

DRAFT 2017/18 Equality Strategy Action Plan

Ref EO	Equality objective	Brent 2020	Action	Outcome	Action Owner	Due Date
EO1	To know and understand all of our communities	Demand management	Further streamline and re-launch the Council's Equality Analysis (EA) process to ensure it effectively informs and supports decision-making	Council's EA process is an effective tool informing and supporting decision-making	Andreyana Ivanova	Jul-17
			Carry out an equality analysis of the impacts of the Government's reduced Benefit Cap on Brent residents with protected characteristics (e.g. gender, ethnicity, age) and socio-economic status (incl. family status and household composition) to inform the Council response to the identified needs and gaps	A cross-Council action plan is put in place to help alleviate some of the identified disproportionate impact on Brent residents with protected characteristics	David Oates Andreyana Ivanova	Oct-17
EO2	To involve our communities effectively	Employment and skills	Implement the recommendations agreed by the Equalities Committee and the Task and Finish working group on Eastern European communities:	Emerging Eastern European communities have access to Council services and information about services	Andreyana Ivanova Genevieve George Anthony Jemmott	Jun-17 Sep-17 Oct-17 (ongoing) Dec-17 (ongoing) Mar-18
			- Hold an Open Doors event for local Eastern European communities in June 2017			
			- Hold at least two drop-in information sessions in local churches, cafes, schools and community hubs on relevant themes identified			
		Demand management	Support the development of the Stronger Communities strategy aimed at strengthening communities' resilience, improving public protection, and enhancing community cohesion and participation	Communities are more resilient and cohesive Under-represented groups are effectively involved	Pascoe Sawyers Andreyana Ivanova	Mar-18
EO3	To demonstrate leadership in equalities and human rights, both within the council and among partners	Employment and skills Demand management	Submit an application to further improve Brent's position on the Stonewall Workplace Equality Index	The Council is an exemplar of good practice on equality, diversity and human rights	Andreyana Ivanova Relevant services and staff networks	Sep-17 Dec-17 Mar-18
			Work in partnership with local Deaf communities and organisations to become the third Local Authority that has signed the British Sign Language (BSL) Charter			
			Implement the new legal requirements into the Council's annual Gender Pay Gap auditing and reporting processes			
EO4	To ensure that local public services are responsive to different needs and treat users with dignity and respect	Employment and skills	Establish a cross-Council Task and Finish group to look at the socio-economic barriers and inequalities experienced by newly emerging Latin American communities and identify recommendations to address these, in partnership with relevant community organisations	Emerging Latin American communities have access to Council services and information about services	Andreyana Ivanova Genevieve George	Mar-18
			Demand management	Establish a cross-Council Task and Finish working group to map out and assess the accessibility of Council services for customers with disabilities, and work in partnership with relevant local community organisations to agree recommendations to address identified inconsistencies and gaps	People with disabilities have a fair access to Council services and information about services they are entitled to	Andreyana Ivanova Margaret Read Relevant services

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EO5	To develop and sustain a skilled and committed workforce able to meet the needs of all local people	Employment and skills	Refresh the Equalities & Diversity training offer available to employees and managers (Cultural Diversity, Inclusive Leadership, relevant front-line services training)	The Equalities & Diversity training offer is refreshed, in line with the Council's Workforce strategy and Brent 2020 Vision	Andreyana Ivanova David Veale	Oct -17
			Revisit and re-launch the Council's Reasonable Adjustments (RAs) process to ensure that employees' needs are effectively identified and addressed	The needs of employees with disabilities and long term illnesses are effectively identified and addressed where possible	Andreyana Ivanova Relevant staff equality networks	May-17
			Roll out a face to face RAs training for managers to further increase their awareness of and confidence in dealing with RAs	Managers feel confident in initiating conversations about and dealing with employees' RAs requests		
			Achieve the Timewise accreditation to drive cultural change and best practice on flexible working	The Council is recognised for and builds on its best practice on flexible working	David Veale Matthew Dibben	Mar-18