

Meeting of the

OVERVIEW & SCRUTINY COMMITTEE

Tuesday, 13 January 2009 at 7.00 p.m.

A G E N D A

VENUE

Room M71, 7th Floor, Town Hall, Mulberry Place, 5 Clove Crescent,
London, E14 2BG

Members:	Deputies (if any):
Chair: Councillor Abdul Asad Vice-Chair: Councillor Bill Turner	
Councillor Stephanie Eaton	Councillor M. Shahid Ali, (Designated Deputy representing Councillors Abdul Asad, Waiseul Islam, Ann Jackson, Shiria Khatun, A. A. Sardar and Bill Turner)
Councillor Ahmed Hussain	Councillor Tim Archer, (Designated Deputy representing Councillors Ahmed Hussain and David Snowdon)
Councillor Waiseul Islam	Councillor Lutfa Begum, (Designated Deputy representing Councillor Oliur Rahman)
Councillor Ann Jackson	Councillor Peter Golds, (Designated Deputy representing Councillors Ahmed Hussain and David Snowdon)
Councillor Shiria Khatun	Councillor Carli Harper-Penman, (Designated Deputy representing Councillors Abdul Asad, Waiseul Islam, Ann Jackson, Shiria Khatun, A. A. Sardar and Bill Turner)
Councillor Abjol Miah	Councillor Azizur Rahman Khan, (Designated Deputy representing Councillor Stephanie Eaton)
Councillor Oliur Rahman	Councillor Rania Khan, (Designated Deputy representing Councillor Oliur Rahman)
Councillor A A Sardar	
Councillor David Snowdon	

Rahman)
Councillor Abdul Matin, (Designated Deputy representing Councillor Stephanie Eaton)
Councillor Fozol Miah, (Designated Deputy representing Councillor Abjol Miah)
Councillor Harun Miah, (Designated Deputy representing Councillor Abjol Miah)
Councillor Tim O'Flaherty, (Designated Deputy representing Councillor Stephanie Eaton)
Councillor M. Mamun Rashid, (Designated Deputy representing Councillor Abjol Miah)
Councillor Salim Ullah, (Designated Deputy representing Councillors Abdul Asad, Waiseul Islam, Ann Jackson, Shiria Khatun, A. A. Sardar and Bill Turner)

[Note: The quorum for this body is 4 voting Members].

Co-opted Members:

Mr Azad Ali	– Parent Governor Representative
Mr D McLaughlin	– Roman Catholic Diocese of Westminster Representative
Mr H Mueenuddin	– Muslim Community Representative
Vacancy	– Church of England Diocese Representative

If you require any further information relating to this meeting, would like to request a large print, Braille or audio version of this document, or would like to discuss access arrangements or any other special requirements, please contact:

Amanda Thompson, Democratic Services,

Tel: 020 7364 4651, E-mail: amanda.thompson@towerhamlets.gov.uk

LONDON BOROUGH OF TOWER HAMLETS

OVERVIEW & SCRUTINY COMMITTEE

Tuesday, 13 January 2009

7.00 p.m.

SECTION ONE

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

To note any declarations of interest made by Members, including those restricting Members from voting on the questions detailed in Section 106 of the Local Government Finance Act, 1992. See attached note from the Chief Executive.

3. UNRESTRICTED MINUTES

3 - 14

To confirm as a correct record of the proceedings the unrestricted minutes of the meeting of the Overview and Scrutiny Committee held on 2 December 2008.

4. REQUESTS TO SUBMIT PETITIONS

To be notified at the meeting.

5. REQUESTS FOR DEPUTATIONS

To be notified at the meeting.

6. SECTION ONE REPORTS 'CALLED IN'

There were no Section One reports 'called in' from the meeting of Cabinet held on 3 December 2008.

7. SCRUTINY SPOTLIGHT - LEAD MEMBER

The Lead Member for Children's Services, Councillor Clair Hawkins, will attend to report on her portfolio.

(Time allocated – 30 minutes)

8. PERFORMANCE MONITORING

8 .1 Diversity and Equality Action Plan 2008/2009 - Six Monthly Monitoring Report 15 - 100

(Time allocated – 30 minutes)

9. SCRUTINY MANAGEMENT

9 .1 Acute Stroke and Major Trauma - Establishment of Pan London Joint Overview and Scrutiny Committees 101 - 106

(Time allocated – 15 minutes)

10. PRE-DECISION SCRUTINY OF SECTION ONE (UNRESTRICTED) CABINET PAPERS

(Time allocated – 15 minutes).

11. ANY OTHER SECTION ONE (UNRESTRICTED) BUSINESS WHICH THE CHAIR CONSIDERS TO BE URGENT

12. EXCLUSION OF THE PRESS AND PUBLIC

In view of the contents of the remaining items on the agenda the Committee is recommended to adopt the following motion:

“That, under the provisions of Section 100A of the Local Government Act 1972, as amended by the Local Government (Access to Information) Act 1985, the press and public be excluded from the remainder of the meeting for the consideration of the Section Two business on the grounds that it contains information defined as Exempt in Part 1 of Schedule 12A to the Local Government Act, 1972.”

EXEMPT/CONFIDENTIAL SECTION (Pink Papers)

The exempt committee papers in the agenda will contain information, which is commercially, legally or personally sensitive and should not be divulged to third parties. If you do not wish to retain these papers after the meeting, please hand them to the Committee Officer present.

13. SECTION TWO REPORTS 'CALLED IN'

There were no Section Two reports 'called in' from the meeting of Cabinet held on 3 December 2008.

14. PRE-DECISION SCRUTINY OF SECTION TWO (RESTRICTED) CABINET PAPERS

(Time allocated 15 minutes).

15. **ANY OTHER SECTION TWO (RESTRICTED)
BUSINESS THAT THE CHAIR CONSIDERS
URGENT**

This page is intentionally left blank

Agenda Item 2

DECLARATIONS OF INTERESTS - NOTE FROM THE CHIEF EXECUTIVE FOR MEMBERS OF THE OVERVIEW & SCRUTINY COMMITTEE

This note is guidance only. Members should consult the Council's Code of Conduct for further details. Note: Only Members can decide if they have an interest therefore they must make their own decision. If in doubt as to the nature of an interest it is advisable to seek advice **prior** to attending at a meeting.

