

## Single Equality Scheme 2008-2011

### **1. Foreword**

The Single Equality Scheme sets out Brent's commitment to make equality and fairness part of every service we provide to the community. The development of this Scheme clearly demonstrates our determination to deliver equality of opportunity for our staff and service users.

Diversity at Brent embraces differences of culture, work style, thought, age, caring responsibilities, sexual orientation, faith/non faith and belief. We recognise the richness that this diversity creates.

We also recognise that if this strategy is to be effective, it is vital to have leadership and commitment at all levels of the council. Equality is one of Brent Council's core values and we want the Single Equality Scheme to have a genuine impact on the lives of the people we serve. We have produced an action plan with real meaning, which identifies areas for improvement and guides the way services are planned.

Our drive on equality and diversity is not a one-off initiative - it is an integral part of our everyday business. This is why, for instance, we have a refugee strategy to ensure we provide culturally sensitive services tailored to the needs of this group. It is why, too, Brent has been involved in an event with the Multi Faith Forum to encourage the reporting of religious hate crime.

We at Brent will continue to work in partnership with others to maintain a positive approach to equality and diversity in every aspect of our work. Brent will continue to promote an inclusive culture for everyone. It will deliver this through its roles of community leader, local employer and service provider. We will strive to become an employer of choice – we believe a representative workforce is essential to meeting the needs of our diverse customers and local community.

Brent Council will continue to monitor its performance through the systematic monitoring of departmental equality action plans across each service area. We will remain dedicated to the sustained use of the equality impact assessment process, testing the delivery of each service area across the borough.

Gareth Daniel  
Chief Executive

## **2. Introduction**

This is the council's second Single Equality Scheme (SES). It builds on the success of our earlier race and disability equality schemes and is a development of the current Single Equality Scheme which runs from 2007 to 2010.

The new SES is Brent Council's overarching action plan to deliver our commitments on diversity and equality, as well as our statutory, legislative and equal opportunities duties.

One of the important things this scheme does is set out the council's commitment in the form of an action plan to promote equality in its business and employment practices from the period of May 2008 to May 2011.

For Brent, equality and diversity extends beyond just meeting statutory obligations. The principles underpinning equality and diversity are fundamental to the delivery of our services, and are essential to achieving equitable employment. These principles are imperative if we are to command the respect and confidence of the unique and richly diverse communities we serve.

### **Our Obligation**

Our Single Equality Scheme is principally governed by 3 key areas of equalities legislation. These focus on race, disability and gender and are as follows:

- the Race Relations (Amendment) Act 2000
- the Disability Discrimination Act 2005
- under the Equality Act 2006, we are required to produce a Gender Equality Scheme.

There are also developing legal obligations in respect of the 'new' equality strands for religion and belief, age and sexuality, and whilst these are not currently covered by statutory equality duties, we recognise that they may be in the near future. As best practice, we have therefore captured the 'spirit' of existing legislation and decided to include all 6 diversity strands in our scheme – race, disability, gender, age, sexuality and religion and belief.

Further details on the above legislation and equality regulations can be found at appendix 1.

# Section 1

## Format of Scheme

The scheme has been divided into three main sections. The first section looks at the demography of Brent in terms of diversity. The second focuses on our general and specific duties, and the final section sets out our action plan detailing our key priorities over the next three years.

### 3. Brent's Diversity Picture - evidence base

#### Our Community and workforce

The information outlined below has been taken from the 2001 census which will be revised and re-published in {2011}. The data is an underestimate as it does not take account of new arrivals into Brent since 2001 and other changes to the demographics. However, it is designed to provide you with an overarching picture of the borough's diverse profile.

#### Black and Minority Ethnic (BME)

Black and Minority Ethnic groups (BME) in Brent account for most people in the borough at 55 per cent. The largest visible minority group is Indian (18 per cent), followed by Black Caribbean (ten per cent) and Black African (nine per cent). Seven per cent of our residents are Irish and 34 per cent of local residents say that English is not their main language. More than 130 languages are spoken in addition to English, with Gujarati, Hindi, Punjabi, Somali and Urdu being the most widely spoken.

Between April 2007 and March 2008, Black and minority ethnic employees made up 55 per cent of the total workforce. Black and Minority Ethnic employees held 44 per cent of all management posts (PO1 and above grades), however, of the top five per cent of earners in the council, 14 per cent are black and minority ethnic employees.

#### Disability

There are approximately 24,000 people living with a self defined, limiting long-term illness which could include those with more minor ailments, as well as those requiring specialist medical treatment or care. There are about 9,000 people living with a learning disability in the borough. Approximately 1,000 people have a severe learning disability and 8000 have a mild to moderate learning disability. It is estimated that one per cent of the population has schizophrenia and one per cent has bipolar disorder. In terms of people with a serious mental disorder this equates to approximately 2,500 residents.

On 31 March 2008, 3.18 per cent of staff declared themselves as disabled and 3 per cent of disabled staff held management posts. In the areas where the council holds disability data, 3.78 per cent of the top five per cent of earners, have a disability.

## **Gender**

The overall proportion of women in Brent's population is 51 per cent. Forty six per cent of economically active residents are women. Ninety per cent of lone parents with dependent children are women and six per cent are men. Of women who are lone parents, 27.7 per cent are in full-time employment and 16.5 per cent are in part-time work. Of men who are lone parents, 43.7 are in full-time work and 8.8 per cent in part-time employment.

On 31 March 2008, 64 per cent of Brent Council employees were women. A higher proportion of women have jobs within the fields of social care, education and customer care (this pattern is consistent with historical trends). Fifty nine per cent of full time council workers were women compared to 41 per cent who were men, and 81 per cent of women worked part time compared to 19 per cent of men. Women held 57 per cent of all management posts (graded at PO1 and above), and 45 per cent of the top five per cent of earners in the council posts (graded PO9 and above) are women. Women held 50 per cent of the most senior graded posts (Hay grades, with a salary range from £57,747 to £185,310).

## **Age**

Brent's population is relatively youthful, with 25 per cent of the population under 19 years old and 37 per cent between the ages of 20 to 39 years. Brent's pensioners make up 14 per cent of the population, which is lower than the Greater London and England and Wales figures of 15.5 per cent and 18 per cent respectively.

The upward trend on employees' age ranges continues with a rise of eleven per cent for the over 55 group. The highest proportion of our employees is in the age group of 35-54 years, making up 60 per cent of the workforce. Three per cent of employees are in the 16-24 age group, ten per cent are in the 25-29 age group, ten per cent are in the 30-34 age group and 17 per cent are in the over 55 age group. There is no significant difference between the proportion of men and women in all the age groups.

