

Appendix A – Equalities Objectives Consultation Summary

1. Overview

A consultation on the proposed equality objectives was conducted on the Citizen Space platform. The consultation was open from Wednesday 13 December 2023 to Friday 2 February 2024 (this was slightly extended from the usual 6 weeks to account for Christmas break - 7 weeks and 3 days). There were 40 responses.

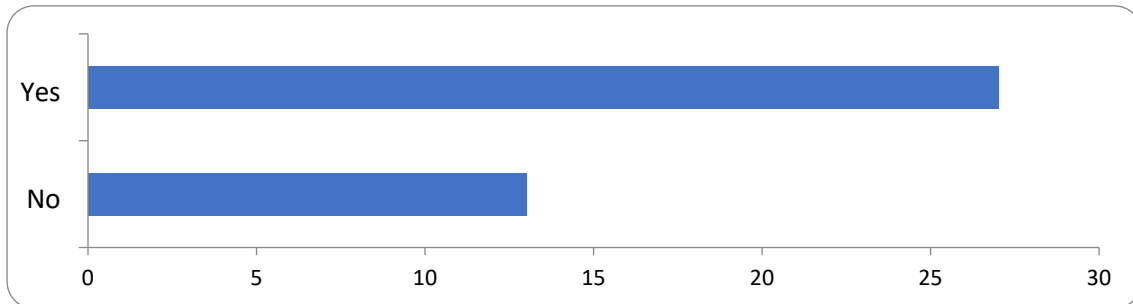
2. Summary of Responses

Question 1 asked for the respondent's name and was removed from the data before analysis to keep responses anonymous.

2: Do you live in Slough?

This question was required and had 40 responses.

67.5% (27 respondents) lived in Slough and 13 did not.

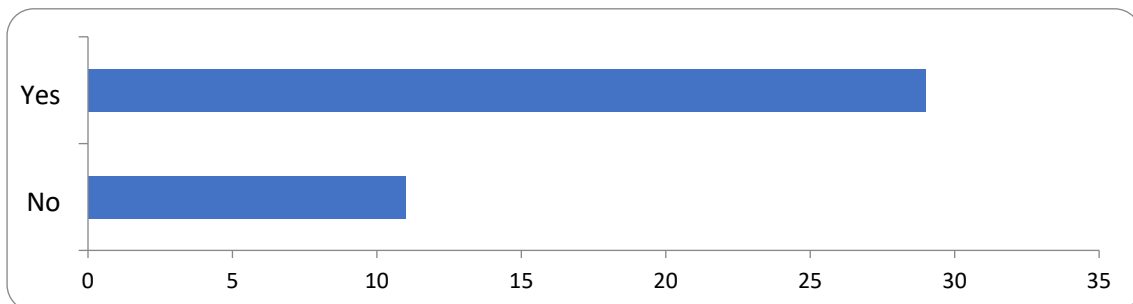


Option	Total	Percent
Yes	27	67.50%
No	13	32.50%

3: Do you regularly work in Slough (at least once a week)?

This question was required and had 40 responses.

72.5% (29 respondents) regularly worked in Slough and 11 did not.

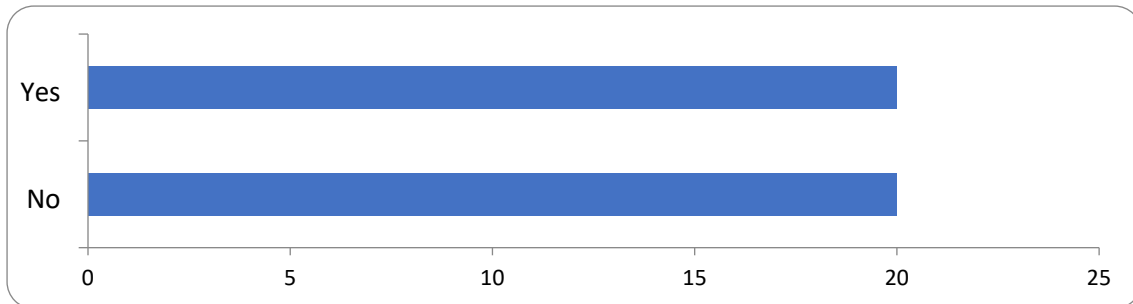


Option	Total	Percent
Yes	29	72.50%
No	11	27.50%

4: Are you a current employee of Slough Borough Council?

This question was required and had 40 responses.

50% (20 respondents) were current employees of Slough Borough Council and 50% were not.



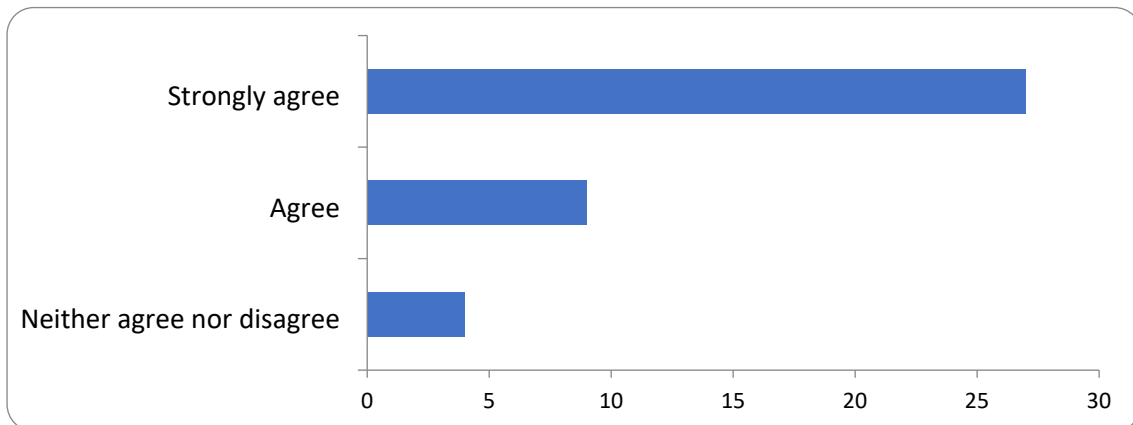
Option	Total	Percent
Yes	20	50.00%
No	20	50.00%

5: Do you agree that each of the following should be an equality objective?

This question was required and had 40 responses for each of the objectives.

Provide quality services for children and young people with SEND (special educational needs and disabilities).

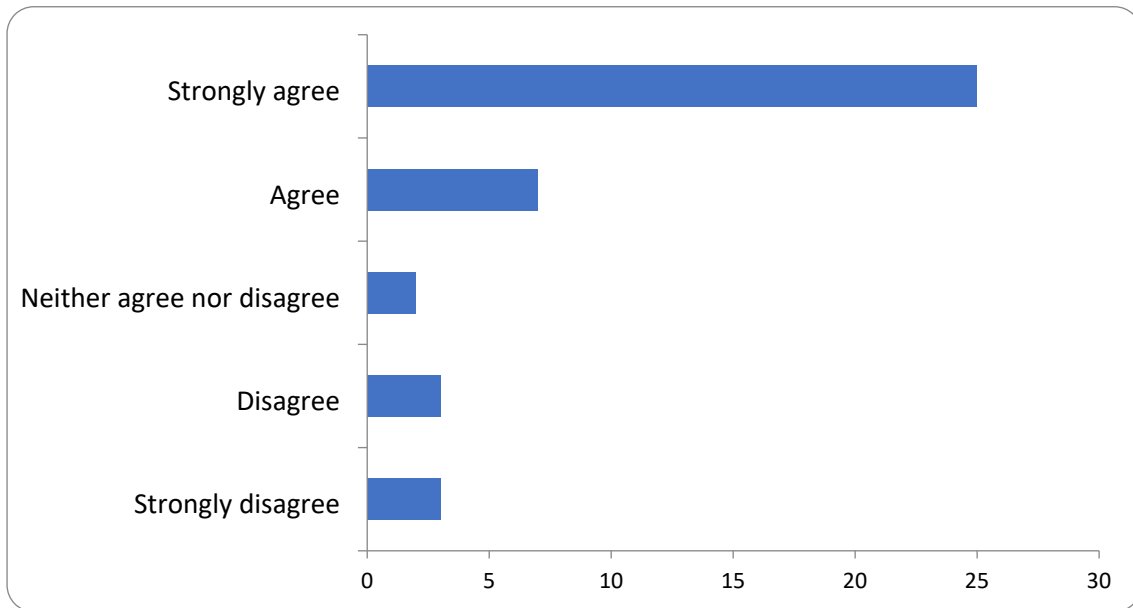
90% (36 respondents) strongly agreed or agreed with this objective.



