

	<p style="text-align: center;">Executive 12 April 2010</p> <p style="text-align: center;">Director of Communications and Diversity</p>
<p>For Action Wards Affected: ALL</p>	
<p style="text-align: center;">Brent Annual Equalities Report 2009</p>	

1.0 Summary

1.1 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. 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 and will be a key document used during the assessment for the Equality Framework for Local Government (EFLG).

2.0 Recommendations

2.1 That members of the Executive endorse the report.

3.0 Detail

3.1 Brent Annual Equalities report is a statutory document which is a requirement of a number of pieces of Equality legislation. It is a way of engaging the workforce and is a useful report, which highlights trends around staff by the six diversity strands within a service area and the council as a whole.

3.2 The report is divided into sections:

- Section one covers council-based employees, councillors, contractors and agency staff.
- Section two looks at the workforce profile in schools.

- Section three looks at our human resource information and the results of the staff survey.
- Section four covers our achievements in equality diversity and community cohesion.
- Section five sets out the diversity improvements planned for 2009/2010.

3.3 In addition to the usual staff diversity data, this years report contains details of achievements in the area of equality, diversity and community cohesion which will be used to inform our submissions for the EFLG

4.0 Headline Results

4.1 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.

4.2 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.

4.2 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.

4.4 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

5.0 Financial Implications

None

6.0 Legal Implications

6.1 The following pieces of legislation set out the legal duties of Brent Council with regard to equality and diversity: Disability Discrimination Act 2005, the Race Relations Act 2000, the Sex Discrimination Act as amended by the Equality Act 2006, Employment Equality (Religion or Belief) Regulations 2003, the Employment Equality (Sexual Orientation) Regulations 2003, the Equality Act, the Employment Equality (Age) Regulations 2006 Part 2 of the Equality Act re goods, facilities and services and the Human Rights Act 1998.

7.0 Diversity Implications

7.1 Statutory Equality Duties require public authorities to produce Equality Scheme and Annual Equalities Monitoring Report covering race, gender and

disability either individually or under the umbrella of a Single Equality Scheme. Brent council has addressed this duty and beyond.

8.0 Staffing/Accommodation Implications (if appropriate)

None

Background Papers

Brent Annual Equalities Report

Contact Officers

Jennifer Crook - Head of Diversity, Communications and Diversity

Jennifer.crook@brent.gov.uk

Jennifer Laurent-Smart – Senior Corporate Diversity Manager, Communications and Diversity

Jennifer.laurent-smart@brent.gov.uk