [OHID: Fingertips Public Health Data](#)
- [NOMIS: Census & Labour Market](#)
- [Community Safety Partnership Recorded Crime](#)

Other useful sources:

- [Berkshire Observatory](#)
- [Berkshire East JSNA](#)
- [PHOF Wider Determinants of Health](#)
- [Local Insight](#) (login required – contact Strategic Insight Team)

This page is intentionally left blank

**Slough Borough Council**

<b>REPORT TO:</b>	Cabinet
<b>DATE:</b>	19th June 2023
<b>SUBJECT:</b>	Berkshire Community Equipment Service (BCES) procurement
<b>PORTFOLIO:</b>	Councillor Anna Wright - Lead Member for Health, Social Care and Wellbeing  Councillor Paul Kelly - Lead Member, Education, Children's Services, Lifelong Skills and Governance
<b>CHIEF OFFICER:</b>	Marc Gadsby, Executive Director People (Adults)
<b>CONTACT OFFICER:</b>	Vicky Tutty – Group Manager People Strategy and Commissioning  Jane Senior – Associate Director People Strategy and Commissioning
<b>WARD(S):</b>	<u>ALL</u>
<b>KEY DECISION:</b>	YES
<b>EXEMPT:</b>	Public
<b>DECISION SUBJECT TO CALL IN:</b>	YES
<b>APPENDICES:</b>	Appendix 1 – Spend vs budget and savings delivered through recycling  Appendix 2 – NRS annual nationwide customer / prescriber survey results  Appendix 3 – Equality Impact Assessment

**1.1 Summary and Recommendations**

Cabinet authority was given in June 2022 to agree to continued partnership working with local authorities and statutory health bodies across Berkshire to develop a new model for the delivery of community equipment services, led by West Berkshire Council. It was intended that a further report be brought to Cabinet recommending a commissioning approach and awarding a new contract. It was agreed that the People Scrutiny Panel would receive a report on the proposed new model.

This report provides information concerning the options that have been explored to enable the Council to meet its duty to support residents to be independent at home through the use of community equipment services and to reduce the need for long term high-cost care.

The report requests approval to utilise the call off facility in the Buckingham framework agreement for West Berkshire District Council to award a contract to NRS Healthcare on behalf of the Berkshire Community Equipment Service (BCES) Partnership.

## **1.2 Recommendations:**

Cabinet is recommended to:

1. Agree to West Berkshire District Council awarding a contract to NRS Healthcare for a period of five years plus two optional extensions of one year each, subject to satisfactory performance, through utilising the call off option from Buckinghamshire Integrated Equipment Service Single Supplier Framework.
2. Approve the continuance of the Berkshire Community Equipment Service (BCES) Section 75 Agreement to allow the partnership arrangement currently in place to continue.

## **1.3 Reason:**

To permit the joint commissioning of a new provider of Community Equipment in partnership with local authorities and statutory health bodies across Berkshire, with a contract start date of 1 April 2024. This joint commissioning enables partners to deliver their statutory duties in a cost efficient and effective way to meet their best value duties.

## **Commissioner Review**

Commissioners are content with the recommendations.

## **Report**

### **2. Detail**

- 2.1 The procurement of a provider for the Berkshire Community Equipment Service (BCES) supports the following key priorities:

#### **Slough Corporate Plan 2022-25**

- A Council that lives within our means, balances the budget, and delivers best value for taxpayers and service users
- An environment that helps residents live more independent, healthier and safer lives.

#### **Slough Wellbeing Strategy 2020-25**

Priority 2: Integration:

Increase the number of people living independently at home and decrease the proportion living in care homes

Increase the number of people who are managing their own health and care needs.

### Slough Health and Social Care Plan

More integrated and pre-emptive service offers

- Expand community and voluntary sector role in social care
- Improve strength based and personalised ways of working in social care.