Option	Total	Percent
Strongly agree	27	67.50%
Agree	9	22.50%
Neither agree nor disagree	4	10.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%

Improve outcomes for children and young people who are more likely to be disadvantaged based on their protected characteristic.

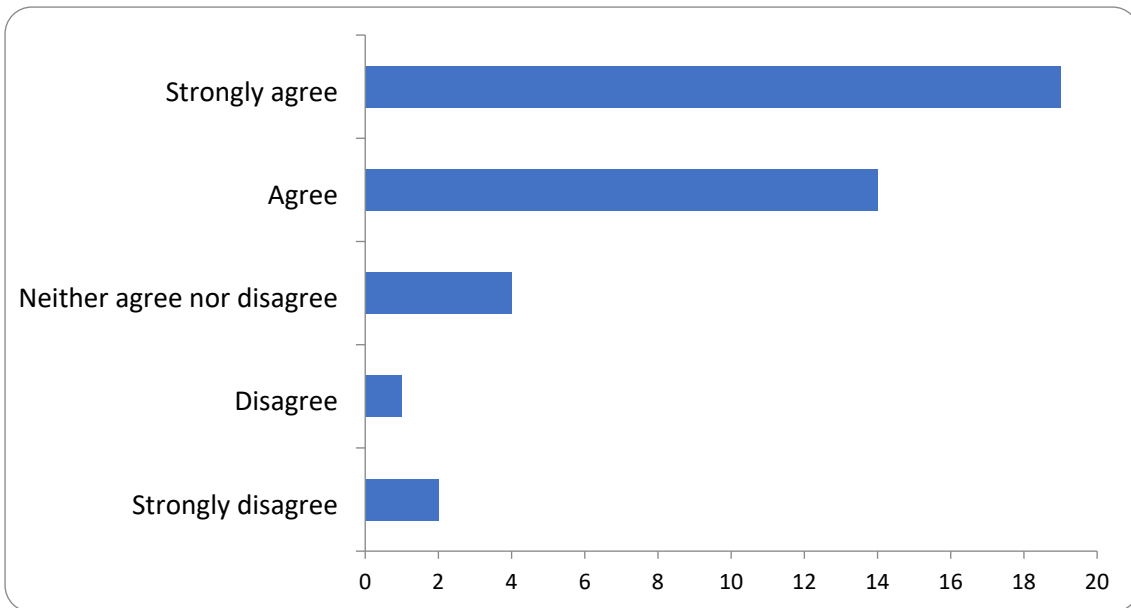
80% (32 respondents) strongly agreed or agreed with this objective.



Option	Total	Percent
Strongly agree	25	62.50%
Agree	7	17.50%
Neither agree nor disagree	2	5.00%
Disagree	3	7.50%
Strongly disagree	3	7.50%

Work with partners to target health inequalities and well-being between those from different protected characteristic groups.

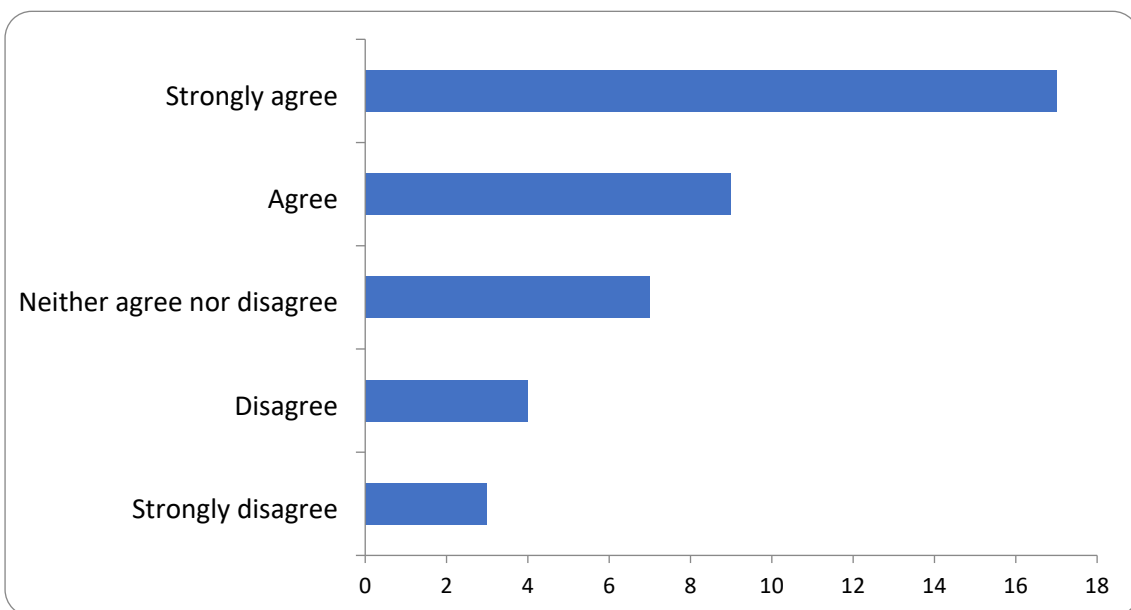
82.5% (33 respondents) strongly agreed or agreed with this objective.



Option	Total	Percent
Strongly agree	19	47.50%
Agree	14	35.00%
Neither agree nor disagree	4	10.00%
Disagree	1	2.50%
Strongly disagree	2	5.00%

Improve the collection of employees and applicant equalities data to ensure we are data-led in our actions to improve workforce inclusion and equality.

65% (26 respondents) strongly agreed or agreed with this objective.

