

## General Purposes Committee

**Wednesday 25 February 2015 at 6.00 pm**

Board Room 6 - 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, Nerva  
  
Councillor Colwill

**For further information contact:** Bryony Gibbs, Democratic Services Officer  
020 8937 1355, [bryony.gibbs@brent.gov.uk](mailto:bryony.gibbs@brent.gov.uk)

For electronic copies of minutes, reports and agendas, and to be alerted when the minutes of this meeting have been published visit:

**[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**

**1 Declarations of personal and prejudicial interests**

Members are invited to declare at this stage of the meeting, any relevant financial or other interest in the items on this agenda.

**2 Minutes of the previous meeting**

To follow

The minutes of the previous meeting were unavailable at the time of publishing and will be circulated separately.

**3 Matters arising**

**4 Deputations (if any)**

**5 Establishment of a Pension Board**

1 - 22

This report explains the requirement for the Council to establish a Pension Board, under new regulations which were made on 26 January 2015. There are some elements of discretion for the Council and a proposed way forward is set out for consideration by the Committee.

**Wards Affected:**

All Wards

**Contact Officer:** Conrad Hall, Chief Finance Officer

Tel: 020 8937 6528

conrad.hall@brent.gov.uk

**6 Equality Strategy**

23 - 48

The new Equality Strategy 2015 – 2019 sets out a refreshed vision and approach underpinned by the values of fairness, respect for people, valuing diversity and excellence in all our services. The strategy sets out Brent's determination to be an exemplar of good practice in equality, diversity and human rights by achieving an 'excellent' assessment in the Equality Framework for Local Government in 2015.

**Wards Affected:**

All Wards

**Contact Officer:** Cara Davani, Director, HR

Tel: 020 8937 1909

cara.davani@brent.gov.uk

## 7 Equality Policy

49 - 60

The Equality Policy sets out Brent's commitment to equality, diversity and inclusion and how the council will promote equality and diversity in everything that we do in order to improve the quality of life for everyone living and working in Brent. This will replace the council's existing Equality Policy and is aligned to the new Equality Strategy 2015 - 2019.

**Wards Affected:**

All Wards

**Contact Officer:** Cara Davani,  
Director, HR

Tel: 020 8937 1909

[cara.davani@brent.gov.uk](mailto:cara.davani@brent.gov.uk)

## 8 Workforce Strategy 2015 - 2019

61 - 94

This is the first council-wide Workforce Strategy and action plan in Brent. The strategy sets out the means by which Brent Council will engage, develop, enable and empower its workforce in order to achieve the vision and aspirations of the council and its partners. In order to meet the ongoing challenges faced by the council, the workforce will need to be adaptable, motivated to achieve Brent's vision, and able to deliver excellent public services to meet desired outcomes.

**Wards Affected:**

All Wards

**Contact Officer:** Cara Davani,  
Director, HR

Tel: 020 8937 1909

[cara.davani@brent.gov.uk](mailto:cara.davani@brent.gov.uk)

## 9 Local Government Pension Scheme Employer Pensions Discretions Policy

95 - 104

This report details the areas of the Local Government Pension Scheme (LGPS) 2014 relating to Employer Discretions where the council is required to formulate, publish and keep a policy statement under review.

**Wards Affected:**

All Wards

**Contact Officer:** Cara Davani,  
Director, HR

Tel: 020 8937 1909

[cara.davani@brent.gov.uk](mailto:cara.davani@brent.gov.uk)

## 10 Human Resources Pandemic Policy

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116

This report provides details of the proposed new Pandemic Policy. When developing the new policy, the opportunity has been taken to clarify its remit and give clearer guidance to staff on how HR policies may be affected during a pandemic.

### **Wards Affected:**

All Wards

**Contact Officer:** Cara Davani,  
Director, HR

Tel: 020 8937 1909

cara.davani@brent.gov.uk

## 11 Appointments to Sub-Committees / Outside Bodies

## 12 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.