## 2.2 Options considered:

Option	Pros	Cons
<p><b>Option 1</b></p> <p>Request that West Berkshire issue a contract extension on behalf of the six Berkshire and two health authorities for 24/25 to deliver the Berkshire Community Equipment Service to NRS.</p> <p><b>Not Recommended</b></p>	<p>This would ensure continuity of service delivery to local people provided by the Berkshire Community Equipment Service.</p>	<p>There is no current clear legal justification for issuing a contract extension.</p> <p>There is currently no appetite by the Section 75 partnership to explore a contract extension. The preferred option is to have a longer term arrangement in place.</p> <p>The costs could significantly increase for the extension year.</p>
<p><b>Option 2</b></p> <p>Directly purchasing and managing the equipment.</p> <p><b>Not Recommended</b></p>	<p>Slough Council would be the direct contractor.</p>	<p>There is insufficient capacity to undertake independent commissioning exercise and managing the contract.</p> <p>Slough would not benefit from the economies of scale available within the partnership arrangement</p> <p>There is a requirement to give 12 month notice of exiting the section 75 agreement.</p>

<p><b>Option 3</b></p> <p>Agree to call off the Buckinghamshire Integrated Equipment Service Single Supplier Framework and issue a direct award to NRS Healthcare.</p> <p><b>Recommended</b></p>	<p>The Integrated Equipment Services Single Supplier Framework was established by Buckinghamshire Council in June 22 with the explicit aim of achieving value for money and followed extensive market engagement.</p> <p>The Framework allows for contracts of up to £350M (for the contract length – 5years + 2years) in value to be called off – which meets the requirements of the BCES partnership.</p> <p>By undertaking the single provider framework route, the partnership will avoid the costs and risks of going through a full procurement process. The estimated cost of a full procurement route, together with additional costs incurred if NRS Healthcare were not to be the chosen provider is</p> <ul style="list-style-type: none"> <li>• Loss of current savings from sharing specials with Buckinghamshire (pa) = £93,000</li> <li>• Cost of paying for unique equipment lines transfer = £150,000</li> <li>• Estimated cost of running a full procurement process = £200,000</li> <li>• Total = £443,000</li> </ul> <p>It is intended that in the first year (1 April 24 – 31 March 25) of the contract that a saving of up to 5.4% reduction in spend can be achieved. This could potentially result in a saving of up to c.£600K across Berkshire depending upon demand for equipment.</p>	<p>This approach does not allow for a bespoke competitive process to be undertaken to test the market.</p> <p>Thorough market testing was undertaken as part of the Buckinghamshire Framework process. It identified that there are three providers delivering the service. Two providers made it through the prequalifying stage of the procurement process.</p> <p>It is unnecessary to undertake a competitive procurement due to the available option of the framework which demonstrates value for money</p> <p>Saving in cost of officer time, across six local authorities and two health trusts to do a full competitive procurement process.</p>
--	--	---



	Collaborative working across a wider footprint ensures greater economies of scale and efficiencies of service.	
<p><b>Option 4</b></p> <p>Procure the Berkshire Community Equipment Service (BCES) through an open tender</p> <p><b>Not recommended</b></p>	<p>It ensures full market engagement.</p> <p>It enables transparency and reduces any risk of challenge from other providers of community equipment.</p>	<p>The time to draft tender documentation as well as get approval from the different partnership organisations (Local Authorities and Health) within the Section 75 agreement mean that it is unlikely that the new service will be mobilised by the end of the current contract, therefore requiring a contract extension. This could lead to higher costs of the service.</p> <p>There are a limited number of suppliers in the market who could fulfil the requirements of the partnership.</p> <p>This route is likely to be more expensive and is unlikely to yield savings,</p>

2.3 Option 3 is considered the most appropriate option to ensure that the most cost-effective solution is achieved which meets the requirement of all partners within the BCES partnership.

**Background**

2.4 The Berkshire Community Equipment Service (BCES) provides a variety of equipment for adults, children and young people with long term conditions and disabilities. Following an assessment from a qualified practitioner equipment is provided on loan from the local authority. The equipment helps service users to maintain and maximise their independence, enables them and their carers to be safely supported at home as well as enhancing their quality of life.

- 2.5 Key elements of the service include
- Sourcing and storage of equipment
  - Delivery, installation, and collection (when no longer required)

- Decontamination, recycling of equipment for future use or safe disposal
- Maintenance and repair of equipment
- Technology enabled care (with optional monitoring)
- Customer care- call centre operations, complaints and feedback
- Safe and Well (for self-funders)
- Trusted assessor for assessment for basic equipment needs and technology enabled care devices
- Occupational Therapist assessment service
- Clinical oversight and advice
- Training in the use of equipment for all prescribers

2.6 The BCES delivers the specialist equipment to support residents of all ages who have an assessed need across the six Berkshire Local Authorities.

