

Equalities Committee

Monday 20 February 2017 at 6.00 pm

Board Room 4 - Brent Civic Centre, Engineers Way,
Wembley HA9 0FJ

Membership:

Members

Councillors:

McLennan (Chair)
Davidson (Vice-Chair)
Harrison
Mashari
Thomas

Substitute Members

Councillors:

Conneely, Crane and Hylton

Councillors:

Kansagra and Maurice

For further information contact: Nikolay Manov, Governance Officer
020 8937 1348, nikolay.manov@brent.gov.uk

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www.brent.gov.uk/committees

The press and public are welcome to attend part of 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 disclosable pecuniary interests in any matter to be considered at this meeting.	
2 Minutes of the previous meeting	1 - 8
3 Matters arising (if any)	
4 Deputations (if any)	
5 Impact and mitigation of the Overall Benefit Cap	9 - 18
The report provides details of the expected impacts on residents of the reduced welfare benefits cap, and the steps taken to offer support and services to residents affected.	
Ward Affected: All Wards	Contact Officer: David Oates, Customer Services and Benefits Tel: 020 8937 1931 david.oates@brent.gov.uk
6 European Union Referendum and the Impact of Uncertainty on Brent Residents	19 - 32
The report looks at the impact of uncertainty on Brent residents and services following the European Union referendum.	
Ward Affected: All Wards	Contact Officer: Pascoe Sawyers, Head of Strategy and Partnerships Tel: 020 8937 1045 pascoe.sawyers@brent.gov.uk
7 Brent's Equality Analysis process	33 - 40
The report outlines the Council's Equality Analysis (also known as Equality Impact Assessment) process of assessing the potential / likely	

impacts of proposed changes on service users with protected characteristics. The Equality Analysis (EA) process aims to ensure that the Council's decision-making is evidence-based and robust.

The organisation has a similar internal EA process for restructures which is outside the scope of this report.

Ward Affected: All Wards
Contact Officer: David Veale, Director of Human Resources and Organisational Development
Tel: 0208 937 4565
david.veale@brent.gov.uk

8 Progress update on the 2016-17 Equality & Diversity Action Plan 41 - 42

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

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

9 Exclusion of Press and Public

The following item(s) is/are not for publication as they relate to the following category of exempt information as specified in the Local Government Act 1972 namely:

Paragraph 3

“Information relating to the financial or business affairs of any particular person (including the authority holding that information)”.

10 Equal Pay Audit benchmarking (verbal update) 43 - 52

At the Equalities Committee Meeting on 6 December 2016 Members requested a report comparing Brent's 2015-16 Gender Pay Gap Audit data to other London Boroughs.

The 2015-16 Gender Pay Gap Audit report is attached as an appendix for reference.

Members will be provided with a verbal update on cross-council Gender Pay Gap benchmarking data. The item is exempt from publication because the cross-council benchmarking data is not currently available in the public domain.

Ward Affected:
All Wards

Contact Officer: David Veale, Director of
Human Resources and Organisational
Development
Tel: 0208 937 4565
david.veale@brent.gov.uk

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.

12 Date of next meeting

The next scheduled meeting of the committee is on 2 May 2017.



- 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.