

Ref	Equality objective	Corporate plan	Action	Outcome	Action Owner	Due Date	Progress Commentary / Detail	RAG	Status
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	The Equality team is working with individual services to assess the equality implications from their saving proposals. The final proposals, informed by the consultation and EA findings will be submitted to Cabinet for approval in February 2017.	GREEN	Open
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	The job fair will be part of the annual International Day of People with Disabilities event on 1 December 2016. There will also be a Disability Confident Employer Information briefing session on 23 November that will be co-delivered in partnership with the Department for Work and Pensions.	GREEN	Open
EO2	To involve our communities effectively as part of our 'Breaking Barriers, Opening Doors' programme	Better lives	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	The scheme was launched in August and will be closing by mid-December 2016. In total, ten people benefitted from the scheme. Of those who have completed their work placement, two secured temporary contracts and three were offered another placement as a result, which represents a 50 per cent success rate to date.	GREEN	Open
EO2	To involve our communities effectively as part of our 'Breaking Barriers, Opening Doors' programme	Better lives	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 Genevie George	Jul-16	The cross-Council Task and Finish group has now agreed the recommendations informed by the findings of its work. The progress report and recommendations will be discussed as a separate item on the agenda.	GREEN	Completed
EO3	To demonstrate leadership in equalities and human rights, both within the council and among partners	Better place	Submit an application to improve Brent's position on the 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	The Excellent' assessment in the Equality Framework for Local Government was achieved in April 2016.  The Council applied for the DWP Disability Confident scheme and was accredited with the Disability Employer status.	GREEN	Completed
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 Tony Hirsch	Oct-16	The group has now agreed the recommendations informed by the findings of its work. The progress report and recommendations will be discussed as a separate item on the agenda. The recommendations will feed into the wider Housing Strategy review.	GREEN	Completed
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	Oct-16	The three staff working groups will be held on 28 November. These were rescheduled for November so that they can be informed by the relevant feedback from the Forward Together and Question Time sessions held by CMT members in October.  The three staff working groups will be advertised shortly. Staff networks will also be invited to nominate representatives to attend.	AMBER	Open
EO5	To develop and sustain a skilled and committed workforce able to meet the needs of all local people	Better locally	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	Work has already started and a progress update will be provided at the next meeting.	GREEN	Open
EO5	To develop and sustain a skilled and committed workforce able to meet the needs of all local people	Better locally	Review the Council's take up of the MyMentor programme	The Council has embedded a coaching culture	David Veale Andreyana Ivanova	Mar-17	Staff take-up of the scheme is very low and is currently being reviewed.	AMBER	Open