Declaration of interests for Members

Where Members have a personal interest in any business of the authority as described in paragraph 4 of the Council's Code of Conduct (contained in part 5 of the Council's Constitution) then s/he must disclose this personal interest as in accordance with paragraph 5 of the Code. Members must disclose the existence and nature of the interest at the start of the meeting and certainly no later than the commencement of the item or where the interest becomes apparent.

You have a **personal interest** in any business of your authority where it relates to or is likely to affect:

- (a) An interest that you must **register**
- (b) An interest that is not on the register, but where the well-being or financial position of you, members of your family, or people with whom you have a close association, is likely to be affected by the business of your authority more than it would affect the majority of inhabitants of the ward affected by the decision.

Where a personal interest is declared a Member may stay and take part in the debate and decision on that item.

What constitutes a prejudicial interest? - Please refer to paragraph 6 of the adopted Code of Conduct.

Your personal interest will also be a prejudicial interest in a matter if (a), (b) and either (c) or (d) below apply:-

- (a) A member of the public, who knows the relevant facts, would reasonably think that your personal interests are so significant that it is likely to prejudice your judgment of the public interests; AND
- (b) The matter does not fall within one of the exempt categories of decision listed in paragraph 6.2 of the Code; AND EITHER
- (c) The matter affects your financial position or the financial interest of a body with which you are associated; or
- (d) The matter relates to the determination of a licensing or regulatory application

The key points to remember if you have a prejudicial interest in a matter being discussed at a meeting:-

- i. You must declare that you have a prejudicial interest, and the nature of that interest, as soon as that interest becomes apparent to you; and
- ii. You must leave the room for the duration of consideration and decision on the item and not seek to influence the debate or decision unless (iv) below applies; and

- iii. You must not seek to improperly influence a decision in which you have a prejudicial interest.
- iv. If Members of the public are allowed to speak or make representations at the meeting, give evidence or answer questions about the matter, by statutory right or otherwise (e.g. planning or licensing committees), you can declare your prejudicial interest but make representations. However, you must immediately leave the room once you have finished your representations and answered questions (if any). You cannot remain in the meeting or in the public gallery during the debate or decision on the matter.

There are particular rules relating to a prejudicial interest arising in relation to Overview and Scrutiny Committees

- You will have a prejudicial interest in any business before an Overview & Scrutiny Committee or sub committee meeting where both of the following requirements are met:-
 - (i) That business relates to a decision made (whether implemented or not) or action taken by the Council's Executive (Cabinet) or another of the Council's committees, sub committees, joint committees or joint sub committees
 - (ii) You were a Member of that decision making body at the time and you were present at the time the decision was made or action taken.
- If the Overview & Scrutiny Committee is conducting a review of the decision which you were involved in making or if there is a 'call-in' you may be invited by the Committee to attend that meeting to answer questions on the matter in which case you must attend the meeting to answer questions and then leave the room before the debate or decision.
- If you are not called to attend you should not attend the meeting in relation to the matter in which you participated in the decision unless the authority's constitution allows members of the public to attend the Overview & Scrutiny for the same purpose. If you do attend then you must declare a prejudicial interest even if you are not called to speak on the matter and you must leave the debate before the decision.

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE OVERVIEW & SCRUTINY COMMITTEE

HELD AT 7.00 P.M. ON TUESDAY, 2 DECEMBER 2008

**ROOM M71, 7TH FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE
CRESCENT, LONDON, E14 2BG**

Members Present:

Councillor Abdul Asad (Chair)
Councillor Waiseul Islam
Councillor Ann Jackson
Councillor Shiria Khatun
Councillor Abjol Miah
Councillor Oliur Rahman
Councillor A A Sardar
Councillor Bill Turner (Vice-Chair)

Other Councillors Present:

Councillor Shahed Ali
Councillor Tim Archer
Councillor Alibor Choudhury
Councillor Marc Francis
Councillor Joshua Peck
Councillor Lutfur Rahman
Councillor M. Mamun Rashid
Councillor Muhammad Abdullah Salique

Co-opted Members Present:

Mr H Mueenuddin – Muslim Community Representative

Officers Present:

Andy Algar – (Service Head Asset Strategy, Capital Delivery and Property Services, Development & Renewal)
Lutfur Ali – (Assistant Chief Executive)
Suki Binjal – (Interim Head of Legal Services - Community, Chief Executive's)
Paul Evans – (Interim Corporate Director Development & Renewal)
Afazul Hoque – (Acting Scrutiny Policy Manager, Scrutiny and Equalities, Chief Executive's)
Helen Jenner – (Service Head, Early Years Children and Learning, Children's Services)
Michael Keating – (Service Head Scrutiny & Equalities, Chief

Jackie Odunoye	Executive's) – (Interim Service Head, Housing Strategy and Development, Development and Renewal)
Amanda Thompson	– (Team Leader - Democratic Services)

1. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Stephanie Eaton.

2. DECLARATIONS OF INTEREST

Councillors Abdul Asad and Waiseul Islam declared personal interests in agenda item 6.1 as they were the relevant ward members.

Councillor A A Sarder declared a personal interest in agenda item 6.1 as he had attended other meetings where the issue was being discussed.

Councillors Alibor Choudhury, Marc Francis, Josh Peck and Lutfur Rahman each declared a personal and prejudicial interest in agenda item 6.1 on the basis that they were Members of the Cabinet when the original decision was taken, and all left the room during the Committee's decision making and voting on this item.

3. UNRESTRICTED MINUTES

RESOLVED

That the unrestricted minutes of the meeting held on 4 November 2008 be agreed as a correct record.

4. MATTERS ARISING FROM THE MINUTES

Mr Lutfur Ali, Assistant Chief Executive, provided an update on the issues raised at the last meeting concerning future women Councillors initiatives.

He reported that there was currently no dedicated recruitment programme for female Councillors, however the current programme did attempt to address the current gender imbalance and following a recent local advertising campaign, eighteen local women had been invited to attend the programme.

