



MINUTES OF THE EQUALITIES COMMITTEE
Held on Monday 12 September 2016 at 6.00 pm

PRESENT:

Councillors McLennan (Chair), Kansagra (Vice-Chair) and Harrison

Also Present: Councillor Perrin

Apologies were received from: Councillors Tatler and Thomas

1. **Declarations of interests**

None declared.

2. **Minutes of the previous meeting**

RESOLVED:-

That the minutes of the previous meeting held on 7 April 2016 be approved as an accurate record of the meeting.

3. **Matters arising (if any)**

There were no matters arising.

4. **Deputations (if any)**

There were no deputations.

5. **2016/17 Equality and Diversity action plan**

Members of the Committee received an updated action plan outlining the key equality and diversity actions and priorities for the 2016/17 financial year.

Members noted that the updated plan has been approved by the Diversity Reference Group and the Corporate Management Team.

RESOLVED that the Committee noted the update and approved the ongoing action by the Council to support the 2016/17 Equality Strategy Action Plan.

6. **2015/16 Workforce Diversity profile report**

Members noted the report providing an overview of the diversity profile of the council's workforce and job applicants, broken down by the equality characteristics of age, disability, gender, race, religion or belief, sexual orientation and transgender.

It was noted that the report also includes some information on pregnancy and maternity, childcare and caring responsibilities and employees' working patterns by gender.

Mildred Philips, Head of Employee Services, stated that the data in this report helps inform the council's workforce planning and decision making processes. The report also informs the development of workforce initiatives to further improve representation of minority groups within the Council.

Members noted that the proportion of Black, Asian and Minority Ethnic (BAME) senior managers has been a priority for the council for several years and welcomed the ten percent increase of BAME employees at Hay grades over the last year. Andreyana Ivanova, Head of Equality, also added that the 2016/17 recruitment data showed that the percentage of BAME employees at Hay grades has further increased since the beginning of the financial year (from 21 percent to 26 percent, respectively). However, despite this significant increase, it was recognised that BAME groups are still under-represented at higher grades (PO5 and above) and therefore further action is required to address this.

Members thanked officers for the report and welcomed the actions being taken to address areas of further improvement.

RESOLVED that the report be noted by Members.

7. **YourVoice 2016 staff survey: equality analysis**

David Veale, Director of HR & Organisational Development, provided Members with an overview of the findings from the YourVoice2016 survey carried out online between 21 March and 29 April 2016.

It was noted that there were three staff groups whose responses to the YourVoice survey showed variations from the Council's averages: employees with disabilities, long serving employees and employees with caring responsibilities. The Equality team will carry out workshops with these groups to explore employees' experiences and views around themes such as job satisfaction and wellbeing in the workplace.

RESOLVED that the summary be noted by Members.

8. **Mental Health in Brent**

Andreyana Ivanova, Head of Equality, presented the report which was an item kindly requested by Cllr Tatler.

Members noted the report outlining Brent Council's internal support arrangements promoting a mental health friendly environment and good mental wellbeing of its employees.

It also provides information on the services and programmes supporting residents and service users with mental health needs.

RESOLVED that Members noted the content of the report and asked that the report is circulated to Cllr Tatler and Cllr Thomas.

9. **2015/16 Annual progress update on Council's equality objectives and action plans**

Members noted an annual progress update on Brent Council's equalities objectives set out in its Equality Strategy 2015 – 2019.

10. **Aspire Leadership & Development programme: diversity breakdown of participants**

Members noted the progress update on the Aspire Leadership and Development programme.

11. **Community Action on Dementia project**

Members received an update on the 18-month pilot programme, commissioned by Brent's Clinical Commissioning Group, that recognises and values the skills and talents of people living with dementia.

Its mission is to empower a team of dementia peer supporters (and their carers) to support their newly diagnosed peers.

12. **Date of next meeting**

The date of the next meeting was noted as 6 December 2016 at 6pm.

13. **Any other urgent business**

There was no other urgent business.

The meeting closed at 7:10pm.

COUNCILLOR MARGARET MCLENNAN
Chair