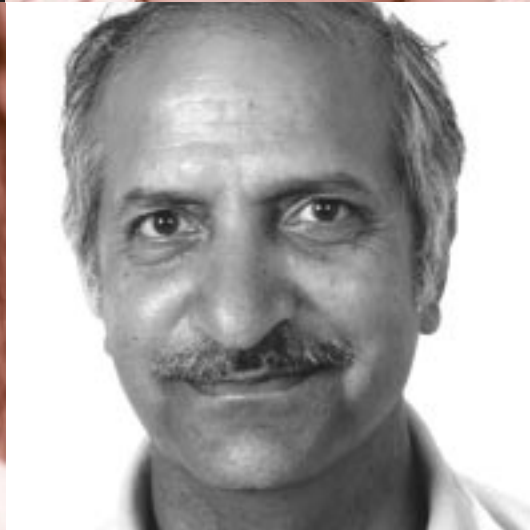
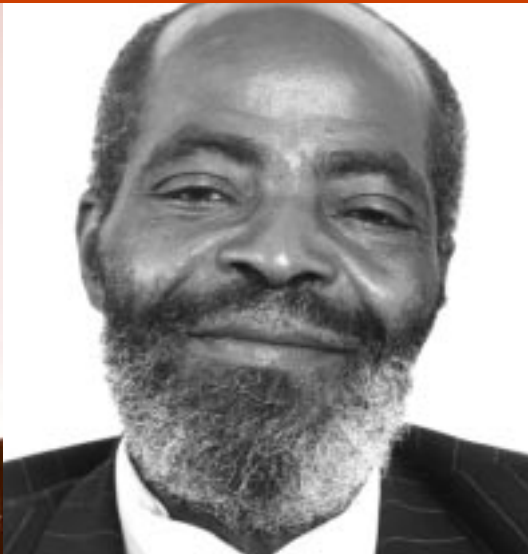




Corporate Equality Policy and Action Plan 2004 – 2006





Foreword

Brent is one of the most diverse communities in Europe and I believe that diversity is our strength. It is what makes the borough such an exciting place in which to live, work and play. Brent is unique in being the only council in Britain with an ethnic majority workforce serving an ethnic majority community.

Brent has had a long term commitment to promoting equality and diversity and the council formally renewed this commitment two years ago when we adopted a new Diversity Policy Statement with the strapline, **“Brent, Proud of our Diversity”**. And last year we established a new diversity team to further help promote the council’s agenda on equality and diversity.

This council wants Brent to be a place where all its communities enjoy a high quality of life and people feel able to fully participate in society. We understand that the council plays a crucial role in developing opportunities for social inclusion and community cohesion and that is why we have worked in partnership with our neighbours in the west London area on a Government pathfinder project designed to help the whole region.

But, we know there is still much to do when it comes to promoting equality of opportunity and good community relations. Year on year, we will continue to work to ensure that all the services we provide as a council are sensitive to local needs and that our workforce accurately reflects the wider community at every level including senior management.

Finally, we welcome your feedback on how you think we’re doing, and on which issues are important to you. Perhaps you’d like to see the council focus more on the needs of disabled people, or on faith groups in our community? Whatever, you think, the Corporate Diversity Team would like to hear your views, and you can speak to an officer in the team by calling **020 8937 1384/1117/1099/1069/1023**.

Cllr Ann John
Leader of the Council





Introduction

Promoting equality and diversity is at the very heart of everything Brent Council does. It informs our policy development, drives our service delivery and determines our vision for the future of the borough.

Brent is one of only two local authorities in the country serving an ethnic majority population. We believe that our diversity is our strength and we are proud of the rich mix of people who live, work and play in this borough making Brent a unique and exciting place to be.

We have worked hard to promote good relations between the people who make up our different communities, taking seriously our role as a community leader. It is no accident that Brent's multi-racial, multi-faith community lives in relative harmony.

Addressing the needs of our communities is an important element of our work, but it is only part of the story. We actively promote community cohesion, being well placed to do this, and Brent works in close co-operation with community leaders through our Local Strategic Partnership.

Our success can be seen in a number of ways – the rise in number of students achieving GCSE passes, no families now being in bed and breakfast accommodation for more than six weeks, the introduction of new warden schemes, and a Registrar's office which is open seven days a week, to name a few.

The Black and Minority Ethnic Forum and a Multi-Faith Forum were also recently launched, and we've implemented a range of other innovative projects, such as the Youth Crime Prevention Strategy, the Older People's Care Coordination Service and we are tackling environmental crime.

