

Slough Borough Council Equality Objectives 2017-2021

The following Equality Objectives are published as part of the Public Sector Equality Duty (Equality Act 2010). They cover a 4 year period but progress will be updated annually.

The council recognises that at the heart of the work that we do for those who live, work and visit our town, are the values of our workforce. We care deeply about the work we do for our town and its residents, visitors and businesses; all the people we are **accountable** to. We are **ambitious** in our plans for the borough, **innovative** in our thinking and actions; all the time listening and **responsive** to those who need us, **empowering** and supporting everyone to reach their goals.

We are one team.

We are Slough Borough Council

(1) “Slough Borough Council will have a representative and inclusive workforce”

We will:

- Improve recruitment processes to make them more accessible and attractive to disabled applicants.
- Promote agile and flexible working practices for all.
- Grow and develop talent from within the organisation.
- Develop a well-trained workforce of staff and managers at all levels, which understand and promote dignity at work for all.
- Promote SBC as a supportive workplace for LGBT staff (through the development of staff- networking groups, awareness –raising articles and staff training and engagement).

(2) “Slough Borough Council will reduce inequalities in service access and outcomes”

Focus on educational achievement:

We will support schools in:

1. reducing gaps in attainment and progress for reading, writing and mathematics between Special Educational Needs (SEN) and non SEN pupils, and between disadvantaged and non disadvantaged pupils, both within Slough and nationally.
2. reducing gaps in attainment and progress at Key stage four in ‘progress 8 measures’ between SEN and non SEN pupils and between disadvantaged and non disadvantaged pupils, both within Slough and nationally.
3. reducing gaps in attainment and progress at all key stages between pupils of different ethnic backgrounds and in particular white British pupils, both within Slough and nationally.

4. in raising the attainment and progress of all pupils in achieving a 'Good level of development' in the Early Years Foundations Stage.

Focus on Adult and Children's health (encouraging self help and early prevention):

1. We will reduce overweight and obesity levels at year 6 to 36% by 2020.
2. We will continue to reduce smoking levels in all adults.
3. We will increase men's uptake of CardioWellness 4 Slough (CW4S) NHS Health Checks by ensuring at least 30% of representation is by men, yearly.
4. We will increase targeted uptake of CW4S by ensuring that 50% uptake is from deprived quintiles 2&3, yearly.

Focus on Housing:

We will:

1. Review who is eligible for social housing and regularly monitor the impact on different equality groups.
2. Ensure all of our social housing is of the highest standard to support those with disabilities and other special needs.
3. Enforce high standards in the private rented market.

(3) "Slough Borough Council will improve equality of opportunity through fair and evidence-based decision-making"

We will:

- Improve the collection and use of quantitative and qualitative information available on the impact of major decisions on different equality groups.
- Ensure residents have the opportunity to have their views heard on all major decisions.
- Commit to mitigating negative impacts, wherever reasonable and proportionate.

(4) "Slough Borough Council will help to foster good community relations and cohesion"

We will:

- Provide a leadership role on issues that impact on local community cohesion.
- Promote mutual respect and tolerance.
- Promote local democracy and civic engagement

- Champion equality and challenge prejudice
- Re-inforce civic values and democracy
- Promote dialogue and understanding between different groups
- Speak out against extremism, in all its forms