

## Equalities Committee

**Monday 19 February 2018 at 6.00 pm**

Boardroom 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, Hoda-Benn and Hylton  
  
Councillors:  
Maurice and Warren

**For further information contact:** Nikolay Manov, Governance Officer  
Tel: 020 8937 1348; Email: [nikolay.manov@brent.gov.uk](mailto:nikolay.manov@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](http://www.brent.gov.uk/committees)**

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

## **Notes for Members - Declarations of Interest:**

If a Member is aware they have a Disclosable Pecuniary Interest\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent and must leave the room without participating in discussion of the item.

If a Member is aware they have a Personal Interest\*\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent.

If the Personal Interest is also a Prejudicial Interest (i.e. it affects a financial position or relates to determining of any approval, consent, licence, permission, or registration) then (unless an exception at 14(2) of the Members Code applies), after disclosing the interest to the meeting the Member must leave the room without participating in discussion of the item, except that they may first make representations, answer questions or give evidence relating to the matter, provided that the public are allowed to attend the meeting for those purposes.

### **\*Disclosable Pecuniary Interests:**

- (a) **Employment, etc.** - Any employment, office, trade, profession or vocation carried on for profit gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect expenses in carrying out duties as a member, or of election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between the Councillors or their partner (or a body in which one has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences**- Any licence to occupy land in the council's area for a month or longer.
- (f) **Corporate tenancies** - Any tenancy between the council and a body in which the Councillor or their partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

### **\*\*Personal Interests:**

The business relates to or affects:

(a) Anybody of which you are a member or in a position of general control or management, and:

- To which you are appointed by the council;
- which exercises functions of a public nature;
- which is directed is to charitable purposes;
- whose principal purposes include the influence of public opinion or policy (including a political party of trade union).

(b) The interests a of a person from whom you have received gifts or hospitality of at least £50 as a member in the municipal year;

or

A decision in relation to that business might reasonably be regarded as affecting, to a greater extent than the majority of other council tax payers, ratepayers or inhabitants of the electoral ward affected by the decision, the well-being or financial position of:

- You yourself;
- a member of your family or your friend or any person with whom you have a close association or any person or body who employs or has appointed any of these or in whom they have a beneficial interest in a class of securities exceeding the nominal value of £25,000, or any firm in which they are a partner, or any company of which they are a director
- any body of a type described in (a) above

# Agenda

Introductions, if appropriate.

Item	Page
<b>1 Apologies for absence and clarification of alternate members</b>	
<b>2 Declarations of interests</b> Members are invited to declare at this stage of the meeting, any relevant disclosable pecuniary, personal or prejudicial interests in the items on this agenda.	
<b>3 Deputations (if any)</b> To hear any deputations received from members of the public in accordance with Standing Order 67.	
<b>4 Minutes of the previous meeting</b> To approve the minutes of the previous meeting as a correct record.	1 - 8
<b>5 Matters arising (if any)</b> To consider any matters arising from the minutes of the previous meeting.	
<b>6 Modern Slavery</b> Members will hear the 'Modern Slavery in London - Your Duty to Identify and Protect Victims' presentation by Tamara Barnett from the Human Trafficking Foundation.	
<b>7 Accessibility Audit Report</b>  This report presents the findings of a review commissioned by the previous Equalities Team on the accessibility of frontline Council services.	9 - 20

**Wards Affected:** All Wards  
**Contact Officer:** Adina Maglan, Equalities Officer  
Email: [adina.maglan@brent.gov.uk](mailto:adina.maglan@brent.gov.uk)  
Tel: 020 8937 3153

## 8 Impact and equality analysis of the Overall Benefit Cap

21 - 48

The report provides details of the actual impacts on residents of the reduced cap, and briefly outlines the steps taken to offer support and services to residents affected.

**Ward Affected:**  
All Wards

**Contact Officer:** David Oates  
Head of Customer Services and Benefits  
Email: [david.oates@brent.gov.uk](mailto:david.oates@brent.gov.uk)  
Tel: 020 8937 1931

## 9 Homelessness Reduction Act: Equality Impact Analysis

*To follow.*

**Ward Affected:**  
All Wards

**Contact Officer:** Laurence Coaker, Head of  
Housing Needs  
Email: [laurence.coaker@brent.gov.uk](mailto:laurence.coaker@brent.gov.uk)  
Tel: 020 8937 2788

## 10 Progress update on Brent's 2017/18 Equality and Diversity Action Plan 49 - 52

The item provides the Committee with a progress update on the 2017/18 Equality and Diversity Action Plan.

**Wards Affected:**  
All Wards

**Contact Officer:** Adina Maglan, Equalities Officer  
Email: [adina.maglan@brent.gov.uk](mailto:adina.maglan@brent.gov.uk)  
Tel: 020 8937 3153

## 11 Achievements of the Equalities Committee (verbal update)

Members will hear an update on the achievements of the Equalities Committee since its establishment in July 2015.

**Ward Affected:**  
All Wards

**Contact Officer:** Pascoe Sawyers, Head of  
Strategy and Partnerships  
Email: [pascoe.sawyers@brent.gov.uk](mailto:pascoe.sawyers@brent.gov.uk)  
Tel: 020 8937 1045

## 12 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 60.



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.