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# Equality Matters - Share Your Views

## Overview

Brent Council is renewing its Equality Strategy for 2019-2023 which will contain its equality objectives for the next four years and we would like your views and ideas on what should be included.

## Why we are consulting

The Equality Act 2010 requires all public authorities, like Brent Council, to publish one or more equality objectives it thinks it should achieve to fulfil the public sector equality duty. These objectives must be renewed every four years.

The public sector equality duty requires public authorities, in the exercise of their functions, to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

This consultation exercise is asking everyone who lives, works and studies in Brent to give us their views and ideas on:

- our suggested Equality Strategy **vision**
- our ideas for potential **equality objectives** and
- equality-related issues in the borough, such as barriers to equal treatment and opportunities faced by people who possess one or more protected characteristics.

## Your views matter to us

We know that the best results and changes can only be achieved in partnership with you – Brent residents, students, workers, partner organisations, businesses and anyone who has an interest in

the successes of Brent. That is why we are committed to ensuring the strategy and objectives are relevant to you through meaningful involvement by asking you for your ideas.

Your feedback is really important so please get involved. You are Brent's eyes and ears and we need to hear from you!

### How to take part

Please share your views by completing this short online questionnaire - it should take no more than 10 minutes to complete.

Paper and Easy Read versions are also available to download or can be collected from your local library. Please return completed paper questionnaires to your local library or to Natalie Gordon, Strategy and Partnerships, 4<sup>th</sup> Floor, Brent Civic Centre, Engineers Way, Wembley, HA0 OJF by 26 August 2019.

We will also be holding several events, including in Brent libraries, to find out your views and ideas - please find further information below. If you have any questions or comments, or if you have any additional requirements or need support to help you to participate in one of our events, please contact us using the details provided at the top.

This consultation will close on **26 August 2019 at 23:59**.

You are providing this information to Brent Council's Strategy and Partnerships team. It is collected for the purpose of public consultation regarding our new equality objectives which is required to fulfil the council's duties under the Equality Act 2010.

To find out more about how Brent Council protects and processes your data, your rights, and how to change the way your information is processed, read our privacy notice

[www.brent.gov.uk/privacy](http://www.brent.gov.uk/privacy) <<http://www.brent.gov.uk/privacy>>

Responses will not be attributed to individuals. By taking part in this survey you are agreeing to the above terms.

## Part A: Suggested Vision

Our suggested vision for equality in Brent is:

'To make Brent a borough where people from different backgrounds feel at ease with one another, have equal access to opportunities, and are free from discrimination, harassment and victimisation.

We will support people and institutions to uphold and promote the principles of equality, fairness, good citizenship and respect for people and place.

In partnership with our diverse communities, we will create an environment where people are empowered to participate in and contribute to Brent's success and prosperity.'

**Question 1: To what extent do you agree or disagree with this vision statement?**

*Please select only one item*

Strongly agree    Agree    Not sure    Disagree    Strongly disagree

**Question 2: Please tell us why and if you have any ideas about what additional or alternative things should be included in the vision statement.**

## Part B: How to make this happen

To achieve our vision and meet the public sector equality duty, the following ideas have been suggested as objectives.

**Question 3: What do you think about the ideas suggested as follows?**

## What is the public sector equality duty?

The Equality Act 2010 covers the exercise of public functions, employment and work, goods and services, premises, associations, transport and education.

It prohibits victimisation and harassment, and all of the following forms of discrimination: direct; indirect; by association; by perception; or discrimination arising from disability.

The public sector equality duty requires public bodies such as Brent Council to consider three things when exercising its functions (e.g. when it makes decisions about employing staff, planning and running services and making policies):

- Eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

The 'protected characteristics' are: age, disability, gender reassignment, marriage and civil partnership, race (including ethnic or national origins, colour or nationality), pregnancy and maternity, religion or belief, sex, sexual orientation.

**Discrimination** is treatment of a person or group which affects them unfairly because of something about them, like their age, disability, gender, race and religion or beliefs. There are different types of discrimination:

- **Direct discrimination** is where a person or organisation treats one person less well because they belong to a particular group. In deciding whether the treatment is discrimination, the way the person has been treated will be compared to how people in another group are treated.
- **Indirect discrimination** is where a general rule disadvantages someone from a particular group.
- **Discrimination because of association and perception** is where someone is treated unfairly because they are believed to be from, or have connections with someone from, a particular group.

**Harassment** is behaviour that aims to make, or makes, a person feel that their dignity has been attacked. It can also be behaviour that creates a humiliating, embarrassing or offensive environment.

**Victimisation** is when a person is treated badly because they have made a complaint or supported somebody else to make a complaint under the Equality Act 2010.