2.7 The partnership arrangements, including the governance arrangements, are contained within the Berkshire Community Equipment Service Section 75 Agreement. Participating organisations within the s75 Agreement are:

- West Berkshire Council – contract lead and host authority
- Slough Borough Council
- Slough Children First
- Wokingham Borough Council
- Reading Borough Council (and Achieving for Children)
- Royal Borough of Windsor and Maidenhead (Optalis and Achieving for Children)
- Frimley Clinical Commissioning Group (for East Berkshire)
- Berkshire West Clinical Commissioning Group

2.8 The Section 75 Agreement permits an authority to exit the arrangement upon giving 12 months notice, with detailed provision as to how any surpluses and deficits are managed.

2.9 NRS Healthcare is the current provider of the service and West Berkshire District Council have operated as the host authority and contractor during this period. Following extensive discussions, the Berkshire Community Equipment Service Steering Group are recommending that that West Berkshire District Council as lead authority utilise the call off facility in the Buckingham framework agreement and enter into a five plus two-year contract with the incumbent provider NRS Healthcare.

2.10 Key improvements, set out below, will be considered within the steering group to explore the following aspects of the contract to ensure value for money and share the reduction of costs as a result of the proposed procurement route through the utilisation of the single supplier framework:

- Consolidation of catalogues – using the Buckinghamshire Framework provides greater opportunities to review the current Berkshire catalogue and align it more closely across the Berkshire, Buckinghamshire and Oxfordshire area to get best value. This would further enhance the provider's ability to go to the market and negotiate lower prices for bulk purchases. Going forward there

are opportunities to make greater efficiencies by sharing staff and services across the providers operating area.

- NRS have just won the London consortium contract. This will enable even greater purchasing power and the ability to share resources in the future.
- Sharing of specials equipment (non-catalogue items) across a wider geographical area. Oxfordshire currently hold around 850 recycled specials – more than double that of Berkshire, which could potentially offer increased savings of circa £93,000 for Berkshire.
- Empower to seek lower prices – NRS continually scan the market for best value (without compromising quality with regard to current stock levels). Identifying close technical equivalents or substitute items that offer the same level of performance and durability (very good recycling rates to complement our financial model)
- Reducing failed deliveries – NRS continually scan the market for the best value (without compromising quality and with regard to current stock levels). Identifying close technical equivalents or substitute items that offer the same level of performance and durability (very good recycling rates to complement our financial model).
- Delivery to local boundary addresses – identifying a corridor where it makes economic and sustainable sense for the neighbouring authority depot to deliver due to their proximity to the destination address
- Continuous improvement – monitor evidence of internal improvements through the sharing of ideas and good practice among the depots to streamline processes and increase efficiencies.

## **Market Analysis**

### Current supply

- 2.11 The current service is successful and well embedded into professional practice in Health and Social Care across Berkshire. Over 670,000 items of equipment have been delivered and collected between 2017 and 2022 across Berkshire, serving over 157,000 individual clients. Over this period the contract has facilitated faster hospital discharges, reduced hospital admissions and care packages, increased care home avoidance, and supported informal carers.
- 2.12 The service has improved its performance year-on-year and the partnership remains robust despite the significant challenges during the Covid pandemic, global shortages of raw materials and shipping issues. Innovative services such as technology enabled care and trusted OT assessments have been put in place and support provided to other new initiatives across the county.
- 2.13 West Berkshire District Council coordinate monthly steering group meetings to review the performance of the BCES contract and discuss any issues. The Council receives comprehensive monthly reports that include activity of orders, costs and trends across the partnership.
- 2.14 The BCES service has been responsive to the critical needs of the Council supporting the move from analogue pendant alarms to a digital offer.

- 2.15 Information regarding the budget and spend for Slough Borough Council and Slough Children First for the last financial year 1 April 22 – 31 March 23 is contained at Appendix 2.
- 2.16 The annual NRS nationwide customer / prescriber survey results are contained at Appendix 3.

#### Supply market capability, capacity and competition

- 2.17 There are only three major providers that offer a community equipment service in the UK. They are NRS, Medequip and Millbrook. At the time of writing, NRS have just secured the London consortium contract. High start-up costs, economies of scale and service complexity act as barriers to entry for other businesses.
- 2.18 Previous commissioning exercises of the community equipment service saw only the three main suppliers bidding in 2017. In Buckinghamshire's recent procurement exercise, only two of the three main suppliers progressed beyond the pre-qualifying stage.
- 2.19 Market testing from both providers and other commissioning organisations indicate that longer contracts have potentially larger savings benefits. The intention is to award a five-year contract with a possible two twelve-month extension period(s) which are permissible within the terms of the Buckinghamshire call off agreement.

