EQUALITY IMPACT ASSESSMENT (EIA)

POLICY/PROPOSAL:	Council Plan 2026-2030
DEPARTMENT:	Democratic & Corporate Governance
TEAM:	Policy and Performance
LEAD OFFICER:	Grace Hall
DATE:	9 September 2026

EIA Guidance is available online, please reach out to equality@brent.gov.uk for any further support.

SECTION A – SCREENING

1. Briefly and clearly describe the policy, proposal, change, or initiative, and what it is trying to achieve.

The Brent Council Plan 2026–2030 aims to improve outcomes for residents by focusing on ensuring people have a good place to call home, live in cleaner, greener and safer neighbourhoods, and can access thriving town centres and high streets. It also focuses on helping people to address cost of living pressures, unlock their potential through access to education, skills, training and employment opportunities, and access opportunities to live active and healthy lifestyles. The Plan commits to changing the ways that the Council works in order to deliver these outcomes for residents.

The Plan sets out the Council's priorities and commitments for the borough over the next four years. It is structured around three strategic priorities: A borough to be proud of; A borough where people thrive; and, A council that delivers for you.

The Plan has been informed by engagement with Councillors, residents, communities, staff and partners, and responds to both the opportunities and challenges facing Brent. It seeks to address issues including housing pressures, health and socio-economic inequalities, the continuing impact of the cost-of-living crisis, and the financial challenges facing local government, while creating opportunities to improve outcomes, reduce inequalities and ensure that all residents can access the support, services and opportunities they need.

These outcomes will be supported through prevention and early intervention, partnership and neighbourhood-based working, improved access to services, evidence-based decision-making and organisational improvement.

2. Are there any groups who may be impacted by your proposal? For reference, Q4 lists all protected groups.

The Council Plan is intended to benefit all residents, businesses and communities across Brent. However, some groups may experience particular benefits because of the Plan's focus on improving neighbourhoods, addressing inequalities, improving access to services and opportunities, and supporting those facing the greatest barriers or disadvantages. It is expected to have a positive impact on residents experiencing socio-economic disadvantage, those at risk of and experiencing homelessness, and children and young people.

3. If no groups are affected, explain why.

N/A

Mark with an “X” the potential impact of the policy or proposal on different groups. You can mark more than one box for each group.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age - People of different age groups.	**x**		
Care Experience - People who have been in care for any period of their childhood.		**x**	
Disability - People with physical, sensory, learning, and mental health disabilities, long-term conditions, and non-visible disabilities.		**X**	
Gender reassignment - Transgender and non-binary people, including anyone who is proposing to, started, or who has completed a process to change their gender.		**x**	
Marriage and Civil Partnership - Applies mainly in the workplace, people who are married or in a civil partnership.		**x**	

Pregnancy and Maternity - People who are pregnant, on maternity leave, or new parents.		**x**	
Race and Ethnicity - People of different ethnicity, nationality, and skin colour.		**x**	
Religion or belief - People of all faiths, and those with no religious belief.		**x**	
Sex - Differences between men and women, including disparities in pay, career progression, and health outcomes.		**x**	
Sexual Orientation - People who identify as lesbian, gay, bisexual, queer, asexual, or any other non-heterosexual identity.		**x**	
Socio-Economic Status – People who are experiencing poverty or socio-economic disadvantage.	**X**		
Other relevant groups* *people at risk of or experiencing homelessness*	**X**		

* Other relevant groups could include Carers, Refugees or Asylum Seekers, Veterans, among others. Review the EIA Guidance for more information.

4. Complete **each row** of the checklist with an "X".

SCREENING CHECKLIST		
	YES	**NO**
Does the policy or proposal have implications for eliminating discrimination, advancing equality of opportunity, or fostering good relations among different groups?	**x**	

Does it relate to an area with known inequalities?	**x**	
Would it add, change, or remove services used by any groups listed in Q4?	**x**	
Does it have negative or positive equality impacts on any groups listed in Q4?	**x**	
If you have answered YES to ANY of the above, proceed to section B. **If you have answered NO to ALL the above, proceed straight to section C.**		

SECTION B – IMPACTS ANALYSIS

5. What data and evidence have you used to understand potential impacts? This could include service user data where relevant. If there is little or no evidence, explain why, and note any plans to improve data collection in future, adding this to the Action Plan in Section E.

The development of the Council Plan has been informed by a range of quantitative and qualitative evidence. These include demographic data and protected characteristic data from the 2021 Census, Brent Open Data, service data, performance information, relevant local needs assessments, resident insight, and evidence gathered through engagement activities undertaken to support development of the Plan.