Mr Ali also advised that he would provide Councillor Oliur Rahman with an response to his question concerning the current levels of administrative support provided to backbench members as soon as possible.

The Chair, Councillor Abdul Asad, reported that in response to Members' questions concerning Corporate Complaints, he had been advised of the following:

- There had been 5 complaints to the Ombudsman during the current municipal year regarding school admission appeals.
- The Council was in the process of asking Registered Social Landlords (RSLs) for copies of their complaint procedures, and also details of their response times if they were willing to provide them.
- Currently no discernable trends had been identified however a better analysis of complaints by ethnicity would be produced when 'Business Objects' went live. This was the IT tool that would allow the integration of the complaints system against various criteria.
- Newly designed complaints leaflets would be distributed to the LAP Directors during the following week.

5. REQUESTS TO SUBMIT PETITIONS

None

6. REQUESTS FOR DEPUTATIONS

Suki Binjal, Interim Legal Services Manager, informed Members that representatives from the Madani School Management Committee were present at the meeting and wished to make a deputation in relation to agenda item 6.1 – Call-In – Disposal of Grenfell School Site. They had advised her that they were not aware of the Council's deputation procedure and therefore had not submitted their request before the deadline.

Ms Binjal stated that in accordance with the Council Procedure Rules at Part 4.1 of the Council's Constitution (Rule 20.1), the deadline for receipt of deputation requests had passed, however it was open to the Committee to consider whether to suspend the rule to enable the deputation to address the Committee.

Councillor Bill Turner moved, and Councillor Oliur Rahman seconded, that Council Procedure Rule 20.1 be suspended in order to allow the Committee to consider whether or not to hear the deputation. This motion was put to the meeting and was agreed.

Following discussion the committee voted on whether to hear the deputation and agreed that it would do so.

The Chair welcomed the deputation and asked its representative to address the meeting.

Mr Hussain addressed the meeting on behalf of the deputation and advised Members that the school had now successfully raised the necessary funds and was progressing towards Voluntary Aided School status. There were currently 265 students and for the past five years 100% of candidates had obtained GCSE grades A-C. Work was currently underway to set up a supplementary school at weekends and a number of other projects to benefit the local community and young people were in place.

Mr Hussain referred to a recent story in the East London Advertiser that had suggested that the site was being given away for free, however this was not the case as the school would be paying 1.3 million for it. Also only 30% of the pupils were not from Tower Hamlets.

Members of the Cabinet asked a number of questions in relation to fundraising, Voluntary Aided status and the background of the school's students to which the deputation responded.

The Chair thanked the members of the deputation for their attendance and presentation to the meeting.

7. SECTION ONE REPORTS 'CALLED IN'

7.1 Report Called In - Disposal of Grenfell School Site

Further to their respective declarations of a personal and prejudicial interests, Councillors Alibor Choudhury, Marc Francis, Josh Peck and Lutfur Rahman left the room during the Committee's decision making and voting on this item.

Mr Lutfur Ali outlined the call-in procedure to the Committee.

Prior to the presentation Ms Helen Jenner, Service Head, Early Years Children and Learning, advised the meeting that there had been a mistake in paragraph 6.2 of the original report to the Cabinet and the wording should have said "The school attracts its pupils from across East London and approximately 30% were **not** resident in Tower Hamlets'.

Councillor Archer for the Call-In Members thanked Ms Jenner for the clarification and then referred to the reasons in their requisition and highlighted the main issues that they held with the provisionally agreed decision to sell the freehold interest in the former Grenfell School Site to Madani School for the sum of 1.33 million.

Councillor Archer stated that their concerns were not directed at the school itself, and the main issue was the fact that a Council asset was being sold below market value and public money was being used to subsidise the purchase. Additionally the Council's current policy was to grant a long lease

rather than sell the freehold as this would enable the Council to control the use and ensure that benefits were achieved.

Councillor Archer advised the Committee that he was aware that the school provided a vital role within the community, however it did not need to own the site to continue providing the service. The more appropriate course of action would be to offer the school a long lease with an option to purchase the freehold once it had achieved Voluntary Aided status.

Councillor Archer then responded to questions from the Committee, in particular in relation to the actual wording of the call-in and the suggestion that the school was in breach of the Council's 'One Tower Hamlets' Policy. He advised that the call-in wording had not intended to be critical, and he was grateful for the clarification received regarding the number of pupils. Nevertheless other schools in the Borough did not own their respective freeholds, and Council tax-payers deserved value-for-money.

Councillor Josh Peck, Lead Member for Resources and Performance, then addressed the Committee on behalf of the Cabinet in response to the Call-in and made the following points:

The call-in was based on misinformation. Council policy stated that all disposals had to be at market value, this was complied with as the original agreement was based on the market value at the time. Also when selling at less than market value in exchange for community benefit, the granting of a long lease as opposed to selling a freehold was considered 'best practice' but was not Council policy.

The school would have responsibility for any repairs after the sale, however achieving Voluntary-Aided status had not been a condition of the sale.

Committee Members then put detailed questions to Councillor Peck on a number of issues including the benefits of Voluntary-Aided status and the relevant obligations under freehold and leasehold.

Following the discussion the Committee voted on whether to refer the item back to the Cabinet for further consideration and it was

RESOLVED:

That the alternative course of action proposed in the Call-in not be pursued and the decision of the Cabinet be confirmed.

8. SCRUTINY SPOTLIGHT - LEAD MEMBER

Councillor Marc Francis, Lead Member for Housing and Development, gave a presentation on the key issues, opportunities and challenges arising from his portfolio.

The Committee noted that the Council's forthcoming Housing Strategy set out five key objectives:

- **Decent Homes** – focusing on the work needed for the ALMO, Tower Hamlets Homes, to secure a Two Star rating and attract the funding necessary to bring council accommodation up to the Decent Homes Standard.
- **Sustainable Communities** – a more “people-centred” approach to development in the Borough and what kind of residential schemes people want the new Local Development Framework to deliver.
- **Overcrowded Families** – how the Council would do more to help the huge numbers of those waiting for a larger or more suitable home.
- **New Homes** – how the Council would achieve the new Mayor's extremely challenging new housing supply targets, including over 5,000 new affordable homes between now and 2011.
- **Investment** – details the level of public funding required to deliver each of the four objectives outlined above, and suggests a way forward for meeting the funding shortfalls identified in specific projects.