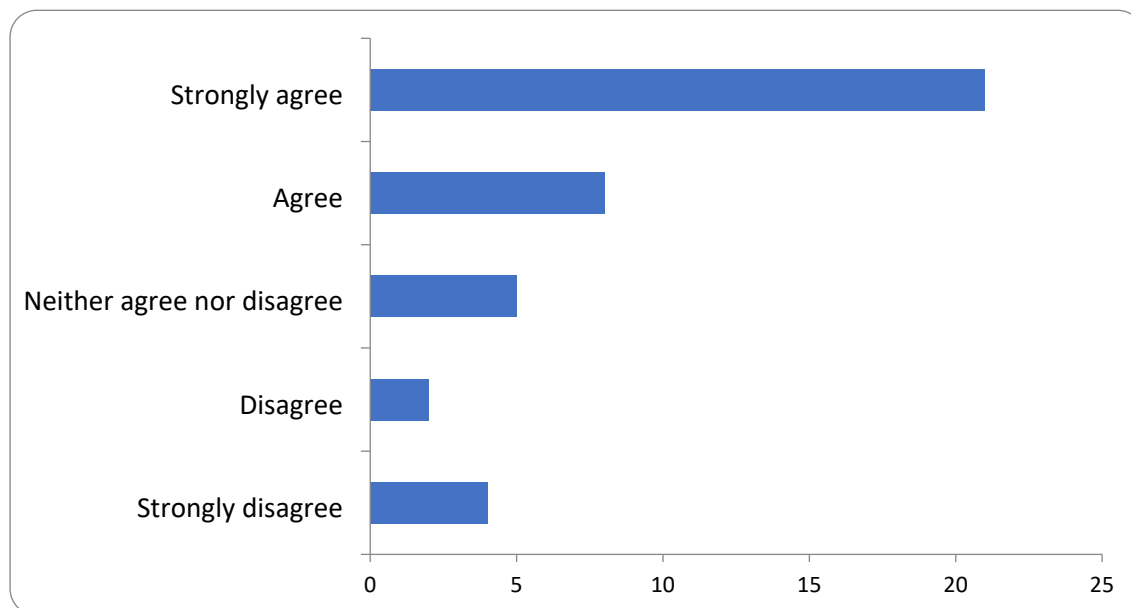


Option	Total	Percent
Strongly agree	17	42.50%
Agree	9	22.50%

Neither agree nor disagree	7	17.50%
Disagree	4	10.00%
Strongly disagree	3	7.50%

Recruit, retain and develop an inclusive workforce, where diversity is valued, and one that is more representative of our local communities.

72.5% (29 respondents) strongly agreed or agreed with this objective.



Option	Total	Percent
Strongly agree	21	52.50%
Agree	8	20.00%
Neither agree nor disagree	5	12.50%
Disagree	2	5.00%
Strongly disagree	4	10.00%

6: Please rank the objectives in order of priority, with 1 being the highest priority.

This question was required and had 40 responses for each objective.

Respondents ranked the proposed objectives from highest to lowest priority, resulting in the following overall priority:

1. Provide quality services for children and young people with SEND (special educational needs and disabilities).
2. Improve outcomes for children and young people who are more likely to be disadvantaged based on their protected characteristic.
3. Work with partners to target health inequalities and well-being between those from different protected characteristic groups.

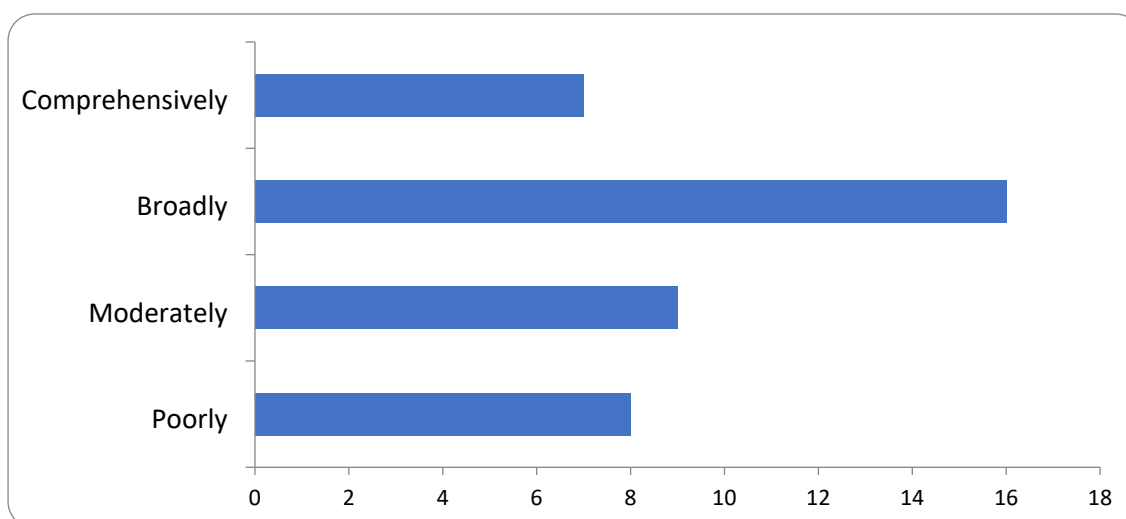
4. Recruit, retain and develop an inclusive workforce, where diversity is valued, and one that is more representative of our local communities.
5. Improve the collection of employees and applicant equalities data to ensure we are data-led in our actions to improve workforce inclusion and equality.

Priority	Objective	Percentage and number of people who ranked it as this priority
1	Provide quality services for children and young people with SEND (special educational needs and disabilities).	55% (22 respondents) ranked this as the highest priority.
2	Improve outcomes for children and young people who are more likely to be disadvantaged based on their protected characteristic.	40% (16 respondents) ranked this as the second highest priority.
3	Work with partners to target health inequalities and well-being between those from different protected characteristic groups.	37.5% (15 respondents) ranked this as the third priority.
4	Recruit, retain and develop an inclusive workforce, where diversity is valued, and one that is more representative of our local communities.	27.5% (11 respondents) ranked this as the second lowest priority.
5	Improve the collection of employees and applicant equalities data to ensure we are data-led in our actions to improve workforce inclusion and equality.	47.5% (19 respondents) ranked this as the lowest priority.

7: How well do these equality objectives address priority equality issues in Slough?

This question was required and had 40 responses.

40% (16 respondents) answered "broadly".



Option	Total	Percent
Comprehensively	7	17.50%
Broadly	16	40.00%
Moderately	9	22.50%
Poorly	8	20.00%

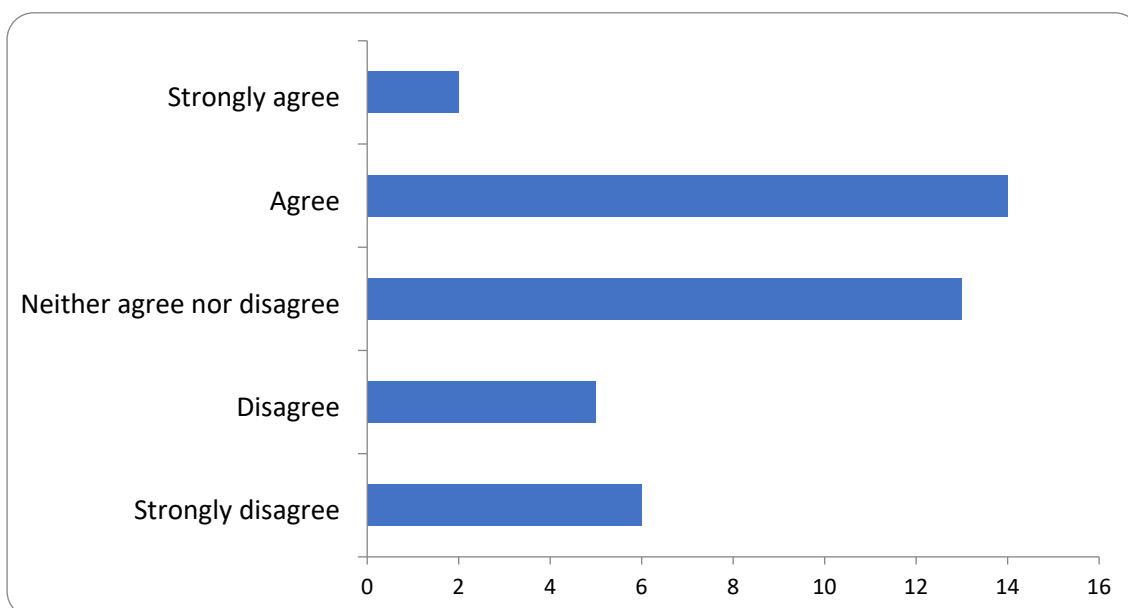
8: Is there anything missing from these equality objectives?

This question was optional and had 22 responses. Comments have been grouped into themes in section 3.

9: Do you agree that we have identified appropriate measures to show progress with each of these objectives?

This question was required and had 40 responses.

40% (16 respondents) strongly agreed or agreed, 32.5% (13 respondents) neither agreed nor disagreed, and 27.5% (11 respondents) disagreed or strongly disagreed.