The Council has undertaken engagement to understand the priorities, needs and experiences of residents, communities, elected members, staff and partners. Feedback gathered through this process has informed the development of the Council Plan's priorities, commitments and intended outcomes.

Evidence used to inform this assessment includes:

- Council Plan resident survey findings
- Council Plan staff survey findings
- Resident Attitudes Survey (RAS) findings
- Council All Staff survey findings
- Member engagement
- Demographic and protected characteristic data from Census 2021
- Brent Open Data and other relevant local intelligence sources
- Service and performance data where relevant

Detailed findings from the engagement programme and supporting evidence base are set out within the Council Plan Engagement and Evidence report. This document provides further information on the views expressed by residents and stakeholders.

6. For each characteristic:
    a. Provide detail for the impact listed in the response to Q4 in the left-hand box.
    b. Provide data and evidence to explain how you reached your conclusion in the right-hand box.

Relevant data sources for Brent and its residents can be found in the EIA Guidance document.

Age	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The Plan includes commitments specifically aimed at children and young people, including piloting an Education Maintenance Allowance, introducing a School Uniform Grant and increased access to affordable physical activity opportunities. Older residents may also benefit from early intervention, health and wellbeing support, and neighbourhood-based services. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	Brent is a relatively young borough. According to the 2021 census, the median age of Brent residents is 35 years, lower than the England average of 40 years. Around 24% of residents are aged under 20, while approximately 12% are aged 65 and over.

Care Experience	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
No specific impacts relating to care experience have been identified. The Council Plan's commitments are intended to improve outcomes for all residents regardless of whether they are care experienced. However, while 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.	

The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	

Disability	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
No specific impacts relating to disability have been identified. The Council Plan's commitments are intended to improve outcomes for all residents regardless of whether they have a disability. However, while 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. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	The 2021 Census found that approximately 14% of Brent residents (around 47,500 people) reported that their day-to-day activities were limited by a long-term physical or mental health condition, illness or disability.

Gender Reassignment	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

No specific impacts relating to gender reassignment have been identified. The Council Plan's commitments are intended to improve outcomes for all residents regardless of whether they are transgender or non-binary. However, while 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. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	We do not have an accurate demographic understanding of trans and non-binary residents of Brent, as ONS advised following the 2021 census that local authority-level gender identity data should be interpreted with caution because of known data quality issues, particularly in areas with higher levels of linguistic diversity such as Brent. The LGBTQ+ population in Brent - 2021 Census topic report | Brent Open Data

Marriage and Civil Partnership	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
No specific impacts relating to marriage or civil partnership have been identified. The Council Plan's commitments are intended to improve outcomes for all residents regardless of relationship status. However, while 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. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities	Census 2021 shows that around 42% of Brent residents aged 16 and over were married or in a civil partnership. The remainder were single, divorced, separated or widowed. 2021 Census Profile for areas in England and Wales - Nomis

arising from specific protected characteristics.	

Pregnancy and Maternity	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
No specific impacts relating to pregnancy or maternity have been identified. The Council Plan's commitments are intended to improve outcomes for all residents regardless of their pregnancy or maternity status. However, while 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. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	Brent has a relatively young population compared with England overall, with a median age of 35 compared with 40 nationally. The borough also has a substantial population of families with dependent children. As a result, policies affecting housing affordability, access to childcare, household costs and family finances may have a greater impact on parents, expectant parents and households with dependent children in Brent than in areas with older population profiles. Population change in Brent Briefing 2025 How life has changed in Brent: Census 2021

Race and Ethnicity	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The Council Plan has priorities to improve the quality of life for all residents and service users, especially those that are in most need of additional support and assistance. While we have set a high level of ambition we are also operating within a difficult	Brent is one of the most ethnically diverse boroughs in England. According to Census 2021, approximately 64% of residents identified with Asian, Black, Mixed or Other ethnic groups, while around 36% identified as White. Brent Census Atlas 2021 - Ethnicity | Brent Open Data

financial context which may impact or limit what we are able to achieve and the support we can provide for residents. Some commitments may be particularly relevant to ethnic groups that experience poorer outcomes or greater barriers in areas such as housing, health, employment, income and access to services. The Plan's focus on reducing inequalities, providing earlier and more joined-up support, and improving access to opportunities therefore has the potential to contribute to more equitable outcomes. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	Nomis - 2021 Census Area Profile - Brent Local Authority

