

Appendix B – Anti-Racism Action Plan Updates

Commitment	Progress Update
Strategic Leadership	
<p>CMT are visible and lead by example in relation to anti-racism, ensuring the organisation meets the expectations around anti-racism as defined in this action plan. Ideas and initiatives around anti-racism are visibility driven at the top of the organisation, to help permeate action and drive at all layers of the organisation. Existing networks and initiatives, such as staff networks and Cultural Diversity Champions, are supported by their Sponsor and their needs and ideas are represented at CMT.</p>	<p>The EDI Board plays a crucial role in ensuring scrutiny and accountability across the organisation, including at CMT level, reinforcing leadership's commitment to anti-racism.</p> <p>As part of the Council's structural changes, we have refreshed Senior Management sponsors for each staff network, strengthening leadership visibility and support:</p> <p>Chris Whyte – Gender Equality Network (currently recruiting for co-chairs) Nigel Chapman – Diverse Ability Network Kibibi Octave – Race Equity Network, Multi-Faith Network Minesh Patel – LGBTQ+ Network Marsha Henry – Early Careers Network</p> <p>To further embed accountability, work is underway to present departmental diversity data to DMT's, enabling leadership to identify disparities, track progress, and drive meaningful action. This data-driven approach will help inform targeted interventions, ensuring diversity and inclusion remain a priority at every level of the organisation.</p> <p>Additionally, existing networks and Equity Champions (previous Cultural Diversity Champions) continue to be represented at the EDI Board and receive dedicated support from their sponsors, ensuring their needs and ideas are represented at CMT.</p>
<p>Building on existing evidence and examples, Brent demonstrates and is seen as an organisation that understands racial inequality and seeks to be proactive in tackling injustice. This includes signing up to the Unison Anti-Racism Charter and the London</p>	<p>Brent remains committed to addressing racial inequality and proactively tackling injustice. We have relaunched our Race Equity Network (REN) with clear aims and priorities, providing a platform for meaningful discussion and action. Additionally, we are reviewing all policies and processes to ensure they align with our commitment to race equity.</p> <p>While our focus has been on strengthening internal structures, we recognise the importance of external impact and will continue exploring ways to engage with communities and partners to drive broader change.</p>

Local Government Anti- Racism Statement.	
Employee Lifecycle	
<p>Bias reduced as far as possible within the recruitment process.</p> <p>More progression of Black, Asian and Minority Ethnic talent into senior roles.</p> <p>Better support for colleagues seeking to progress within the organisation, seeking to replicate the model and offer for our national graduate trainees.</p>	<p>To reduce bias in recruitment and support the progression of Black, Asian, and Minority Ethnic talent into senior roles, we are actively analysing recruitment data to identify and address disparities.</p> <p>Recent data on new starter salaries revealed that male candidates were more likely to start above the base spinal point (21%) compared to female candidates (12%). This insight will inform further analysis and targeted actions to ensure equitable pay practices. This year's recruitment data also highlighted a significant drop in the proportion of Asian candidates offered HAY-grade positions compared to those who applied. This finding has prompted further investigation into recruitment outcomes, alongside ongoing analysis of disability and gender data to identify and mitigate potential barriers in hiring and progression. These insights will drive continuous improvements in our recruitment practices.</p> <p>To ensure inclusive hiring, we have introduced Inclusive Recruitment training for all recruiting managers, now part of the mandatory learning package. Additionally, our MMDP and Aspiring Leaders programmes continue to strengthen our pipeline of diverse leadership talent. Among the first five MMDP cohorts, 49% of participants were from BAME backgrounds and 53% were female, demonstrating our commitment to developing a diverse leadership pipeline.</p> <p>While mock interviews and interview training are currently offered as part of restructures, we are reviewing how these can be made more widely available to support all staff in their career progression.</p>
<p>Continue to maintain an organisation that is reflective of the Brent population.</p> <p>Seek, as best as possible, to ensure the organisation is</p>	<p>Analysis of workforce diversity data is published every year. Shows information on workforce by grade also. More recently has included data on leavers and on recruitment at key stages of the recruitment cycle.</p> <p>For eg. 71% of our workforce are BAME – Black – 36% (community 17%, HAY 22%) Asian 27% (comm 33%, HAY 13%)</p>

<p>reflective of the Brent population at all levels of seniority.</p>	<p>Mixed/ Other 8% (comm 14%, HAY 7%)</p> <p>We conduct regular analysis of workforce diversity data, which is published annually. This includes a breakdown of representation by grade and, more recently, insights into leavers and recruitment trends at key stages of the hiring process.</p> <p>Our latest data shows that 71% of our workforce identifies as BAME, with specific representation figures for Black (36%), Asian (27%), and Mixed/Other (8%) communities. At senior levels, such as within the HAY grade, Black staff are well represented at 22%, exceeding their proportion in the wider community (17%). However, we recognise an underrepresentation of Asian staff at senior levels, where they make up 13% of HAY roles despite comprising 33% of the community. Mixed/Other representation is also below community levels, at 7% compared to 14%.</p> <p>To address these gaps, we are committed to proactive and inclusive recruitment, retention, and progression strategies highlighted within our L&D programme and through our data driven EDI deep dives and Directorate level narratives highlighting key data and specific areas where disparities exist between the directorate and the wider organisation.</p>
<p>Improving the organisational knowledge and understanding of language and experience and white privilege through:</p> <ul style="list-style-type: none"> • open conversations in collaboration with networks and groups • Sessions run by external/specialist organisations 	<p>To enhance the organisation's knowledge and understanding of language, lived experiences, and white privilege, we are actively engaging in open conversations and collaborative learning.</p> <p>Building on employee feedback gathered during the Council Values sessions at Forward Together, we have narrowed down preferred terminology for referring to BAME communities. The next stage will involve in-depth discussions with employee networks and equity champions to review this feedback and agree on the new terminology. This engagement will take place following the network relaunch on 25.02.25.</p> <p>In addition, we will strengthen our commitment by facilitating further learning opportunities, both through mandatory training (Anti Racism and inclusive workplace training) as well as sessions led by external specialists through events and training through our Staff Networks.</p>