Ideally an equality objective should:

- address one of the three points of the public sector equality duty;
- be specific, measurable and focused on the end result.

a) Understand the barriers to equality experienced by residents and act to remove them

*Please select only one item*

Strongly agree  Agree  Not sure  Disagree  Strongly disagree

b) Provide accessible services tailored to peoples' needs

*Please select only one item*

Strongly agree  Agree  Not sure  Disagree  Strongly disagree

c) Tackle hate, bullying, harassment and discrimination

*Please select only one item*

Strongly agree  Agree  Not sure  Disagree  Strongly disagree

d) Tackle isolation and loneliness

*Please select only one item*

Strongly agree  Agree  Not sure  Disagree  Strongly disagree

e) Ensure Brent Council staff reflects the make-up of our community

*Please select only one item*

Strongly agree  Agree  Not sure  Disagree  Strongly disagree

f) Continue to celebrate Brent's rich cultural diversity

*Please select only one item*

Strongly agree  Agree  Not sure  Disagree  Strongly disagree

g) Support increased digital access among residents with lower usage rates

*Please select only one item*

Strongly agree  Agree  Not sure  Disagree  Strongly disagree

Question 4: Do you have any comments on any of these ideas, and/or are there any other ideas that you would like to suggest to help us fulfill the suggested vision and the public sector equality duty?

Question 5: From these ideas, which 3 would be your top priorities?

Please tick up to 3 only.

*Please select all that apply*

- Understand the barriers to equality experienced by residents and act to remove them
- Provide accessible services tailored to peoples' needs
- Tackle hate, bullying, harassment and discrimination  Tackle isolation and loneliness
- Ensure Brent Council staff reflects the make-up of our community
- Continue to celebrate Brent's rich cultural diversity
- Support increased digital access among residents with lower usage rates
- Other e.g. your suggested ideas (describe below)

## Part C: About you

We would like to know a bit about you.

There are extra questions for Brent Council staff. If you are a Brent Council employee, please indicate this below to ensure that you are asked the additional questions.

Question 6: Which of the following applies to you? Please select yes or no in each case.

(Required)	Yes	No
Brent resident <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>
Brent Council employee <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>
Councillor representing Brent <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>
Representing an organisation <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>
Other <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>

If you have selected yes for representing an organisation or other, please describe:

## Part D: Working at Brent Council

These questions only apply to Brent council staff.

Question 7: What is your experience of the following activities that the council undertakes?

### a) Staff Equality Networks

*Please select all that apply*

- Aware of   
  Know how to access   
  Have used in the past  
 Would use/access again   
  Would like to know more

### b) Equalities advice and guidance e.g. for reports

*Please select all that apply*

- Aware of   
  Know how to access   
  Have used in the past  
 Would use/access again   
  Would like to know more

### c) Equality Analysis template and guidance

Please select all that apply

- Aware of    Know how to access    Have used in the past  
 Would use/access again    Would like to know more

### d) Equality training e.g. Equality Analysis workshops

Please select all that apply

- Aware of    Know how to access    Have used in the past  
 Would use/access again    Would like to know more

### e) Equality and diversity e-learning

Please select all that apply

- Aware of    Know how to access    Have used in the past  
 Would use/access again    Would like to know more

### f) Equality data e.g. Brent Equality Profile

Please select all that apply

- Aware of    Know how to access    Have used in the past  
 Would use/access again    Would like to know more

### g) Celebrating diversity events e.g. Black History Month

Please select all that apply

- Aware of    Know how to access    Have used in the past  
 Would use/access again    Would like to know more

### h) Equality and Diversity intranet page

Please select all that apply

- Aware of    Know how to access    Have used in the past  
 Would use/access again    Would like to know more

## Question 8: How aware are you of the following?

	Aware	Aware of but not familiar with contents	Not aware
Equality Strategy 2015 to 2019 <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Annual Equality Action Plan <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 9: Please tell us if you have any comments on the above, or if you have any ideas for how the council could promote awareness and understanding of equality issues.

## Part E: Local equality issues

We would like you to think about local equality issues that you may be aware of.

### What does the data tell us?

Brent Council recently published its latest Equality Profile showing the make-up of Brent residents. Find out more here:

Your browser does not support inline PDF viewing. Please **download the PDF**  [<user\\_uploads/equality-profile-of-brent---protected-charateristics-briefing-2019-03.pdf>](user_uploads/equality-profile-of-brent---protected-charateristics-briefing-2019-03.pdf) .

Your browser does not support inline PDF viewing. Please **download the PDF**  [<user\\_uploads/brent-equality-infographic.pdf>](user_uploads/brent-equality-infographic.pdf) .