Religion or Belief	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
No specific impacts relating to religion or belief have been identified. The Council Plan's commitments are intended to improve outcomes for all residents regardless of their religion or belief. However, while 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. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the	Brent residents are more likely to have a religion than those elsewhere: overall, 80% of residents had a religion compared with 57% nationally – the 4th highest rate in England and Wales. Census 2021 data shows that approximately 34% of residents identified as Christian, 21% as Hindu, 18% as Muslim and 8% as Sikh. Around 10% reported having no religion. Religion in Brent – 2021 Census factsheet | Brent Open Data

Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	

Sex	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
No specific impacts relating to sex have been identified. The Council Plan's commitments are intended to improve outcomes for all residents regardless of their sex. However, while 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. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	The Census 2021 shows Brent's population is broadly evenly split between women (approximately 51%) and men (approximately 49%). 2021 Census - First release | Brent Open Data

Sexual Orientation	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
No specific impacts relating to sexual orientation have been identified. The Council Plan's commitments are intended to improve outcomes for all residents regardless of their sexual orientation.	The 2021 Census was the first to collect information on sexual orientation. In Brent, 85.1% of residents aged 16 and over identified as heterosexual or straight, while 3.2% identified as lesbian, gay, bisexual or another minority sexual orientation, equivalent to approximately 8,800

However, while 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. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	residents. A further 11.7% chose not to answer the question, which was considerably higher than the national non-response rate of 7.5%, meaning the figures are likely to be a minimum estimate of Brent's LGBT+ population. LGBTQ+ population in Brent - 2021 Census topic report - revised

Socio-Economic Status	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The Council Plan is expected to have a positive impact on residents experiencing socio-economic disadvantage. A significant proportion of the Plan focuses on reducing poverty, supporting residents through the cost-of-living crisis, preventing homelessness, improving access to employment and skills opportunities, improving access to opportunities to participate in sport and leisure activity, and ensuring residents can access support at an earlier stage before problems escalate into crisis. The Council Plan includes a number of commitments intended to reduce the impact of poverty and increase opportunities for residents, including: • Providing targeted support for residents facing financial hardship through programmes including the Holiday Activities and Food Programme, Resident Support Fund Crisis Payments and Council Tax Support Scheme.	Brent has comparatively high levels of socio-economic disadvantage and poverty. Data on poverty and inequality indicate that around 33% of Brent residents live in poverty, compared with 22% across England, and the child poverty rate is estimated to be 42%, significantly above both the England and London averages. Poverty & Inequality Data Brent | Trust For London | Trust for London

• Piloting an Education Maintenance Allowance and School Uniform Grant to help reduce financial pressures on families and improve opportunities for young people. • Creating more opportunities for residents to access education, training, skills development, apprenticeships and employment support. • Creating more opportunities for residents to access opportunities to participate in sport and leisure activity. • Investing in and supporting the delivery of more affordable homes. • Supporting residents to prevent homelessness, including through targeted initiatives to sustain private rented sector tenancies. • Making services easier to access, providing earlier support to prevent problems from becoming crises, and improving how services work together to help residents receive the right support at the right time. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	

Other Relevant Groups – People at risk of or experiencing homelessness	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

The Council Plan is expected to have a positive impact on people at risk of or experiencing homelessness. It includes commitments to prevent homelessness through earlier advice and support, help more residents remain in their homes, increase access to affordable and suitable housing, and support people experiencing homelessness into stable accommodation with the support they need to regain independence. The Plan also aims to reduce the need for, cost of, and time spent in temporary accommodation, improve housing conditions in the social and private rented sectors, and make council services easier to access and more joined-up. Together, these commitments should help address both the immediate impact of homelessness and some of the wider factors that contribute to housing insecurity. The Delivery Plan will set out the detailed activities, timescales and key performance indicators that will support delivery of the Council Plan. This will provide a basis for monitoring outcomes and identifying whether further action is needed to address any differential impacts or inequalities arising from specific protected characteristics.	As of early 2026, 2,450 Brent households were living in temporary accommodation, with 60% placed in nightly-paid accommodation. During 2025, 1,069 households entered temporary accommodation and 866 exited, resulting in a net increase of 203 households. 9. Temporary Accommodation Supported Exempt Accommodation and Homelessness Prevention.pdf An average of 170 households approach the Council each week as homeless or at risk of homelessness, and around 20 new households enter temporary accommodation each week. Around 4,600 children were living in temporary accommodation, with nearly one in ten households in temporary accommodation sharing facilities. Temporary accommodation use increased from 2,088 households in September 2019 to 2,400 in August 2025. Over the same period, the number of households in bed and breakfast accommodation increased from 49 to 208. London Borough of Brent Homeless and Rough Sleeping Strategy

7. Summarise any engagement activities with relevant groups (this may replicate some of the information listed in Q7). State whether those involved represent the people affected by your proposal, or whether more engagement is needed, which should be added to the Action Plan in Section E.