### **3.0 Implications of the recommendations**

#### Financial implications

- 3.1 NRS are proposing additional potential benefits to Berkshire Commissioners by aligning to the Buckinghamshire catalogue. Adopting this approach is expected to generate additional savings across the partnership however, the extent any will be made to individual partners will vary. This will be dependent on the extent the price paid for the items used by said partner changes relative to the activity and previous price paid.
- 3.2 NRS have also offered the potential for Berkshire to benefit from the following investments at nil cost to the partnership under the new contract including:
- a. Introducing a new service user portal
  - b. Employing new Community Engagement Lead post for the contract term to work with local businesses, schools and the voluntary sector as well as social value initiatives
  - c. Create specific local Berkshire websites for service users, Commissioners and other stakeholders
  - d. Enhancing prescriber training
  - e. Training all staff as Trusted Technicians and more as Trusted Assessors
  - f. Upgrading management information reporting and data analytics

There will be feedback on any savings achieved through the steering group and through monitoring of this contract.

3.3 Slough Borough Council fund their contribution to the BCES contract using multiple sources between the Adults and Childrens Directorates, as reflected in the following table:

<b>Funding Source</b>	<b>Adults (People) £000s</b>	<b>Children - SCF (People) £000s</b>	<b>Total £000s</b>
General Fund Revenue	251	10	261
Better Care Fund (Revenue Grant)	130		130
Disabled Facilities Grant (DFG) (Capital Grant)	248		248
<b>Total Annual Funding</b>	<b>629</b>	<b>10</b>	<b>639</b>

It has been agreed that the annual budget from 1 April 2024 will be £639k, with an additional £33k identified as part of the Transformation programme through generating efficiencies from the care and support budgets. This will be as an alternative to more expensive Packages of care by mitigating the use of additional care in the future. The spend on equipment exceeded the budget (Appendix 1). The increase in budget acknowledges the increase in demand for services as well as the complexity of needs of people accessing care and support from Adult Social Care.

3.4 This will be monitored utilising the ‘combined report’ (tracks all activity, orders and monitoring costs) ‘budget tracking’ and ‘trend and spend’ reports provided by West Berkshire monthly. The AD (People Adults) and the finance business partner will work with the budget holding Group Manager to ensure maximised financial controls are in place and savings are delivered through the recycling model.

3.5 Slough Children First fund their contributions to the BCES contract through the contract sum available to SCF from the Council. It has been agreed that the annual budget from 1 April 2024 will be £60,000 (highlighted above). This will be monitored by reviewing the monthly dashboard provided by West Berkshire. This includes spend per month, utilisation of equipment and recycling undertaken. The Commissioning Lead will be invited to the Steering groups held by West Berkshire.

#### Legal implications

4.1 The Council has a duty under Section 1 of the Care Act 2014 to promote the wellbeing of adults in care and need. The wellbeing principal applies in all cases where the local authority is carrying out a care and support function or deciding with regards to a person’s risk and support care needs. The provision of community equipment can be applied to the following wellbeing principles

- Personal dignity (including treatment of an individual with respect)
- Physical and mental health and emotional well being
- Control by the individual over day-to-day life (including over care and support and how this is provided)
- Participation in work, education, training or recreation
- Social and economic wellbeing
- Domestic, family and personal