Providing services in a diverse borough like Brent presents many challenges. The council has been successful in addressing these challenges over the last decade or so. I am confident that as we continue to develop our services and policies for staff, ensuring that effective implementation processes are in place, we will deliver ever better services to our richly diverse community.

Gareth Daniel
Chief Executive





Corporate Equality Policy and Action Plan

This is the first time Brent has brought together a corporate equality policy and a corporate equality action plan in a single document. This policy and action plan is consistent with the council's Race Equality Scheme and will run concurrently.

Together, the policy and action plan, form an overarching document, and whilst the policy part of this document represents a statement of our intent, the action plan will help ensure consistency across our service areas.

The policy sets the council's values around promoting equality and diversity, in employment and in service delivery, whilst the action plan sets out our corporate targets, and as such is generic in its approach.

Progress against the action plan will be monitored by the council's Leadership Group on Equality and Diversity, which is made up of the Leader of the Council, the lead member for Equalities and members of the Corporate Management Team.

Every service area also has its own equality action plan which is driven by its Equality Action Group, and these plans are much more detailed, and are monitored by the senior managers in each of the council's services.

Further copies of this document and copies of service area equality action plans are available from Manjula Shah in the Corporate Diversity Team on **020 8937 1023**.



Background

The Corporate Equality Policy forms the basis of our commitment to the Equality Standard for Local Government, which the council adopted in June 2003. The standard will:

- Help us to mainstream equality
- Help us to meet our legal obligations
- Help us to meet the rigours of the Best Value regime
- Encourage anti-discriminatory practice in service delivery and in employment
- Help us to tackle different forms of institutionalised discrimination
- Provide a framework for improving our performance over time

There are five levels to the standard and the council reached Level one in March 2004 and aims to reach Level 2 and be working towards Level 3 by March 2006.

This policy document has incorporated a Corporate Equality Action Plan, which sets out clear targets and timetables for achieving those objectives. This plan is consistent with the council's current Race Equality Scheme and Race Equality Action Plan.

The council's strategic diversity policy statement clearly summarises our position in terms of our vision and values:

“Brent Council is committed to ensuring that the services we provide are relevant to the needs of all sections of the community and that our workforce represents the people we serve.”

“We aim to ensure that our services meet the varied individual needs and expectations of local people and that everyone has equal access to services, regardless of their race, heritage, gender, religious or non-religious belief, nationality, family background, age, disability or sexuality.

We recognise that services must be relevant, responsive, and sensitive, and that the council must be perceived as fair and equitable in its provision of services by our service users, by our partners and the wider community. We aim to ensure that our contractors and others who deliver our services also share our vision and values.”

“We also recognise that we work in a richly diverse community and understand the strategic importance of achieving a diverse workforce, which reflects that community. We undertake to recruit, develop and retain the most talented people by valuing the varied skills and experiences they bring to Brent Council; by investing in their training and development; by treating staff fairly and equitably; by combating harassment and discrimination at work, and by encouraging an honest and open culture which values the differences between us.”

“As a council we recognise the important leadership role we have in promoting and encouraging tolerance, fairness and equality and in influencing other service providers and employers. Brent Council undertakes to work closely with local people, businesses, employers, voluntary and community groups and our other partners to build a more tolerant, compassionate, and respectful place in which we can all live and work.”





Scope of this policy

The policy applies in respect of all strands of equality:

- Age
- Ethnicity, race, colour and national origin
- Gender
- Disability
- Religion/faith heritage, family background
- Sexual orientation.

The policy applies to all aspects of the council's functions:

- The provision of direct services
- The commissioning and procurement of goods and services
- The recruitment and employment of staff
- The training and development of staff
- Our community involvement
- Grant making
- Consultation with local people, and in our partnerships with other organisations
- Our exercise of statutory powers and responsibilities.

The policy applies at all levels in the council, including individual levels.

Aims of this policy

The council aims to:

- Eliminate all forms of discrimination and harassment which are under the control and influence of Brent Council
- Promote equality of opportunity, good relations between people of different races and groups and perpetuate a sense of community cohesion
- Help celebrate and value the differences between us (in both the council and the community) and communicate our pride in our diversity
- Comply with all our legal requirements and adhere to our responsibilities of providing community leadership.



