

Equality Strategy: Action Plan 2019/20			
Equality Objective	Key Actions	Who	Status
Understand the barriers to equality experienced by people in Brent and act to remove them	Collate workforce equality monitoring data via the equality monitoring template, to capture information across all services areas e.g. libraries; housing; adult social care	Business intelligence/ service areas	Ongoing
	Carry out Equality Impact Assessment (EIA) screenings at an early stage of all policy decisions and proposals, following up with a full analysis where the screening identifies a negative or unknown outcome	Service areas/ Strategy & partnerships	Ongoing
	Annual publication of the Equality Profile of Brent, a profile of the borough's population based on the nine protected characteristics	Business intelligence	Ongoing
	Mandatory equality training for staff and councillors such as Equality Act 2010; Public Sector Equality Duty (PSED)	HR	Ongoing
	Engagement with Brent's new communities through the Emerging Communities programme, including the Eastern European Network	Strategy & partnerships	Ongoing
	Consultation with Brent's diverse communities through Brent Connects; the new consultation hub with advice & training; the Resident Attitudes Survey	Strategy & partnerships	Ongoing
	Establishment of a Poverty Commission made up of councillors and commissioners, to recommend measures to tackle poverty, identify causes and mitigate the consequences	Strategy & partnerships	Recommendations by Apr-20
	Review of the council's customer offer; incorporating staff and resident engagement	Transformation	Apr-20
	Commitment to become a dementia-free council and borough by 2020. Dementia Friends sessions to be held for staff and members	HR	Apr-20
	Training on Making Every Contact Count (using everyday interactions to promote positive behaviour change) delivered in partnership with NHS	Public Health	Ongoing
Provide accessible information and services that are tailored to peoples' needs	Implementing the findings of the Customer Access Review; Developing tailored support for customers with different levels of need to access services	Transformation	Ongoing
	Sign-up to the BSL Charter, to re-state our commitment to the deaf community and increase awareness of Deaf issues	Strategy & partnerships	Sign-up planned for May-20
	Produce Easy-Read versions of council strategies, to present plans in an accessible, easy-to-understand format	Strategy & partnerships	Ongoing
	Fully-accessible Changing Places facility at the Civic Centre	Facilities	In place
	Sign video and hearing loop available in customer services, and hearing loops in libraries	Customer services	In place
	Deaf awareness sessions for customer services and London Borough of Culture (LBOC) volunteers	Customer services	Ongoing

	Web chat and SMS options available for customers	Customer services	In place
Tackle hate, harassment and victimisation	Celebrate Brent's diversity through regular equality-related events: Black History Month, International Women's Day, International Day of Persons with a Disability; LGBT+ History Month	Equality Networks	Ongoing
	Support the Disability, Multi-Faith and Pensioner Forums, and Eastern European Network. Contribute to other groups e.g. the Brent CCG Equality and Engagement group.	Strategy & partnerships	Ongoing
	Sign up to the MOPAC's Women's Night Safety Charter, for womens' safety in the borough	Community safety	Sign-up Dec-19, with rollout in 2020
	Women-only drop-in sessions for those who are experiencing domestic abuse	Community safety	Pilot commenced Oct-19; further events through 2020
	MOPAC's Victim services commissioned to support victims of crime	Community safety	Ongoing
	Focussed programme on hate crime, including an assessment of what hate crime reporting looks like in Brent	Community safety	To begin early in 2020
	Creation of Safe Spaces for the reporting of crime	Community safety	May-20
	Brent OWL (Online Watch Link) to help keep the community safe by providing crime alert updates	Community safety	In place
	Brexit preparedness work programme, including Risk Assessment to manage and mitigate negative impacts of the Brexit process	Strategy & partnerships	Ongoing
Lead the way in encouraging diversity to flourish in Brent	Annual Gender and Ethnicity Pay Gap report, looking at gender and ethnicity pay differences for all Brent Council employees	HR	Ongoing
	Annual Workforce Diversity Report, providing an overview of the diversity profile of the council's workforce	Strategy & partnerships	Ongoing
	Four staff equality networks open to all staff to join (Gender; Disability; LGBT+ and Cultural Diversity)	Strategy & partnerships	In place
	Apprenticeships and work experience programme	HR/ Employment & skills	Ongoing
	Council-wide awareness campaigns on issues such as mental health	HR/Comms/Strategy & partnerships	Ongoing
	Forward Together sessions for all staff, to promote involvement and wellbeing (most recent topic mental health awareness)	CMT	Ongoing
	Membership of a number of public bodies including Stonewall; Business in the Community; Business Disability Forum	HR/ Strategy & partnerships	In place