

Appendix A: Action Tracker – Adopting the Socio-Economic Duty, last updated 28 October 2025

Brent will implement the socio-economic duty (SED) as outlined by the JustFair campaign. The actions contained in the [6 key components](#) to consider when adopting the SED are broken down below:

Component	Lead(s)	Action(s)	Is this already happening?	Key milestones & timeline
1. Meaningful impact assessments to understand the consequences of socio-economic disadvantage.	Corporate EDI team	1.1 Integrate socio-economic status into EIA template, Cabinet report, and other key decision-making process documents.	Yes, this will be added as a component of the new Equality Impact Assessments, and will be formally built into the EDI section of the Cabinet report template.	<ol style="list-style-type: none"> 1. Updated template & guidance shared with legal and HR for review. 2. SED integrated into EIAs, scheduled for launch in November 2025.
2. Use data effectively as a tool for decision making and accountability.	Corporate EDI team	2.1 Relevant data sources will be integrated into the refreshed EIA guidance and template.	Yes, we will integrate relevant data sources including the Joint Strategic Needs Assessments, Indices of Multiple Deprivation, and relevant service level data sources into the updated guidance and template.	<ol style="list-style-type: none"> 1. Updated template & guidance shared with legal and HR for review. 2. SED integrated into EIAs, scheduled for launch in November 2025.
	Corporate EDI team	2.2 Develop clear success criteria and measures so that the impact of the socio-economic duty on inequality of outcomes can be collected and monitored.	Yes, we already measure impacts around SED as part of relevant projects, programmes, and proposals.	<ol style="list-style-type: none"> 1. Identify relevant commitments from EDI strategy that relate to SED. 2. Presented to EDI Board as part of

			There are also relevant commitments in the EDI strategy linked to the SED which can be used to monitor progress.	EIA Refresh paper on 12.6.
		2.3 Transparent and accountable consideration of socio-economic disadvantage should be built into annual budget setting and all key decision-making processes, including scrutiny arrangements.	<p>Yes, we already consider socio-economic status as part of the cumulative budget EIA, and all reports include EDI considerations which encompasses the SED.</p> <p>There is also a scrutiny task group on the budget for members, which considers a range of criteria including socio-economic status.</p>	<i>No further action needed.</i>
	Corporate EDI Team & HR EDI Team	2.4 Develop a collective responsibility for the duty among all staff members within the local authority.	<p>Yes, the SED is a part of the collective responsibility shared by all staff to progress the EDI strategy.</p> <p>In addition, we can add the SED into the EDI trainings for all staff</p>	<ol style="list-style-type: none"> 1. Meet with HR around integrating the SED into staff EDI training. 2. HR exploring mechanisms to integrate SED into existing EDI e-learning.

			which will be mandatory from April.	3. SED integrated into anti-racism and inclusive practices training which launched in October 2025.
3. Encourage strong and visible leadership. This should be achieved through a cultural shift that embeds the priority to tackle socio-economic disadvantage within all levels of decision-making in the local authority.	Corporate EDI Team, Lead Councillors	3.1 Secure cross-party support for the SED.	Yes, our political leadership are committed to tackling deprivation. The Borough Plan and EDI strategy both contain relevant objectives, with commitments specific to the SED. To determine how to secure cross-party support, possibly via a council motion.	1. Put forward cabinet paper formally adopting the SED.
	Corporate EDI team	3.2 Extract socioeconomic duty section from the EIA Refresh paper as a standalone item to go to Cabinet for approval.		1. Presented EIA Refresh to EDI Board on 12.6. 2. Extract socioeconomic duty section into standalone Cabinet paper.
3. Embed principles of working in partnership with people with lived experience of socio-	Corporate EDI team, Resident Services, Community	4.1 Collect relevant information from Resident services and Community Wellbeing Service	Yes, this is part of Brent's interactions with residents, including through Brent Hubs,	1. Corporate EDI team collecting information from relevant colleagues

