

Equalities Committee

Monday 12 September 2016 at 6.00 pm
Boardrooms 5-6 - Brent Civic Centre

Membership:

Members

Councillors:

McLennan (Chair)
Kansagra (Vice-Chair)
Harrison
Tatler
Thomas

Substitute Members

Councillors:

Conneely, Crane and Hylton

Councillors:
Colwill and Maurice

For further information contact: Thomas Cattermole, Head of Executive and Member Services
020 8937 5446, thomas.cattermole@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 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
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3	Matters arising (if any)	
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4	Deputations (if any)	
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5	2016/17 Equality and Diversity action plan	5 - 6
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This action plan outlines the key equality and diversity actions and priorities for 2016/16 financial year. It has been approved by the Diversity Reference Group and the Corporate Management Team.

Ward Affected: All Wards	Contact Officer: Andreyana Ivanova, Head of Equality Tel: 020 8937 3154 andreyana.ivanova@brent.gov.uk
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6	2015/16 Workforce Diversity profile report	7 - 30
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This report provides an overview of the diversity profile of the council's workforce and job applicants, broken down by the equality characteristics of age, disability, gender, race, religion or belief, sexual orientation and transgender. It also includes some information on pregnancy and maternity, childcare and caring responsibilities. The data in this report helps inform the council's workforce planning and decision making processes. The report also informs the development of workforce initiatives to further improve representation of minority groups within the Council.

Ward Affected: All Wards	Contact Officer: Mildred Phillips, Head of Employee Services Tel: 020 8937 5442 mildred.phillips@brent.gov.uk
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7 YourVoice 2016 staff survey: equality analysis 31 - 56

This agenda item is a summary of findings from the YourVoice2016 survey carried out online between 21 March and 29 April 2016.

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

8 Mental Health in Brent 57 - 66

This report outlines Brent Council's internal support arrangements promoting a mental health friendly environment and good mental wellbeing of its employees. It also provides information on the services and programmes supporting residents and service users with mental health needs.

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

9 2015/16 Annual progress update on Council's equality objectives and action plans 67 - 72

This is an annual progress update on Brent Council's equalities objectives set out in its Equality Strategy 2015 – 2019.

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

10 Aspire Leadership & Development programme: diversity breakdown of participants 73 - 82

This is a progress update on the Aspire Leadership and Development programme.

Ward Affected: All Wards
Contact Officer: Mildred Phillips, Head of Employee Services
Tel: 020 8937 5442
mildred.phillips@brent.gov.uk

11 Community Action on Dementia project 83 - 96

This is an 18-month pilot programme, commissioned by Brent's Clinical

Commissioning Group, that recognises and values the skills and talents of people living with dementia. It's mission is to empower a team of dementia peer supporters (and their carers) to support their newly diagnosed peers.

Ward Affected:
All Wards

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

12 Date of next meeting

The next scheduled meeting of the committee is on 6 December 2016.

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.

Date of the next meeting: Tuesday 6 December 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.