Our objectives – service and employment

- Ensure that we allocate appropriate financial resources to progressing the council's agenda on equality and diversity (subject to budget constraints)
- Ensure that our services are relevant to the needs of our local community and are delivered in a way that is appropriate and sensitive
- Ensure that information about our services is offered in appropriate formats and languages and appears in media read or heard by local people
- Ensure that we consider the equality implications of any new decisions taken by the council
- Improve the ways in which we monitor the take up and non-take up of services
- Ensure that we are mindful of equality implications in our commissioning, procurement, and grant making processes and procedures
- Ensure that we are mindful of our duties under Best Value to ensure the well-being of our community
- Improve our communication and consultation with our local community
- Ensure that equality considerations are integrated into relevant service development plans to help mainstream equalities into day-to-day service planning, management and delivery
- Train staff to ensure they are aware of the council's values and communicate these values to staff through a variety of media
- Ensure that jobs with the council are accessible to all sections of the community, and that our recruitment policies or practices do not indirectly discriminate against a particular group of job seekers
- Promote opportunities to ensure that not only is the council's workforce representative of the local community, but that this representation is also reflected across all levels and grades
- Deal with workplace harassment and bullying at work decisively, communicating clearly the message that staff have the right to dignity at work. This includes safeguarding staff from harassment by members of the public
- Monitor the recruitment, promotion, the take up of training and development opportunities, grievances, disciplinarys, cases at employment tribunal and exit interviews to ensure fairness and good employment practices
- Undertake regular workforce monitoring, including publishing an annual workforce monitoring report
- Regularly review employment policies and procedures to ensure that they are not directly or indirectly discriminatory and consider the equality implications of all new employment policy and procedure
- Ensure that staff are treated equitably in relation to pay and other benefits, including their career development



Community leadership

- Encourage greater participation in local democracy and representation on public and voluntary bodies from people who would normally feel excluded from the decision-making process
- Promote the value of diversity through local events organised throughout the year
- Put resources into dealing with hate crime and supporting the victims of such crime
- Ensure that all sections of the community feel they have something to benefit from the regeneration of the borough
- Work with partner agencies to promote community cohesion.

Resources and responsibilities

The council will ensure that it provides adequate resources to developing, promoting and monitoring this equality policy. The leadership group on Equality and Diversity is made up of members of the Corporate Management Team, the council's Chief Executive, the Leader of Brent Council as well as the lead Member for Equality and Service Improvement. The leadership group is responsible for overseeing the implementation of all the council's plans for equality and diversity.

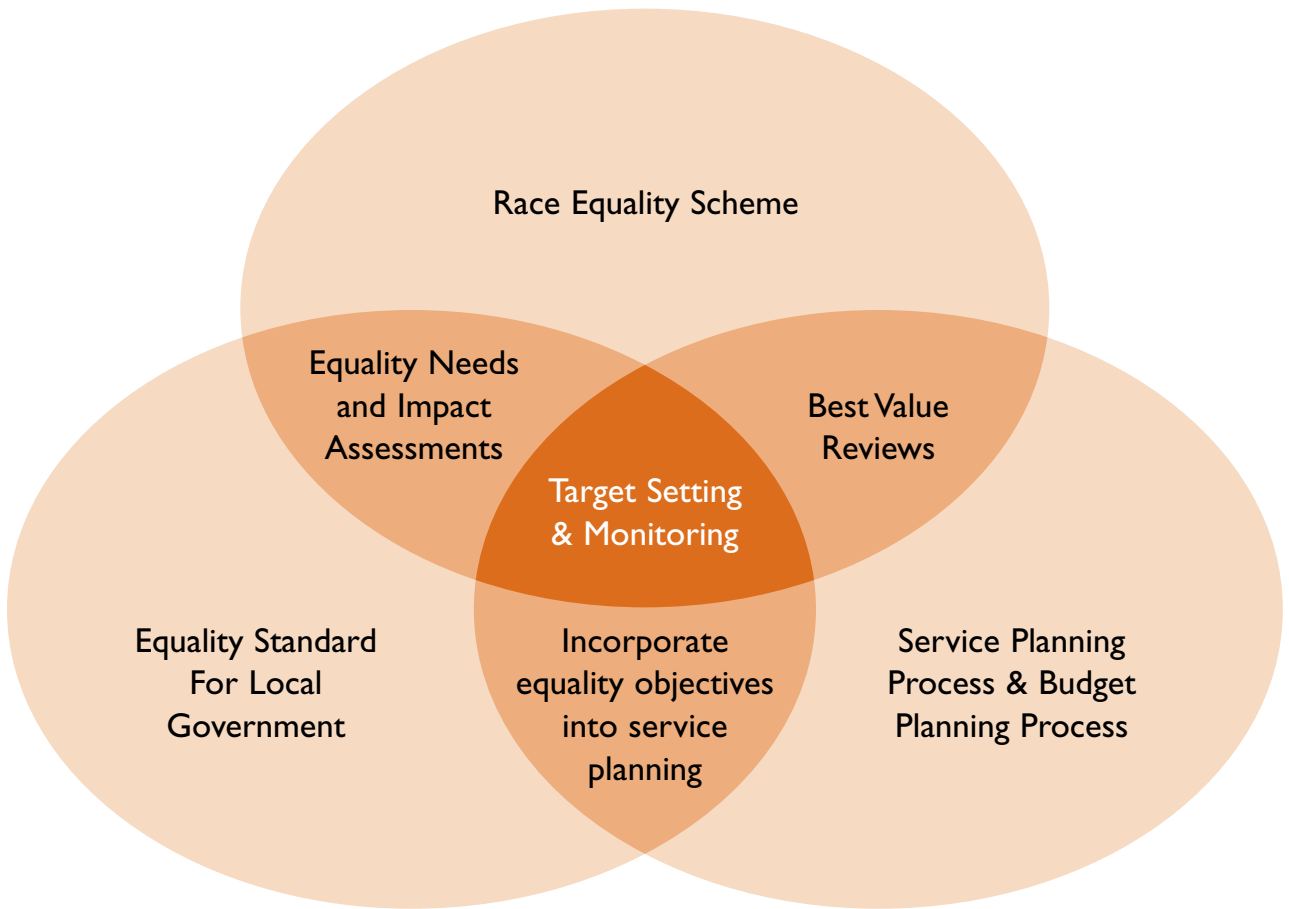
This group is assisted by the Head of Diversity and the staff of the Corporate Diversity Team, who in turn are accountable to the Director of Human Resources and Diversity. Officers in Human Resources also have specific equality responsibilities around employment, and each department has an Equality Action Group, whose role it is to co-ordinate the implementation of the policy at that level. The council is also assisted by colleagues who sit on the Diversity Reference Group, who represent their respective service areas.