economic disadvantage.	Wellbeing Service Coordinators	Coordinators to discuss partnership working.	<p>Family Wellbeing Centres and through the Cost-of-Living Outcome Based Review.</p> <p>We have direct contact with residents through the Community Wellbeing Service, which was co-designed with residents.</p> <p>The EDI Strategy also commits us to expanding our use of partnership models that involve socio-economically disadvantaged people.</p>	to document the different types of co-design and co-production work being done in partnership.
4. Engage with residents, civil society, and voluntary and community sector organisations.		5.1 Consideration should be given to how people experiencing socio-economic disadvantage can inform and shape policy and practice through a permanent forum (for example a socio-economic scrutiny forum). This could build on existing time-limited engagement activities (such as Poverty Truth Commissions) and	People who are socio-economically disadvantaged help shape services via the council's community engagement and outreach work, through the Community Engagement Team, Brent Connects, and work within individual service areas.	<i>No further action needed.</i>

		should be supported by, but independent from, the local authority. The scrutiny forum should consist of substantive and formal processes of engagement and guidance on the socio-economic duty.	Resident Services as a whole use an approach of learning and engaging to inform the needs of the service as well as enhancing the resident experience.	
	Corporate EDI team, HR EDI team	5.2 Arrange internal training for local authority representatives and staff to build skills in participatory approaches and engagement with the public and people with lived experience of socio-economic disadvantage.	The SED can be integrated into the mandatory EDI training for all staff and members	<ol style="list-style-type: none"> 1. Corporate EDI team integrated SED into member EDI training in September 2025. 2. HR exploring mechanisms to integrate SED into existing EDI e-learning.
		5.3 Create collaborative dialogue between local authority representatives and staff, and the public about socio-economic disadvantage and inequality, and the steps the local authority is taking to address socio-economic disadvantage in decisions and strategies.	Yes, we communicate the range of support we offer for socio-economically disadvantaged people via the Resident Support Fund, Household Support Fund, and the Community Wellbeing Service. These programmes are set up to be adaptable in	<i>No further action needed.</i>

			approach, so that if needs change, the approach can change.	
		5.4 Facilitate understanding of people's lived experience across council members and staff, voluntary and civil society organisations, residents, and other stakeholders.	Yes, we do this via the Cost-of-Living Outcome Based Review, the Radical Place Leadership programme, and Brent Health Matters, among other programmes which are informed by understanding lived experiences.	<i>No further action needed.</i>
		5.5 Engage in participative consultation and problem-solving with socio-economically disadvantaged people and relevant stakeholders to effectively strategise about how to tackle socioeconomic disadvantage.	<p>Yes, this is part of how programmes like the Community Wellbeing Service and Brent Hubs are set up.</p> <p>This also links to our Radical Place Leadership activity which seeks to embed a more localised council delivery approach that is tailored to different</p>	<i>No further action needed.</i>

			communities and localities.	
		5.6 Where structures and an agreed engagement strategy is already in place, people with lived experience of socio-economic disadvantage should review these structures.	Engagement strategy is in development and will include engagement with all groups to help shape it, including socio-economically disadvantaged people.	<i>No further action needed.</i>
6. Ensuring access to justice and monitoring impact and compliance. Collecting evidence about the impact of implementing the duty.	Corporate EDI team	6.1 Monitor compliance on an ongoing basis and assess at regular intervals whether change has happened and is being sustained. Any assessment should be made publicly available.	<p>Yes. We don't specifically report on actions taken to support each protected characteristic, but as part of broader EDI reporting we share updates on actions and progress made toward our commitments, some of which are targeted at socio-economic disadvantage.</p> <p>Monitoring impact will also be achieved in part through the updated EIA approach.</p> <p>The Social Progress Index tool that is in</p>	1. Continue to integrate socio-economic status into existing EDI reporting mechanisms, on an ongoing basis.

			development will also be useful to monitor our compliance with the SED.	
		6.2 Meet with other local authorities who have adopted the duty to learn and share best practice.	Yes, we will continue to engage with the London Equalities Network around best practices in the adoption of the SED.	<i>No further action needed.</i>
		6.3 Consider mechanisms which provide access to justice where the council has failed to comply with the SED and has increased socioeconomic disadvantage.	Yes, we have existing complaint mechanisms which can be used for this purpose. The SED is also embedded within our EDI strategy, which is open for scrutiny.	<i>No further action needed.</i>