Councillor Francis reported that no housing problem in Tower Hamlets was as acute as that of household overcrowding, and this was also a key driver of homelessness in the Borough. With so many households waiting such long periods for the transfer they needed it was inevitable that many children became adults while they were still on the waiting list, and some got married and had children of their own. While there was sometimes a desire, particularly among Bangladeshi families, to live in multi-generational households, this often resulted in tensions between older and younger family members. This in turn, sometimes led to them being told to move out and apply as homeless.

The Committee noted that in total more than 11,000 households were registered on the waiting list for a two, three, four or five-bedroom property. While several hundred of these would be homeless households in temporary accommodation, the overwhelming majority of the remainder were currently living in overcrowded conditions.

In response to questions Councillor Francis detailed a number of innovative schemes designed to try to help overcrowded families. These included:

- Knockthroughs of two properties into one (particularly where one of the properties was already overcrowded)
- Cash incentive schemes to encourage under-occupiers to move into the owner occupied sector where possible
- Cash incentive schemes to encourage under-occupiers to downsize into smaller accommodation
- Young adult members of severely overcrowded households being prioritised for re-housing independently
- Offer cash incentives to encourage council tenants to secure private sector accommodation

The council was also supporting over £200 million of bids by local RSLs for Social Housing Grant funding for new affordable homes in Tower Hamlets. These homes

would obviously still take several years to be built so an urgent package of additional measures was being proposed:

- Piloting a *Local Homes Initiative* that would build social rented homes on small sites for local overcrowded families
- Reform the Choice-Based Lettings scheme, so that it increased the priority awarded to applicants living in overcrowded households
- Purchasing available properties previously sold under the Right to Buy and encouraging housing associations to purchase such homes in their localities

Over the next eighteen months it was expected that this would help an additional 500 overcrowded families over and above those who would have been rehoused otherwise.

Members of the Committee expressed concern regarding the accountability of Registered Social Landlords (RSLs), and the lack of information available to ward members when trying to address residents' concerns. Councillor Francis accepted that this had been a problem in the past but now a performance management system had been introduced with Tower Hamlets Homes, and a number of RSLs had since been taken to task. There had also been a staffing restructure and training provided for front-line staff, and residents were encouraged to pursue formal complaints.

Councillor Francis also responded to a question concerning community safety and advised that anti-social behaviour was a huge issue, and often 'right-to-buy' tenants were responsible. This also needed addressing, possibly by taking action on social landlords.

The Chair thanked Councillor Francis for his very detailed and informative presentation.

9. REPORTS FOR CONSIDERATION

9.1 Strategic Plan and Corporate Revenue Monitoring Report 2008-09

Councillor Josh Peck, Lead Member for Resources and Performance, presented the combined service and financial performance report which covered the authority's progress against the actions in the Strategic Plan, key performance indicators and the overall financial position to the end of September 2008 (Quarter 2).

Councillor Peck advised that despite a projected underspend of £1.977m on the General Fund revenue budget for the current financial year, a number of directorates were reporting overspends and it would be important for Corporate Directors to act to contain these during the coming months.

In response to questions Councillor Peck advised that there would be a need to consider further levels of support for Children's Social Care, as following the recent case concerning Baby P the number of investigation requests had increased.

With regard to the Facilities Management overspend Councillor Peck advised that expenditure was significantly higher than originally estimated following the implementation of the Corporate Management Plan and the need to continue to honour existing leasing arrangements until the old properties could be sold. Unfortunately these were committed spends.

RESOLVED

That the performance information set out in the report be noted.

10. VERBAL UPDATES FROM SCRUTINY LEADS

Councillor Shiria Khatun (A Safe and Supportive Community) reported that the third review meeting had taken place on the 25 November 2008, and the working group had heard evidence on the consequences of alcohol misuse amongst young people. Both the PCT and the Police were present at the meeting and had given a presentation on the health effects of alcohol misuse and the effects alcohol has on crime. Scrutiny officers were currently trying to arrange for members to go on a SNT visit to see the work being undertaken to discourage alcohol consumption amongst the youth population. The next meeting was in January and the group would be looking at some of the local projects in place to help treat young people with alcohol problem.

Councillor Bill Turner (Excellent Public Services) reported that the site visit to Early Intervention services in the Borough had taken place earlier that day and the group had visited duty teams based at Mulberry Place, the Eva Armsby Centre and Norman Grove. This had given group members an excellent insight into how early intervention worked at ground level. At the next meeting in January the group would be looking at service mapping and value for money.

Councillor A.A Sardar (Prosperous Communities) reported that at the last meeting on 24 November 2008 the working group had heard evidence on local initiatives to engage parents. This included the work of the extended schools service and Parent Information Point service, and it was clear that a lot of good work was happening in Tower Hamlets. The next review meeting was in January and the group would be visiting a local school to what initiatives schools are adopting to engage parents.

Councillor Waiseul Islam (A Great Place to Live) reported that he was currently looking at the Community Land Trust (CLT) model of development to see if there was a way of making homeownership more accessible for local people. A range of external partners were involved with the review including Tower Hamlets Homes, Tower Hamlets Community Housing, Swan and Poplar HARCA and it was also hoped to engage local developers. The Group would be visiting a CLT model and had arranged for external expertise to determine whether this could work in Tower Hamlets in the current economic climate.

Councillor Ann Jackson (One Tower Hamlets) reported that a number of detailed interviews had been scheduled to take place with a range of residents to try and gain an understanding of life in poverty. These would be taking place in December and January if any other Members were interested could they please let her know. A single parents focus group had already taken place, and a women only focus group where about 20 women attended had given the group some very interesting insights into individual's experiences of trying to gain employment and the barriers they faced. A further two sessions in February would consider the availability of child care provision in Tower Hamlets, the role of Childrens Centres, the Working Neighbourhoods fund and also the London Child Poverty Pledge.