All council staff have a responsibility to ensure the promotion of this policy and have a duty to report any instances of harassment or discrimination to their line manager or to Human Resources.

On the following page is the diagram showing the processes that are used to mainstream equality and diversity in Brent.



Processes to mainstream equality and diversity



Corporate Equality Action Plan 2004 – 06

TARGET	ACTIVITIES NEEDED TO ACHIEVE TARGET	EVIDENCE	ACHIEVE BY	OFFICER RESPONSIBLE
1. Every service area should set up a Diversity & Equality Action Group with clearly defined remit for the group	<p>Terms of reference for the group</p> <p>Identify role of the group</p> <p>Main responsibilities should be to:</p> <ul style="list-style-type: none"> ● Ensure that the key elements of the appropriate levels of the standard are satisfied ● Monitor achievement of targets ● Identify gaps and indicate how these will be rectified ● Support and monitor progress on INRAs ● Supervise data gathering and monitoring processes <p>Produce evidence to validate the above</p>	Terms of reference and role	March 2005	<p>The Chief Executive and members of Corporate Management Team including:</p> <p>Martin Cheeseman Jenny Goodall John Christie Richard Saunders Bernard Diamant Val Jones Philip Newby Duncan Mcleod</p>
2. Review recruitment practices with the view to removing any discriminatory practices and tackle under representation of certain equality groups within the Brent's workforce	<p>Monitor and evaluate results of recruitment processes to ensure there is no indirect discrimination</p> <p>Monitor schemes like mentoring, shadowing, secondment for accessibility for all staff</p> <p>Undertake regular workforce monitoring and publishing of report</p>	<p>Via the Annual Workforce Monitoring Report</p> <p>Monitoring reports</p> <p>Publish the Annual Workforce Monitoring Report</p>	Ongoing	<p>Ian Syms Senior Consultant Resourcing Team HR 020 8937 6187</p> <p>Service area HR Managers</p> <p>Ken Gaston Principal HR Policy Advisor 020 8937 6182</p>



TARGET	ACTIVITIES NEEDED TO ACHIEVE TARGET	EVIDENCE	ACHIEVE BY	OFFICER RESPONSIBLE
3. Ensure that our services are relevant to the needs of our local community and are delivered in a way that is appropriate and sensitive	<p>Offer services in appropriate formats and languages ensuring it appears in media read or heard by local people</p> <p>Train staff to ensure they are aware of the council's values and communicate these values to staff through a variety of media</p> <p>Ensure that we are mindful of equality implications in our commissioning, procurement, and grant making processes and procedures</p> <p>Ensure that equality considerations are integrated into relevant service development plans to help mainstream equalities into day to day service planning, management and delivery</p>	<p>Promotion of services through leaflets etc.</p> <p>Training records</p> <p>Contracts</p> <p>Implementation of service development plans</p>	Ongoing	<p>Heads of service area</p> <p>Heads of service area</p> <p>Heads of service area</p> <p>Heads of service area</p>
4. Provide lead role to Diversity Reference Group	Regular Diversity Reference Group meetings	Minutes of the meeting	Ongoing	Jenny Goodall Director for Social Services 020 8937 4067
Send senior representatives from each service area to each meeting of the Diversity Reference Group	Attendance at the meeting	Minutes of the meeting	Ongoing	Service area directors
Undertake self assessments of service areas on equality issues	Self assessments to be done by services	Reports of self assessment	17 January 2005	Service area directors
	CDT officers do audits of service areas	Reports	February 2005	Principal Diversity Officers
	Invite Lewisham Council to do a peer audit of Brent's progress on reaching Level 2 of the Standard if appropriate and in agreement with the Leadership Group.	Reports	March 2005	Tracy Walters Head of Corporate Diversity Team 020 8937 1117



