

Equalities Committee

Tuesday 6 December 2016 at 6.00 pm

Board Room 2 - Brent Civic Centre, Engineers Way,
Wembley HA9 0FJ

Membership:

Members

Councillors:

McLennan (Chair)

Davidson

Harrison

Tatler

Thomas

Substitute Members

Labour Councillors:

Conneely, Crane and Hylton

Conservative Councillors:

Kansagra and Maurice

For further information contact: Tom Welsh, Governance Officer; 020 8937 6607,
tom.welsh@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/democracy

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 personal and prejudicial interests and discloseable pecuniary interests in any matter to be considered at this meeting.	
2 Minutes of the Previous Meeting	1 - 4
3 Matters Arising (If Any)	
4 Deputations (If Any)	
5 Election of Vice Chair of the Committee	
For the Committee to decide the election of a new Vice Chair for the remainder of the municipal year.	
6 Update on Outcome Based Reviews and the Harlesden Community Hub	5 - 14
Brent Council has been running three Outcome Based Reviews (OBRs), using design-led processes, focusing on employment support and welfare reform, housing for vulnerable people and regeneration. This report outlines the OBR approach and shares the work carried out to develop and trial a community hub model in Harlesden from 31 October – 12 November 2016.	
Ward Affected: All Wards	Contact Officer: Peter Gadsdon, Director, Performance, Policy and Partnerships Tel: 020 8937 1400 peter.gadsdon@brent.gov.uk
7 Employment, Skills and Enterprise team: summary of available support for vulnerable residents	15 - 22
This report provides a summary of employment and training support commissioned and / or delivered by the Employment, Skills and Enterprise team for vulnerable residents, including those with a disability.	

Ward Affected: All Wards
Contact Officer: Matthew Dibben, Head of Employment, Skills and Enterprise; Kaya Chatterji, Service Development Manager
Tel: 020 8937 1815, Tel 020 8937 6673
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8 Eastern European Communities Living in Brent (Task & Finish Group Report) 23 - 28

This cross-Council group has been established to look at the socio-economic barriers and challenges experienced by the Eastern European communities living in Brent and make recommendations to address these.

Ward Affected: All Wards
Contact Officer: Andreyana Ivanova, Head of Equality; Genevie George, Partnerships and Engagement Manager
Tel: 020 8937 3154, Tel: 020 8937 1048
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genevie.george@brent.gov.uk

9 Overcrowding and BAME Households (Task & Finish Group report) 29 - 34

This group has been established to consider the scale and impact of overcrowding affecting Black, Asian and Minority Ethnic (BAME) households and to identify actions to address the problem. The work has been prompted by the findings of the latest report by the Runnymede Trust and other studies that evidence the disproportionate representation of BAME groups among overcrowded households across tenures. The recommendations of the working group will feed into the review of the Council's Housing Strategy.

Ward Affected: All Wards
Contact Officer: Tony Hirsch, Policy and Performance; Andreyana Ivanova, Head of Equality
Tel: 020 8937 2336, Tel: 020 8937 3154
tony.hirsch@brent.gov.uk,
andreyana.ivanova@brent.gov.uk

10 2015-16 Gender Pay Gap Audit 35 - 44

This report looks at gender pay differences within Brent Council's non-schools workforce. The main focus is on systemic pay inequalities between men and women rather than pay differences between individuals. Pay grade is used as an indicator of work of equal value, as determined by the Greater London Provincial Council (GLPC) or HAY job evaluation scheme.

Ward Affected:
All Wards

Contact Officer: David Veale, Director of
Human Resources and Organisational
Development
Tel: 07788970564
David.Veale@brent.gov.uk

11 2016/17 Equality Strategy Action Plan

45 - 48

The item provides the Committee with a progress update on the 2016/17 Equality Strategy Action Plan.

Ward Affected:
All Wards

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

12 Date of the Next Meeting

The next scheduled meeting of the committee is on **20 February 2017**

13 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.



- 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.