11. PRE-DECISION SCRUTINY OF SECTION ONE (UNRESTRICTED) CABINET PAPERS

The Chair **moved** and it was **RESOLVED**

That the following pre-decision questions be submitted to Cabinet for consideration:

Agenda Item 7.1 Draft 2009/12 Tower Hamlets Housing Strategy (CAB 069/089)

What indication has the Council had that it can realise the considerable funding required to implement the housing strategy if the Homes and Communities Agency has not yet set out its funding plans and as THH has not received its two star rating?

Agenda Item 7.4 Local Development Framework Annual Monitoring Report 2007-2008 (CAB 072/089)

- 1) In reference to paragraph 4.4 can the Cabinet provide more details on the proposed work to be commissioned to understand the full implications of the credit crunch on the borough's development plans? Does the Cabinet consider the slippage mentioned in paragraph 4.4, to be a result of badly designed plans formulated by developers which were consequently refused?
- 2) Will the Cabinet consider placing more emphasis on social housing for rent and less on affordable housing given the current financial climate and the average income level of our residents which makes many of these affordable housing unaffordable?
- 3) Can the Cabinet clarify the issues this monitoring report has highlighted which will need to be considered in future planning policies and how Members will be involved in the development of these policies?

- 4) Does the Cabinet feel we can justify the continued acceptance of high density housing in already densely populated areas in the borough?
- 5) Given the continued increases in Environmental Health Noise complaints what is the Council doing to address this through the LDF?

Agenda Item 8.3 Arrangements for Corporate Match Funding 2009-10 (CAB 076/089)

When Corporate Match Funding is allocated does the Council undertake an analysis that the bids are located in different LAP areas and meet the needs of the various communities?

12. ANY OTHER SECTION ONE (UNRESTRICTED) BUSINESS WHICH THE CHAIR CONSIDERS TO BE URGENT

No urgent business was submitted.

13. EXCLUSION OF THE PRESS AND PUBLIC

No Section Two business was submitted.

14. SECTION TWO REPORTS 'CALLED IN'

There were no Section Two reports 'called-in' from the meeting of Cabinet held on 5 November.

15. PRE-DECISION SCRUTINY OF SECTION TWO (RESTRICTED) CABINET PAPERS

No Section Two pre-decision questions for Cabinet were submitted.

16. ANY OTHER SECTION TWO (RESTRICTED) BUSINESS THAT THE CHAIR CONSIDERS URGENT

No Section Two urgent business was submitted.

The meeting finished at 9.45p.m.

Councillor Abdul Asad, Chair

This page is intentionally left blank

Agenda Item 8.1

Committee Overview and Scrutiny Cabinet	Date 13 / 14 January 2009	Classification Unrestricted	Report No	Agenda Item No 8.1
Report of: Assistant Chief Executive Originating Officer(s) Michael Keating Service Head, Scrutiny and Equalities Frances Jones Diversity and Equality Coordinator, Scrutiny and Equalities		Title: Diversity and Equality Action Plan 2008/2009 – Six monthly monitoring report Wards Affected All		

1. SUMMARY

- 1.1 This six month monitoring report informs Cabinet and the Overview and Scrutiny Committee of the Council's progress in implementing its Diversity and Equality Action Plan (DEAP) for 2008/09. A full progress report is attached at Appendix 1.
- 1.2 The report also includes an annual summary of progress against the Council's Disability Equality Scheme. A full monitoring report of the Disability Equality Scheme is attached as Appendix Two.

2. RECOMMENDATION

- 2.1 That Cabinet and the Overview and Scrutiny Committee notes and comments on the progress in implementing the Council's Diversity and Equality Action Plan 2008/09, as set out in Appendix 1 and the annual Disability Equality Scheme monitoring report, as set out in Appendix 2.

3. BACKGROUND

3.1 Tower Hamlets Council has placed diversity and equality at the core of its functions and is committed to maintaining the very highest level of equalities practice both in relation to employment and service provision. In 2006 the Council was externally validated as being at the highest level of the Equality Standard for Local Government (Level 5) and the corporate Diversity and Equality Action Plan (DEAP) remains an essential vehicle for maintaining this performance across all six equalities strands.

3.2.1 The DEAP pulls together the strategic level equalities activities across the Council. It reflects the work required to maintain the highest level of the Equality Standard for Local Government, for the implementation of the Council's Race Equality, Disability Equality and Gender Equality Schemes, and actions to ensure that the Council's commitment to community cohesion is mainstreamed within all services.

3.3 The 2008/09 Diversity and Equality Action Plan focuses on four overarching strategic objectives, identified through an analysis of evidence collected during the refresh of the Community Plan to 2020 and an assessment of service performance in priority equalities areas. These objectives are:

- **Tackle worklessness and economic inactivity** among target groups
- **Support participation and engagement** of equality target groups in decision making and active citizenship activities
- **Support and promote community cohesion**, through: Embedding community cohesion considerations into planning in key policy areas (Education, Community Safety and Housing); supporting positive activities that bring people together and build bridges between communities; supporting interaction between new and existing communities and; tackling all forms of discrimination and harassment
- **Access to services**: Address evidence of differential access to services for equality target groups to ensure that services within the Council and the wider Partnership effectively meet the needs of our communities

3.4 The cross-party Members Diversity and Equality Working Group was established in September 2008. The Group aims to develop the expertise of Members in responding to equalities challenges. The Group has undertaken a number of sessions on the Preventing Violent Extremism (PVE) agenda and will go on to look at homophobic hate crime and bridging communities. In April 2009 an interim evaluation of the Group will be undertaken with a view to making recommendations about an ongoing work programme.

4. MONITORING

4.1 The Diversity and Equality Action Plan covers the period from April 2008 to March 2009 and is reviewed every six months. Progress is measured for each key activity and milestone; a full progress report of the Action Plan is attached at Appendix One.

