

SLOUGH BOROUGH COUNCIL

REPORT TO: Slough Wellbeing Board **DATE:** 11 January 2022
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WARD(S): All

PART 1

FOR INFORMATION, COMMENT AND CONSIDERATION*

SLOUGH EQUALITIES REVIEW

1. Purpose of Report

This report summarises the Equalities Review commissioned by the Slough Safeguarding Strategic Leaders Group in the Spring of 2021.

2. Recommendation(s)/Proposed Action

The Board is requested to:

- a) note the review and learning points
- b) note the themed approach to managing the learning points
- c) agree that the Strong, Healthy and Attractive Neighbourhoods wellbeing strategy priority area leads on the locality and communities specific learning points from the review.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

3a. Slough Wellbeing Strategy Priorities

The review and recommendations have an impact across all the 4 Slough Wellbeing Strategy priorities but specifically in relation to community conversations within priority 3 Strong, healthy and attractive neighbourhoods.

Priorities:

1. Starting Well
2. Integration (relating to Health & Social Care)
3. Strong, healthy and attractive neighbourhoods
4. Workplace health

3b. Five Year Plan Outcomes

The review is relevant for all of the councils Five Year Plan outcomes

- Outcome 1: Slough children will grow up to be happy, healthy and successful
- Outcome 2: Our people will be healthier and manage their own care needs
- Outcome 3: Slough will be an attractive place where people choose to live, work and stay
- Outcome 4: Our residents will live in good quality homes

- Outcome 5: Slough will attract, retain and grow businesses and investment to provide opportunities for our residents

4. **Other Implications**

(a) Financial

There are no financial implications from the review.

(b) Risk Management

The main risk from the review is that the learning points and key themes are not implemented and addressed.

(c) Human Rights Act and Other Legal Implications

There are no legal implications from the review.

Human Rights is a core theme of the review. If the learning points from the review are implemented in full there will be a positive impact on Human Rights.

(d) Equalities Impact Assessment

There has not been a specific equalities impact assessment undertaken in relation to the review as the reviews focus is inequalities. Any projects that stem from the review will have their own equality impact assessment completed.

5. **Supporting Information**

- 5.1 The Slough Strategic Leaders Group (SLG) commissioned an independent review to establish whether there are any demographic groups disproportionately affected by exploitation.
- 5.2 The SLG leads on safeguarding children and adults and community safety for Slough. Its membership consists of the 3 statutory safeguarding partners. For the Council this is the Chief Executive and the Executive Directors for Children and Adults, for Thames Valley Police this is the local Police Commander and for the NHS this is the Frimley CCG Place Managing Director.
- 5.3 The review was undertaken by an independent author Stephen Cullen. Stephen Cullen is a recently retired Assistant Chief Constable with Avon and Somerset Constabulary and was formerly Head of Public Protection and a Senior Investigating Officer in West Mercia Police. Stephen has no previous connection with Slough.
- 5.4 The aim of the review was to establish if there are any specific demographic groups disproportionately represented as victims or perpetrators of exploitation, using currently available information.
- 5.5 The specific review objectives (expressed as Key Lines of Enquiry) were:
 - What is the demographic profile of victims and perpetrators (that we know about) of exploitation in Slough?
 - Are there any specific demographic groups experiencing specific forms of exploitation?

- Is there any learning for the SLG to inform the holistic exploitation strategy?
 - Is there learning about management and front-line practice for the two groups leading on this in Slough, the safeguarding children from exploitation and modern slavery groups.
 - Are there any demographic groups disproportionately represented as victims of exploitation in Slough?
- 5.6 The report identifies 19 learning points. These are listed in the attached report.
- 5.7 The review also acknowledged the clear strengths of partnership working in Slough. These strengths include:
- Despite the pandemic, multi-agency engagement and participation has been excellent, and the commitment of professionals has been exemplary.
 - There is evidence of a collective understanding of threat, harm and risk and positive actions to mitigate it.
 - There are some positive examples of engagement with minority communities.
 - There are some examples of proactive information and data sharing by partners.
 - There is some evidence of agencies linking up information and intelligence on particular groups of children and vulnerable adults and robust discussions about levels of support and intervention required.
- 5.8 The SLG concluded that as well as developing a traditional action plan for the Safeguarding Partnership to address the learning points there was learning from the review and report that should be shared and addressed across the other statutory partnerships – the Slough Wellbeing Board and the Safer Slough Partnership.

The SLG suggests that to ensure that the wider learning from the review is incorporate into the work of all our partnerships that there are 4 key theme areas that need to be addressed:

- Theme 1 – Improvement in data collection and data sharing
- Theme 2 – Locality planning and conversations
- Theme 3 – Learning and Development
- Theme 4 – Deliver the specific safeguarding actions/learning

6. **Comments of Other Committees**

The Safeguarding Partnership have reviewed and discussed the review and report and are supportive of the learning points and the themed approach to improving our inequalities work across the range of partnerships in Slough. The review and report will be an agenda item at the next Safer Slough Partnership meeting.

7. **Conclusion**

The review and report commissioned by the SLG has implications and learning beyond the safeguarding partnership in Slough. The specific learning areas will be addressed by the SLG but there are key data, localities and learning and development areas that the 3 statutory partnerships will need to address jointly.

The wellbeing board is being asked to approve the themed areas and specifically agree that the Strong, healthy and attractive neighbourhoods' wellbeing strategy

priority will lead on the locality and communities specific learning points from the review. These would include:

- Explore and if necessary, seek to build upon and enhance the level of engagement with the Somali community.
- Review the community engagement strategy with diverse socially excluded communities to further understand and mitigate against any potential exploitation.
- Consider the implementation of a 'hyper local' communication strategy to engage with and support minority communities.
- Ahead of the research by Nottingham University, the partnership to review and seek to corroborate these concerns around the Roma community and prioritise an operational strategy built upon engagement, support and intervention

7. **Appendices Attached**

'A' Slough Equalities Review An independent review of the demographics of the victims and perpetrators of exploitation. May 2021

9. **Background Papers**

None.