All engagement was with relevant stakeholders, including those that will be affected by the Plan. A broad spectrum of engagement, through a range of different methods and platforms, ensured that as many voices as possible were captured, including from marginalised and minority groups. Engagement responses have been used to identify the

priorities, concerns and ambitions of residents, and have informed Council Plan content and future council activity and service delivery.

8. Provide more detail on any areas identified as requiring further data or detailed analysis.

N/A

SECTION C – CONCLUSIONS

9. Summarise your overall conclusions based on the analysis:
    - If there are no impacts, state that here, and **do not complete sections E or G.**
    - If you decide not to move forward, explain why, and **do not complete sections E or G.**
    - If there are negative impacts, explain what you'll do to reduce them. If you choose to continue despite negative impacts, or if negative impacts remain following your action plan, provide a justification for your decision.
    - If there are positive impacts, explain how these could be strengthened, where possible.

Overall, the Council Plan should have a positive impact on our residents, communities and service users. Performance monitoring and reporting arrangements, which will be developed in conjunction with the Council Plan, will enable efficient monitoring and evaluation of progress against key priorities going forward.

SECTION D - RESULT

Select one of the following options 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 AND MONITORING

Unless your proposal has no equality impacts or you are not moving forward, complete the table below to track specific actions to:

- Reduce negative impacts and increase positive outcomes.
- Monitor actual or ongoing impacts.
- Record plans to improve data collection.
- Plan any further engagement or analysis that may be required.

Use the 'Status' column on the right to indicate whether the action is yet to start, is in progress, or has been completed.

Issue Identified	Action	Lead Officer	Completion Date	Status
Positive impacts are anticipated for children and young people, but these will depend on implementation of relevant Council Plan commitments	Review the EIA once the Delivery Plan and associated monitoring arrangements are established, updating the assessment and action plan if new equality impacts or evidence are identified.		At first EIA review	Not started
Positive impacts are anticipated for residents experiencing socio-economic disadvantage and people at risk of or experiencing homelessness	Review the EIA once the Delivery Plan and associated monitoring arrangements are established, updating the assessment and action plan if new equality impacts or evidence are identified.		At first EIA review	Not started
The detailed Delivery Plan is still in development, so further or differential equality impacts may emerge as commitments are implemented	Review the EIA once the Delivery Plan and associated monitoring arrangements are established, updating the assessment and action plan if new equality impacts or evidence are identified.		Within six months of Delivery Plan approval	Not started

10. Describe how you will monitor the actual, ongoing impact of the policy or proposal?

A detailed delivery plan and key performance indicators will be developed to support delivery and demonstrate progress. Work is also being undertaken to reset Brent's performance monitoring and reporting approach, to ensure robust consideration of the progress that the Council is making to deliver the Council Plan and the outcomes it is delivering for residents. Delivery and performance monitoring and reporting arrangements will be continually reviewed to ensure that the ambitions of the Plan are effectively monitored, reviewed, evaluated and delivered.

SECTION F – SIGN OFF

	Signature	**Date**
Officer:	Grace Hall	7 September 2026
Reviewing Officer or Head of Service	Amira Nassr	10 September 2026

SECTION G – REVIEW

EIAs are live documents and should be reviewed regularly, especially if there are actions still to be completed or if the proposal has significant equality impacts.

<u>When to review</u>

- Review every 6 months until all actions in the Action Plan above are complete.
- If new data, feedback, or changes to the service arise, revisit the EIA to make sure it's still accurate.

<u>Who should review</u>

- The same officer who completed the EIA should carry out the review. If there's been a staffing change, the new lead officer should take over.

<u>What to update</u>

- Use the Status column in the Action Plan above to show progress (e.g. Not Started, In Progress, Completed). Add comments and updates in the table below — include any new data, evidence, or feedback.

<u>When reviews can stop</u>

- Once all actions are complete and no further equality impacts are expected, you can stop reviewing the EIA.
- Add rows to the table below as necessary until all actions are completed.

Date of 1st Review:	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
Date of 2nd Review:	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
Date of 3rd Review:	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	