## **Religion**

Forty eight per cent of residents are Christian compared to 58 per cent across London. Seventeen per cent are Hindu, compared to four per cent across London. Twelve per cent are Muslim compared to eight per cent across London, two per cent are Jewish, one per cent are Buddhist and one per cent are Sikh. Ten per cent of the local population have declared that they had no religion, compared to 5.8 per cent across London.

## **Sexual Orientation**

Sexual Orientation was omitted from the last census data and from the Office for National Statistics annual national census, and this consequently makes it difficult to have any general understanding of the demographics of Lesbian Gay Bisexual and Transgender (LGBT) communities in Brent. However, according to Stonewall estimates, the LGBT community in Britain makes up around five or six per cent of the population. Brent Council is committed to

monitoring this category and will be able to provide more data in the next three years.

In the past we did not monitor religion and belief, or sexual orientation and were not able to report on those two areas. Last year we gave a commitment to start to collect his data. As of 31 March 2008, we held data on faith for seven per cent data of staff, and data on sexual orientation for four per cent. It is anticipated that this will increase as this information is collected from application forms completed by new starters, where they choose to give it. We will also be asking all existing staff to refresh their diversity data and complete the faith and sexual orientation categories.

## **Section 2**

### **4. The General Duty**

The Race, Disability and Gender Equality Duties require all public bodies to have 'due regard' to the need to eliminate discrimination and to promote equality. There are several similarities in the requirements under each of these equality duties. These include shared specific duties to:

- assess and consult on the impact of proposed policies
- monitor existing policies
- monitor key employment processes.

There are a number of specific equality requirements for given equality strands. These include:

- to promote good race relations under the race equality duty
- to involve disabled people in developing the Disability Equality Scheme
- to promote positive attitudes towards disabled people
- to address the causes of any gender pay gap under the gender equality duty.

In our Single Equality Scheme, we demonstrate our compliance with these duties, and have our approach has been to apply them equally across all 6 equality strands. We recognise the importance of this, as a means to build equalities into all the business of Brent Council. It is envisaged that, over time, the equality strands will bear equal weight in the access, improvement and delivery of services and employment.

The detail of the race, gender and disability equality duties can be found at appendix 2.

## **5. Specific Duties**

Below is a list of all our specific duties. A part of these duties we are required to:

- a) Consult and involve relevant groups in the development of the scheme
- b) Conduct performance monitoring
- c) Identify and prioritise functions and policies for relevance to equality
- d) Assess and consult on the likely impact of proposed and changed policies
- e) Monitor policies for adverse impact
- f) Publish results of assessments, consultation and monitoring
- g) Ensure public access to information and services
- h) Include a duty on employment, i.e. equal pay and training
- i) Procurement
- j) Develop a Single Equality Scheme action plan 2008-2011

### **a) Consultation and Involvement**

Brent Council recognises the importance of engaging effectively and working in partnership with its community. This has been fundamental to creating the Single Equality Scheme and will be crucial over the next three years. In developing the scheme, we have been committed to and secured a wide range of community input, and have built in consultation and involvement at many levels.

#### **i) Consultation**

The various consultation stages outlined below are as follows:

##### **Stage 1 – Initial consultation**

The first stage of consultation was carried out in 2006 -2007 for the development of the Single Equality Scheme 2007-2010. Key stakeholders representing all six equality strands and the council staff forums were asked to take part in a series of interactive consultation workshops to find out what they felt were the main issues facing the council in moving towards equality.

The results of this exercise have been used to inform this scheme, much of which has been incorporated into the new action plan for 2008-2011.

##### **Stage 2 – Targeted consultation**

As stage two of the consultation phase, in 2007 the Corporate Diversity Team conducted a gap analysis. This revealed that further input was required from community groups representing age, disability and sexuality. As a result a series of discussion groups for targeted groups was set up specifically

designed to gather information on these three strands. See appendix 3 for details of the groups consulted.

### **Stage 3 - Public Consultation**

A draft version of the scheme's action plan was presented to our external partners and staff forums, all of which had been consulted prior to the drafting of the scheme. These groups were given an opportunity to suggest changes to the plan before its publication.

In addition, a draft version of the scheme was placed on the council's Consultation Tracker during March to April in order to provide an opportunity for interested parties to respond. A list of our external partners can be seen at appendix 3.

### **b) Performance Monitoring**

In addition to the consultation outlined above, our internal and external partners play a key role in developing and shaping the progression of the scheme over the coming years. They will support our performance, monitor progress on the scheme's action plan, and feed it into the quality assurance process.

### **The Leadership group on Equality, Diversity and Community Cohesion**

The role of this group is to have a strategic oversight on equality diversity and community cohesion. This includes; quality assuring, assessing and reviewing performance, and further developing the equality, diversity and community cohesion agenda within the council. Members of this group include:

- representatives from the Corporate Management Team
- assistant directors
- directorate senior managers
- the chairs of the staff diversity forums. The group meets quarterly.

### **The Equality, Diversity and Community Cohesion Reference Group**

This working group reports to the Equality, Diversity and Community Cohesion Leadership group. It enables directorates to come together to exchange ideas, share good practice and identify areas of challenge. The group oversees the following activities:

- The Brent Single Equality Scheme
- the Equality Standard
- the Workforce Monitoring Report
- Equality Impact Assessments.

In relation to all these activities, it focuses on integrating good practice, supporting development, managing performance and setting targets. It meets six times a year.

## **External Consultative Forums**

Currently, there are a number of external forums which focus on particular equality and diversity strands. These include:

- the Black and Minority Ethnic Consultative Forum,
- the Disability Equality Liaison Group
- the Brent Multi-Faith forum.

## **6.5 Staff Diversity Forums**

Brent Council has five active staff forums which meet quarterly, the;

- Black and Asian Staff Forum
- Disabled Staff Forum
- Lesbian, Gay and Transgender Staff Forum
- Women's Staff Forum
- Parents and Carers Network

Each forum is championed by a Brent director. Currently new terms of reference are being developed for the forums which identify benefits to both the individual members and the council. These forums are a mechanism by which Brent council and the directorates can consult on policies, programmes and activities with staff groups.

## **b) Identifying and assessing functions and policies for relevance to equality**

Every three years, as a public body, we are required to assess all of our functions and policies for relevance to the general duties as outlined in legislation.

As part of the development of this scheme, we undertook an extensive functional assessment process where each directorate assessed their policies and functions against all six equality strands and categorised them as high, medium or low priority.

The objectives set out in the Single Equality Scheme action plan reflect this prioritised list, with the high, medium and low priorities being addressed in the first, second and third year of the scheme's lifetime respectively.