	These sessions will provide a platform for employees to explore different perspectives, challenge biases, and develop a shared understanding of inclusive language and privilege.
Training and Development	
The organisation has a robust EDI and anti-racism learning and development offer that is well attended, encourages curiosity and enables people to understand how to embed EDI and anti-racism within their work.	<p>We have refreshed our EDI training programs. As part of this refresh, new EDI e-learning modules, including Inclusive Leadership and Anti-Racism, have been introduced within the “Essentials” training package. Attendance and engagement with these sessions are actively monitored, to ensure widespread participation and effectiveness.</p> <p>To further embed these principles, we are introducing mandatory in-person training for all employees on Anti-Racism and Inclusive Workplaces, launching after 1 April 2025.</p>
The organisation has robust anti-racism training, as part of the broader EDI learning and development offer.	<p>Starting 1 April 2025, all employees will be required to attend mandatory in-person training on Anti-Racism and Inclusive Workplaces, equipping everyone with the knowledge and tools to challenge racism and promote inclusion in their roles.</p> <p>This training will be provided as a Train the Trainer program, where, alongside L&D colleagues, Equity Champions and Staff Network members will play a key role in delivering anti-racism sessions across the council. This collaborative approach will help build a sustainable network of internal trainers committed to fostering continuous EDI learning and driving long-term change.</p>
Policies and Processes	
Anti-racism is embedded within our processes and procedures, where necessary.	Currently reviewing our policies and processes to ensure they align with and support an anti-racist culture. Where relevant, documents are being updated to reflect these commitments, ensuring that our practices foster inclusion at all levels of the organisation.
The organisation establishes guidance around terminology when referring to Black, Asian and minority ethnic communities in the workplace	Building on employee feedback gathered during the Council Values sessions at Forward Together, we have narrowed down preferred terminology for referring to BAME communities. The next stage will involve in-depth discussions with employee networks and equity champions to review this feedback and agree on the new terminology. This engagement will take place following the network relaunch on 25.02.25.
Strategies and Action Plans	
The organisation adopts the Anti-Racism Action Plan and it is	We will continue to track and measure our progress using our EDI dashboard. This will allow us to update and refresh our progress against set targets and commitments. Progress made

<p>embedded within the broader ambitions around EDI.</p> <p>The action plan is monitored, reviewed and delivered.</p>	<p>against the commitments outlined in the Action Plan will be closely monitored and evaluated by the EDI Board.</p> <p>A detailed report on our progress to the EDI Board, is currently scheduled for March 2025.</p>
<p>Staff Networks</p>	
<p>Staff networks continue to operate autonomously acting as a support network, educator and critical friend.</p> <p>Staff networks continue to feel supported and enabled to grow and flourish.</p>	<p>Staff networks continue to operate autonomously, serving as educators and critical friends within the organisation. We are committed to ensuring these networks feel supported, empowered, and enabled to grow and flourish.</p> <p>There has already been strong collaboration, with the co-chair training held in January 2025 helping to establish intersectional priorities alongside each network's individual goals. This ensures that the networks are aligned with broader organisational values while addressing the unique needs of their members.</p> <p>In addition, network co-chair representatives actively participate in the quarterly EDI Board meetings, contributing to senior management decisions and council initiatives. This involvement also ensures that staff networks are included in key discussions and have access to important information and data, strengthening their impact and ability to advocate for their members.</p>
<p>Cultural Diversity Champions continue to feel supported and enabled to grow and flourish.</p> <p>Cultural Diversity Champions provide effective support and advice to staff, teams and services.</p> <p>Cultural Diversity Champions feedback themes, experiences</p>	<p>As part of our ongoing commitment, we are recruiting for the new Equity Champions role, which will support all employees, regardless of their intersectional characteristics. This expanded role builds on the important work previously carried out by Cultural Diversity Champions (CDCs).</p> <p>Comprehensive training will be provided to ensure Equity Champions are fully equipped to support staff and drive meaningful change across the organisation.</p> <p>Equity Champions will play a key role in identifying and sharing themes, experiences, and challenges faced by employees, consistently reporting these insights to inform improvements, whilst supporting the development and implementation of EDI action plans across Directorates.</p>

and challenges experienced by staff.	
Cultural Diversity Champions consistently report on cases.	
Community Engagement	
The organisation proactively engages with and builds relationships, across services, a range of community representatives and groups in the interest of tackling racial inequality in Brent.	<p>Brent consistently engages with key community groups to understand and work to collaboratively tackle issues related to racial inequality.</p> <p>Engagement with these communities is underpinned by the following principles:</p> <ul style="list-style-type: none"> • Work Together – bringing experiences together and creating opportunities for us all to take an active role in shaping decisions, contributing local insights, and collectively finding solutions to locally defined issues. • Be Honest – honesty in sharing around available resources, in the interest of identifying opportunities to pool resources. • Include Everyone – a shared passion for all individuals and groups to be able to participate on any topic that the council is seeking to learn more about. • Respect Community Knowledge – identifying and building upon the strengths and capabilities within our community. • What's in it for you? – we show communities why it is important for us to hear from them and we value their experiences. • Get Our Timing Right – allowing people enough time to contribute their experiences and expertise. • We Will Support You – support communities to contribute and engage.