

Equalities Committee

Thursday 7 April 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:

Colwill and Maurice

For further information contact: Peter Goss, Democratic Services Manager
020 8937 1353, peter.goss@brent.gov.uk

For electronic copies of minutes, reports and agendas, and to be alerted when the minutes of this meeting have been published visit:

www.brent.gov.uk/committees

The press and public are welcome to attend this meeting

Agenda

Introductions, if appropriate.

Apologies for absence and clarification of alternate members.

Item	Page
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1	Declarations of interests	
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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
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3	Matters arising (if any)	
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4	Deputations (if any)	
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5	Digital Inclusion and Online Accessibility for Brent residents	5 - 10
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In October 2014 Cabinet formally agreed a new Community Access Strategy which set out a vision for transforming the way in which our residents are able to access information, advice and services. The strategy seeks to create modern and relevant access arrangements that are tailored to meet the needs of differing demographic groups, help us to respond positively to the difficult financial pressures we face and to target our most personalised contact arrangements to those who are most vulnerable and have more complex needs.

Ward Affected:
All Wards

Contact Officer: Margaret Read, Director,
Customer Services
Tel: 020 8937 1521
margaret.read@brent.gov.uk

6	Progress update of Cllr Pavey's review on HR and Equalities and Cllr Pavey's action plan	11 - 32
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This report provides a progress update of the impact from Cllr Pavey's review of HR and Equalities based on the available qualitative and quantitative information.

Ward Affected:
All Wards

Contact Officer: Andreyana Ivanova, Head of
Equality
Tel: 020 8937 3154
andreyana.ivanova@brent.gov.uk

7 Brent Council's policies, programmes and initiatives supporting employees and applicants with disabilities 33 - 38

Brent is a disability positive employer and a member of the Positive about disabled people scheme awarded by the Job Centre Plus with the Two Ticks symbol. In March 2016 the council successfully retained its Two Ticks accreditation showing its commitment to disability inclusion and good employment and recruitment practices. However, the council recognises that there is still a lot to be done and works hard to promote disability inclusion and minimise barriers facing disabled employees and applicants, in partnership with organisations such as Remploy, the Business Disability Forum (BDF) and enei.

Ward Affected: All Wards
Contact Officer: Mildred Phillips, HR Director
Tel: 020 8937 5442
mildred.phillips@brent.gov.uk

8 Quarterly update on the Council's Let's Talk Collaborative Mentoring programme 39 - 46

The Let's Talk Collaborative Mentoring programme was approved by CMT in December 2015 and launched in 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.

Ward Affected: All Wards
Contact Officer: Andreyana Ivanova, Head of Equality
Tel: 020 8937 3154
andreyana.ivanova@brent.gov.uk

9 Update on Council's Aspire Leadership and Development programme 47 - 56

Ward Affected: All Wards
Contact Officer: Mildred Phillips, HR Director
Tel: 020 8937 5442
mildred.phillips@brent.gov.uk

10 Date of next meeting

The date of the next meeting of the committee will be agreed by the Annual Meeting in May 2016.

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: will be agreed at the Annual Meeting in May 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.