## **c) Assessing and consulting on the likely impact of proposed and changed policies**

The Brent Equality Impact Assessment identifies the positive and adverse effects a policy or key decision might have on groups of individuals in respect of the six equality strands.

The main aim of an impact assessment is to equip managers to be proactive in identifying how our policies and key decisions might affect groups differently. It is also a mechanism by which we can ensure that we meet our key objective under the Equality Standard of moving from agenda-setting for equality and diversity, to achieving results and outcomes.



As part of our commitment to ensuring a consistent approach to conducting equality impact assessments, the corporate diversity team have produced *Corporate Guidelines for Equality Impact Assessments*. This document has been circulated to all managers, and is used in conjunction with an impact assessment completion form which is submitted each time a new or changed policy is introduced.

Most existing managers in the council have undertaken impact assessment training, and further courses will be available for new managers.

Managers are also required to complete an equality impact assessment when submitting a report to the Corporate Management Team (CMT) or the Executive on a new or changed policy. The purpose of this is to ensure that consideration is given to the diversity implications of a proposed policy or key decisions prior to the CMT decision making process.

In proposing any new or changed policies and reviewing any existing strategies, Brent will continue to consult with relevant groups for their views on how service delivery might be improved.

Our principle mechanisms for consulting with local people are:

- our Area Consultative Forums,
- our User Consultative Forums,
- Housing Boards
- the Resident Tri-Annual Attitude Survey.

Service areas also undertake targeted consultation with community groups and residents to address specific local issues.

In addition to these mechanisms, the council's consultation team will continue to involve its key partners in addressing equality issues. These are made up of statutory and non-statutory bodies.

Brent's key partners are:

- the Local Strategic Partnership
- Brent Teaching Primary Care Trust
- West London Alliance (Community Cohesion Issues)
- Brent Housing Partnership.

A detailed list of the key partners can be found at appendix 4

#### **d) Monitoring policies for adverse impact on equality**

Brent Council is committed to gathering and monitoring data in order to assess the impact of its policies and functions in relation to equalities on local people and employees.

Our key monitoring systems are as follows:

- workforce representation data using the 'Interact' information management system
- learning and development through the monthly and quarterly reports
- staff perceptions, attitudes and levels of satisfaction through the annual staff survey
- racist, homophobic and religiously aggravated/motivated crime through the Police Crime Recording System ( a London-wide Metropolitan Police system)
- residents' attitudes and perceptions through the Resident Tri-annual Attitude survey.

The Corporate Diversity Team has also issued guidance for service areas for managers on monitoring in order to gather equality data. This guidance is used in conjunction with the guidelines on impact assessments.

As a public authority, we recognise the value of conducting Impact Assessment process. To ensure that there is a consistent approach to completing and monitoring impact assessments across all directorates, the Corporate Diversity Team will sample a number of Equality Impact Assessments on a quarterly basis from Executive Board and Corporate Management Team reports.

#### **e) Publishing results of assessments, consultation and monitoring**

The council will continue to publish the results of its assessments, consultation and monitoring exercises ensuring that they are made available to the public through a variety of media.

The main arrangements for publishing results include:

- publishing completed Equality Impact Assessments on the Corporate Diversity Team website
- our annual Workforce Monitoring Report details profiling of council based staff, teaching staff and councillors by ethnicity, disability, gender and age. Data is being collated on sexuality and faith which will be reported on in future reports. The report also details monitoring data on recruitment practices, employment tribunals, grievances and disciplinary cases and training. The data from these reports provides evidence to support the scheme's action plan.
- the Brent Consultation Tracker which enables Brent and its partners to coordinate and plan consultation more effectively, and avoid duplication of consultation activity
- The Brent Magazine has proven to be a powerful communication tool for the council in reaching local people. It continues to be the main source that residents use for information about the council. It is delivered direct to 98,000 homes each month. To capitalise on this success, the magazine is

also freely available in every library and One Stop Shop. Distribution to local businesses in Brent has also been increased.

#### **f) Ensuring public access to information and services**

The council has implemented creative ways of reaching out to residents to ensure that information about council services is widely distributed and understood. These include:

- the council's website, which offers residents information about how to access council services and the local democratic process
- BRAIN, the council's local community network, which provides residents with information about events occurring in the borough and a directory providing details on over 200 local community and voluntary groups and statutory organisations in the borough
- the six One Stop Shops located in the borough are the council's main enquiry services, where experienced customer care professionals are available to offer residents assistance with queries
- The Brent Magazine, as mentioned above, is a valuable information source for residents in the borough. It also advertises all staff vacancies in an accompanying recruitment supplement, The Job Shop, which is featured in every issue
- 'Disabled Go' is a directory which was launched by Brent Council in December 2006. It is an internet-based guide for disabled people and their carers providing access details for 100 venues across Brent. Venue selection has been based on the combined input of local disabled people and the council.

#### **g) Duty on employment including equal pay and training**

Brent Council is required to identify issues around recruitment, advancement and retention of staff in relation to race, disability and gender. These are reported annually in our Workforce Monitoring Report. In addition to our general reporting on employment, specific duties on equal pay and training are reported on.

##### **Equal pay**

The 2004 National Single Status Pay Agreement, negotiated between local authority employees and trade unions (representing the majority of non-teaching staff), required local authorities to complete and implement local pay reviews by 31 March 2007. The key objectives of this agreement are to

modernise and update local authority pay structures and to ensure equal pay for work of equal value.

Brent Council, in common with most other local authorities, has over the last few years been working with the local trade unions to complete this review, which will affect approximately 4,000 employees including 1,000 schools support staff employed by the LEA. This review has taken longer than expected due in part to its complexity.

For the future there are a number of other initiatives which are being put in place to ensure that the council's commitment to fair pay practices. These include:

- adoption of an equal pay policy which sets out how the council's commitment will be delivered
- new procedures to manage the operation of job evaluation scheme and the application of the various pay allowances
- regular equalities monitoring of all council pay and rewards
- use of equality impact assessments to measure the impact of any future proposals to change pay, grading and conditions
- Regular equal pay audits to monitor the effectiveness of the above actions in ensuring equal pay for work of equal value.

## **Learning and Development**

- As part of the council's Single Equality Scheme, we currently run a number of learning and development schemes with a diversity angle. These include:
  - sponsoring traineeships, some of which, like the National Graduate Training scheme, are specifically for young people
  - sponsoring staff on Positive Action programmes such as Get Ahead, Springboard, Navigator, Skills for Life and Train to Gain
  - sponsoring women, BME staff, and disabled staff through a number of programmes such as Women into Management, BME Senior Managers Network, and a career development workshop for disabled and BME staff - the BME Development programme
  - providing cultural awareness training.
- The Training Administration Team will maintain records of all training courses attended. This will include the ethnic origin, gender, age range, disability, religion and belief, sexual orientation, and grade of each staff member attending a course. These will be monitored on a regular basis to ensure consistency and equality of access to training and development opportunities, taking into account the particular needs of disadvantaged groups.
- Where required, special Learning and Development events will be designed to meet the needs of disadvantaged groups.

