

21 September 2021
Our ref: 7589492

Thank you for your request received on 23 August 2021, for the following information:

I am writing to you under the Freedom of Information Act 2000 to request the following information from Barnet Council. Please may you provide me with the answers to the following:

- * Does the authority have a program that promotes Diversity and/or Inclusion or similar and if so what is the published purpose of this program?**
- * Has your council set up representative employee groups such as BAME, Women's, LGBTQ+ or other groups? If so please list these groups.**
- * Please provide the estimated expenditure of all programs between Jan 2018 - Jan 2021 linked to Diversity and Inclusion including estimated amount of officer time to run or set up staff network groups such as BAME, LGBTQ+ or others, events, publications or other activity.**
- * Does the authority have either training or information for staff on unconscious bias? If so please detail what this is, the name of the provider of the training (if applicable) and the annual cost to the council.**
- * If the authority has unconscious bias training, is it compulsory for all employees or subsets of employees to undertake this?**
- * If the authority undertakes unconscious bias training how are the results reported back to the corporate body either anonymised results or as numbers of employees undertaking the training?**
- * Has the authority commissioned or conducted any research, audit or insight into diversity and inclusion and if so please provide any resulting report, the costs of the activity and how this is reported within the council.**
- * Please provide a list of external speakers invited to meetings with staff or representative staff groups in the last two years (March 2019 - March 2021) and the costs associated if applicable.**
- * Please provide transcripts of all Diversity and Inclusion training or meetings that have taken place from January 2020 to March 2021.**
- * Has the authority supported the Black Lives Matter movement in statements, published or verbal material either externally or internally?**

*** Has your council's leadership team or individuals within it publicly commented on the Black Lives Matter movement using assets owned by the authority? If so please provide the examples of this.**

*** Has your council through either the Political Leader or his/her Cabinet/ Senior team of Chief Executive or other Senior managers published an opinion on the death of George Floyd in America in June 2020? If so please provide the published opinion.**

Please provide the information in the form of both written and where appropriate data tables. If it is not possible to provide the information requested due to the information exceeding the cost of compliance limits identified in Section 12, please provide advice and assistance, under the Section 16 obligations of the Act, as to how I can refine my request.

If you can identify any ways that my request could be refined I would be grateful for any further advice and assistance.

We have processed this request under the Freedom of Information Act 2000.

Response

I am writing to inform you that we have searched our records and although we hold some of the information requested, some of the information you requested is not held by London Borough of Barnet.

We have provided answers to your request below.

I am writing to you under the Freedom of Information Act 2000 to request the following information from Barnet Council. Please may you provide me with the answers to the following:

**** Does the authority have a program that promotes Diversity and/or Inclusion or similar and if so what is the published purpose of this program?***

Focus on Equalities is a key part of our [Barnet Plan 2021-2025](#), were it is embedded as an over-arching focus in everything that we do.

We also have an EDI policy, outlining our strategy and programme of activities, please see our published [Equalities, Diversity, and Inclusion \(EDI\) Policy 2021 to 2025](#) for more information.

Our Strategic Equalities Objective (SEO) is: "All our communities will be treated equally, with understanding and respect. Both our council and our borough will be places where diversity is celebrated, and inequality is actively tackled; where people have equal opportunities and equal access to quality services".

Progress is monitored in our Equalities Diversity and Inclusion (EDI) Action Plan. This is integrated in everything we do to ensure equalities are embedded in all council business. The action plan is a living document and will be continuously updated: [Equalities, Diversity, and Inclusion Action Plan 2020 to 2025](#)

For more background on the work carried out in 2020-21, please refer to our EDI Annual Report, which is forthcoming on the agenda for [Policy and Resource Committee](#) .

Please see also our [EDI equalities page](#).

