

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Equity, Diversity and Inclusion Strategy
DEPARTMENT:	Communities and Regeneration
TEAM:	Equity, Diversity and Inclusion
LEAD OFFICER:	Tom Pickup/Angela Chaudhry
DATE:	07/03/2024

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The Equity, Diversity and Inclusion Strategy 2024- 28 incorporates our ambitions for the next four years. It seeks to achieve our overarching focus around inclusivity through the following objectives:

- Inclusion: Accessibility and Cohesion
- Narrowing the Gap: Tackling Inequalities
- Establishing an Inclusive Workforce

The Strategy will be monitored and evaluated through an EDI dashboard and driven by our internal EDI Board which will seek to embed our EDI priorities across the Council

2. Who may be affected by this policy or proposal?

The Strategy affects everyone positively. The first two objectives relate to how we can improve access, outcomes and community cohesion for our residents, service users communities. Our third objective focuses on our workforce highlighting how we can make the working environment more inclusive, so everyone feels they belong, can progress within the Council regardless of backgrounds.

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Our Strategy goes beyond the three tenets of the Public Sector Equality Duty, with our three objectives advancing the equality of opportunity between people who share a protected

characteristic and those who don't and developing initiatives to programmes to raise awareness and foster good relations between people who share a protected characteristic and those who don't.

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	Impact Positive	Impact Neutral/None	Impact Negative
Age	x		
Sex	x		
Race	x		
Disability *	x		
Sexual orientation	x		
Gender reassignment	x		
Religion or belief	x		
Pregnancy or maternity	x		
Marriage	x		

5. Please complete **each row** of the checklist with an "X".

Screening Checklist

	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	x	
Does the policy or proposal relate to an area with known inequalities?	x	
Would the policy or proposal change or remove services used by vulnerable groups of people?		x
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		x

If you have answered YES to ANY of the above, then proceed to section B.

If you have answered NO to ALL of the above, then proceed straight to section D.

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The Strategy is underpinned by the extensive engagement carried out as part of the **Borough Plan consultation**. In addition to this, targeted engagement was conducted between March – September 2023, to ensure seldom heard voices of our communities were heard. Additionally, through the all-staff sessions further input on the priorities and concerns of staff were collated. The EDI Engagement Findings report provides greater detail of this.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE

Details of impacts identified	Positive impact as the Strategy aims to reduce inequality across all protected groups and people from other backgrounds that may also experience disproportionate inequalities
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DISABILITY

Details of impacts identified	Positive impact as the Strategy aims to reduce inequality across all protected groups and people from other backgrounds that may also experience disproportionate inequalities
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RACE

Details of impacts identified	Positive impact as the Strategy aims to reduce inequality across all protected groups and people from other backgrounds that may also experience disproportionate inequalities
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SEX

Details of impacts identified	Positive impact as the Strategy aims to reduce inequality across all protected groups and people from other backgrounds that may also experience disproportionate inequalities
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SEXUAL ORIENTATION

Details of impacts identified	Positive impact as the Strategy aims to reduce inequality across all protected groups and people from other backgrounds that may also experience disproportionate inequalities
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PREGANCY AND MATERNITY

Details of impacts identified	Positive impact as the Strategy aims to reduce inequality across all protected groups and people from other backgrounds that may also experience disproportionate inequalities
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RELIGION OR BELIEF

Details of impacts identified	Positive impact as the Strategy aims to reduce inequality across all protected groups and people from other backgrounds that may also experience disproportionate inequalities
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GENDER REASSIGNMENT

Details of impacts identified	Positive impact as the Strategy aims to reduce inequality across all protected groups and people from other backgrounds that may also experience disproportionate inequalities
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MARRIAGE & CIVIL PARTNERSHIP

Details of impacts identified	Positive impact as the Strategy aims to reduce inequality across all protected groups and people from other backgrounds that may also experience disproportionate inequalities
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3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

The consultation and engagement from the Borough Plan and through the EDI Strategy was comprehensive and provided us with sufficient information for us to create the objectives and EDI ambitions going forward. The Borough Plan engagement was informed by a breadth of residents and the EDI Strategy engagement focused on specific groups (see below) and protected characteristics to complement the findings from the Borough Plan engagement. This is outlined in the EDI Engagement Findings report that will be published alongside the Strategy.

Groups engaged with during the EDI Strategy engagement exercise:

- Brent staff, including:
 - WRES Strategic Working Group
 - Cultural Diversity Champions
 - Internal EDI Working Group, comprised of managers and Heads of Service across the organisation
 - Cultural Diversity Network
 - Forward Together workshops
 - Domestic Abuse & Violence Against Women and Girls (VAWG) Delivery Group
- Brent staff network co-Chairs
- Members Briefing Session
- Deaf Parents Group
- Brent Pensioners Forum
- Brent Multi-Faith Forum
- Middlesex Association for the Blind

- Brent Disability Forum
- Brent Youth Parliament
- 3x open workshops in Wembley, Kingsbury and Stonebridge

5. Please detail any areas identified as requiring further data or detailed analysis.

N/A

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

N/A

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

The strategy will be monitored and evaluated by an EDI dashboard, comprised of outcomes and measures, and driven by our internal EDI Board which will seek to embed our EDI objectives across the Council.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

The EDI Strategy 2024-2028 provides a platform for us to work towards building a more inclusive Brent. We have spoken with our service users, our communities, our Councillors and staff to understand what makes people feel valued and what encourages people to participate fully in, and contribute to, building a strong cohesive community. All of these ambitions fulfil and go beyond our Equality Duties having a positive impact on our residents, service users and workforce.

SECTION D – RESULT

Please select one of the following options. Mark with an "X".

A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
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B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Regular review of the EDI monitoring dashboard, with an annual report to the EDI Board on progress	Comprehensive monitoring and evaluation of our EDI internal action plan	Angela Chaudhry/Tom Pickup	March 2025

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Angela Chaudhry
REVIEWING OFFICER:	Tom Pickup
HEAD OF SERVICE / Operational Director:	Janet Latinwo