- The Corporate Learning and Development programme includes a dedicated programme of courses addressing a wide range of diversity and equality needs. The 2008-2009 programme includes programmes on impact assessments, anti-bullying and harassment, disability awareness development for managers, development on gender issues and customer-focused diversity development to name a few.

## **h) Procurement**

The Race Relations (Amendment) Act 2000 states that as an authority, we do not only need to be satisfied that procurement policies and practices do not discriminate unlawfully. We also need to be satisfied they promote equality of opportunity and good race relations. We have extended these requirements to apply to all the equality strands.

To ensure compliance, we will need to assess procurement policies and practices for the impact they might have on equality. This will include looking at objectives, general procedures and the outcomes in terms of involvement of, and impact on, services users, suppliers, and employees from diverse groups. We will also review how we can effectively build equality into the planning of procurement projects and procedures, followed together with arrangements for monitoring and managing contracts. Our arrangements for implementing this are included in our Single Equality Scheme Action Plan.

## **Section 3**

### **i) Action Planning**

#### **a) Single Equality Scheme Action Plan 2007-2008**

As part of the review process of the Single Equality Scheme, we are required to publish the results of the previous year's action plan.

Details of our completed action plan for 2007-08 feature in the table below.

**(Please see the attached document)**

#### **b) Single Equality Scheme Action Plan 2008-2011**

We have set out our equalities action plan for the next three years across the six equality strands. This is an organic document and the actions for each service area will be kept under review quarterly and will be cross referenced against our policies and functions.

The Diversity Reference Group and the Leadership Group will be responsible for overseeing progress of the action plan, and a progress report will be published annually.

Service Areas will integrate equality and diversity actions arising from the scheme into their Service Plans to ensure that equalities issues are embedded into the business of organisational operations.

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## Legal and Democratic services

Target	Diversity Strand(s): -Age, Disability, Gender, -Race, Religion & Belief, -Sexual Orientation	What activity/actions needs to be carried out to achieve the target?	Officer responsible for the target	Date by which the outcome should be achieved	Outcomes	Status
Ensure that we examine why (if applicable) some residents do not access services, for example electoral registration and voting and consult local people on how to deliver the services	All	Continue to analyse the response to see whether improvements are needed to the service	Peter Goss	March 2009 – initial review	More residents consider they have access to services and voter registration increases	
Ensure that equalities issues are properly addressed in the use of external counsel	All	Monitor the contract in respect of diversity for the procurement of external counsel	Contracts lawyers	October 2008	External providers are addressing equalities issues across all strands	

## Human Resources

Target	Diversity Strand(s): -Age -Disability -Gender -Race -Religion & Belief -Sexual Orientation	What activity/actions needs to be carried out to achieve the target?	Officer responsible for the target	Date by which the outcome should be achieved	Outcomes	Status
Review pre-employment screening to take into account temporary agency staff, Older and Disabled applicants needs	All	E-recruitment system designed so that accurate information can be collated relating to demographic info.  Information collated according to employment category, ie. Temp, etc.	Margaret Newman	March 2010	Candidates to reflect range of demographics and take into account occupational segregation (ie. If a majority of admin staff female, or IT workers white males, then action to be taken)	
Introduce new Sickness guideline to improve sickness absence monitoring for all staff	All	Guidelines to be developed Sickness recording to be improved across org.	Clare Gore	Sept 2008	Accurate sickness recording so that correct interventions to be made (ie. Stress – look at work design, supervisory relationships, etc.)	
Audit of communication tools & methods required	All	Design questionnaire around issues to be	Clare Gore (in conjunction	Nov 2008	To ensure that communication takes	



to improve departmental & individual communication		identified	with the Communications and Consultation unit)		account of the diversity of employees and is appropriate and targeted.	
Regular risk assessment to highlight and support staff at highest health and safety risk	All	Liaise with H&S, A&I and Occupational Health on feasibility. Review data around illness and accidents	Clare Gore	June 2008	Reduce accidents and illness in relevant areas where high incidence occurs	
Ensure schools are covered by requirement to monitor the six strands of diversity	All	Liaise with schools to ascertain if this is being done, and who has accountability for ensuring it is done	Marcelle Moncrieffe – Johnson	July 2009	Monitoring of candidates and employees by age, disability, gender, race, religion and belief, sexual orientation	
Ensure managers and supervisors are aware of the legal requirements and the Council's policy and ethos relating to diversity	All	Training through blended learning approach: <ul style="list-style-type: none"> <li>• Induction for new managers</li> <li>• E-learning</li> <li>• Training sessions</li> </ul>	Helena Cotton, Learning & Development	July 2009	Model best practice when managing diverse teams according to legal requirements and the Council's policy and ethos	
Ensure managers are equipped with the skills and knowledge to support and manage staff with	Disability	Training for all staff and providing a forum for disabled staff	Diversity Officer and Helena Cotton,	July 2009	Raised awareness relating to disability issues and improved support for disabled staff	

disabilities			Learning & Development			
Enable managers to effectively manage incidences, or potential incidences, of bullying and harassment within their areas of responsibility	All	Training sessions	Helena Cotton, Learning & Development	July 2009	Reduce the incidences of bullying and harassment in the workplace and provide support for victims	
Ensure staff responsible for completing Equality Impact Assessments (EQIAs) are equipped with appropriate skills and knowledge	All	Training through blended learning approach: <ul style="list-style-type: none"> <li>• E-learning</li> <li>• Electronic toolkit</li> </ul> Training sessions	Helena Cotton, Learning & Development	July 2009	Staff are able to complete EQIAs confidently and effectively	
Ensure staff understand the principles of equality and diversity including their role and responsibilities when providing service and working with others	All	Training through blended learning approach: <ul style="list-style-type: none"> <li>• Induction</li> <li>• E-learning</li> <li>• Training sessions</li> </ul>	Helena Cotton, Learning & Development	July 2009	Staff demonstrate an understanding of diversity issues	
Provide support and training for middle and senior BME managers	BME	<ul style="list-style-type: none"> <li>• Provide positive action programme ('Get Ahead') and career development workshops for designated BME</li> </ul>	Louisa Hitchman	March 2009	Increase confidence and skills, enabling participants to take advantage of career opportunities	

		staff				
Provide single gender development opportunities for staff (up to PO4)	Gender	<ul style="list-style-type: none"> <li>• Deliver Springboard personal development programme (female)</li> <li>• Deliver Navigator personal development programme (male)</li> </ul>	Helena Cotton	May 2009	Increase confidence and skills, enabling participants to take advantage of career opportunities	

