

## Equalities Committee

**Monday 11 January 2016 at 6.00 pm**

Board Room 6 - Brent Civic Centre, Engineers Way,  
Wembley HA9 0FJ

### Membership:

#### Members

Councillors:

Pavey (Chair)

Kansagra (Vice-Chair)

Harrison

Tatler

Thomas

#### Substitute Members

Councillors:

Councillors:

Colwill and Maurice

**For further information contact:** Peter Goss, Democratic Services Manager  
020 8937 1353, [peter.goss@brent.gov.uk](mailto:peter.goss@brent.gov.uk)

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**The press and public are welcome to attend this meeting**

# Agenda

Introductions, if appropriate.

Apologies for absence and clarification of alternate members.

**Item** **Page**

**1 Declarations of interests**

Members are invited to declare at this stage of the meeting, any relevant financial or other interest in the items on this agenda.

**2 Minutes of the previous meeting** 1 - 4

**3 Matters arising (if any)**

**4 Deputations (if any)**

**5 Update on Accessibility Improvements to the Civic Centre** 5 - 26

Further to the progress report of 12 October 2015, this report sets out recent progress on the access related works undertaken to the Civic Centre to further improve the high level of accessibility to the building. The improvements are based on practical usage and feedback from residents, relevant groups and users of the building and in accordance with recommendations set out in the Accessibility Audit carried out in August 2014.

**Ward Affected:**  
All Wards

**Contact Officer:** Sarah Chaudhry, Head of  
Property  
Tel: 020 8937 1705  
sarah.chaudhry@brent.gov.uk

**6 Report on equality and diversity related complaints received by Brent Council (April-September 2015)** 27 - 34

The Equalities Committee requested a report on equality and diversity related complaints at their meeting in July 2015. This report provides an overview of the diversity profile of people who have made complaints to the council (complainants) and any associated equalities issues. The report covers both corporate and statutory social care complaints during the first half of the year (April 2015 to September 2015) where this information has been declared or provided.

**Ward Affected:**  
All Wards

**Contact Officer:** Peter Gadsdon, Director,  
Performance, Policy and Partnerships  
Tel: 020 8937 1400

**7 Cllr Pavey Action Plan Review of Equalities (December 2015 update) 35 - 50**

**8 Brent Council's Collaborative Mentoring programme 51 - 60**

The Collaborative Mentoring programme was approved by CMT in December 2015 and will be rolled out from January 2016. It aims to promote and facilitate regular dialogue between senior managers and staff as a means of empowering junior staff members, fostering good cross-organisational working relationships, developing a greater understanding of diversity from differing perspectives and improving the sense of belonging to One Council. The programme will be managed by the HR team and participants will be provided with relevant support and guidance.

**9 Leadership Development Programme Proposals 2015 - 2016 61 - 68**

Following the report to the Corporate Management Team on the Leadership Development Programme in August 2015, this paper provides more detail on the proposals. This paper will demonstrate how input from HRIG and other key stakeholders have ensured that the programme meets the Council's individual, manager and organisational needs, including the Pavey review.

**10 Date of next meeting**

The next scheduled meeting of the committee is on

**11 Any other urgent business**

Notice of items to be raised under this heading must be given in writing to the Head of Executive and Member Services or his representative before the meeting in accordance with Standing Order 64.

**Date of the next meeting: Monday 18 April 2016**



- Please remember to **SWITCH OFF** your mobile phone during the meeting.
- The meeting room is accessible by lift and seats will be provided for members of the public.