

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Borough Plan 2023 - 27
DEPARTMENT:	Communities & Regeneration
TEAM:	Strategy & Partnerships
LEAD OFFICER:	Tom Pickup
DATE:	23.01.23

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The Brent Borough Plan 2023-27 captures the council's achievements over the last four years and provides the context, narrative and strategic priorities for our new ambitions. It states our provisional commitments and desired outcomes for the next four years and outlines how we will work with others to achieve them.

Mindful of the impacts the cost of living crisis and the pandemic has had on our Borough, the Plan aims to overcome existing challenges, but also identify and utilise new opportunities for all who live and work in the borough.

2. Who may be affected by this policy or proposal?

The Borough Plan provides ambitions to make the Borough a better place for all, especially those who may require additional support and help. However, we also understand that we have framed and will seek to deliver our ambitions within a period of financial uncertain for our communities, our organisation and sector. Therefore, we will need to be adaptable and ready to manage our level of ambitions to reflect the context we are operating in.

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Yes. The Borough Plans ambitions are strongly linked with two components of the PSED: 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 and

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.

As the Borough Plan aims to promote equality of opportunity and understanding as well as minimise disadvantage, it is believed that the Plan should generally have a positive impact. However, given the financial context that we are all operating in, we must also be prudent and understand that the ability to deliver our ambitions may be limited over the next four years. Hence, we will be stating an overall neutral impact.

4. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	Impact Positive	Impact Neutral/None	Impact Negative
Age		x	
Sex		x	
Race		x	
Disability *		x	
Sexual orientation		x	
Gender reassignment		x	
Religion or belief		x	
Pregnancy or maternity		x	
Marriage		x	

5. Please complete **each row** of the checklist with an “X”.

Screening Checklist

	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council’s public sector equality duty?	x	
Does the policy or proposal relate to an area with known inequalities?	x	

Would the policy or proposal change or remove services used by vulnerable groups of people?		x
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	x	

If you have answered YES to ANY of the above, then proceed to section B.

If you have answered NO to ALL of the above, then proceed straight to section D.

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The Borough Plan has had extensive engagement. It is estimated that we have reached out to thousands of residents, communities and organisations and received around 900 responses to our online survey. The engagement involved as many people as possible, especially seldom heard voices. The engagement has consisted of the following:

- Drop-in sessions and community events
- A range of meetings and focus groups in each Brent Connect area
- Information sessions at libraries and hubs
- Online information sessions
- Online survey/ feedback form
- Multimedia campaign
- CitizenLab
- Focus groups with underrepresented groups
- Meetings with partnership and stakeholder groups

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE

Details of impacts identified	<p>The Borough Plan has priorities to improve the quality of life for all residents, service users and members of staff, especially those that are in most need of additional support and assistance. However, whilst we have set a high level of ambition we are also operating within a difficult financial context which may impact or limit what we are able to achieve and the support we can provide for residents.</p> <p>The development of Key Performance Indicators will highlight specific work related to this protected characteristic and will be monitored and evaluated over time.</p>
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DISABILITY

Details of impacts identified	<p>The Borough Plan has priorities to improve the quality of life for all residents, service users and members of staff, especially those that are in most need of additional support and assistance. However, whilst we have set a high level of ambition we are also operating within a difficult financial context which may impact or limit what we are able to achieve and the support we can provide for residents.</p> <p>The development of Key Performance Indicators will highlight specific work related to this protected characteristic and will be monitored and evaluated over time.</p>
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RACE

Details of impacts identified	<p>The Borough Plan has priorities to improve the quality of life for all residents, service users and members of staff, especially those that are in most need of additional support and assistance. However, whilst we have set a high level of ambition we are also operating within a difficult financial context which may impact or limit what we are able to achieve and the support we can provide for residents.</p> <p>The development of Key Performance Indicators will highlight specific work related to this protected characteristic and will be monitored and evaluated over time.</p>
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SEX