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## Finance and Corporate Resources

Target	Diversity Strands: -Age -Disability -Gender -Race -Religion & Belief -Sexual Orientation	What Activity / Action needs to be carried out to achieve the target	Officer Responsible for target	Date by which the target should be achieved	Outcome	Status
Increase take up of Housing Benefit and Council Tax Benefit through targeted campaigns	All	Targeted take up campaigns	Simon Hardwick	March 2009	Increased access to Housing Benefit and Council Tax Benefit scheme by those who are entitled but currently not claiming.  150 successful new claims	.
Increase access and information about the Revenue and Benefits service to customers experiencing language barriers	Ethnicity Religion & Belief	Evaluation of translation requests, consultation with stakeholders and customers. Pilot initiatives to address issues identified	Simon Hardwick	March 2009	Improved access to the Revenue & Benefits service for customers experiencing language barriers. initiatives piloted by March 2009	
To improve equality of	Race	Working in	Alison	March 2009	Increase access to	

access to opportunities for tendering and bidding for all potential suppliers.		partnership with West London Alliance to simplify and streamline procurement wherever possible.	Matheson		bidding opportunities for Small Minority Ethnic/Black Minority Ethnic suppliers	
Address the needs of vulnerable customers who have council tax arrears	Disability	Extend use of revised recovery policy allowing more flexible payment arrangements	Paula Buckley	March 2009	Increased number of vulnerable customers with extended payment arrangements and reduction to debts passed to bailiffs ( in respect of vulnerable customers )	

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## Housing and Community Care

Target	Diversity Strand(s): -Age -Disability -Gender -Race -Religion & Belief -Sexual Orientation	What activity/actions needs to be carried out to achieve the target?	Officer responsible for the target	Date by which the target should be achieved	Outcomes	Status
To reduce the number of families in temporary accommodation.	Race	To work on promoting alternative housing options across the Private Housing Sector, work with RSL's & through PFI/Temp to Perm initiatives to increase the stock of net homes provided including increasing the number of affordable homes delivered.	Perry Singh Maggie Rafalowicz & Service Heads	March 2011	This will result in securing settled accommodation for around 2000 households currently living in TA & contribute to the NI 154 & the NI 155 & NI 156 & the LAA target under the theme of creating an inclusive community	Under 4000 households live in temporary accommodation  Work is progressing on delivering the national target of 50% reduction by 2010.

<p>To reduce the number of homeless applications particularly amongst members of the Somalian Community, address over-representation in respect of demand for Council Housing whilst overall reducing the number of Black African &amp; Caribbean Families facing possession proceedings.</p>	<p>Race</p>	<p>Promote awareness on available alternative options for housing through Advice Surgeries, Open Days &amp; Working with relevant Organisations across the Private &amp; Voluntary Sector</p>	<p>Perry Singh John Coaker</p>	<p>Advice surgeries to commence in May 2008</p>	<p>Achieve reduction in request for Council Housing &amp; achieve 5% reduction across Black African &amp; Caribbean Families facing possession proceedings.</p>	<p>Pilot advice surgery launched in March 08 at Cricklewood Homeless Concern. Open Day planned for Sept 08 along with a rollout of targeted Advice Surgeries based on evaluation of the pilot mentioned earlier.</p>
<p>To increase the number of vulnerable adults assisted to Move-On &amp; assisted to live independently within community setting.</p>	<p>Disability</p>	<p>Ensure effective Coordination &amp; planning of transition and resettlement arrangements.</p>	<p>Helen Duckworth</p>	<p>Rolling Programme March 2011 (annual targets to be agreed)</p>	<p>Increase in the number of people helped to live independently within Community settings. This contributes to NI141 &amp; the LAA theme of "Help when you need it".</p>	<p>Move-On programme established.</p>

Enable new Community and Voluntary Organisations Access to Council Funding	All (depending on purpose of the grant)	Establish pre-funding meetings for new organisations	Beverleigh Forbes	June 2008	2008/9 at least £100,000 will be allocated to new groups.  Grants will be allocated according to council priorities Contributes to NI7.	Task Group report completed in July 2007.  Process for funding new organisations and the future allocation of grants will be made to Executive in February 2008
Develop capacity building initiatives that will support and develop a vibrant voluntary sector in Brent	All	Establish initiatives such as annual Voluntary Sector conference and Funder's Fair in Brent  Develop a Voluntary Sector Strategy	Beverleigh Forbes	May 2008  May 2009	At least 20% of voluntary groups in Brent to attend capacity building events  Clear understanding of Brent Council's funding process. Contributes to NI3&PSA15.	Working group established to organised conference on Commissioning in April/May 2009 Working with BRAVA to organise Funder's Fair in June 2008
Effective contract management and	All (depending on type of service)	Develop an effective monitoring strategy	Beverleigh	April 2009	Monitoring framework established for 50% of adult	None



monitoring for all adult and social care contract		for all adult and social care contracts including: Monitoring framework and procedures for non-compliance	Forbes/ Jasmina Gomes		and social care contract  50% contracts monitored according to the framework	
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## Environment and Culture

Target	Diversity Strand(s): -Age -Disability -Gender -Race -Religion & Belief -Sexual Orientation	What activity/actions needs to be carried out to achieve the target?	Officer responsible for the target	Date by which the outcome should be achieved	Outcomes/Targets	Status
To ensure that effective equality monitoring covering all equality strands is in place	All	Each service to review monitoring arrangements and to extend them to cover all equality strands as necessary	E&C Directorate Management Team	March 2009	Monitoring meets best practice standards  Improved understanding profile of customers	

<p><b>To ensure that customers accessing services are representative of the community</b></p>	<p>All</p>	<p>Each service to analyse monitoring and/or sample data to identify barriers to access</p> <p>Identified barriers removed and action plans developed to improve access and participation</p>	<p>E&amp;C Directorate Management Team</p>	<p>March 2009</p> <p>July 2009</p>	<p>Pattern of customers accessing services better represents the community</p> <p>Improved participation in relevant services</p>	
<p><b>To increase participation in sport and physical activity by priority groups</b></p>	<p>Age Disability Gender</p>	<p>Activities and programmes organised and promoted to:</p> <ul style="list-style-type: none"> <li>• Disabled children and young people</li> <li>• Women</li> <li>• Older people</li> </ul>	<p>Gerry Kiefer</p>	<p>March 2009</p>	<p>Improved participation by disabled children and young people, women and older people</p>	