Option	Total	Percent
Strongly agree	2	5.00%
Agree	14	35.00%
Neither agree nor disagree	13	32.50%
Disagree	5	12.50%
Strongly disagree	6	15.00%

There was also an optional box for respondents to enter any comments on this question and received 10 responses. Comments have been grouped into themes in section 3.

10: Please add any further comments you feel we should consider in relation to these proposed equality objectives.

This question was optional and had 10 responses. Comments have been grouped into themes in section 3.

3. Summary of Comments

26 respondents left a comment on at least one of the three optional questions that asked for comments. These comments have been organised into the themes below.

Themes and Sub-themes	Quotes
<p>Slough Borough Council – 10</p> <ul style="list-style-type: none"> • Concerns over recruitment and retention – 6 • Job grading/pay inequality – 3 • Culture change – 1 • Improve equality at high levels of the Council – 1 • Inefficient services (e.g., ASC, welfare, healthcare) – 1 • Recruit Slough residents - 1 • Shortage of staff – 1 	<ul style="list-style-type: none"> • “Inequality in terms of grading when compared to similar roles within the council needs to be addressed and rectified. You will not be able to recruit and retain staff if this continues.” • “Objectives around inclusion, equality needs to be reflected more at higher levels than IS AT present. The culture of the organisation need to change and more importantly improve so that experienced skilled staff remain thus reducing the cost of recruitment.”
<p>Potentially missing groups/areas of inequality/disadvantage - 16</p> <ul style="list-style-type: none"> • Crime – 4 <ul style="list-style-type: none"> ○ Crime rate/safety – 2 ○ Drugs – 2 ○ Anti-social behaviour - 1 ○ Black market – 1 ○ Knife crime – 1 • Gender inequality – 3 • White residents left out – 3 • Education – 2 • Housing – 2 • Income/cost of living/cost of services (e.g., childcare) – 2 • Older people with disabilities – 2 • Healthy/unhealthy food - 1 • Mental health – 1 • Muslim children – 1 • Services and activities for children aged 11-18 and young adults – 1 	<ul style="list-style-type: none"> • “What is missing is mention of Community Safety. The poor and weak suffer disproportionately in opportunity due to local crime and anti-social behaviour. It devastates communities and robs people of hope.” • “The equality between male and female is missing from these objectives. In too many communities in Slough, females are not treated equally with males. I have seen signs on buildings welcoming males to use the front door and women to use the back door. That is not equality and needs to be addressed.” • “Working Families who have an income but struggling with the living costs. They get no support and have to pay for any extra's needed. Working extra hours may then increase childcare costs.”

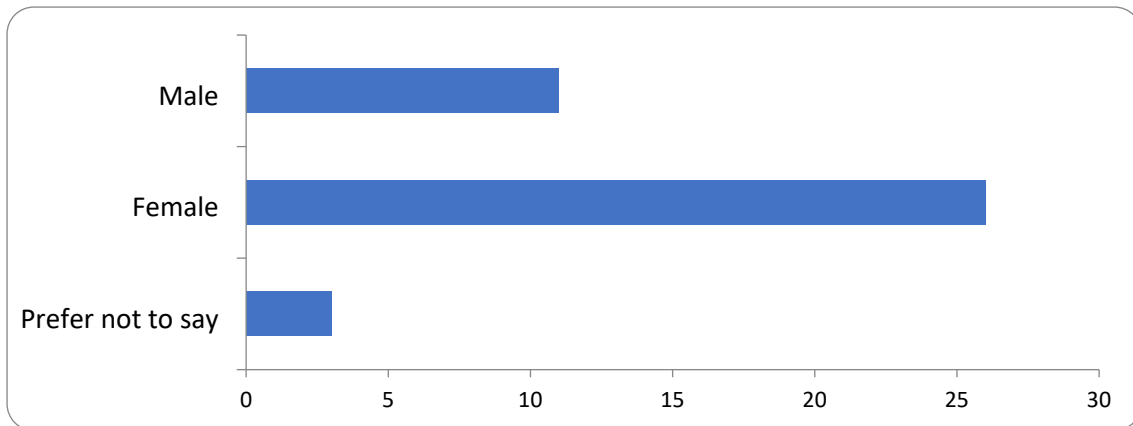
<ul style="list-style-type: none"> • Equal pay/gender and ethnicity pay gaps - 1 	<ul style="list-style-type: none"> • “there are more inequality issues than health, such as housing, pay, education that impact people's every day quality of life.” • “You talk of obesity but many shopping areas are awash with fast food outlets. Housing in Slough is often of HMOs where cooking a food storage is minimal. It's difficult to think of one's health when there are more pressing matters at hand.”
<p>The proposed objectives – 5</p> <ul style="list-style-type: none"> • More needs to be done in practice – 3 • Agree with emphasis on children/SEND – 2 • Could combine objectives 1 and 2 about children into one objective – 1 • Objective 2 could be broadened to include people of all ages – 1 • Objective 5 could be an action within a broader objective - 1 	<ul style="list-style-type: none"> • “The needs of children with SEND is most important in my eyes, but if ‘Improve outcomes for children and young people who are more likely to be disadvantaged based on their protected characteristic.’ is delivered , then the children with SEND should get the resources they need. So those two points are included in the one.”
<p>Other</p> <ul style="list-style-type: none"> • Did not agree with having any equality objectives – 2 (1 consultation respondent, 1 email comment) • Divided community - 1 • Immigration – 1 • Traffic – 1 	

4. Demographic Breakdown of Respondents

All the demographic questions were optional. Respondents who wished not to answer a question could either select “prefer not to say” or skip the question; these have been combined into “Prefer not to say or not answered” in the analysis below.

11: What is your sex (as registered at birth)?

65% (26 respondents) were female.

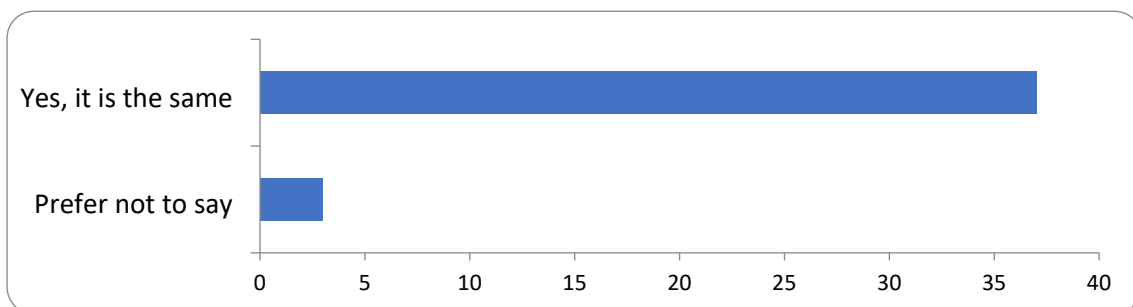


Option	Total	Percent
Male	11	27.50%
Female	26	65.00%
Prefer not to say or not answered	3	7.50%

12: Is the gender you identify with the same as your sex registered at birth?

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.

