

Borough Plan – Budget Proposals		
Black Community Action Plan	Outputs and outcomes	Allocation £000
<i>Children, young people and families</i>		
As identified by LGA Peer Review there is a need to explore and develop additional interventions in relation to British boys of Black Caribbean heritage aged 6 - 12. Interventions being considered include: <ul style="list-style-type: none"> • Develop an offer of a mentoring support programme in schools, targeting young black children in tackling identity, self-esteem and confidence • Develop a multi-agency early intervention strategy for British boys of Black Caribbean heritage, aged between 6 and 12, building on the family wellbeing centres initiative • Support supplementary schools to develop and strengthen their offer as a means of providing an opportunity for British boys of Black Caribbean heritage to learn about their own cultural identity 	Success measures could include: <ul style="list-style-type: none"> * 80% of young people who receive mentoring have levels of confidence and self-esteem raised * Increased positive cultural identity leading to increased achievement in schools 	120
<i>Building sustainable community capacity</i>		
Funding will deliver a leadership development programme, including mutual mentoring / coaching scheme, and learning and development activities. This programme should equip leaders with the skills and knowledge to take action in their personal, professional and civic lives which will include: <ul style="list-style-type: none"> * Personal leadership style and skills * Networks, collaboration and partnership working 	*Sustained community engagement and voice from the black community that enables the delivery of culturally appropriate services <ul style="list-style-type: none"> * Successful community leaders driving forward the work of the BCAP in their communities 	54
<i>Supporting black led businesses</i>		
Supporting Black small and micro businesses, as part of the council's ethical procurement approach and as identified by the LGA Peer Review. Activity will include a range of pilots to test impact: <ul style="list-style-type: none"> * A support package for digital inclusion for businesses focusing on E-commerce, strengthening online capabilities and commerce * Coaching and advisory support to applicants of grants and funding provided by the council and external bodies * Ensure the Black community are made aware of future opportunities and contracts considered for community commissioning with a support package to be able to access resource to bid for council and public sector tenders * Facilitate collaboration between small voluntary and community sector organisations to join up and form local consortia to consolidate resources and expertise * Employment hub focused on encouraging business start ups by young Black adults 	* An increase in Black led community and voluntary sector organisations being awarded funding <ul style="list-style-type: none"> * Increase from baseline in contracts awarded to Black led community and voluntary sector organisations over the next 5 years * Businesses feel more confident and secure in delivering their services online * Black led organisations feel more confident and secure, with improvements in business survival rates * Improved community outcomes 	150
<i>Skills and expertise</i>		
Black Community Action Plan Co-ordinator. The BCAP is a large programme, made up of cross cutting activity within the council as well as significant external partnership activity.	Successful delivery of the BCAP programme, including management of delivery vehicles	70
Staff resource to support programme and project delivery across the BCAP and linked key strategy areas - 1 x PO2 Priority Projects Officer	Successful delivery of the BCAP programme, including management of delivery vehicles	56
Commissioning of expert research into the issues of intersectionality and intrasectionality, with partnership opportunity identified as part of the LGA Peer Review. We recognise that the Black community is not homogeneous, and intersectionality provides a framework for understanding how social and political identities combine to create different modes of discrimination and privilege. This insight will help us to target our work to ensure we have maximum impact.	A document which will provide much needed insight for future activity, and ensure achievement of outcomes by enabling more effective interventions	10
Total allocation		460
Climate Emergency Strategy	Outputs and outcomes	Allocation £000
<i>Key theme 4 - Nature and green space</i>		
Improving the use of the Education Centre at the Welsh Harp site. This will include the provision of educational classes targeted at schools and communities, with learning opportunities across a range of green priority areas. The objectives will be to increase community knowledge, connect local communities and young people to nature and meet members' aspirations for greater use of this site linked to the climate/nature agendas. This is a key area emerging from the initial consultation of the Joint Health and Wellbeing Strategy.	* Increased number of school visits to the Education Centre <ul style="list-style-type: none"> * Increased community use of the Welsh Harp and Education Centre 	50
<i>Key theme 5 - Supporting communities</i>		
Develop and implement a year round climate action campaign in Brent - this aim will be to drive behaviour change in communities and businesses leading to reductions in emissions, increased recycling and improved green spaces.	* Increase in recycling rates <ul style="list-style-type: none"> * Increase in domestic energy efficiency rankings * Reduction in domestic emissions 	30

Develop a small grants programme for local community projects such as community food growing/ gardening, orchard planting, depaving front drives, reuse projects, water conservation etc. This will support the behaviour change as above and will deliver the same outcomes.	* Volume of applications made * Successfully evaluated community projects	50
<i>Skills and expertise</i>		
Senior Sustainability Officer (homes) in conjunction with housing management. To act as the council's lead officer on domestic energy efficiency and fuel poverty for all housing tenures in Brent, to drive carbon reduction initiatives (43% of Brent's carbon emissions are from housing) in line with Brent's net zero climate emergency objectives.	* Delivery of retrofit pilots within the council's own stock * A new long-term programme for identifying, targeting and monitoring energy efficiency improvements in the council's stock – to reach our target of EPC B in council owned stock by 2030 * Increased external funding available to council (e.g. Green Homes Grants, Solar Together, ECO etc.) * A new comprehensive domestic energy advice programme and referral network for Brent's residents and businesses	100
Senior Sustainability Officer (business/green economy) to work in conjunction with the economic development team. To act as the council's lead officer for supporting the transition towards, and growth of, the green, low carbon circular economy in Brent, and to also design and coordinate programmes to work with Brent's businesses to reduce their environmental impact and thereby contribute to the goals of Brent's climate emergency strategy. This role will also be expected to act as Brent's point of contact and establish partnerships to working with local industry, businesses, colleges, supply chains, ODPC and west London boroughs.	* Creation of apprenticeship and training pathways into the green circular economy * Working with West London Alliance on stimulating the sub-regional green economy through their 'Build and Recover' Plan * Engagement with Brent businesses on the development of a sustainable procurement policy * Development of a Green Directory * Targeted engagement/technical support to help Brent's businesses cut carbon	70
Total allocation		300
Poverty Commission	Outputs and outcomes	Allocation £000
<i>Delivery plan 2 - economy and jobs</i>		
The funding will enable delivery of targeted interventions to improve employment opportunities for people with disabilities. Interventions will be designed to increase awareness of employment opportunities available, support people with disabilities into employment and encourage employers to become Disability Confident - linked to the council securing Level 3 Disability Confident Leader accreditation as outlined in the Equalities Strategy.	* Increase in the number of Brent businesses who are Disability Confident * Increase in the number of people with a disability in employment in Brent	100
Project to identify and establish a Brent Living Wage Place - a location within the borough where all employers offer the London Living Wage. We will be one of the first to do this. Activity will include: * Consultation and engagement with Brent businesses * Developing incentives for Brent businesses within the area to become London Living Wage employers e.g. business rate reductions, grants	* One of the first boroughs to create a London Living Wage Place * Increase in the number of local businesses that are LLW accredited in the borough * Increase in Brent residents in receipt of London Living Wage	60
<i>Delivery plan 3 - financial inclusion and welfare</i>		
Intervention to be delivered that will improve individual/family financial budgeting and management. Options being explored. There is opportunity to link this to new tenancy sign ups as priority attendees to improve rent collection outcomes.	* Improved budgeting skills and financial confidence * Possible increased incomes collection (dependent on referral pathways)	80
Total allocation		240
Grand total (£000)		1,000