<p><b>To ensure that enforcement practices are not biased and do not discriminate against any section of the community</b></p>	<p>Race Gender Disability Age Religion &amp; belief</p>	<p>For each area of enforcement analyse and evaluate current enforcement practice using monitoring and representative data and benchmark practice</p>	<p>Michael Read</p>	<p>Programme complete by March 2011</p>	<p>Results of analysis published  Action plans published and implemented  Improved confidence in fairness and consistency of enforcement action.</p>	
<p><b>To ensure the consultation process leading to preparation of the Local Development Framework (LDF) incorporates all diversity strands</b></p>	<p>All</p>	<p>Review INRA and access to representative groups and act on available equalities data to adjust process as necessary</p>	<p>Chris Walker</p>	<p>March 2009</p>	<p>Reviewed and up to date INRA ensuring effective participation of all diversity strands in LDF process</p>	

<p><b>To review the Council's Cultural Strategy ensuring that it meets the needs of all parts of the community</b></p>	<p>All</p>	<p>Base review of the strategy on evidence from monitoring, consultation and research to ensure it considers needs of all diversity strands</p> <p>Undertake full public consultation on draft strategy proposals</p> <p>Conduct Equality Impact Assessment on potential changes and mitigate adverse impacts</p>	<p>Sue Harper</p>	<p>October 2009</p>	<p>Revised Cultural Strategy in place better meeting the needs of Brent's communities</p>	
<p><b>Complete a programme of reviews of strategies subsidiary to the Cultural Strategy ensuring that they meet the needs of all parts of the community</b></p>	<p>All</p>	<p>Complete evidence based reviews of strategies including:</p> <ul style="list-style-type: none"> <li>• Parks</li> <li>• Playing Pitch</li> <li>• Allotments</li> <li>• Sport and Physical Activity</li> <li>• Festivals</li> </ul>	<p>Sue Harper</p>	<p>Mar 2009 Mar 2009 Mar 2009 Mar 2009  Oct 2010</p>	<p>Revised strategies, policies and practice in place better meeting the needs of Brent's communities</p>	

<p><b>Complete a programme of reviews of strategies and policies relating to regulation and enforcement ensuring that they meet the needs of all parts of the community</b></p>	<p>All</p>	<p>Complete evidence based reviews of strategies and policies and INRAs including:</p> <ul style="list-style-type: none"> <li>• Licensing Act</li> <li>• Gambling Act</li> <li>• H&amp;S enforcement</li> <li>• Planning enforcement</li> </ul>	<p>Michael Read</p>	<p>Mar 2009 Mar 2009</p>	<p>Revised strategies, policies and practice in place better meeting the needs of Brent's communities</p>	
<p><b>Complete a programme of reviews of strategies and policies relating to streets and transportation ensuring that they meet the needs of all parts of the community</b></p>	<p>All</p>	<p>Complete evidence based reviews of strategies and policies and INRAs including:</p> <ul style="list-style-type: none"> <li>• Local Implementation Plan</li> <li>• Parking Strategy</li> <li>• Stadium Protective Parking</li> <li>• Street lighting</li> </ul>	<p>Irfan Malik</p>	<p>July annually Mar 2009 Mar 2010 Mar 2009</p>	<p>Revised strategies, policies and practice in place better meeting the needs of Brent's communities</p>	

<p><b>To ensure that BME and disabled staff are better represented in those areas of E&amp;C where they are presently significantly under represented</b></p>	<p>Race Disability</p>	<p>To work first with those areas with less than 15% BME staff and no disabled staff; then with those areas with less than 30% BME staff</p>	<p>Margaret Newman</p>	<p>March 2011</p>	<p>Increase representation in identified units by 5% for BME staff  Increase numbers of disabled staff to 3.06%</p>	
<p><b>To undertake a process audit of all policies and procedures relating to Registration and Nationality</b></p>	<p>Age Race Gender Faith Sexual Orientation</p>	<p>To complete reviews of processes policies, the interview process and create literature in other appropriate languages for:</p> <ul style="list-style-type: none"> <li>• Registering a birth</li> <li>• Registering a death</li> <li>• Marriage and Civil partnership</li> <li>• Citizenship and Nationality Checking</li> </ul>	<p>Mark Rimmer</p>	<p>March 2010</p>	<p>High satisfaction levels in customer surveys</p>	

<p><b>To develop and implement a programme of service specific improvements across E&amp;C to improve outcomes for residents and remove disadvantage linked to equality strands</b></p>	<p>All</p>	<p>Develop and implement a programme of improvements set out in an E&amp;C Equality Action Plan</p> <p>Monitor and evaluate the success of those improvements</p>	<p>E&amp;C Equality Steering Group</p>	<p>Up to March 2011</p>	<p>Improved outcomes and services for residents and the elimination of disadvantage linked to equality strands</p>	
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## Corporate Diversity Team

Target	Diversity Strand(s): -Age -Disability -Gender -Race -Religion & Belief -Sexual Orientation	What activity/actions need to be carried out to achieve the target?	Officer responsible for the target	Date by which the outcome should be achieved	Outcomes	Status
<b>Developing the needs of established and new Staff Forums</b>	ALL	To increase membership of steering group and staff forums	Corporate Diversity Officers	March 2009	Ensure other strands of diversity are reflected when establishing new Staff Forums so that issues relating to staff who are not part of the targeted group are addressed	
<b>Ensure Staff forums address Corporate equality objectives</b>	ALL	Staff forums members to be consulted and to contribute towards	Corporate Diversity Officers	March 2009	The Staff forums to have contributed towards 5 key employment targets within the Equality Action Plan	

		employment targets within the Equality Action Plans				
<b>Maintain and improve the needs of staff with visible and hidden disabilities using the positive about disability symbol</b>	ALL	Conduct yearly reviews of the 5 commitments Brent Council has made in recruiting, retaining and training staff with disabilities	Carolyn Solomon-Pryce	March 2009	Brent council to move from essential to desirable actions in meeting all 5 commitments on disabilities	
<b>Ensure Equality Impact Assessments include age, sexual orientation and faith</b>	ALL	Review guidance, training, new database for Equality Impact Assessment to ensure better monitoring and returns	Carolyn Solomon-Pryce	March 2009	Quality check 50% of all completed and returned Equality Impact Assessments from Service Areas	
<b>Establish and improve partnership with voluntary / community groups and West London Alliance to tackle Extremism and Community Cohesion</b>	ALL	Target young people and women from education and faith based institutions through diversion activities delivered by voluntary and	Elizabeth Bryan	March 2009	Manage the delivery of community cohesion and extremism projects by capacity building and monitoring four? voluntary and community based organisations	

