

## General Purposes Committee

**Thursday 29 January 2015 at 6.00 pm**

Board Room 7&8 - Brent Civic Centre, Engineers Way,  
Wembley HA9 0FJ

### Membership:

#### Members

Councillors:

Butt (Chair)  
Moher (Vice-Chair)  
Crane  
Denselow  
Hirani  
Kansagra  
McLennan  
Pavey

#### Substitute Members

Councillors:

Kabir, Khan, Mahmood, Mashari, McLeish, J Mitchell  
Murray and Nerva

Councillors:

Colwill plus one vacancy

**For further information contact:** Anne Reid, Democratic Services Officer  
020 8937 1359, [anne.reid@brent.gov.uk](mailto:anne.reid@brent.gov.uk)

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**[democracy.brent.gov.uk](http://democracy.brent.gov.uk)**

**The press and public are welcome to attend this meeting**

# Agenda

Introductions, if appropriate.

Apologies for absence and clarification of alternate members

Item	Page
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<b>1</b>	<b>Declarations of personal and prejudicial interests</b>	
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Members are invited to declare at this stage of the meeting, any relevant financial or other interest in the items on this agenda.

<b>2</b>	<b>Minutes of the previous meeting</b>	<b>1 - 4</b>
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<b>3</b>	<b>Matters arising</b>	
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<b>4</b>	<b>Deputations (if any)</b>	
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<b>5</b>	<b>Review of Equalities and HR policies and practice at Brent Council</b>	<b>5 - 28</b>
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Following the loss of an employment tribunal case in September, 2014, Councillor Pavey, Deputy Leader, who has Cabinet responsibility for Equalities and the Council's role as employer, agreed to take stock of the Council's policies and practice to see where improvements could be made. Councillor Pavey has now completed his review and will present the findings to the General Purposes Committee.

**Wards Affected:**

**Contact Officer:** Councillor Michael Pavey, Deputy Leader of the Council  
cllr.michael.pavey@brent.gov.uk

<b>6</b>	<b>Stress Policy</b>	<b>29 - 42</b>
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This report provides details of the proposed new Stress Policy. When developing the new policy, the opportunity has been taken to provide clearer guidance to all staff on the symptoms of stress and to expand the policy to cover all stress whether potentially work related or not. The policy make clear that not all stress necessarily impacts negatively on wellbeing, and that employees and managers must take active responsibility for their own health and wellbeing.

**Wards Affected:**

**Contact Officer:** Cara Davani,

All Wards

Director, HR  
Tel: 020 8937 1909  
cara.davani@brent.gov.uk

## **7 Localism Act 2011 - Pay Policy Statements**

43 - 54

The purpose of this report is to inform General Purposes Committee of the arrangements that have been put in place in Brent Council to meet the requirements of the Act. The Act requires the pay policy statement to be approved by a meeting of Full Council. It is the intention to take the report to the meeting of Full Council in March 2015.

### **Wards Affected:**

All Wards

**Contact Officer:** Cara Davani,  
Director, HR  
Tel: 020 8937 1909  
cara.davani@brent.gov.uk

## **8 Review of polling places 2015**

55 - 68

It is normal practice prior to any election to carry out a review of polling places in the borough based on experience at the previous election and investigation into the availability of premises for the forthcoming election. This report describes the outcome of the review and asks members to approve my recommendations for polling station arrangements at the General Election in May 2015.

### **Wards Affected:**

All Wards

**Contact Officer:** Peter Goss,  
Democratic Services Manager  
Tel: 020 8937 1353  
peter.goss@brent.gov.uk

## **9 Appointments to Sub-Committees / Outside Bodies**

## **10 Any other urgent business**

Notice of items to be raised under this heading must be given in writing to the Democratic Services Manager or his representative before the meeting in accordance with Standing Order 64.



Please remember to set your mobile phone to silent during the meeting.

- The meeting room is accessible by lift and seats will be provided for members of the public.