- 4.2 Section 2 of the Care Act 2014 places a duty on local authorities to provide or arrange for services, facilities or resources which will prevent or delay the development of, or reduce the needs for care and support of, adults in its area. In performing that duty, a local authority must have regard to:
- a) the importance of identifying services, facilities and resources already available in the authority's area and the extent to which the authority could involve or make use of them in performing that duty.
  - b) the importance of identifying adults in the authority's area with needs for care and support which are not being met (by the authority or otherwise).
  - c) the importance of identifying carers in the authority's area with needs for support which are not being met (by the authority or otherwise).
- 4.3 Section 5 of the Care Act 2014 allows for the provision of equipment to be put in place and for a statutory assessment to be paused for a period of time to assess the impact. Following a pause, the assessment can continue before a decision is made on eligibility.
- 4.4 The Council's duties under Care Act 2014 and the Children and Families Act 2014 require it to meet the assessed eligible needs of residents, including equipment and disability aids. This function supports residents to maintain and manage their conditions, to stay healthy and independent whilst maintaining choice and control over how they manage health and care needs. This service is integral to reducing pressures on social care by preventing care home admissions, facilitating discharge from hospital and supporting carers to carry out their caring role.
- 4.4 Duties in the Act include the following commissioning functions:
- Co-production with stakeholders in service design.
  - Market engagement and shaping to influence local services on offer and to address barriers faced by the market in service delivery.
  - Integration with local partners to achieve population-based outcomes to improve wellbeing.
- 4.5 The proposed procurement route, using the Buckinghamshire Framework, is compliant with the Public Contracts Regulations 2015 and the Council's contract procedure rules. West Berkshire District Council will be the contracting authority on behalf of the partnership. The partnership arrangement is governed by a s.75 agreement, which permits pooled funding and host authority arrangements. The partnership authorities will only be able to enforce the provisions of the contract through West Berkshire District Council, but the partnership is long standing and has worked well to date and therefore the risks of these are deemed acceptable.

## Risk management implications

5.1 A summary of key risks and mitigations for the Council are set out below:

Risk	Assessment of risk	Mitigation	Residual risk
Impact of increased volume of activity leading to further financial pressures	Medium / High	<p>The Partnership has in place robust contract management processes, including arrangements to identify equipment that has been loaned for a significant period, or duplicate orders to ensure value for money.</p> <p>Management reports are sent out to local area commissioners and occupational therapy teams for on-going performance monitoring.</p> <p>This allows for</p> <ol style="list-style-type: none"> <li>1. Financial analysis and reporting to identify budgetary pressures early on – this allows for mitigating actions to take place.</li> <li>2. Early identification of new trends where items can be stocked via the catalogue for a better price.</li> <li>3. Ongoing activity to increase recycling of stock and therefore reduced financial costs.</li> </ol> <p>Team Managers review performance reports to ensure there is no oversubscribing.</p> <p>Prescribers and Managers attend regular training to ensure they have up to date knowledge regarding the equipment on offer as well as alternatives. This ensures appropriateness and clinical oversight where the offer is matched with need.</p>	Medium
The Council is not directly party to the contract.	Medium	<p>The S75 Agreement has been in place in respect to the current contract since 2017. There have been no issues regarding this arrangement.</p> <p>There are existing governance arrangements in place to successfully manage all concerns, risks and issues.</p>	Low

--	--	--	--

**6.0 Equality implications**

- 6.1 The Equalities Impact Assessment is shown in Appendix 3. As stated in the assessment, the equipment service will particularly benefit those with disabilities to return home after a hospital discharge or remain independent in their own home. The equipment service also supports the carers of residents that are eligible by providing reassurance.
- 6.2 A request has been made to West Berkshire to ensure that the new provider is able to evidence that due consideration is made to the equality implications and Equality Act duties.
- 6.3 The new service is largely anticipated to have a positive impact on the residents of Slough.
- 6.4 The equipment service supported 296 residents to facilitate hospital discharge and return home. This was the most common reason that residents were provided equipment.
- 6.5 Residents aged 80 – 89 were the largest group to use the digital monitoring service to access help. Women accounted for 64% of the residents accessing the digital monitoring service.

**7.0 Procurement implications**

7.1 The following sets out the procurement timetable for the service:

Who	Action	Start date	Completed
All	Partners agree in principle route to market subject to internal decision-making process		31/03/23
All	BCES Partnership Project Group monthly meetings to agree service elements to be called off from Bucks Framework (i.e. specification)	25/01/2023	30/06/2023
All	All Partners internal award approval sign off (Longstop date)	30/09/2023	
All	Specification signed off	30/09/2023	
All	Pricing schedule agreed	30/09/2023	
Lead Authority	Contract signed by provider and West Berkshire	30/10/23	
Lead Authority	New service mobilisation begins	30/10/2023	31/03/23
Lead Authority	New service starts	01/04/2023	

**8.0 Workforce implications**

8.1 There are no workforce implications

**9.0 Property implications**



9.1 There are no property implications.

## 10.0 **Background Papers**

None

## Appendix 1 – Budget / spend / savings through recycling

### Budget and Spend

Below is a table that provides detail on the annual spend of partners within the Section 75 agreement and the variance from budget. The financial implications advise that the budget has been increased for equipment services due to increased demand and greater complexity.