4.2 Performance for each of key activity milestones is measured using the Red, Amber and Green (RAG) traffic light system. Each milestone is allocated one of three performance levels:

RED Progress milestone not achieved, and not likely to be achieved within three months of the deadline

- AMBER Progress milestone not achieved, but is likely to be achieved within three months of the deadline.
- GREEN Progress milestone achieved or on target to be achieved within the deadline

4.3 Overall Progress for all milestones

Table 1: Progress milestones 2008/09 by status

Progress Status (RAG)	Number	Percentage
RED	4	3%
AMBER	26	21%
GREEN	94	76%
TOTAL	124	100%

4.4 At six months, 76% per cent of all milestones within the Plan had been met or were on target to be met within target timescales. This represents significant progress in a number of areas, including:

- Completion of community and partner consultation on **three new Equality Schemes** in relation to Sexual Orientation, Age and Religion / Belief equality as well as the refresh of our Race Equality Scheme. These Schemes are intended to provide comprehensive information about the profile, needs and views of our communities and to identify actions to improve outcomes across the equality strands. The Schemes are currently being developed and are due to be published in April 2009.
- Completion of **two 'strategic level' Equality Impact Assessments**. This is a new level of Equality Impact Assessment and they focus on areas which have strategic significance beyond the delivery service. Two of the four Assessments scheduled for this year were completed in the first half of the year. These looked at the Tower Hamlets Partnership and the Planning Obligations process and have resulted in a programme of activities to address inequality for groups and individuals.
- Establishment of the **Gender Equality Scheme Monitoring Group** which is made up of senior officers from across the Council and partners to provide greater coherence and direction in relation to work on gender equality. The Group has met twice since its establishment in June 2008 and has overseen an overhaul in the funding of activities for International Women's Week in response to an evaluation carried out in early 2008.
- The **Workforce to Reflect the Community** Action Plan is being implemented and an update will be presented to Cabinet in February / March 2009. A presentation was made to December's Cabinet meeting by participants in several of the Council's positive action schemes, including the Aspiring Leaders and Hamlets Youth Trainee Programmes. This enabled participants to feedback directly to Members on their experiences in undertaking the schemes.
- Seventeen schools worked with local third sector organisations to secure funding from the Council's first **Community Cohesion Innovation Fund**. Funding was allocated in July and projects will run until March 2009.

- Through our **external and internal equality forums** we have consulted with both staff and service users to test the effectiveness of new policies and services, including:
 - New Equality Schemes in relation to religion / belief, age and sexual orientation;
 - Review of equalities and diversity training for staff in the Council;
 - Review of procedures for evacuation of disabled staff from Council buildings;
 - Arrangements for disabled staff and visitors to Council buildings, including parking and access arrangements;
 - Provision of improved signage in the Town Hall to meet the needs of visually impaired staff and visitors.
- A wide range of **community and arts events** have been held throughout the year which celebrate and raise awareness of the rich diversity of communities in the borough. These have included: London Week of Peace; Black History Month, International Day Against Homophobia and Interfaith Week.
- Launch of the **Youth ‘No Place for Hate Champions’** programme with eight young people enrolled on the peer training programme to equip them to challenge hate crime and hate related incidents in educational and youth settings. The project won the London Week of Peace Award and was short listed for the National Training Award;
- ‘Dignity and justice for all’ was the theme for this year’s **International Day for Disabled People**. Scores of people came together at the V & A Museum of Childhood in Bethnal Green on 3rd December to celebrate the contribution local disabled people make to the borough. The day was a mixture of fun, entertainment and useful information, with a wide range stalls promoting many organisations;
- **National Older People’s Day** - ‘Full of Life’ was celebrated on Wednesday 8 October at the Museum in Docklands. Older people from around the borough came together to take part in a range of events including line dancing, t’ai chi and massage taster sessions. There were also performance by Frantic Theatre and the Connaught Opera. The event was organised by Tower Hamlets Council and supported by the LinkAge Plus Partnership for older people.

Progress by Directorate

Table 2: Progress milestones broken down by Directorate

Directorate	RED	%	AMBER	%	GREEN	%	Total Milestones
Chief Executive’s	1	3%	6	21%	22	76%	29
Resources	1	11%	2	22%	6	67%	9
Development & Renewal	1	9%	1	9%	9	82%	11
Children’s Services	1	2%	5	11%	41	87%	47
Adults Health and Wellbeing	0	0	5	71%	2	29%	7
Communities, Localities and Culture	0	0%	7	33%	14	67%	21
TOTAL	4		26		94		124

- 4.5.1 Overall 4 out of the 124 milestones have exceeded target timescales and have been assessed as 'red'.
- 4.5.2 These four actions sit within four separate Directorates: Chief Executives, Resources, Development and Renewal and Children's Services.
- 4.5.3 The balance of activities contained within the Plan across the other Directorates varies; Chief Executive's have twenty nine milestones while Communities, Localities and Culture have twenty one, Development and Renewal eleven, Resources nine and Adults Health and Wellbeing seven.

4.6 Reasons for red milestones

Table 3: Reasons for red milestones

Reason	Number of all red
Action has been superseded by new guidance or requirements from other organisations	2
Staffing constraints / restructure has limited capacity to deliver on time	1
Action still being progressed but timescale slipped	1

- 4.6.1 It is important that the reasons for red milestones are fully understood so that barriers to performance can be addressed. Table 3 summarises the reasons for failing to achieve the milestones by the due date.
- 4.6.2 The most common reason for exceeding the milestone deadlines is that timescales have slipped but that work is still being progressed. Of the milestones in this category, only one milestone is expected not to be met by the end of the year. The reasons for all the milestones which have been exceeded are set out below:
- The development of an Economic Strategy Paper, which was due to have been produced by September 2008, has been superseded by central government requirement to produce a 'Wider Economic Assessment' by 2010. The Employment Strategy for the borough will go to Cabinet in January 2009, along with an enterprise discussion paper. The Wider Economic Assessment will be prepared by 2010 which will set these issues in the context of broader economic development.
 - The development of a joint PCT / Council brand for recruitment has been delayed due to a longer than anticipated sign-off of the strategy and need to identify resources for this element of the joint workforce to reflect the community strategy. However a joint PCT / Council branding team has been established and work is continuing with interim joint branding.
 - The implementation of a positive parenting programme for parents of children with disabilities has been delayed. However the team is currently being recruited to and the service will be fully operational by January 2009.
 - The development of Accessible Communications Guidelines for the Council has been superseded by the development of a one stop disability information web page for staff on the Council's website which is due to be launched by end March 2009.