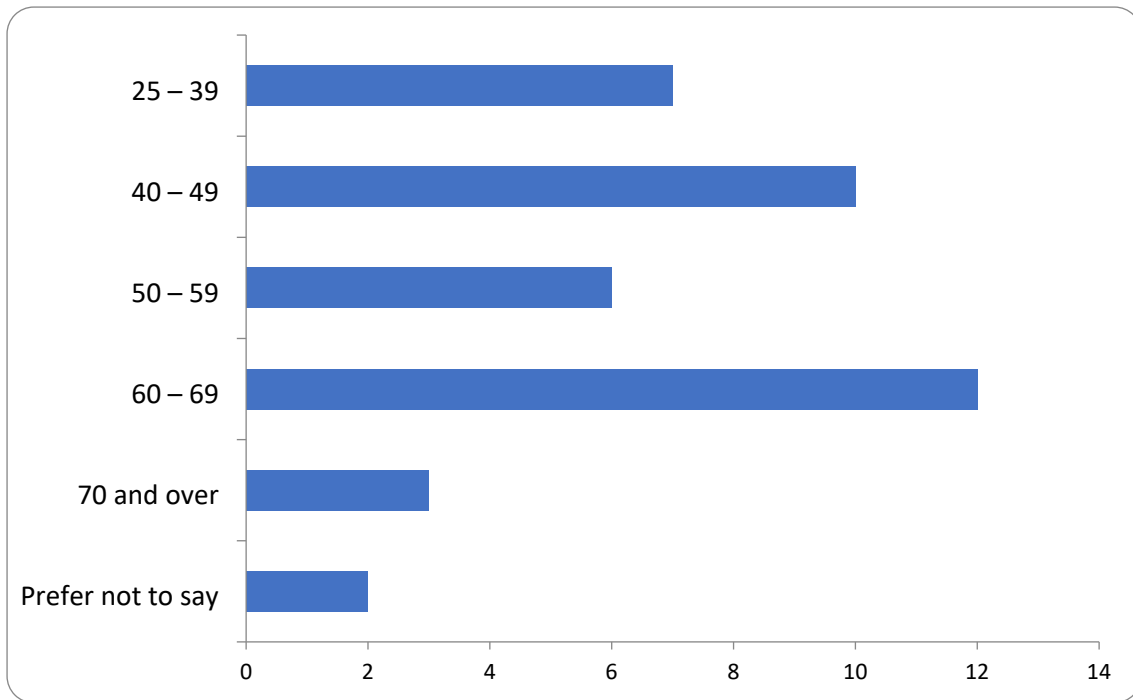
92.5% (37 respondents) answered that their gender identity was the same as their sex registered at birth.



Option	Total	Percent
Yes, it is the same	37	92.50%
No, it is different (please specify your gender identity)	0	0.00%
Prefer not to say or not answered	3	7.50%

13: What is your age?

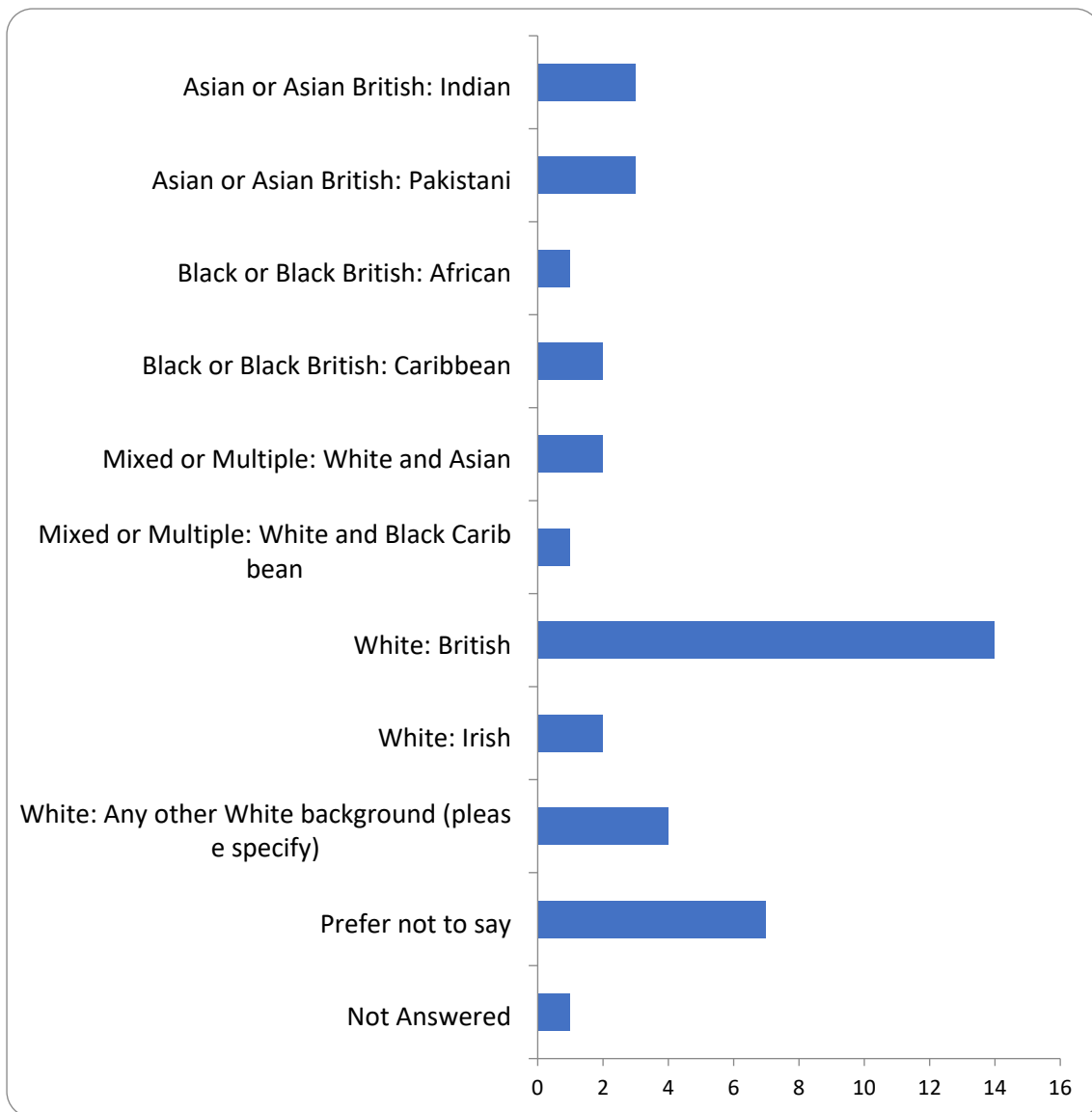
30% (12 respondents) were aged 60-69. 25% (10 respondents) were aged 40-49. There were no responses from anyone aged 24 and under.



Option	Total	Percent
0 – 15	0	0.00%
16 – 24	0	0.00%
25 – 39	7	17.50%
40 – 49	10	25.00%
50 – 59	6	15.00%
60 – 69	12	30.00%
70 and over	3	7.50%
Prefer not to say or not answered	2	5.00%

14: What is your ethnic group?

50% (20 respondents) were from White ethnic groups, 15% (6 respondents) were Asian ethnic groups, 7.5% (3 respondents) were from Black ethnic groups, and 7.5% (3 respondents) were from Mixed or Multiple ethnic groups.