Question 10: From your perspective, what are the main areas of inequality that we should be focusing on / addressing?

## Part F: Further information

You are now at the final stage of the questionnaire.

Question 11: How could the council keep people informed and involved in our work to deliver on the final equality objectives?

*Please select all that apply*

- Brent Council Website     Social Media (e.g. Twitter, Facebook)     Email newsletter  
 Brent Council magazine (Your Brent)

From groups I am a part of e.g. faith group, community group, school, residents association

- Brent Connects forums     Meetings     Email  
 Brent Libraries pop-up and/or events     Brent Hubs pop-up and/or events     Other

If other, please describe:

Question 12: Lastly, do you have any other ideas, comments or feedback?

## Equality Monitoring

And finally, we would like to ask you some questions to help us understand who is responding.

Responses will not be attributed to individuals, and all questions are optional.

What is your age group?

*Please select only one item*

- 0 - 15    16 - 24    25 - 34    35 - 44    45 - 54    55 - 64    65+  
 Prefer not to say

Do you have a disability or condition that impacts on your daily function?

*Please select only one item*

- Yes    No    Prefer not to say

### What is a disability?

Under the Equality Act 2010, a person is disabled if they have a substantial and long-term physical or mental impairment which affects their ability to carry out day-to-day activities.

Disability covers many things including HIV, cancer, multiple sclerosis, scarring as well as things that can affect someones ability to move around, think, speak, hear and see.

## If yes, what is the nature of your condition?

*Please select all that apply*

- Learning or developmental disabilities (including dyslexia and autism)
- Long term illness (including cancer, diabetes, HIV and multiple sclerosis)
- Mental health condition (including anxiety, bipolar disorder and depression)
- Physical impairment (including arthritis, cerebral palsy and using a wheelchair)
- Sensory impairment (including hearing, sight and speech impairments)  Other
- Prefer not to say

Other, please describe:

## Equality Monitoring

## What is your ethnicity?

Please select only one item

- Asian/Asian British – Indian     Asian/Asian British – Pakistani  
 Asian/Asian British – Bangladeshi     Asian/Asian British – Chinese  
 Asian/Asian British – Any other Asian background, please describe below  
 Black/African/Caribbean/Black British – African  
 Black/African/Caribbean/Black British – Caribbean

Black/African/Caribbean/Black British – Any other Black/African/Caribbean background, please describe below

- Mixed/Multiple ethnic groups – White and Black Caribbean  
 Mixed/Multiple ethnic groups – White and Black African  
 Mixed/Multiple ethnic groups – White and Asian

Mixed/Multiple ethnic groups – Any other Mixed/Multiple ethnic background, please describe below

- White – British / English / Northern Irish / Scottish or Welsh     White – Irish  
 White – Gypsy or Irish Traveller  
 White – Any other White background, please describe below  
 Other ethnic group: Arab  
 Other ethnic group: Any other ethnic group, please describe below     Prefer not to say

Other, please describe:

## Equality Monitoring

### What is your gender?

Please select only one item

- Female     Male     Other     Prefer not to say

Other, please describe:

Is your gender identity the same as the sex you were assumed to be at birth?

Please select only one item

- Yes, it's the same    No, it's different    Prefer not to say

## Equality Monitoring

What is your sexual orientation?

Please select only one item

- Bisexual    Gay man    Gay woman or lesbian    Heterosexual or straight  
 Other    Don't know    Prefer not to say

Other, please describe:

## Equality Monitoring

What is your religion or belief?

Please select only one item

- No religion or belief    Baha'i    Buddhist    Christian    Hindu    Jain  
 Jewish    Muslim    Rastafarian    Sikh    Other    Prefer not to say

Other, please describe:

## Equality Monitoring

Are you married or in a civil partnership?

Please select only one item

- Yes    No    Prefer not to say

Have you been pregnant, on maternity leave or breastfeeding within the last six months?

Please select only one item

- Yes    No    Prefer not to say

# Equality Monitoring

Which of the following areas do you live in?

## Why are we asking this question?

We would like to have a rough idea of where you live in Brent to help us to understand the barriers / equality issues experienced by residents in different parts of Brent. The following areas are based on our Brent Connect Forum areas.

*Please select only one item*

- Harlesden, Kensal Green or Stonebridge
- Brondesbury Park, Kilburn, Mapesbury or Queens Park
- Barnhill, Fryent, Kenton, Kingsbury or Queensbury
- Alperton, Northwick Park, Preston, Sudbury, Tokyngton or Wembley Central
- Dollis Hill, Dudden Hill, Welsh Harp or Willesden Green
- Live outside of Brent
- Prefer not to say