**** Has your council set up representative employee groups such as BAME, Women's, LGBTQ+ or other groups? If so please list these groups.***

Barnet Equality Allies (BEA) and the following staff diversity networks:

1. Anti- Racism Resource and Action Group (ARRG)
2. Black staff Resource & Action Group (BRAG).
3. Community Informed Resource Group
4. Cultural Diversity Group
5. LGBTQ+ Network
6. Staff Disability Network
7. The Women's Network

There is also a specific EDI Strategic Steering Group, which brings together senior managers, EDI action plan leads and Network representatives.

**** Please provide the estimated expenditure of all programs between Jan 2018 - Jan 2021 linked to Diversity and Inclusion including estimated amount of officer time to run or set up staff network groups such as BAME, LGBTQ+ or others, events, publications or other activity.***

Not held

**** Does the authority have either training or information for staff on unconscious bias? If so please detail what this is, the name of the provider of the training (if applicable) and the annual cost to the council.***

Our internal Equality and Diversity training has an unconscious bias section contained within it.

**** If the authority has unconscious bias training, is it compulsory for all employees or subsets of employees to undertake this?***

Equality and Diversity training is mandatory for all staff.

**** If the authority undertakes unconscious bias training how are the results reported back to the corporate body either anonymised results or as numbers of employees undertaking the training?***

As numbers of employees undertaking the training.

**** Has the authority commissioned or conducted any research, audit or insight into diversity and inclusion and if so please provide any resulting report, the costs of the activity and how this is reported within the council.***

The EDI action plan includes a commitment to undertake an internal audit relating to EDI each year for the next four years (2020/21 onwards).

The 2020/21 audit is entitled 'Equality, Diversity and Inclusion (EDI) Policy and Action Plan – Development and

Governance review' and is at draft report stage (i.e. the final report has not yet been agreed). The approximate cost of the review is £17k. A summary of the review will be reported to the Audit Committee once the report has been agreed.

Over the past year we have also followed up previous audits relating to EDI to confirm that agreed actions have been implemented. The outcome of the follow-up work was reported to the Audit Committee via [Search decision-making documentation \(moderngov.co.uk\)](#)

Public Sector Equality Duty Compliance (Sept 2018)

Equalities Data – Quality and Analysis (Nov 2018)

**** Please provide a list of external speakers invited to meetings with staff or representative staff groups in the last two years (March 2019 - March 2021) and the costs associated if applicable.***

Laurelle Brown

**** Please provide transcripts of all Diversity and Inclusion training or meetings that have taken place from January 2020 to March 2021.***

Transcripts not held.

**** Has the authority supported the Black Lives Matter movement in statements, published or verbal material either externally or internally?***

The council issued a statement from the Leader of the council at the time of George Floyd's death: [Black Lives Matter - Statement from Council Leader Cllr Dan Thomas | Barnet Council](#)

**** Has your council's leadership team or individuals within it publicly commented on the Black Lives Matter movement using assets owned by the authority? If so please provide the examples of this.***

The Leader's statement above was published in the council's e-newsletter Barnet First (sent to 27,000 subscribers) and shared via the council's social media channels – Twitter, LinkedIn and Instagram @BarnetCouncil

**** Has your council through either the Political Leader or his/her Cabinet/ Senior team of Chief Executive or other Senior managers published an opinion on the death of George Floyd in America in June 2020? If so please provide the published opinion.***

The council issued a statement from the Leader of the council at the time of George Floyd's death: [Black Lives Matter - Statement from Council Leader Cllr Dan Thomas | Barnet Council](#)

The council issued the Leader's statement to the local press (Barnet Times): [Barnet Council leader's statement on death of George Floyd | Times Series \(times-series.co.uk\)](https://www.barnet.gov.uk/news/council-leader-statement-death-george-floyd)

Further information

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

Advice and Assistance : Direct Marketing

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link www.ico.org.uk

For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.

Your rights

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: foi@barnet.gov.uk. Or by post to Records & Information Management Service, Assurance Group, London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website www.ico.org.uk). There is no charge for making an appeal.