

Ref EO	Equality objective	Corporate plan	Action	Outcome	Action Owner	Due Date	Progress Commentary / Detail	RAG
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 has been working with individual services to assess the equality implications from their saving proposals. The final proposals, informed by the consultation and EA findings were submitted to the February Cabinet and will also be included in the February Full Council budget report.	GREEN
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 was delivered as part of the annual International Day of People with Disabilities event on 1 December 2016. There was also a Disability Confident Employer Information briefing session for employers on 23 November that was co-delivered in partnership with the Department for Work and Pensions.	GREEN
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 the first cohort of candidates completed their work placements by mid-December 2016. In total, ten people benefitted from the scheme. 60 per cent of those who completed their three-month work placement secured another employment opportunity as a result of their placement. The scheme is ongoing and we are currently trying to secure more placements across the Council.	GREEN
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 Genevieve George	Jul-16	The work and recommendations of the cross-Council Task and Finish group were presented to the Equalities Committee in December 2016. The Committee will receive a progress report in the summer, as agreed at the last meeting.	GREEN
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	In April 2016 the Council achieved the 'Excellent' level in the Equality Framework for Local Government, the highest public sector E&D award. In later 2016 the Council applied for the DWP Disability Confident scheme and was accredited with the Disability Employer status. In January 2017 the Council was ranked among the top 200 LGBT-Inclusive employers by the 2017 Stonewall Workplace Equality Index. This represents almost a hundred points improvement since last year.	GREEN
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 work and recommendations of the cross-Council Task and Finish group were presented to the Equalities Committee in December 2016. The recommendations will feed into the wider Housing Strategy review, as endorsed by the Committee.	GREEN
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, carers and long-serving employees in the Your Voice staff survey	The Council has a good understanding of its workforce and their needs	David Veale Andreyana Ivanova	Nov-16	The Council held four employee workshops to further explore the findings from the YourVoice survey. The HR team is currently compiling a 'You said, we did' document that will be shared with participants and the wider workforce. The useful suggestions will be incorporated in the 2017/18 HR service plan.	GREEN
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
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	The analysis of the staff take-up and evaluation of the scheme has been completed and the MyMentor scheme will be relaunched at the Staff Well Fair day on 21 February. The HR pages and resources have been revamped, which will enable employees to easily access useful information on mentoring, training and development opportunities. The new pages will also be launched at the staff event.	GREEN