

2016/17 Equality Strategy Action Plan

Ref EO	Equality objective	Corporate plan	Action	Outcome	Action Owner	Due Date
EO1	To know and understand all of our communities	Better ways of working	Work with departments to identify and assess equalities implications and cumulative impact from budget proposals	Council's budget setting process is evidence based and informed by equality considerations	Andreyana Ivanova	Sep-16
EO2	To involve our communities effectively as part of our 'Breaking Barriers, Opening Doors' programme	Better lives	Host a job fair for disabled people, including young people and adults with mental health and/or learning disabilities	The Council's workforce is representative of the local community at all levels, particularly at senior management levels Increased employment rates of disabled residents	Andreyana Ivanova	Dec-16
			Launch a work placements scheme for local people with mental health, learning and/or other types of disabilities	The Council's workforce is representative of the local community at all levels, particularly at senior management levels Increased employment rates of disabled residents	Andreyana Ivanova	Aug-16
			Set up a Task and Finish group represented by the relevant services to look at the socio-economic barriers and inequalities experienced by newly emerging Eastern European communities and identify recommendations to address these, in partnership with local community organisations	Emerging Eastern European communities have access to Council's services and information about services	Andreyana Ivanova Matthew Dibben	Jul-16
EO3	To demonstrate leadership in equalities and human rights	Better place	Submit an application to improve Brent's position on the 2017 Stonewall Workplace Equality Index Apply for the new Disability Confidence accreditation scheme (replacing the Two Ticks scheme) when it is launched by DWP	The Council is an exemplar of good practice on equality, diversity and human rights	Andreyana Ivanova	Mar-17
EO4	To ensure that local public services are responsive to different needs and treat users with dignity and respect	Better lives	Establish a cross-Council group to explore ways to address disproportionate levels of overcrowding affecting ethnic minority groups living in Brent such as Somali, Bangladeshi, Black African and White Other groups	Reduction in the disproportionate levels of overcrowding affecting BAME and White Other groups	Andreyana Ivanova John-Lloyd Owen	Oct-16
EO5	To develop and sustain a skilled and committed workforce able to meet the needs of all local people	Better locally	Carry out cross-network staff focus / working groups to further explore the emerging themes identified by disabled employees and carers in the Your Voice staff survey	The Council has a good understanding of its workforce and their needs	David Veale Andreyana Ivanova	Sep -16
			Introduce an SO2 and below staff cohort in the Aspire II Leadership and Development programme	The Council's workforce is representative of the local community at all levels, particularly at senior management levels	David Veale Andreyana Ivanova	Jan-17
			Review the Council's take up of the MyMentor programme	The Council has embedded a coaching culture	David Veale Andreyana Ivanova	Mar-17