4.7 Progress by Equality Strand

Table 4: Progress milestones broken down by equality strand

Milestone status	Status of milestone for each equality strand (% of all actions within each equality strand)					
	Race	Disability	Gender	Sexual Orientation	Religion/ belief	Age
Red	0	2	0	0	1	0
Amber	1	4	3	0	1	2
Green	9	6	5	3	3	30
Total	10	12	8	3	5	32

- 4.7.1 The table above demonstrates the DEAP progress against each of the strands. However, it is important to note that the DEAP contains only a selection of the significant number of activities relating to equalities and diversity objectives from across services in the Council. Moreover a significant proportion of all activities will impact on several equalities strands, for example a number of the workforce to reflect the community activities relate to both race *and* disability equality. However this table shows the distribution of all milestones under each equality strand.
- 4.7.2 The significant number of milestones relating to age equality is a reflection of the large number of activities delivered by Children's Services in the wider plan. A number of these actions also relate to other equality strands.
- 4.7.3 Since April 2007 we have had a legal duty to publish Equality Schemes not only in relation to race, (which was brought in by the Race Relations Amendment Act 2001) but also for disability and gender. These Schemes set out the actions which will be undertaken to meet the Council's legal duty to eliminate discrimination and promote equality. The strategic level actions from these Schemes are incorporated within the Diversity and Equality Action Plan and monitored corporately. Progress updates on all three Schemes are published annually on the Council's website and summaries of progress are given below. We also have new legal obligations to eliminate discrimination on the grounds of age in relation to employment practices and have a corporate commitment to promoting equality of opportunity and tackling discrimination on the basis of all six equality strands. However in response to the need to strengthen our work on the non-statutory equality strands (religion / belief, age and sexual orientation), work is underway to produce three new Equality Schemes setting out key areas of work in each of these three areas. These Schemes are due to be published by April 2009.
- 4.7.3 We have not analysed separately those actions which relate to community cohesion as activities aimed at promoting good relations between people are embedded within a significant proportion of actions. The refreshed Community Plan to 2020 includes an overarching theme to build 'One Tower Hamlets'. This theme covers three core elements: tackling inequality; building strong and cohesive communities and; supporting effective community leadership. The 2008/09 DEAP aims to explore further the links between work on equality and community cohesion. This work has directly informed the development of a delivery framework for the three interlinked elements of 'One Tower Hamlets'.
- 4.7.4 Significant pieces of work towards strengthening community cohesion have included the establishment of the 'Community Cohesion Innovation Fund' (CCIF) for Schools. Through the CCIF schools across the borough were invited to work with local third sector organisations to submit joint bids for funding to run cohesion related activities. In total seventeen schools have been funded to work with a local community or voluntary organisation to strengthen their links with local communities.

5. Summary of progress on the implementation of the Race Equality Scheme

- 5.1 The Race Relations Amendment Act 2000 places a general duty on all local authorities to promote race equality and the specific duty for local authorities to produce a Race Equality Scheme once every three years which sets out how the authority will meet these duties. Each year the Council is required to monitor and review progress on the scheme both in relation to service provision and employment practice. This includes an employment duty to monitor the numbers of staff in post and applicants for employment, training and promotion. In relation to this duty the Council has in place a Workforce to Reflect the Community Strategy with targets aimed at improving the representation of BME staff across all levels of the organisation. This year a significant amount of additional work is underway to monitor employment, training and promotion across all six equality strands which will be reported in the New Year.
- 5.2 The Council is currently revising its Race Equality Scheme and using this process as a timely opportunity to think comprehensively about how we take forward race equality in Tower Hamlets. There have been significant changes since the first scheme was introduced six years ago in terms of the profile of our communities: the context of race equality particularly in terms of ideas around multiculturalism, community cohesion, Preventing Violent Extremism and integration of new migrants and refugees; the focus on partnership working and involvement of communities; and the need to understand the inter-section between race equality and the other equality strands. The revision of the Scheme takes on board these issues as well as those arising from new debates and key policy papers and research such as the report of the 'Commission on Integration and Cohesion' and the outgoing CRE report 'A lot done, A lot to do'.
- 5.3 A first draft of the revised Race Equality Scheme will be submitted to the Corporate Equalities Steering Group in January 2009.

6. Summary of progress on the implementation of the Gender Equality Scheme

- 6.1.1 The Council's first Gender Equality Scheme was published in April 2007. The Scheme was produced following consultation with local residents and service providers and addresses the issues facing both men and women in ensuring they get the support they need to meet their potential and fully contribute to family and community life. Strategic level actions from Scheme have been incorporated within the DEAP and progress against these milestones has been strong.
- 6.2 In response to an identified shortfall in information about gender inequality and the need to ensure that issues are not tackled in isolation but are joined-up between Directorates and partners where appropriate, a Gender Equality Scheme Monitoring Group was established in August 2008. The remit of the group, which is made up of senior officers from all the Council's Directorates as well as from partner organisations, is to:
- Monitor the Gender Equality Scheme;
 - Drive work on gender equality across the organisation;
 - Develop the knowledge and expertise of the organisation around gender equality issues;
 - Revise the Gender Equality Scheme;
 - Develop a corporate approach to gender equality, particularly in terms of joining up services and initiatives across the Council.

The group have drawn up a work programme, based on the themes identified in the Gender Equality Scheme and have taken over responsibility for overseeing corporate spend on gender equality.