<b>issues</b>		community groups				
<b>Support and improve decision making mechanism of external and internal diversity groups</b>	ALL	Analyse effectiveness of each of the 7 internal and 2 external diversity groups.	Jennifer Crook	March 2009	Streamline the number of internal and external diversity groups by ...?	
<b>Assess and address evolving diversity needs of each Service Area</b>	ALL	Corporate diversity staff to develop better understanding of roles and priorities within their assigned service areas	Corporate Diversity Officers	March 2009	Identify key priorities across the six diversity strands for each service area	
<b>Organise and manage yearly diversity events</b>	ALL	Identify one event to be celebrated that includes one of the six diversity strand.	Corporate Diversity Officers	March 2009	Ensure involvement or lead in organising event to highlight an important diversity celebration	

<b>Work towards Equality Standard for local government Level 4</b>	ALL	Provide service areas managers and staff with practical steps for achieving level 4	Amanda Lee-Ajala	March 2009	All managers and staff to start collating evidence of actions taken to reach ESLG level 4 requirements	
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## Policy and Regeneration

Target	Diversity Strand(s): -Age, -Disability, -Gender, -Race, -Religion & Belief -Sexual Orientation	What activity/actions needs to be carried out to achieve the target?	Officer responsible for the target	Date by which the outcome should be achieved	Outcomes	Status
Ensure equality monitoring covers all strands	All	Monitoring forms updated	PRU Management Team	Dec 2008	Monitoring compliant with best practice equality standard	
Analyse monitoring data quarterly at PRU equality steering group	All	Both internal and external data reported and recommended actions in response to findings fed back to management team	PRU Equality Steering Group	quarterly	Ensuring we are aware of any adverse impact in our service delivery and our internal organisational operations	
Ensure all staff have a	All	Set up in	PRU Management	March	Ensure equal access	

training plan		relation to HR PRO Undertake analysis of training	ent Team	2009	to training	
<b>Regeneration</b>						
Strengthening the auditing of contractors work in relation to equalities and checking all six strands are recognized	All	Update audit framework and reporting	Ian Hamilton	March 2009	Contractors are operating according to the equality standard when delivering services to residents on our behalf	
Formal reviews of strategy on a regular basis	All	Review of evidence sources	Andy Donald	March 2009	Ensure that evidence base is updated regularly to aid the focus of future regeneration work for the borough	

Ensure project staff can ask residents about disability effectively when monitoring equality	Disability	Training programme for staff	Andy Donald	March 2009	40 staff trained	
Ensure project staff can ask residents about faith and sexual orientation when monitoring equality	Faith and sexual orientation	Training programme for staff	Andy Donald	March 2009	40 staff trained	
<b>Corporate Policy and Partnerships</b>						
Integration of equalities into the development of LAA projects	All	<p>Ensure impact assessments and necessary action plans completed for each project, by end of Sept 08.</p> <p>Complete strategic-level impact assessment for LAA by end of Sept 08.</p> <p>Carry out six-month review, and propose changes to LAA as necessary in</p>	Karin McDougall	March 2009	Ensure awareness of possible impact on all in the borough, and address any negative impact on particular groups.	

		light of evidence.				
Improve the council's evidence base through the use of the MOSAIC model.	All	LAA evidence base preparation, borough and neighbourhood profiles created.	Cathy Tyson	March 2009	Enhanced basis from which to make decisions	
Monitor equality as part of all consultation undertaken by overview and scrutiny	All	Monitor and record consultation activity to ensure relevant to scrutiny topics	Jacqueline Casson	March 2011	Better evidence of any adverse impact which should be addressed	
Monitor outcomes and impacts of scrutiny recommendations	All	Develop a performance monitoring system for O & S	Jacqueline Casson	March 2009	Better evidence of any adverse impacts which need to be addressed	
<b>Corporate Complaints</b>						
Monitoring of all strands in place across the council at stage one of the complaints service		Regular monitoring  Analysis of complaints by strand within service areas	All departmental complaints managers	March 2011	Gain the knowledge from which to set targeted activity for improvement	



		Annual complaints report	Susan Riddle			
Setting equality targets around complaints		<p>Develop equalities targets ie objectives against which to monitor and assess complaint outcomes and remedies by demographic criteria to demonstrate fairness.</p> <p>Access equalities monitoring information from Client Index to enable setting of baselines and targets.</p>	All complaints managers	March 2011	Responses to any identified adverse impact	
Develop our provision of accessible service for complainants through a range of measures tailored to meet individual needs		Develop outreach programmes and raise awareness of complaints procedure,	Susan Riddle	March 2011	Increased use of the complaints procedures by those with disabilities, or language or literacy problems.	

		including Community Complaints Circle				
		Capture and monitor equalities information to establish baseline information				
To monitor the number of referrals to 'Advance Brent',	Gender, Race, Religion & belief,	To monitor the number of women who engage with advocacy services	Sarah Acton & Ian Lott Report Quarterly to Domestic Violence Operational Group	April 2009	To increase safety and reduce risk to female victims of intimate partner violence including 'honour' crimes	
Increase availability of information about domestic violence services to agency practitioners	All	Delivery of domestic violence training, networking and briefing	Catherine Kane Report quarterly to DVOG	April 2009	To enhance practitioner knowledge of specialist services and local coordinated interventions.	

		seminars to multi agency professionals				
Over 50 % of clients are satisfied with the service that they receive	All	The customer/client satisfaction survey is to include all equalities monitoring as appropriate.	Kiran Vagarwal	March 2009	To monitor every 6 months levels of satisfaction and take action to improve the service. Measured through Local Area Agreement Priority- Crime-reassurance; Anti Social Behavior target	

### Community Safety

Increase the information to the community particularly in high crime areas	All	Attend Fortnightly Intelligent meetings with the Police. Identify Crime hotspots. Respond to Crime Hotspots through targeted activity.	Kiran Vagarwal	March 2009	Communities are informed, reassured and have less fear of crime. Annual Brent strategic Assessment to include Community Confidence and reassurance measures through LAA priority measures NI24 & 25	
Met Police crime data to	Disability, Age	Making links with Brent Police and	Met Police	April 2009	CST Crime Analyst to maintain contact with	

include disability		<p>Scotland Yard to ensure that data is being collected for victims of crime with disability.</p> <p>Crime Analyst to monitor data as part of Crime Statistics.</p>			<p>local police and collect data every six months on disability as part of Crime statistics.</p> <p>Collection of data will lead to improvement of service to disabled people.</p>	
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## CHILDREN & FAMILIES

