

## Briefing note for the Forward Plan Select Committee on the Brent Equalities Report

**SERVICE AREA:** Communication and Diversity

Report ref	Report title
	The Brent Equalities Report
<p><b>Summary:</b> The Annual Equalities report provides a profile of the council's workforce by the six diversity strands, as well as information about the council's employment practices and achievements in the area of diversity, equality and community cohesion.</p> <p>The report which is a statutory duty is used in a variety of ways by the council and its stakeholders such as using it for comparison purposes on equality matters by service areas. This report is Brent Council's eighth Annual Equalities report and covers the period from April 2008 to March 2009</p> <p>Headline results</p> <p><b>Gender</b> On 31 March 2009 women made up 64.53 per cent of the workforce, which is an increase of 1.03 per cent on the previous year. Of the senior management posts PO8 and above 46.92 per cent are held by women, which is an increase on the 2008 figure of 46.22 per cent.</p> <p><b>Ethnicity</b> In March 2009 Black and Minority Ethnic (BME) employees made up 59.87 per cent of the workforce, compared to 58.87 per cent the previous year, but held 45 per cent of all management posts, which is an increase of one per cent on the previous year.</p> <p><b>Disability</b> Disabled employees made up 3.78 per cent of the workforce, compared to 3.62 per cent the previous year, and held four per cent of all management posts, which is a one per cent increase on the previous year.</p> <p><b>Schools</b> In January 2009 31.6 per cent of teaching staff in Brent schools came from BME groups which is an increase on the figure for 2008 ensuring that the BME representation of staff in Brent remain is one of the highest in the country.</p>	

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