



**General Purposes Committee**  
25 February 2015

**Report from the Director of  
Human Resources**

For Action

Wards affected:  
ALL

**Equality Policy**

**1.0 Summary**

- 1.1 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.

**2.0 Recommendations**

- 2.1 The General Purposes Committee is asked to:
- a. agree the new Equality Policy
  - b. authorise the HR Director, in consultation with the Chief Executive and the relevant trade unions, to make such other changes as may be necessary from time to time to the Equality Policy and associated procedures to ensure they remain relevant and 'fit for purpose'.

**3.0 Detail**

- 3.1 The Equality Policy defines the council's approach to equality and diversity, underpinned by the values of respect, fairness and excellence in services. It outlines the council's commitments to equality as a service provider, an employer and a locality leader and how the council will implement these commitments through our day to day activities. The policy will help to ensure that we fulfil our duties under the Equality Act 2010 and support our determination to be recognised as a model of excellent practice on equality and diversity.

- 3.2 The new Equality Policy replaces and builds upon Brent's existing Equality Policy to respond to our current context and align with the new Equality Strategy 2015 - 2019. The new policy retains the recognition that an individual's health and income status is an important consideration for our equalities work in addition to the equality characteristics protected by law. It provides more detail on the council's approach to equality and diversity and explains how we will implement our commitment to equality in our day to day work.
- 3.3 The Equality Team has consulted with the Diversity Reference Group, the Corporate Management Team, the HR Improvement Group and the trade unions on the new Equality Policy and their feedback has been incorporated.
- 3.4 Everyone who works for the council, whether directly or through commissioning, will be responsible for conducting themselves in line with the principles set out in the Equality Policy.
- 3.5 The Corporate Management Team will have overall responsibility for monitoring the implementation of the policy with support from the Diversity Reference Group and the Equality Team.

#### **4.0 Implementation Date**

- 4.1 It is recommended that the policy becomes live on 1 April 2015 and is introduced alongside Brent's new Equality Strategy 2015 – 2019.

#### **5.0 Financial Implications**

- 5.1 There are no financial implications that impact on budgets.

#### **6.0 Legal Implications**

- 6.1 The new Equality Policy will help the council to demonstrate that it is meeting its obligations under the Equality Act 2010 and follows good practice.

#### **7.0 Diversity Implications**

- 7.1 The Equality Policy sets out how the council will promote equality of opportunity, eliminate discrimination and foster good relations in carrying out its day to day activities.

#### **8.0 Staffing/Accommodation Implications**

- 8.1 The Equality Policy sets out principles for rewarding, recruiting and retaining a diverse, highly motivated and flexible workforce that is equipped to provide an excellent service to all our local communities. Consultation has taken place with the HR Improvement Group, the Diversity Reference Group, the trade unions and CMT and their feedback has been incorporated into the Equality Policy.

### **Background Papers**

#### **Contact Officers**

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