

1. Please provide information on BAME (black, Asian and minority ethnic) representation within your Local Authority workforce (data/info from 2019 onwards)?

Category	Headcount
BAME	1262
Prefer not to say	470
White	633
Total	2365

2. In light of the Green Park 'Service Leadership' report, what is your Local Authority doing to:

a) ensure BAME representation in senior leadership positions?

- We ensure that we recruit the best person for any post regardless of their protected characteristic(s) - this is reflected in the fact that 33% of our top 5% of top earners are BAME.
- Of the two groups who have completed our Middle Management Programme just under half of these have secured more senior roles, who represent our diverse workforce;
- The work to date on succession planning has reinforced the importance of investing in and developing our existing talent in support of our commitment to put a greater emphasis on 'growing our own' to increase their chances of progressing to leadership roles as they become available. This has and we hope will continue to result a higher proportion of staff in leadership roles from less well represented groups e.g. BAME whilst at the same time building resilience through less reliance on external recruitment.

b) ensure BAME representation across the entire workforce?

- The proportion of BAME employees in Brent Council is higher than the proportion of BAME residents in the borough.
- We provide equality and diversity training within the induction training and unconscious bias training to send a very clear message in what we promote and ensure our work culture is based on the positives that a diverse workforce can bring
- We have 4 active staff networks which work together on forwarding the Council's aims and objectives, promoting equality of opportunity and celebrating diversity
- Promotion of mentoring, apprenticeships and learning and development opportunities via our Cultural Diversity Network and team managers.

3. How does your Local Authority ensure the Public Sector Equality Duty is applied, with particular reference to BAME representation within the workforce?

- The Council has a clear Equality and Diversity strategy which can be accessed via the Council's website [here](#) and on the intranet
- The networks play a huge role in supporting the council's equalities work, helping to foster good relations and create an inclusive working environment.
- The events which are held foster good relations – such events as those to celebrate Black History Month and attaining the London Borough of Culture are examples of the Council's celebration of diversity, there are many other such examples within the Council
- The Council takes allegations of harassment and discrimination etc. very seriously and holds training - such as Bullying and Harassment training, compulsory recruitment and selection training which includes unconscious bias training for recruiters; and workshops – such as “Let's talk about Race” to raise awareness of the type of behaviour which will not be tolerated in the Council and that which must be promoted. The Council plans to further to review the Grievance Policy to make it easier for employees to raise any concerns, such as discrimination, whilst providing a procedure which promotes open communication from an early stage
- The Council advances equality of opportunity by monitoring data and taking action where needed. Such action has led to learning opportunities being monitored across all provisions of development. An on-going campaign often promoted by our Chief Executive to promote data disclosure by employees has brought the Council a step closer to providing more meaningful analysis of the provisions in place and monitoring of equality of opportunity.
- The Council undertakes equality impact assessments in respect of significant changes to council service structures, policies and practices affecting the workforce.