Option	Total	Percent
Asian or Asian British: Bangladeshi	0	0.00%
Asian or Asian British: Chinese	0	0.00%
Asian or Asian British: Indian	3	7.50%
Asian or Asian British: Pakistani	3	7.50%
Asian or Asian British: Sikh	0	0.00%
Asian or Asian British: Any other Asian background (please specify)	0	0.00%
Black or Black British: African	1	2.50%
Black or Black British: Caribbean	2	5.00%
Black or Black British: Any other Black background (please specify)	0	0.00%
Mixed or Multiple: White and Asian	2	5.00%
Mixed or Multiple: White and Black African	0	0.00%
Mixed or Multiple: White and Black Caribbean	1	2.50%
Mixed or Multiple: Any other Mixed or Multiple background (please specify)	0	0.00%

Other ethnic group (please specify)	0	0.00%
White: British	14	35.00%
White: Irish	2	5.00%
White: Any other White background (please specify)	4	10.00%
Prefer not to say or not answered	8	20.00%

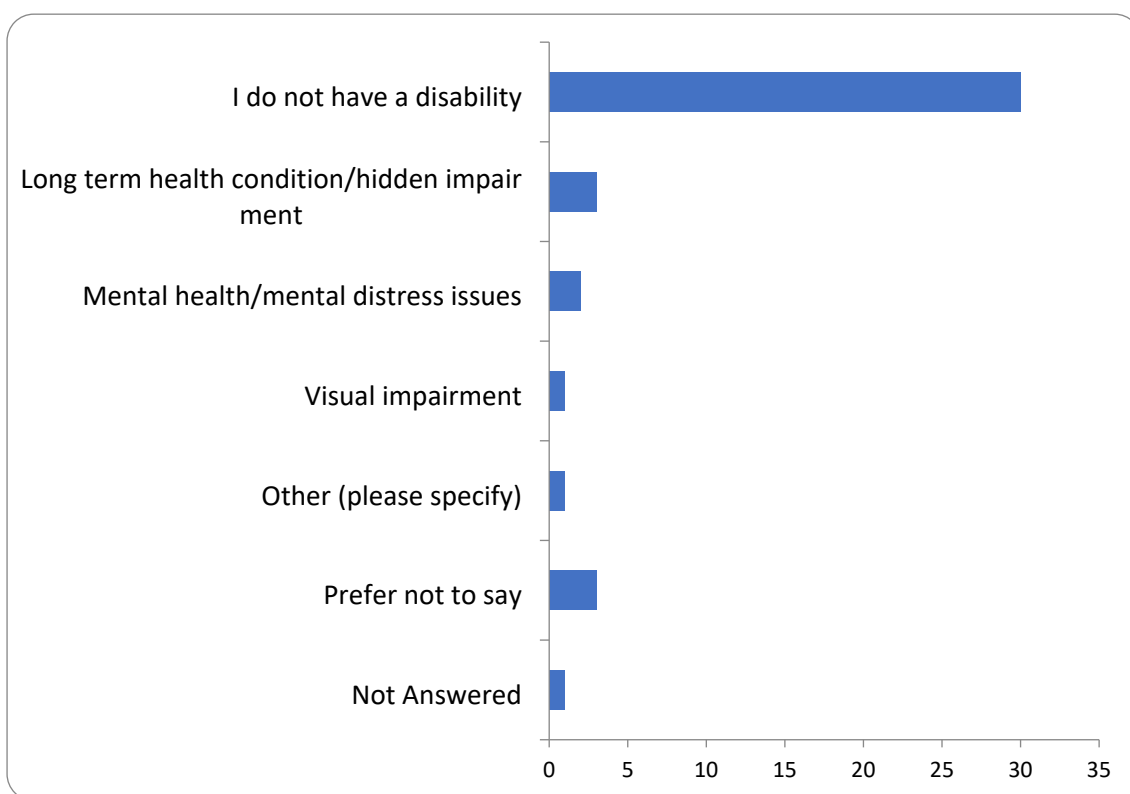
Four respondents selected “White: Any other White background” and specified:

- 2 White English
- 1 Spanish
- 1 Hungarian

15: Do you have a disability? If yes, please tell us which of the following groups apply to you.

Under the Equality Act 2010, a person is considered to have a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

75% (30 respondents) did not have a disability. 17.5 (7 respondents) had a disability.



Option	Total	Percent
I do not have a disability	30	75.00%
Deaf/BSL User	0	0.00%
Hearing impairment	0	0.00%
Learning difficulties	0	0.00%

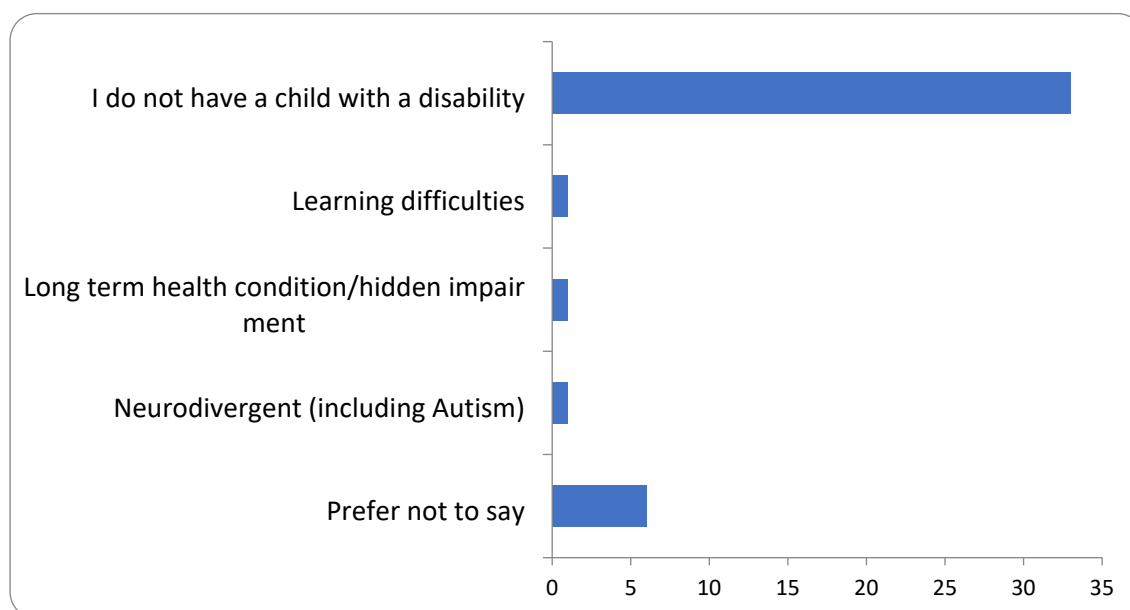
Long term health condition/hidden impairment	3	7.50%
Mental health/mental distress issues	2	5.00%
Neurodivergent (including Autism)	0	0.00%
Physical impairment	0	0.00%
Visual impairment	1	2.50%
Other (please specify)	1	2.50%
Prefer not to say or not answered	4	10.00%

One respondent selected “other” and specified that they “have a recent condition which may end up meeting the above criteria”.

16: Do you have a child (aged under 18) with a disability? If yes, please tell us which of the following groups apply to your child.

Under the Equality Act 2010, a person is considered to have a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

82.5% (33 respondents) did not have child with a disability. 7.5% (3 respondents) had a child with a disability.

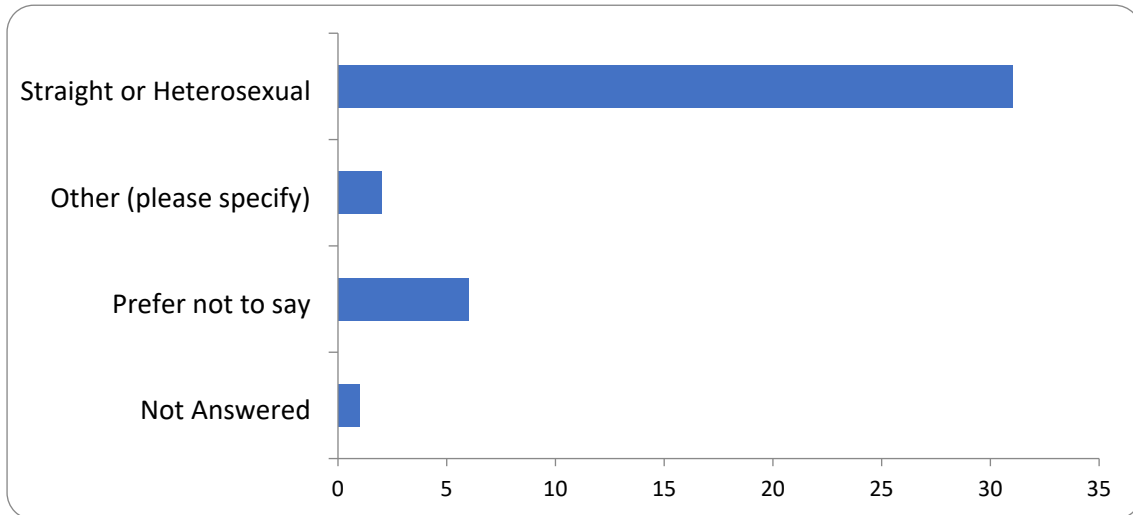


Option	Total	Percent
I do not have a child with a disability	33	82.50%
Deaf/BSL User	0	0.00%
Hearing impairment	0	0.00%
Learning difficulties	1	2.50%
Long term health condition/hidden impairment	1	2.50%
Mental health/mental distress issues	0	0.00%
Neurodivergent (including Autism)	1	2.50%
Physical impairment	0	0.00%
Visual impairment	0	0.00%

Other (please specify)	0	0.00%
Prefer not to say or not answered	6	15.00%

17: How would you describe your sexual orientation?

