

2017/18 Equality Strategy Action Plan

Ref EO	Equality objective	Brent 2020	Action	Outcome	Action Owner	Due Date	Progress update	RAG rating
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	Adina Maglan	Mar -18	The Equality team has reviewed the EA process and a new EA guidance and template have been produced. They will be reviewed by our Legal team and an external Diversity advisor to ensure that the new process is robust. The roll out will be formally launched in late March and will be complemented by EA communication and training (the first sessions will be delivered in March and, following that, one session per month between April 2018 and March 2019). The EA e-learning module is also being reviewed to reflect changes in the EA process.	AMBER
			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 Adina Maglan	Mar -18	The work on this Equality Analysis has been completed and it is on the Equalities Committee agenda.	GREEN
EO2	To involve our communities effectively	Employment and skills	<p>Implement the recommendations agreed by the Equalities Committee and the Task and Finish working group on Eastern European communities:</p> <ul style="list-style-type: none"> - 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 - Work with Advice4Renters to offer tailored information, advice and assistance for Eastern European residents - Provide support and training to capacity build the organisations and groups working with local Eastern European communities - Apply for available Government funding to further enhance the outreach work with local Eastern European communities 	Emerging Eastern European communities have access to Council services and information about services	Adina Maglan Genevieve George Anthony Jemmott	<p>Jun-17</p> <p>Mar-18 (ongoing)</p> <p>Oct-17 (ongoing)</p> <p>Dec-17 (ongoing)</p> <p>Mar-18</p> <p>Nov-17</p>	<p>The progress update on this project is on the Equalities Committee agenda.</p> <p>Summary of progress to date:</p> <ul style="list-style-type: none"> - Brent's first Eastern European (EE) Fair was held on 17 June 2017 - Drop in sessions scheduled for March/April 2018 to be delivered in partnership with two community organisations. The first session has been delivered on 3 November in partnership with the Romanian Embassy and Consulate and Brent Registration & Nationality and Social Care services. - Advice4Renters is part of the EE network and offers tailored housing advice workshops for the organisations supporting EE communities. The council also supported Advice4Renters in producing a leaflet for EE residents and in promoting their services among these groups. The council's Private Sector Licensing team is also working with Advice4Renters and held an information stall at the EE Fair - At the EE network meeting held on 25 September the council has provided relevant information on available funding. The network organisations have been invited to submit bids for funding to further deliver tailored drop in information sessions. - The council has applied on 3 November for Government (DCLG) funding to further enhance its outreach work with emerging communities. The submission is based on a 2 years programme involving outreach work with the Eastern European and Latin American communities 	GREEN

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		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	Mar-18	Work to develop the next Stronger Communities Strategy will commence when the next administration is in place, and is likely to be informed by a public consultation.	GREEN
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 Work in partnership with local Deaf communities and organisations to become the third Local Authority that has signed the British Sign Language (BSL) Charter Take steps to become a more Dementia-friendly Council Implement the new legal requirements into the Council's annual Gender Pay Gap auditing and reporting processes Submit an application for the Best 100 Employers for Race	The Council is an exemplar of good practice on equality, diversity and human rights	Adina Maglan Relevant services and staff networks	Sep-17 Dec-17 Mar-18 Mar-18 Jun-17 Nov-17 Oct-17	Progress update to date: - The council's 2018 Stonewall WEI rank is 148 (52 places higher than in 2017 and 147 places higher than in 2016). The work was supported by the staff LGBT+ network. A number of improvements have been identified in terms of LGBT inclusion in the council and across the borough (non-exhaustive list): the introduction of dedicated Sexual Orientation and Transgender Awareness e-learning modules; in partnership with the LGBT+ staff network producing Transitioning at work guidance to support trans colleagues in the workplace; reviewing a number of HR policies (e.g. the Workforce Strategy; Attendance policy & procedure) to ensure these are LGBT inclusive; taking part in the Pride in London march together with Harrow; hosting an LGBT History Month event open to members of the public; establishing new working relationships with external organisations supporting the LGBT community in Brent - In order to be eligible to sign the BSL Charter the Council must commit to at least three of the five pledges and also demonstrate its commitment to improve on the remaining ones. In carrying out the review of the accessibility of council services, some evidence has been gathered on the council's position in relation to the pledges. However, further work is needed to fully understand the resource implications related to: self-assessment and evidence gathering process, arrangements to identify areas of improvement, communication, staff training, and progress review. This work will be included in the Equalities 2018/19 Action Plan. - The work on the council's 2016/17 Gender Pay Gap report has already commenced. - The council successfully submitted an application for the 2017 Best 100 Employers for Race listing rated by Business in the Community. Brent is the only local authority named in the Best Employers for Race 2017 listing	GREEN
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	Adina Maglan Genevie George Melanie Smith	Mar-18	Work on this project has already commenced. The Equality team has already identified and established a contact with a number of local organisations supporting Latin American communities. The team, in partnership with other relevant departments, will engage in local initiatives and events to establish a contact and get a better understanding of the profile and needs of Latin American communities living in Brent.	GREEN

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		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	Adina Maglan Margaret Read Relevant services	Mar-18	The Equality team has carried out an accessibility audit. The findings are preliminary, and the decisions around implementing improvement activities will be subject to further detailed analysis and consultation with the relevant services. The team will start engaging via a 4 week consultation with external stakeholders and forums across the wide spectrum of disability (including carers) to inform its final actions / recommendations.	GREEN
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	Adina Maglan Debra Norman	Oct -17	The Equality and Diversity training offer has been reviewed and was informed by the council's Learning Needs Analysis and the new Workforce Strategy.	GREEN
			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	Adina Maglan Relevant staff equality networks	May-17 Oct-17	The Equality team piloted a face to face training on Reasonable Adjustments for managers in May 2017. The feedback from the training was very positive and constructive. Attendees' feedback was used to update the Reasonable / Workplace Adjustments guidance and to further tailor the training content to Brent's specific training needs. The Equality team also produced a handout promoting the internal support arrangements available to Brent employees.	GREEN
			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	Debra Norman Matthew Dibben	Mar-18	Work on this accreditation has commenced and a meeting with a Timewise representative and Service Managers was held in September 2017.	GREEN