TARGET	ACTIVITIES NEEDED TO ACHIEVE TARGET	EVIDENCE	ACHIEVE BY	OFFICER RESPONSIBLE
5. Reach Level 2 and work towards Level 3 of Equality Standard for Local Government by March 2006	Produce guidance for managers to achieve Levels 2 and 3	Copy of guidance manual	October 2004 (done)	Carolyn Solomon Principal Diversity Officer 020 8937 1099
	Provide briefing sessions for managers to the guidance manual to ensure that the requirements are understood by all service areas	Notes from briefing sessions	March 2005	Carolyn Solomon As before
	Ensure that the Equality Impact Assessment Form is revised to include needs requirement assessments	Revised form	October 2004 (done)	Carolyn Solomon As before
	Ensure that every service area complies with the requirement to do needs and impact assessment for new decisions	Completed forms	Ongoing	Service area directors
6. Monitor the process of Equality Impact Assessments and Needs Requirements	Provide workshops for managers to undertake equality impact assessments and needs requirements	Analysis of evaluation forms from workshops	Ongoing	Manjula Shah Principal Diversity Officer 020 8937 1023
	Check Equality Impact Assessments and Needs Requirements to ensure their consistent quality	Correspondence with service areas via emails		Manjula Shah As before
	Keep record of all Equality Impact Assessments for easy retrieval system	Access retrieval system		Manjula Shah As before
	Categorise all existing, new and changed policies and functions in order of high, medium and low priority for each equality strand	Reports from service areas	Before March 2006	Heads of service areas



TARGET	ACTIVITIES NEEDED TO ACHIEVE TARGET	EVIDENCE	ACHIEVE BY	OFFICER RESPONSIBLE
7. Consult with Black and Minority Ethnic Forum on regular basis	Regular three monthly BME forum meetings	Minutes of the meeting	Ongoing	Carolyn Solomon Principal Diversity Officer 020 8937 1099
Consultation with Area Consultative Forums on regular basis	Regular consultation forums on current relevant issues	Minutes of the meetings	Ongoing	Owen Thomson Head of Consultation 020 8937 1057
Consultation with Citizen's Panel	Consult Citizen's Panel as appropriate on relevant issues	Analysis of reports	Ongoing	Owen Thomson As before
Consultation with Multi Faith Forum	Expand the vision of this forum to include consultation process on various issues important to the council	Group leaders' willingness to invite consultation groups to their places of worship	March 2005	Manjula Shah Principal Diversity Officer 020 8937 1023
	Target consultation groups from various faiths on relevant issues	Minutes of the meetings in places of worship	Ongoing	Manjula Shah As before



TARGET	ACTIVITIES NEEDED TO ACHIEVE TARGET	EVIDENCE	ACHIEVE BY	OFFICER RESPONSIBLE
8. Integrate equality considerations into all service development plans to mainstream equalities	Provide guidance on monitoring for consistency across the council	Monitoring guidance manual	October 2004 (done)	Manjula Shah Principal Diversity Officer 020 8937 1023
	Each unit would need to analyse results from surveys, consultation processes, and complaints etc. to take on board any emerging patterns	Reports of analysis, or audits of quality systems	Ongoing	Head of unit in all service areas
	Take equality implications in consideration in all activities related to commissioning, procurement and grant making processes.	Contract monitoring reports	Ongoing	Head of service area
	Committee reports to incorporate a paragraph on diversity implications for decisions	Committee reports		Author of the said report
9. Develop mechanisms for dealing with harassment involving other partners, improving reporting and complying with the statutory performance indicator on harassment.	Develop programmes which meet diverse community needs	Service development plans		Head of service area
	Ensure the mechanisms for reporting are used adequately	Monitoring data for this purpose	Ongoing	Valerie Jones Head of Community Safety 020 8937 1035
	Analyse the reports regularly to ensure that corrective and preventive actions are taking place	Minutes of the joint meetings Reports or statistics		