Partner Organisation	Cumulative total spend to this Period (12)	Budget	Projected Spend based on average monthly spend excl S75 charge	Projected spend % variance from Budget
Bracknell Unitary	£552,898	£589,320	£542,141	-8.01%
Reading Unitary Adults	£830,530	£822,000	£819,773	-0.27%
Reading Unitary (BFFC SEN)	£2,016	£10,000	£2,016	-79.84%
Reading Unitary (BFFC OT)	£69,821	£82,500	£69,821	-15.37%
Slough Children First	£54,940	£55,000	£54,940	-0.11%
Slough Unitary Adults	£717,072	£342,000	£706,316	106.53%
WAM Unitary Adults	£595,967	£550,000	£585,211	6.40%
WAM Unitary Children	£27,019	£65,000	£27,019	-58.43%
West Berks Unitary Adults	£963,728	£1,184,170	£952,971	-19.52%
West Berks Unitary Children	£94,484	£75,000	£94,484	25.98%
West Berks Unitary SEN	£13,836	£15,000	£13,836	-7.76%
Wokingham Unitary	£623,442	£664,000	£612,685	-7.73%
Wokingham Unitary DCT	£81,914	£100,000	£81,914	-18.09%
Frimley ICB (East)	£2,453,790	£1,961,000	£2,416,141	23.21%
BOB ICB (West)	£4,437,109	£4,477,796	£4,399,460	-1.75%
<b>Totals</b>	<b>£11,518,566</b>	<b>£10,992,786</b>	<b>£11,378,727</b>	<b>-3.65%</b>

The average budget for Local Authorities Unitary Adults services is £685,155.00

### Savings delivered through the recycling model






The BCES model allows for equipment to be recycled and used again. This delivers a savings against future equipment orders. The savings delivered through the recycling model are listed below for the last financial year (1 April 22 – 31 March 23)

Slough Unitary (Adults) - £254,947.42

Slough Children First - £7,688.73

## Appendix 2 – NRS annual customer / prescriber survey results 22/23 for Berkshire

As part of the contract, NRS seek feedback from customers regarding the service they receive. The expected targets are included in the KPIs for the contract and are discussed through contract management meetings with partners. The table below provides information from the latest survey undertaken by NRS and demonstrates that they are meeting the expected level of customer satisfaction. The Berkshire Community Equipment Contract will be discussed with the Co-production network.

No	Performance indicator	Target	FY 2022/23 P1 - 12	Total	Within target
1	User overall satisfaction levels with service provided	> 95% satisfied or very satisfied	 97%	97%	+ 2%
2	Number of service users sampled over financial year	> 300 service users sampled	 398	398	+ 98
3	Prescriber experience survey	> 10% response rate	 15%	15%	+ 5%
4	Prescriber experience survey	> no average satisfaction rating less than 3 in every category	 0	5	5
5	Number of complaints - quantity	< than 100	 57	100	43

# Equality Impact Assessment

<b>Directorate: People Strategy &amp; Commissioning People (Adults)</b>	
<b>Service: Berkshire Community Equipment Service (BCES)</b>	
<b>Name of Officer/s completing assessment: Vicky Tutty</b>	
<b>Date of Assessment: 13.04.23</b>	
<b>Name of service/function or policy being assessed: Voluntary and Community Sector</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The purpose of this Equality Impact Needs Assessment is to assess the possible effects of West Berkshire as lead commissioner for the BCES on behalf of a partnership of six Berkshire local authorities and two Integrated Care Boards (ICB's) to procure a new Berkshire Community Equipment provision to ensure contractual compliance when the current contract term ends on 31 March 2024.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Services are currently commissioned by West Berkshire as the lead commissioner on behalf of the partnership of six Berkshire authorities and two Integrated Care Boards (ICBs). The partnership, which includes Slough Borough Council is set up under Section 75 of the NHS Act 2006 which allows partners (NHS bodies and local authorities) to contribute to a common fund to commission health or social care related services.</p> <p>Current services are operated by NRS under contract.</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 service modernisation programme and re-procurement will have the impacts as set out in the table below</p>

