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Summary	Brent Diversity Strategy
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Title & Version	Diversity Strategy March 2010
Organisation	QK - Brent Borough QD - Wembley Police Station
Summary/Purpose	To outline the borough approach

Brent Diversity Strategy

Introduction

The population is growing and dynamic with recent figures indicating significant numbers of people moving into the borough creating new emerging communities, as well as significant numbers of transient people within the borough. Brent is one of only two local authorities serving a population where the majority of people are from ethnic minorities. ONS estimates for 2006 give our population as 271,400. However independent research commissioned by the council estimates the figure to be nearer 289,000 at March 2007. This growth is largely in the South of the borough and is predominantly young adults, often with pre-school or young children. This has resulted in a significant increase in the birth rate within the borough, which has risen by 8% in the past eighteen months. BCU has the second highest number of new National Insurance registrations in the country at 15,600 in 2007. Nearly 8% of our population is classified as refugees or asylum seekers. The GLA expects the population to grow to 293,003 by 2011/12. As many of the existing and new communities have high levels of complex needs this will place particular pressure on the prioritisation and allocation of available public resources.

These changes in population have created a borough of rich diversity with 54.4% of residents being from black or minority ethnic communities. As well as the longer established Indian, Black Caribbean, Black African and Irish communities there are also emerging Eastern European, Somali, Turkish and Hispanic communities. An increasing number of Brent's school children are of mixed heritage.

The population of the BCU is relatively young with almost a quarter of our residents aged 19 years or under. Many of these young people live in the South of the BCU and in 5 of the most deprived wards a third of residents are under 16 years of age.

The ethnic profile of the BCU is based on information obtained as a result of the 2001 UK Census. The total population according to the 2001 Census was 263,464 – broken down as follows:

Asian	73,062	28%
Black	52,337	44%
Chinese	8,985	7%
Mixed	9,802	4%
White	119,278	45%

It is important to bear in mind that the above figures reflect the BCUs residential population. There is also a significant transient population –

persons who have not completed the census such as illegal entrants to the UK, people visiting the BCU to work, study, or to use its transport links and shopping and entertainment facilities. The ethnic profile of the 'street population' may vary significantly according to location and time of day and in the crime hotspot areas. Wembley Stadium and Arena attract significant numbers of visitors to the BCU. As a consequence the 'street population' may vary from the residential population at any given time.

Brent's approach

The MPS Diversity and Equality Strategy 2009 - 2013 was recently published and is the strategic plan that sets out our diversity and equality aims and ambitions, while outlining our commitment to providing policing services that meet the needs of the people we serve and employ.

The strategy, which has been developed with insight from a range of partners, has four main themes, covering the issues we must address:

- 1) Fair and responsive policing services
- 2) Community engagement
- 3) Workforce and working culture
- 4) Governance and performance management

Each theme will be championed by a senior MPS commander or staff member, who will be accountable to the Deputy Commissioner through Diversity Board. The development of this strategy will impact on the borough's approach.

Currently the borough has a designated Superintendent who takes the lead for diversity. For each of the seven strands of diversity there is a senior management lead. The role of this lead is to develop action plans to improve community engagement, service delivery and leadership.

The borough has reviewed the key activity undertaken in the areas of:

- Community engagement
- Service delivery and
- Leadership

Some of the work undertaken in these areas is shown in Appendix 1.

Conclusion

The areas for improvement will be monitored and delivered through the borough's Senior Management Team.

Appendix A

The following highlights the work we have and are undertaking and actions we are taking and the SMT leadership structure.

Area	Work undertaken
Community Engagement	
Brent Independent Advisory Group (IAG)	Group put in place with terms of reference. 15 members with new members. Bi-monthly meeting with agenda and minutes
Gold groups	IAG members part of Gold Groups
Faith group	Established and meeting quarterly with actions Borough Chaplain in place. Faith Market Place held at Wembley police station.
Race group	Established and meeting quarterly with actions
Stop & Search Stop & Account	Monitoring/working group established with development plan
Community engagement plan	Borough plan written and data-base in place. Regular attendance by police at community events and meeting. Safer Neighbourhood Teams regular community meetings (see www). Are visiting every street in the borough.
Brent Peace March 2009	Police support and participation
Service Delivery	
LGBT	Four liaison officers in place
Hate crime and domestic violence.	Crime flags and included in Daily Management Meeting Review. Specialist unit (CSU) in place to investigate.
Young people	Youth sergeant and Youth Engagement Team. Safer Schools Officers and Safer Neighbourhood Teams engaging with school pupils. School IAGs in place. Young People's perspective on stop and search 'Both sides of the story' training delivered to all operational staff. Brent Police Cadets.
Elder	Tactical assessment as vulnerable victims. Crime prevention activity for burglary.
Disability (mental health)	Inspector appointed as Mental Health Liaison Officer.
Disability	Accessibility of police stations has been reviewed and is compliant. Liaison with Brent Disability Group.
Equality Impact Assessment	Training delivered to key managers
Race	Front line phrase book developed and launched for all officers.

Leadership	
Senior Management Team (SMT)	SMT leads for each strand of diversity Included in SMT agenda.
Welcome	All staff receive a welcome pack. All staff attend welcome meeting with SMT. Diversity information included in pack.
Diversity on the agenda	Staff and Fed meetings in place.
Flexible working	Follow MPS policy and staff take up.
Selection	HR advice/policy on all selection processes ensures advice on diversity.
Work force planning	Process in place to safeguard fairness.
Re-cooperative duties	Process in place to produce programme taking into account disability.