TARGET	ACTIVITIES NEEDED TO ACHIEVE TARGET	EVIDENCE	ACHIEVE BY	OFFICER RESPONSIBLE
10. Training and development of staff to ensure equitable service delivery	All service areas to undertake equalities training for all staff	Evaluation forms	Ongoing	Organisational Development Team in HR & Service Area Directorate
	Appropriate induction for new staff in each service area	HR to do spot checks and keep records		Organisational Development Team & Service Area Directorate
	Appropriate use of performance appraisal system to identify any development needs and measure individual performance	Sample checks reports by HR		Service area HR Managers
	Monitor disciplinary and grievance procedures, employment tribunal cases	Analysis of monitoring data		Pat Keating Employee Relations Manager 020 8937 1087
	Monitor exit interviews to gather data that might be useful for continuous improvement	Analysis of monitoring data and corrective actions if required		John Angel Corporate Org. & Mgt. Development Manager 020 8937 1119



TARGET	ACTIVITIES NEEDED TO ACHIEVE TARGET	EVIDENCE	ACHIEVE BY	OFFICER RESPONSIBLE
11. Begin review process to look at equal pay	Achieve single status within the council Undertake equal pay audits		2005-2007 December 2005	Ken Gaston Principal HR Policy Advisor HR Policy Team 020 8937 6182 Ken Gaston As before
12. Promote the value of diversity within the council and in the community Work with Local Strategic Partnership to promote diversity at strategic level and support the achievement of diversity objectives through the implementation of LSP projects	Yearly events like Holocaust Memorial Day, St Patrick's Day Parade, Women's Community Conference, Black History Month, Respect Week Festival etc. Ensure that equality and diversity issues are at forefront of the agenda of the meetings	Support from members of the Equality and Diversity Leadership Group to turn out at these events Minutes of the meetings	Ongoing Ongoing	Group led by Jenny Goodall Director of Social Services Members include: Cllr. Ann John Cllr. Dorman Long Gareth Daniel John Christie Val Jones Tracy Walters Gareth Daniel Chief Executive 020 8937 1007





Appendix I

Equality legislation

RACE RELATIONS ACT 1976

It is unlawful for councils, in carrying out their functions, to discriminate directly or indirectly on the grounds of colour, race, ethnic or national origin. Councils must also have due regard for the need to eliminate unlawful discrimination and promote equality of opportunity and good relations between persons of different racial groups.

RACE RELATIONS 1976 (STATUTORY DUTIES) ORDER 2001

Councils must publish a Race Equality Scheme and monitor recruitment, promotion, grievance and disciplinary procedures, employment termination and training by reference to racial groups to which staff and job applicants belong.

RACE RELATIONS ACT 1976 (AMENDMENT) REGULATIONS 2003

Contains a new definition of harassment and indirect discrimination and provides for equal treatment between persons in employment, social protection, social advantage, education and access to goods and services, including the provision of housing.

EQUAL PAY ACT 1970

Prevents discrimination between men and women in terms of their employment, including their pay.

SEX DISCRIMINATION ACT 1975

Makes it illegal to discriminate directly or indirectly against men or women in selection for appointment, promotion or training.

SEX DISCRIMINATION AMENDMENT ACT 1999

Makes it illegal to discriminate against a person who is undergoing a gender reassignment in terms of their employment and training.

DISABILITY DISCRIMINATION ACT 1995

Makes it illegal to discriminate against disabled people in employment, in the provision of services and goods and in buying or renting land or property.

From October 2004, service providers must make reasonable adjustments to the physical features of their services under Part IV of the Disability Discrimination Act 1995.

THE EMPLOYMENT EQUALITY (RELIGION AND BELIEF) REGULATIONS 2003

Provide protection under the law on the grounds of religion and belief in terms of employment and training opportunities. The term religion is likely to cover, any religion, including "fringe" religions and membership of cults.

THE EMPLOYMENT EQUALITY (SEXUAL ORIENTATION) REGULATIONS 2003

Provide protection under the law on the grounds of sexual orientation also in terms of employment and training. Sexual orientation is defined as an orientation towards persons of the same sex, the opposite sex, or the same and opposite sex. A claim can be brought also on the grounds of perceived or assumed sexual orientation.

PROTECTION FROM HARASSMENT ACT 1997

Created a criminal offence of harassment.

For an update on the current position, please go to the Corporate Diversity Team's web page at www.brent.gov.uk/diversity.nsf or call one of the team on **020 8937 1099/1023/1069/1117**.