Details of impacts identified	<p>The Borough Plan has priorities to improve the quality of life for all residents, service users and members of staff, especially those that are in most need of additional support and assistance. However, whilst we have set a high level of ambition we are also operating within a difficult financial context which may impact or limit what we are able to achieve and the support we can provide for residents.</p> <p>The development of Key Performance Indicators will highlight specific work related to this protected characteristic and will be monitored and evaluated over time.</p>
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SEXUAL ORIENTATION

Details of impacts identified	<p>The Borough Plan has priorities to improve the quality of life for all residents, service users and members of staff, especially those that are in most need of additional support and assistance. However, whilst we have set a high level of ambition we are also operating within a difficult financial context which may impact or limit what we are able to achieve and the support we can provide for residents.</p> <p>The development of Key Performance Indicators will highlight specific work related to this protected characteristic and will be monitored and evaluated over time.</p>
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PREGANCY AND MATERNITY

Details of impacts identified	<p>The Borough Plan has priorities to improve the quality of life for all residents, service users and members of staff, especially those that are in most need of additional support and assistance. However, whilst we have set a high level of ambition we are also operating within a difficult financial context which may impact or limit what we are able to achieve and the support we can provide for residents.</p> <p>The development of Key Performance Indicators will highlight specific work related to this protected characteristic and will be monitored and evaluated over time.</p>
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RELIGION OR BELIEF

Details of impacts identified	<p>The Borough Plan has priorities to improve the quality of life for all residents, service users and members of staff, especially those that are in most need of additional support and assistance. However, whilst we have set a high level of ambition we are also operating within a difficult financial context which may impact or limit what we are able to achieve and the support we can provide for residents.</p> <p>The development of Key Performance Indicators will highlight specific work related to this protected characteristic and will be monitored and evaluated over time.</p>
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GENDER REASSIGNMENT

Details of impacts identified	<p>The Borough Plan has priorities to improve the quality of life for all residents, service users and members of staff, especially those that are in most need of additional support and assistance. However, whilst we have set a high level of ambition we are also operating within a difficult financial context which may impact or limit what we are able to achieve and the support we can provide for residents.</p> <p>The development of Key Performance Indicators will highlight specific work related to this protected characteristic and will be monitored and evaluated over time.</p>
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MARRIAGE & CIVIL PARTNERSHIP

Details of impacts identified	<p>The Borough Plan has priorities to improve the quality of life for all residents, service users and members of staff, especially those that are in most need of additional support and assistance. However, whilst we have set a high level of ambition we are also operating within a difficult financial context which may impact or limit what we are able to achieve and the support we can provide for residents.</p> <p>The development of Key Performance Indicators will highlight specific work related to this protected characteristic and will be monitored and evaluated over time.</p>
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3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Yes. All engagement was with relevant stakeholders, including those that will be affected by the Plan. The broad spectrum of engagement ensured that as many voices as possible were captured, including from marginalised and minority groups, and this was achieved through a range of different methods and platforms. The responses have been used to identify the needs, concerns and ambitions of residents, and will be used to inform the Borough Plan and future council activity and service delivery.

5. Please detail any areas identified as requiring further data or detailed analysis.

N/A

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

N/A

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

A performance dashboard highlighting key performance indicators is being created. This will be continually reviewed to ensure that the ambitions of the Plan are monitored, reviewed, evaluated and delivered. The equality impact analysis document will be updated with the additional information.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

Overall, the Borough Plan should have a positive impact on our service users, residents and workforce. Our Performance Dashboard will enable efficient monitoring and evaluation of progress against key priorities going forward.

SECTION D – RESULT

Please select one of the following options. Mark with an “X”.

A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Update the EA document once KPIs have been defined	Efficient monitoring and evaluation of progress against key priorities		

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Tom Pickup 23.01.23
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REVIEWING OFFICER:	Janet Latinwo 23.01.23
HEAD OF SERVICE / Operational Director:	Lorna Hughes 23.01.23