

Equalities Committee

Monday 12 October 2015 at 6.00 pm

Board Room 6 - Brent Civic Centre, Engineers Way,
Wembley HA9 0FJ

Membership:

Members

Councillors:

Pavey (Chair)

Kansagra (Vice-Chair)

Harrison

Tatler

Thomas

Substitute Members

Councillors:

Colwill and Maurice

For further information contact: Peter Goss, Democratic Services Manager
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For electronic copies of minutes, reports and agendas, and to be alerted when the minutes of this meeting have been published visit:

www.brent.gov.uk/committees

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 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	1 - 4
3 Matters arising (if any)	
4 Deputations (if any)	
5 Progress update on Cllr Pavey's Review action plan on Equalities	5 - 20
6 Update from Acting Director HR: Achieving Excellence in Employment Policies	
7 Accessibility improvements to the Civic Centre	21 - 34
This report sets out the access related works undertaken to the Civic Centre since opening in 2013 to further improve the high level of accessibility to the building based on practical usage and feedback from residents, relevant groups and users of the building.	
8 Council's Equality Impact Assessment process	35 - 44
In the minutes of the Members' Equalities Committee meeting on 13 July 2015 a request was made at p3 (iii) that a discussion paper on the Equality Impact Assessment process currently in place within the Council be presented to the next meeting of the committee. The current report outlines the equality impact assessment (also known as equality analysis) process that the council has put in place to ensure its decision-making is fair, robust and transparent.	
9 Equality Framework for Local Government	45 - 60
The London Borough of Brent (LBB) asked the Local Government Association (LGA) to conduct an Equality Peer Challenge against the Excellent level of the Equality Framework for Local Government. This	

report is a summary of the peer team's findings. The Peer Challenge is designed to validate a council's own self-assessment by considering documentary evidence and carrying out a series of interviews and focus groups with employees and other stakeholders.

10 Date of next meeting

The next scheduled meeting of the committee is on 11 January 2015.

11 Any other urgent business

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

Date of the next meeting: Monday 11 January 2016



Please remember to **SWITCH OFF** your mobile phone during the meeting.

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