Appendix 2

Impact Needs / Requirement Assessments Completion Form

Please note that you must complete this form if you are undertaking a formal Impact Needs / Requirement Assessment. You may also wish to use this form for guidance to undertake an initial assessment or screening. Use this form for new and existing policies. Where a question is not applicable to your assessment, please indicate.

1. What is the name of the service/policy/ procedure/project etc to be assessed?

Brent Council's Corporate Equality Policy and Action Plan 2004-2006.

2. Briefly describe the aim of the service/policy etc? What needs or duties is it designed to meet? How does it differ from any existing services/policies etc in this area?

The Corporate Equality Policy forms the basis of our commitment to the Equality Standard for Local Government, which the council adopted in June 2003. There are five levels to the Standard and the council reached Level 1 in March 2004 and aims to reach Level 2 and be working towards Level 3 by March 2006. This policy document has incorporated a Corporate Equality Action Plan, which sets out clear targets and timetables for achieving those objectives.

3. Are the aims consistent with the council's Comprehensive Equality Policy?

Yes, this is the revised Comprehensive Equality Policy so the aims are consistent.

4. Is there any evidence to suggest that this could affect some groups of people? Is there an adverse impact around race/gender/disability/faith/sexual orientation/age/health etc? What are the reasons for this adverse impact?

There is no adverse impact around equality. This policy encourages all service areas to implement the equality and diversity policy. It will enable the council to monitor the uptake of services and staffing issues in an effective way.

5. Please describe the evidence you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply us with the evidence you used to make your judgement separately (by race, gender and disability etc).

The evidence from Brent Council's Annual Report on Equality and Diversity in Service Delivery 2003-04.

The evidence from the Annual Workforce Monitoring Report has also been used to make my judgement.

6. Are there any unmet needs/requirements that can be identified that affect specific groups? (Please refer to provisions of Disability Discrimination Act and the regulations on sexual orientation and faith if applicable)

The Corporate Equality Action Plan will enable the Council to monitor the progress that we make in implementing our diversity policy.

It will also enable us to identify any gaps that may exist in provision of our services and staffing issues so we can bridge those gaps.



7. *Have you consulted externally as part of your assessment? Who have you consulted? What methods did you use? And what have you done with the results i.e. how do you intend to use the information gathered as part of the consultation?*

No, external consultation did not take place for this specific document but there was a wide consultation process when the Council's Race Equality Scheme 2004-06 was being written. Information gathered from that process was published within the scheme. We have also consulted with service areas via members of the council's Diversity Reference Group, and service areas have contributed fully to the plan. The draft policy has been subject to consultation over a period of months and has been circulated widely to senior managers.

8. *Have you published the results of that consultation, if so, where?*

External consultation did not take place so no results have been published for this policy.

9. *Is there a public concern (in the media etc) that this function or policy is being operated in a discriminatory manner?*

No, there is no public concern.

10. *If in your judgement, the proposed service/policy etc does have an adverse impact, can that impact be justified? You need to think whether the proposed service/policy etc will have a positive or negative effect on the promotion of equality opportunity, if it will help eliminate discrimination in any way, or encourage or hinder community relations.*

This is a positive step forward. The council adopted a Diversity Policy Statement almost three years ago, and whilst we have had a long time commitment to equality of opportunity, we have not for a long time had a comprehensive equality policy in place.

This document will be made public, so that people who live and work in Brent can see our commitment, and in so doing we hope that the document will help increase awareness of the council's value for equality and diversity and will encourage debate and discussion about ways to move our agenda forward.

11. *If the impact cannot be justified, how do you intend to deal with it?*

Not appropriate.

12. *What can be done to improve access to/take up of services?*

Encourage greater participation in local democracy and representation on public and voluntary bodies from people who would normally feel excluded from the decision-making process.

Promote the value of diversity through local events organised throughout the year.

Put resources into dealing with hate crime and supporting the victims of such crime.

Ensure that all sections of the community feel they have something to benefit from the regeneration of the borough.

Work with partner agencies to promote community cohesion.



13. What is the justification for taking these measures?

To make improvements in the lives of Brent's residents.

14. Kindly provide us with separate evidence of how you intend to monitor in future

Monitoring of action plan will be done through self assessments by the service areas and providing reports to Corporate Diversity Team. The CDT will also undertake audits of service areas. Ultimately the council's Leadership Group on Equality and Diversity are responsible for monitoring progress through our achievement through the different levels of the Equality Standard.

15. What are your recommendations based on the conclusions and comments of this assessment?

There is no need for any immediate action.

16. If equality objectives and targets need to be developed, please list them here.

Not applicable.