77.5% (31 respondents) identified as Straight or Heterosexual.

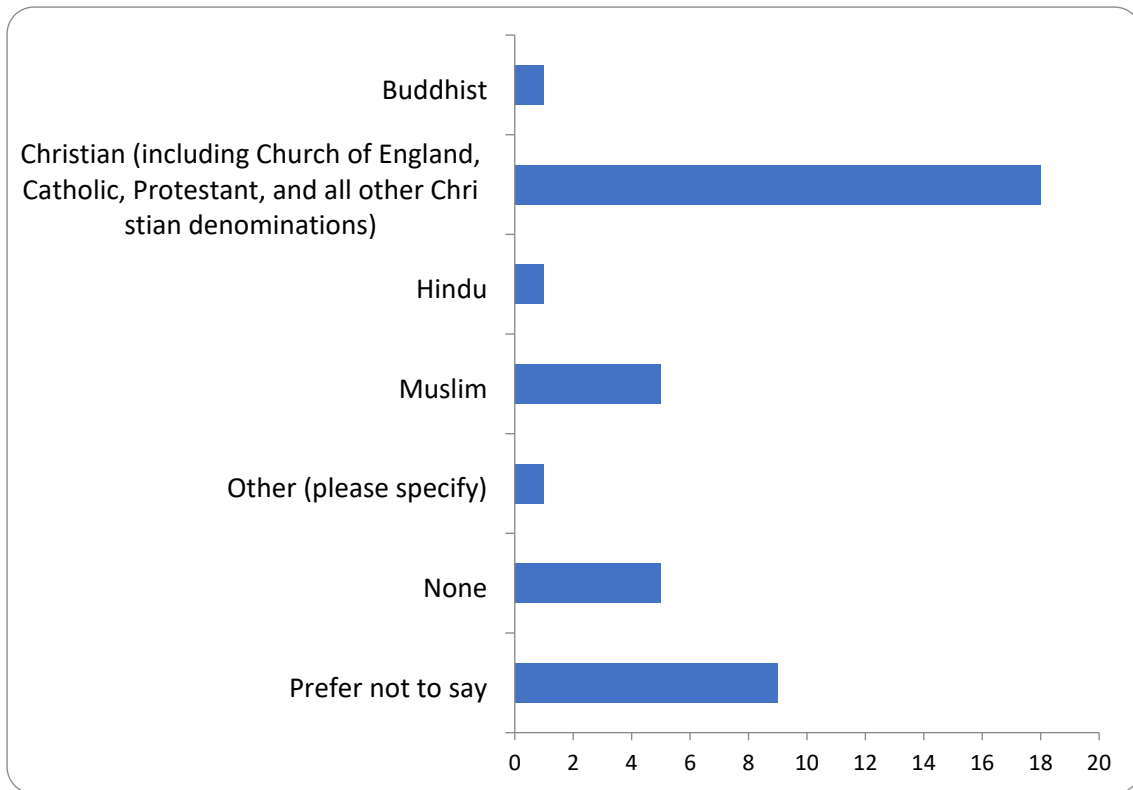


Option	Total	Percent
Bisexual	0	0.00%
Gay or Lesbian	0	0.00%
Straight or Heterosexual	31	77.50%
Other (please specify)	2	5.00%
Prefer not to say or not answered	7	17.50%

2 respondents selected “other” but did not specify a sexual orientation.

18: What is your religion, faith, or belief?

45% (18 respondents) were Christian, 12.5% (5 respondents) were Muslim, and 12.5% (5 respondents) had no religion.

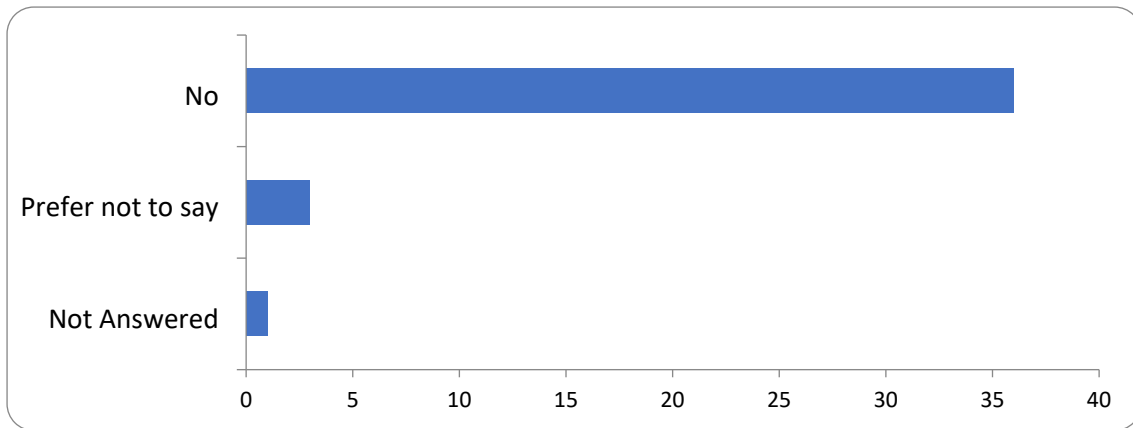


Option	Total	Percent
Buddhist	1	2.50%
Christian (including Church of England, Catholic, Protestant, and all other Christian denominations)	18	45.00%
Hindu	1	2.50%
Jewish	0	0.00%
Muslim	5	12.50%
Sikh	0	0.00%
Other (please specify)	1	2.50%
None	5	12.50%
Prefer not to say or not answered	9	22.50%

One respondent selected “other” and specified “I have a belief but it is not constrained by any of the above”.

19: Are you pregnant?

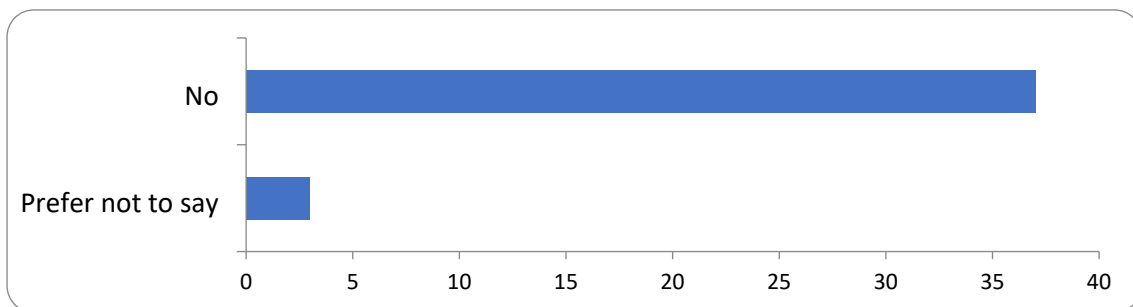
No respondent answered that they were pregnant.



