

	<p align="center">Full Council 22 November 2021</p>
	<p align="center">Report from the Assistant Chief Executive</p>
<p align="center">Brent Black Community Action Plan – Annual Report</p>	

Wards Affected:	All
Key or Non-Key Decision:	Non-Key
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
No. of Appendices:	None
Background Papers:	None
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1.0 Purpose of the report

- 1.1 To provide an update on the Brent Black Community Action Plan (BCAP), including activity undertaken during 2021/22 to deliver the priority themes of the BCAP.
- 1.2 This report also outlines the challenges identified in delivering the BCAP during its first year and outlines an approach to overcome these challenges for year two.

2.0 Recommendation(s)

- 2.1 To note the progress against the Black Community Action Plan delivery plans 2021/22.
- 2.2 To note the identified challenges and action planned to overcome them.
- 2.3 To note the emerging areas of focus for the Black Community Action Plan in 2022/23.

3.0 Key issues for consideration

Background information

- 3.1 Following extensive conversations with the black community in Brent after the murder of George Floyd, the Black Community Action Plan was developed to set out the Council's commitment to reducing and eradicating inequality. The BCAP was agreed by Cabinet and Full Council as a 10-year plan, with actions identified in the short, medium and long term. The 2021/22 delivery plan focuses on three priorities:
 - Early intervention: children, young people and families.
 - Enabling and strengthening community leadership through capacity building.
 - Supporting Black led organisations - through grant funding, procurement and support for employment and enterprise.
- 3.2 The council is committed to delivering the BCAP. £460k was allocated to BCAP to enable delivery in 2021/22 as part of the Borough Plan £1million. Further allocations of £168k have been made from the Covid19 recovery fund. £2million of Neighbourhood Community Infrastructure Levy (NCIL) funding has also been awarded by focussing on local projects that address inequality.

Key successes

- 3.3 Progress has been made during 2021/22, and highlights are outlined below:
 - The Harlesden Curriculum is currently being developed by both primary and secondary schools in Harlesden to ensure that there is continuity in the learning across KS2 and KS3. Embedded into this approach will be the teaching of positive Black History in schools.
 - Developed and introduced a Youth Advisory Group to bring the direct voice of young people to BCAP.
 - An Insight Day delivered in October, with 165 young people attending the Civic Centre.
 - Working with the Youth Advisory Group to co-produce a leadership development programme.
 - An event was held in June 2021 with Black-led businesses to better understand the support they need. The Black Business Network will be launched in November, which will offer tailored engagement, support and training.
 - A Black Business Excellence Quality Mark has been developed to recognise Black businesses and their commitment to providing excellent services. A contract was awarded in September to deliver programme.

- 3.4 There has been a broad range of other BCAP activity undertaken. These successes include:
- Established a consortia of NCIL funded organisations to collaborate and consolidate resources and expertise to improve outcomes for Black communities.
 - A BCAP micro site designed and launched in July 2021, with a competition to design the BCAP logo
 - Established and recruited 15 Cultural Diversity Champions (CDCs), focused on promoting racial equality within the council.
 - Supported the development of a consortium approach to deliver Picture Palace as a community asset - called Assets for Brent's Communities (ABC).

Challenges and opportunities

- 3.5 A number of challenges have been encountered in the delivery of the BCAP, specifically:
- There have been gaps in representation of figurehead influencers to galvanise the community.
 - We need to work more with young people to help build a platform to raise awareness.
 - Time – it takes time to mobilise and move things forward as the priorities are nuanced making it challenging to articulate how priorities are taken forward.
 - We need to make better use of findings from consultation and engagement across the council.

BCAP 2022/23 – our approach

- 3.6 The proposed approach will build on our activity to date and our learning, with a renewed approach to embedding a legacy of systemic mainstream changes:
- Interventions to deliver systemic change, including:
 - Establishing a Senior Officers Delivery Group to secure buy in from decision makers;
 - Making investment in the community by providing facilities like Picture Palace;
 - Create mechanisms to bring in more Black residents to create a route into careers that build on the appetite shown in the Youth Advisory Group and Insight Day;
 - Introducing a programme of Civic Life opportunities to establish a pipeline of Black leaders to put Black residents in decision making roles;
 - Developing a new Brent Council Black Graduate Scheme;
 - Introduce a number of roles across the community to amplify the BCAP work, including:
 - A 'Saturday Job' description for young people to be paid for BCAP involvement;

- A 'BCAP Educator role' to raise aspiration and sense of entitlement for young people;
- A community based BCAP Consultant – from the community;
- Enhance the communications strategy by working with influencers to build our presence in the Black community

4.0 Financial Implications

4.1 The financial implications for each of the 2021/22 actions are set out in the one year delivery plan. Overall, most of the actions are of the nature that they can be contained within existing departmental budgets. In addition, the 2021/22 budget agreed by the Council set out additional funding to further support the delivery of the Black Community Action Plan.

5.0 Legal Implications

5.1 Where it is reasonably thought that persons who share a protected characteristic suffer a disadvantage connected to that characteristic; and/or persons who share that characteristic have needs that are different from the needs of persons who do not share it; and/or participation in an activity by persons who share that characteristic is disproportionately low, then section 158 of the Equality Act 2010 permits positive action where it is a proportionate means of achieving a legitimate aim of enabling or encouraging persons who share the protected characteristic to overcome or minimise the disadvantage, meet specific needs or enable or encourage persons who share the protected characteristic to participate in that activity.

5.2 The Equality and Human Rights Commission (EHRC) Statutory Code of Practice in relation to services, public functions and associations provides further clarity in relation to the positive action provisions in the Equality Act. It explains that these enable service providers to take proportionate action to achieve fuller and more effective equality outcomes for members of groups that are socially or economically disadvantaged or excluded, or who otherwise face the consequences of past or present discrimination or disadvantage. Positive action can include, for example, providing additional or bespoke services, separate facilities, accelerated access to services, targeting resources or induction or training opportunities to benefit a particular disadvantaged group. Provided the action is within the parameters laid down in the Act and meets the test of proportionality, it will not amount to positive discrimination under the Act, which would be unlawful.

5.3 The Statutory Code also recommends that in order to identify possible causes of disadvantage, different needs and under-representation, and to develop appropriate positive action measures, service providers will benefit from the involvement of staff and members of groups sharing a relevant protected characteristic and such groups should also be involved in the evaluation of positive action measures which is in accordance with the council's approach as set out in this report.

6.0 Equality Implications

- 6.1 The council, as a public authority exercising public functions, is subject to a general public sector equality duty (PSED) under section 149 Equality Act 2010 (EqA). The PSED requires public authorities to have “due regard” to:
- The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the EqA.
 - The need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. This involves having due regard to the need to:
 - Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
 - Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - The need to foster good relations between persons who share a relevant protected characteristic and those who do not share it. This includes having due regard to the need to tackle prejudice and to promote understanding.
- 6.2 The BCAP will support Brent Council to continue to meet its public sector equality duties.

7.0 Any Other Implications (HR, Property, Environmental Sustainability)

7.1 None

8.0 Proposed Consultation with Ward Members and Stakeholders

8.1 Both the community reference group and thematic steering groups remain informed of the progress detailed in this report, and will continue to as the plan continues to be delivered.

Report sign off:

Shazia Hussain
Assistant Chief Executive