17. What will your resource allocation for action comprise of?

The council can call on the leadership group on Equality and Diversity as a resource. The group is made up of members of the Corporate Management Team, the council's Chief Executive, the Leader of Brent Council as well as the lead Member for Equality and Service Improvement. The leadership group is responsible for overseeing the implementation of all the council's plans for equality and diversity, including this policy document.

This group is assisted by the Head of Diversity and the staff of the Corporate Diversity Team who in turn are accountable to the Director of Human Resources and Diversity. Officers in Human Resources also have specific equality responsibilities around employment, and each department has an Equality Action Group. whose role it is to co-ordinate the implementation of the policy at that level. The council is also assisted by colleagues who sit on the Diversity Reference Group, who represent their respective service areas.

Signed by the manager undertaking the assessment

Full name (in capitals please)

Manjula Shah
Principal Diversity Officer
Corporate Diversity Team

Dated

17th November 2004

Others involved in the assessment
– auditing team/peer review

Diversity Reference Group
Corporate Diversity Team



Other formats

The Corporate Equality Policy and Action Plan 2004 – 2006 is available in the following formats. If you or someone you know, would like a copy, please let us know by returning this form to the address shown or by calling us on 020 8937 1384 during office hours.

Name

Address

Postcode

I'd like you to send me a copy of the Corporate Equality Policy and Action Plan 2004 – 2006 in:

Large print

Audio cassette

આ દસ્તાવેજનું સંક્ષિપ્ત સ્વરૂપ બીજી ભાષાઓમાં મળી શકે છે. તમને ભાષાંતર જોઈતું હોય, તો કૃપા કરીને યોગ્ય ખાનામાં ટિક્ક કરો, ફોર્મ ભરો અને તે નીચે જણાવેલા સરનામે મોકલી આપો.

توجد نسخة ملخصة لهذه الوثيقة بلغات أخرى. وإذا احتجت لترجمة فالرجاء أن تضع علامة بالصندوق المناسب وتكمل النموذج وتعيده للعنوان المذكور أدناه.

இந்தப் பத்திரத்தின் ஒரு கருக்கம் ஏனைய மொழிகளில் கிடைக்கின்றது. உங்களுக்கு ஒரு மொழிபெயர்ப்பு தேவையானால், தயவுசெய்து பொருத்தமான பெட்டியில் அடையாளமிட்டு, படிவத்தை நிரப்பி அதனைக் கீழுள்ள முகவரிக்கு அனுப்பவும்.

इस दस्तावेज़ का सारांश अन्य भाषाओं में भी उपलब्ध है। यदि आपको अपनी भाषा में इसका अनुवाद चाहिये तो कृपया उचित खाने में निशान लगाएँ और फॉर्म भर कर नीचे लिखे पते पर भेजें।

اس دستاویز کا ایک خلاصہ دوسری زبانوں میں دستیاب ہے۔ اگر آپ کو اس کا ترجمہ درکار ہو، تو براۓ مہربانی متعلقہ خانے میں نشان لگا کر فارم کو پُر کریں اور اسے نیچے دیئے ہوئے پتہ پر واپس ارسال کریں۔

Warqaddan oo la soo koobay oo luqado kale ku qoran ayaa la heli karaa. Haddii aad u baahantahay iyadoo tarjuman fadlan calaamadi sanduuqa munaasibka ah, kadibna foomka buuxi oo ku soo celi cinwaanka hoose.

ਇਸ ਦਸਤਾਵੇਜ਼ ਦਾ ਸਾਰਾਂਸ਼ ਦੂਸਰੀਆਂ ਬੋਲੀਆਂ ਵਿਚ ਉਪਲਬਧ ਹੈ। ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਾ ਅਨੁਵਾਦ ਚਾਹੀਦਾ ਹੈ ਤਾਂ ਕ੍ਰਿਪਾ ਕਰਕੇ ਉਚਿਤ ਖਾਨੇ ਵਿਚ ਸਹੀ ਦਾ ਨਿਸ਼ਾਨ ਲਾ ਕੇ, ਫਾਰਮ ਭਰ ਕੇ ਹੇਠਲੇ ਪਤੇ ਉਤੇ ਵਾਪਸ ਭੇਜ ਦਿਓ।

Një verzion pasqyrë i këtij dokument është në dispozicion në gjuhë të tjera. Nëse e dëshironi të përkthyer ju lutemi shënoni katrorin përkatës, plotësoni formularin dhe na e ktheni në adresën e mëposhtme:

Corporate Diversity Team, Town Hall, Forty Lane, Wembley, Middx HA9 8HD