Option	Total	Percent
Yes	0	0.00%
No	36	90.00%
Prefer not to say or not answered	4	10.00%

20: Have you had a baby in the last 12 months?

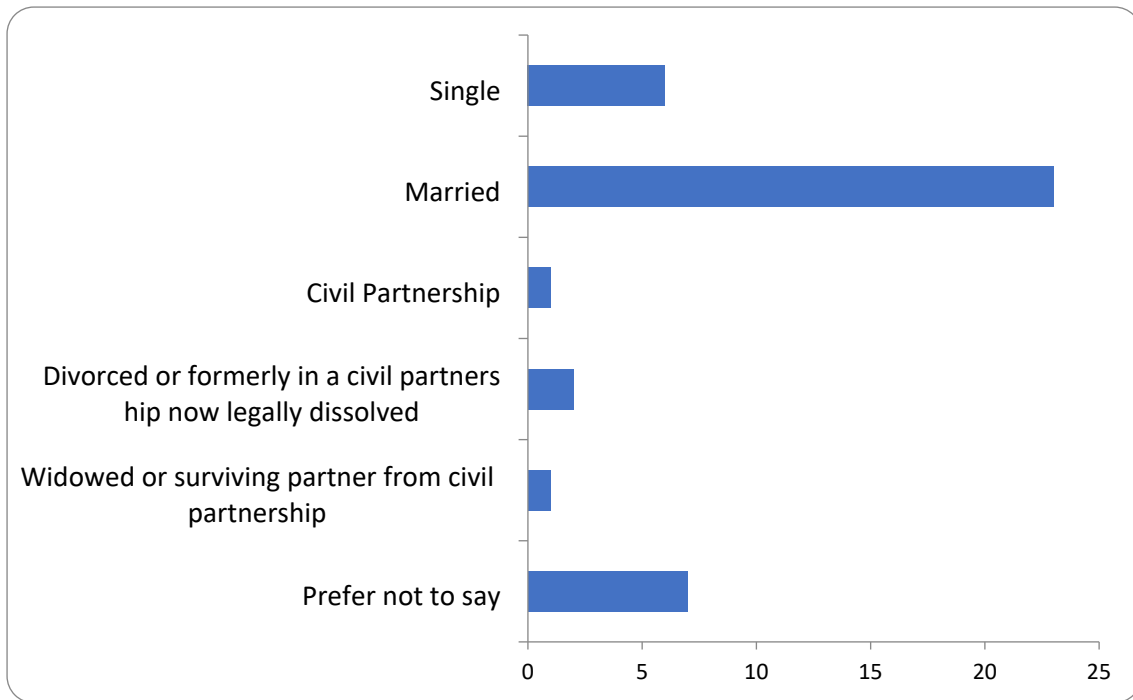
No respondent answered that they had a baby in the last 12 months.



Option	Total	Percent
Yes	0	0.00%
No	37	92.50%
Prefer not to say or not answered	3	7.50%

21: What is your legal marital or registered civil partnership status?

57.5% (23 respondents) were married and 15% (6 respondents) were single.

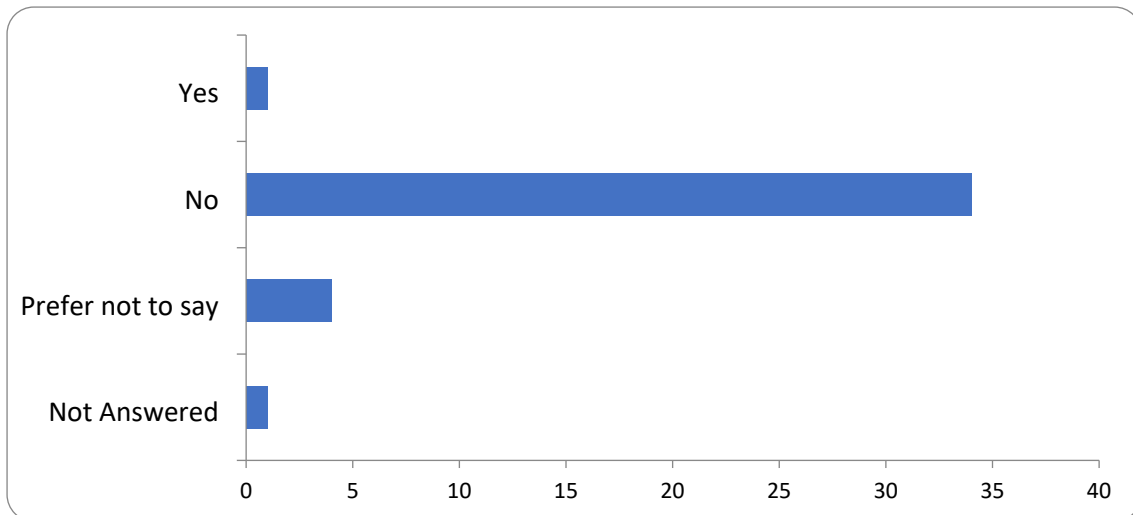


Option	Total	Percent
Single	6	15.00%
Married	23	57.50%
Civil Partnership	1	2.50%
Separated, but still married or in a civil partnership	0	0.00%
Divorced or formerly in a civil partnership now legally dissolved	2	5.00%
Widowed or surviving partner from civil partnership	1	2.50%
Prefer not to say or not answered	7	17.50%

22: Are you a member of the Armed Forces Community?

The Armed Forces community includes regular personnel, reservists, veterans, adult cadet force volunteers and families of regular personnel, reservists and veterans.

One respondent answered that they were a member of the Armed Forces Community.

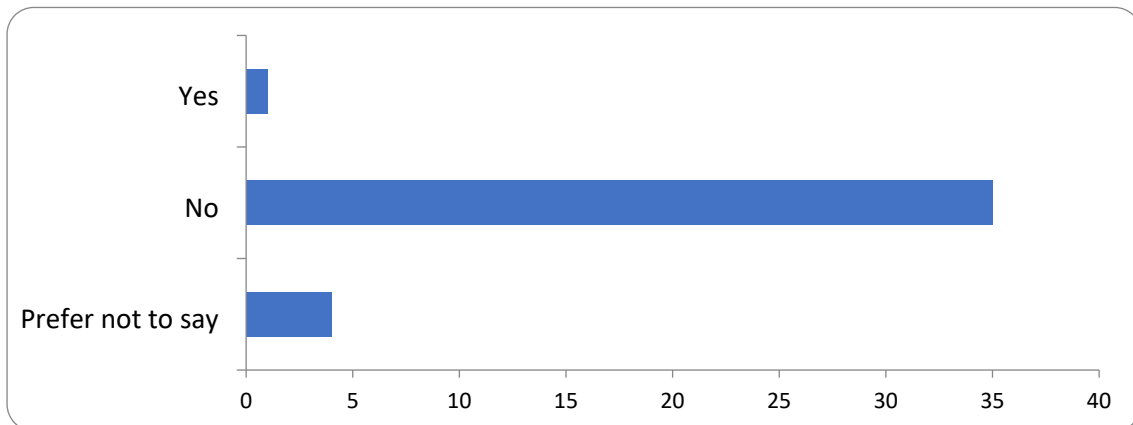


Option	Total	Percent
Yes	1	2.50%
No	34	85.00%
Prefer not to say or not answered	5	12.50%

23: Are you currently or have you previously been a child or young person (18-25) in care?

For example, in foster care.

One respondent answered that they were currently or had previously been a child or young person in care.



Option	Total	Percent
Yes	1	2.50%
No	35	87.50%
Prefer not to say or not answered	4	10.00%