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Context

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Context cont...

Not just our finances that were broken

Directions cover every area of our business – but not our equalities work

Significant deficits in knowledge and skills – including equalities

And of course – our PSED was out of date

The equalities challenge

From EHRC – Jan 2023

“In particular we have not been able to find up to date equality objectives, and your equality report is from 2020. We have not found any equality information on service delivery, and the workforce data is from 2020. However, we did find that the gender pay gap report includes an action plan with some specific activities, including increasing diversity of recruitment panels and tackling under-representation of women in the workforce. We also found some recent equality impact assessments, from 2020.”

The equalities challenge...

We got the letter from EHRC because:

- Slough's governance wasn't good enough

- We had poor data and used what we did have poorly

- Our understand of equalities and how to address equalities deficits was poor

- Slough is a super diverse area and so this can mask challenges

Our approach

Three questions:

What are our deficits?

How can we meet them now within the resources available?

How can we keep improving in the future?

Where are we now

EHRC Oct 23

“We promised that we would review your website in September to see how you are getting on, and it is clear that you are working very hard to become compliant with the specific duties, considering all of the financial pressures you are under and all the changes you have had to make. This includes the very extensive workforce equality data that you published in March, and the information you have published on your Slough Insights Data Pack in August providing information on the population of Slough. We are also looking forward to the publication of your corporate plan with the equality objectives in the coming months. The publication of equality objectives that are specific and measurable will be the final piece of information that Slough needs to demonstrate its compliance with the PSED specific duties.”

Where are we now

Draft equalities objectives discussed at Scrutiny this week

Draft objectives to cabinet on 20th November

Draft objectives intended to go for public consultation (subject to cabinet)

Where next

Adoption of objectives post consultation

Delivery plans being developed

Improving use of data in all service design including assessing the equalities impact

Workforce upskilling on a range of equalities issues and practice