<p><u>School Improvement</u> to accelerate the attainment of under achieving groups of pupils so that gaps are narrowed significantly</p>	Race, Gender, Age	<ul style="list-style-type: none"> <li>- Leadership and coordination of support across the Council</li> <li>-Engagement of voluntary and Community Sector Support for schools &amp; parents</li> <li>-Listening to the voice of young people</li> </ul>	<p>Faira Ellks</p> <p>Rik Boxer</p> <p>Lesley Fox-Lee</p>	March 2009	Improved outcomes for Black African and Caribbean young people	
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		-Support to be offered in proportion to need to all Early years Settings in order to improve outcomes at Foundation Stage				
<u>Placements</u> To ensure appropriate placements are made for Looked After Children (LAC)	Age, Race, Disability, Religion and Belief and Sexual Orientation	-To ensure robust matching considerations of children and carers -To review recruitment strategy of staff and carers & functions of Adoptions and Placements Panel	Janet Palmer Naima Khan	March 2009	Improved outcomes for Looked after children AC through appropriate placements.	
<u>Sexual Health</u> To improve the sexual health of young people and reduce teenage conception rates	Race, Age, Gender, Religion and belief, disability	To review service provision in following ways: - focus on prevention, rather than support - focus activity on target groups and localities - commission interventions that are known to be	Sarah Mansuralli Krutika Pau	March 2009 and ongoing	Reductions amongst young people:  - STI's - Conceptions - Terminations - Teenage parents who are NEET Improved SRE provision in schools and non school settings	

		effective -				
<u>Integrated Services</u> Early identification of children with additional needs in order to provide early intervention packages of support	Age, Gender, Race, Disability	<ul style="list-style-type: none"> <li>- Effective roll out of Common Assessment Framework (CAF)</li> <li>- Establish locality based children's partnership boards</li> <li>- Develop the integration of children's services to be developed in localities</li> </ul>	Susan Mackenzie Krutika Pau	March 2010	<ul style="list-style-type: none"> <li>-Children will be better supported through universal provision</li> <li>-Children with additional needs will be identified earlier and appropriately supported.</li> <li>-Statutory Services will be more accessible to children with the greatest needs.</li> </ul>	
<u>Planning School Places</u> To accurately forecast the demand for school places and progress plans to ensure sufficient provision is available	Age, Gender, Disability, Race, Religion & Belief.	<ul style="list-style-type: none"> <li>- Progress the development of the Wembley &amp; John Kelly academies</li> <li>- Continue the expansion programme for existing schools</li> <li>- Maximise the impact of the PCP</li> </ul>	Nitin Parshottam  John Christie	March 2010 & ongoing	Appropriate provision is available for children seeking a school place in the borough	

		and Children's Centre initiatives - Seek to bring forward the BSF programme for the borough.				
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### COMMUNICATION AND CONSULTATION

Target	Diversity Strand(s): -Age -Disability -Gender -Race -Religion & Belief -Sexual Orientation	What activity/actions needs to be carried out to achieve the target?	Officer responsible for the target	Date by which the outcome should be achieved	Outcomes/Targets	Status
Mainstream all six equalities strands into the content of the Brent Magazine	All	Through targeted themes and news articles using appropriate language and images.	Cheryl Curling	March 2009	Greater awareness of equalities issues	
Mainstream all six equalities strands into the content of 'Insight'	All	Promoting staff diversity forums, equalities agenda	Cheryl Curling	March 2009	Greater awareness amongst staff of equality issues.	

– Brent’s Staff Magazine		and diversity issues.				
Improve monitoring on satisfaction surveys.	All	Routinely collect monitoring information on faith and sexuality.	Owen Thomson	March 2009	Improve sub-group analysis of survey information re all six equalities strands.	
Improve monitoring on consultation projects with the Brent Citizens’ Panel.	All	Routinely collect monitoring information on faith and sexuality.	Owen Thomson	March 2009	Improve sub-group analysis of survey information re all six equalities strands.	

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## **Appendices**

### **1)Equalities legislation and regulations**

#### **Race**

- The Race Relations (Amendment) Act 2000
- Race Relations Act 1976
- The Race Relations Act 1976 (Amendment) Regulations 2003

#### **Disability**

- Disability Discrimination Amendment Act 2005
- Disability Discrimination Act 1995

#### **Gender**

- Sex Discrimination Act 1975
- Equal Pay Act 1970 (Amended)
- The Sex Discrimination (Gender Reassignment) Regulations 1999

#### **Age**

- Employment Equality (Age) Regulation 2006

## **Sexual Orientation**

- Civil Partnerships Act 2004
- Employment Equality (Sexual Orientation) Regulation 2003
- The Employment Equality (Sex Discrimination) Regulations 2005
- Gender Recognition Act 2004

## **Religion and Belief**

- Employment Equality (Religion or Belief) Regulation 2003
- Racial and Religious Hatred Act 2006

## **Equality and Diversity**

- Equality Act 2006
- Human Rights Act 1998

## **Codes of Practice**

### **Race**

- Statutory code of practice on racial equality in employment

### **Disability**

- The Disability Discrimination Code of practice (Goods, Facilities, services and premises) 2002

## **2) General Duties**

### **Race**

Public authorities are required to:

- eliminate unlawful racial discrimination
- promote equal opportunities
- promote good relations between people from different racial groups

### **Gender**

Public authorities are required to:

- promote equality of opportunity between men and women
- to eliminate unlawful sex discrimination and harassment

### **Disability**

Public authorities must have due regard to the need to:

- eliminate unlawful disability discrimination and harassment
- promote equality of opportunity and positive attitudes towards disabled people
- take account of people's disabilities – even if this means treating them more favourably
- encourage the participation of disabled people in public life

(There is currently no general duty for age, sexual orientation and religion and belief).

### **3) External and internal partners consulted on the scheme**

#### **External List**

- Disability Groups - Asian People disability Alliance
- Association of Muslims with a disability
- Brent Advocacy Concern
- Carlton Handicap Children Group
- Black Women's Mental Health Project
- Brent Mencap
- Care Manager for the Deaf and Hard of Hearing Team
- BME User Consultative Forum
- Brent Multi-Faith Forum
- Disabled Service User Forum
- Asian Day Care & Development Centre
- Senior Citizen's of Asian Day Care and Development Centre
- Brent Pensioner's Forum

#### **Internal list**

- Unions (GMB & Unison),
- Disability Equality Liaison Group,
- Staff Forums: Women, Black and Asian, Disabled, Parents & Carers and Lesbian, Gay, Bisexual and Transgender.

### **4) Brent's Key local strategic partners**

- College of North West London
- BRAVA

- The Employer Partnership
- Brent HAG
- Metropolitan Police
- London Fire Brigade
- Learning and Skills Council
- Jobcentre Plus
- London Development Agency
- Brent Teaching Primary Care Trust
- Central and North West London Mental Health NHS Trust
- The North West London Hospitals NHS Trust

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