<b>Characteristic</b>	<b>Positive , Negative, Neutral or Unknown Impact</b>	<b>Rationale for Assessment</b>
<b>Age</b>	Positive	The Berkshire Community Equipment Service is available to all adults who meet the eligibility criteria for equipment.  Slough Children First are part of the partnership that can order equipment through this contract to support children to remain independent.
<b>Disability</b>	Positive	The aim of this service is to support people to return home after a hospital admission or stay in their home and remain independent. People with a disability will positively benefit from this service as aids will offer alternatives to residential care.
<b>Gender Reassignment:</b>	Positive / Neutral	People seeking or having been through gender reassignment will be able to access and benefit from this service.
<b>Marriage and Civil Partnership:</b>	Positive/ Neutral	People who are in a marriage or civil partnership will be able to access and benefit from this service.
<b>Pregnancy and maternity:</b>	Positive/ Neutral	Those who are pregnant will be able to access and benefit from this service
<b>Race:</b>	Positive	People of any race are able to access and benefit from this service.
<b>Religion and Belief:</b>	Positive / Neutral	People of any religion and belief are able to access and benefit from this service.
<b>Sexual orientation:</b>	Positive / Neutral	People of any sexual orientation are able to access and benefit from this service.
<b>Other:</b>		

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Access to the Berkshire Community Equipment Service</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so, then are any particular groups affected more than others and why?</p> <p>There will be no negative impact.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g., survey results, customer complaints, monitoring data etc).</p> <p>Data concerning uptake of provision will be monitored and assessed. Regular steering group meetings with the</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 recommissioning of the VCS has been considered by a project group comprising representatives from the following: People Strategy and Commissioning, People (Adults) Operations, Public Health, the Co-production Network, PCNs Frimley ICB and Public Health.</p> <p>Engagement has been undertaken with; Social Workers, Carers, Volunteers, the Co-production Network, the Communities team, Housing Needs, PCN Social Prescribers.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Services will be tendered fairly and competitively. There should not be any impact upon community relations. The amount of available funding remains the same. The Community Grants programme aligns with health, social care, public strategic priorities.</p> <p>.</p>

9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example, what plans, if any, will be put in place to reduce the impact?</p> <p>Appropriate mobilisation period. A requirement to collect equalities data. Communications out.</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>Robust evaluation of bids. Effective contract management.</p>

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

**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
Contract management	All	Contract Management	Services delivered in accordance with the specification including collecting relevant monitoring data.	Quarterly	June 2024	NA

**Name:** Jane Senior  
**Signed:** .....(Person completing the EIA)

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

**Date:** .....





**Annex 1** (*Partner Organisations*)

- (1) **WEST BERKSHIRE DISTRICT COUNCIL** of Council Offices, Market Street, Newbury RG14 5LD respectively (“the Lead Council”); and
- (2) **THE ROYAL BOROUGH OF WINDSOR & MAIDENHEAD** of Town Hall, St Ives Road, Maidenhead, SL6 1RF, and
- (3) **BRACKNELL FOREST BOROUGH COUNCIL** of Time Square, Market Street, Bracknell RG12 1JD, and
- (4) **READING BOROUGH COUNCIL** of Civic Offices Bridge Street Reading RG1 2LU, and
- (5) **SLOUGH BOROUGH COUNCIL** of Observatory House, 25 Windsor Road, Slough SL1 2EL and
- (6) **WOKINGHAM BOROUGH COUNCIL** of Shute End, Wokingham, Berkshire, RG40 1BN (“the Partnership Councils”)

- (7) **NHS NEWBURY & DISTRICT CCG** of 57-59 Bath Road, Reading RG30 2ba; and
- (8) **NHS NORTH & WEST READING** of 57-59 Bath Road, Reading, RG30 2BA; and
- (9) **NHS SOUTH READING CCG** of University of Reading Health Centre, 9 Northcourt Avenue, Reading, RG 2 7HE; and
- (10) **NHS WOKINGHAM CCG** of Chalfont Surgery, Chalfont Close, Lower Earley, Reading RG6 5HZ; and
- (11) **NHS BRACKNELL & ASCOT CCG** of King Edward VII Hospital, St Leonard’s Road, Windsor, SL4 3DP; and
- (12) **NHS SLOUGH CCG** of King Edward VII Hospital, St Leonard’s Road, Windsor, SL4 3DP; and
- (13) **NHS WINDSOR, & ASCOT MAIDENHEAD CCG** of King Edward VII Hospital, Windsor, Berkshire SL4 3DP; and any successor organisations (“the Berkshire CCGs”)