7. Summary of Progress on implementation of the Disability Equality Scheme

- 7.1 The Council's first three year Disability Equality Scheme (DES) was published on 4 December 2006 and runs from 2006 to 2009. The Scheme sets out the objectives and key actions for the Council over the next three years to meet the Disability Equality Duty and the needs of local disabled residents and disabled staff.
- 7.2 The Scheme's action plan contains nine objectives that are aimed at promoting equality of opportunity and eliminating discrimination for disabled people. In addition, we also have a number of other actions that are aimed at embedding the Disability Equality Duty (DED) in work with our partners and the voluntary sector, how we plan and deliver our services and support Councillors in their community leadership role.
- 7.3 Progress for 2008 - Of all the actions, 34 are at green, 7 at amber with 3 at red. This shows that we are making good progress at implementing the action plan, although there are areas where we need to focus attention on to completely deliver by December 2009. The attached report lists a summary of all actions by their status and a full report of progress at 24 months of the Scheme is described from page 5.

8. Progress on Equality Impact Assessments

- 8.1 In relation to service provision the duties also require that the Council monitor, assess and consult on the impact of existing and proposed policies for any adverse effect on racial equality and publish the results of these assessments. The outcomes of the equality impact assessments (EQIAs) action plans have been built into team level action plans and where appropriate picked up at a Directorate or corporate level. In 2007/08 we completed a Test of Relevance, screening all services, policies and functions across the Council for relevance to equalities. This resulted in the production of a new three year programme of Equality Impact Assessments for 2008-11. In the first six months of 2008/09, 16 EQIAs were completed against a target of 18. These included strategic level EQIAs of the Tower Hamlets Partnership and the Planning Obligations process which had previously not been subject to equalities analysis.

9. CONCLUSION

- 9.1 This report demonstrates that the Council is continuing to make good progress on the implementation of its equalities agenda and is playing a leading role in delivering the 'One Tower Hamlets' commitment set out in the Tower Hamlets Partnership's Community Plan. For example, we are developing new Equality schemes in relation to the non-statutory equality strands, sexual orientation, age and religion / belief.
- 9.2.1 The 2008/09 DEAP focuses on four overarching strategic objectives, identified through an analysis of evidence collected during the refresh of the Community Plan to 2020 and an assessment of service performance in priority equalities areas. Many of these areas of work are new and are programmed for the second half of this year. This will include:
- Publication and launch of three new Equality Schemes in relation to religion / belief, age and sexual orientation equality, as well as a refreshed Race Equality Scheme;

- Completion of two further strategic-level Equality Impact Assessments, focusing on Access Channels to the Council and Workplace Progression;
- Launch of the four year 'Cultural Olympiad' of activities by March 2009;
- A submission to the Employers Forum on Disability Standard;
- Continuing several initiatives focused on the employment of people with learning disabilities, both internally and with partners (Veolia and Greenwich Leisure Limited);
- Development of a TH Pan-Disability Panel which can be used in both a consultative and strategic role and to gain service user feedback;
- Designing a dedicated 'one-stop disability awareness / information' webpage on the staff Intranet;
- A large programme of events throughout February to celebrate Lesbian, Gay, Bisexual and Transgender (LGBT) History Month developed in partnership with the Tower Hamlets LGBT Community Forum. This year this programme will also include an advertising campaign challenging homophobia and promoting One Tower Hamlets;
- Establishing guidance for staff on Human Rights legislation and its implications for Council services and holding a council training event on human rights legislation.

10. CONCURRENT REPORT OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL)

- 10.1 The European Union Race Directive 2000/43 (published in June 2000) prohibits discrimination on the grounds of race and ethnic origin by laying down "the principle of equal treatment between persons irrespective of racial or ethnic origin".
- 10.2 In November 2000, the European Union published the Equal Treatment Framework Directive 2000/78. This Directive sets out the anti-discrimination "principle of equal treatment" in the context of sexual orientation, religion or belief, disability and age. This Directive was implemented on 2 December 2006 in relation to disability and age.
- 10.3 The Government consultation paper "Towards Equality and Diversity-Implementing the Employment Race Directive" (2001) indicated its intention to implement the Directives by amendment to the Race Relations Act 1976 and the Disability Discrimination Act 1995. The consultation paper also referred to the Government's intention to introduce legislation to prohibit discrimination in work and training on the grounds of sexual orientation, religion / belief and age. The Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Religion and Belief) Regulations 2003 were enacted with effect from 1 and 2 December 2003 and transposed the phase 1 provisions of the Directive into UK law. The Employment Equality (Age) Regulations 2006 gave effect to the provisions on age discrimination with effect from 1 October 2006.
- 10.4 The Race Relations (Amendment) Act 2000 strengthens the Race Relations Act 1976 by extending protection against racial discrimination by public authorities and by placing a duty on public authorities to have regard to the need to eliminate unlawful discrimination and to promote racial equality and good race relations.
- 10.5 The Diversity and Equality Action Plan 2009/09 sets out the Council's intentions with regard to equality and has been formulated having regard to and in compliance with legislation. Regular monitoring and review of the Plan enables the Council to maintain compliance with statutory requirements as well as measuring progress in relation to non-statutory aspects.

11. COMMENTS OF THE CHIEF FINANCIAL OFFICER

- 11.1 Equalities issues should be embedded into service delivery, and they are taken into account when budgets are set. As such, there are no additional budget implications arising from adopting the Diversity and Equality Action Plan 2008/09. However, if additional costs arise from implementing the plan, they must be contained to within current revenue budget provisions in Directorates.

12. ONE TOWER HAMLETS CONSIDERATIONS

- 12.1 The Diversity and Equality Action Plan represents an important step in progressing the Council's commitment to building One Tower Hamlets as a place in which people live together and where they are treated with respect and fairness regardless of their differences. The attached Plan clearly shows how equalities are at the heart of the Council agenda and the progress towards integrating diversity and equality fully into all aspects of service delivery and employment practice. The 2008/09 Plan also specifically explores the inter relationship between work on equalities and community cohesion. The aim of the Plan is to create an environment in which everyone who lives and works in our borough is treated with dignity and respect and where everyone can improve their life chances and access the increasing opportunities on offer.
- 12.2 The Diversity and Equality Action Plan aims to tackle the barriers currently preventing some of the most disadvantaged people in our community from accessing the life opportunities on offer and aims to enable them to participate actively in creating and sharing prosperity in the borough.

13. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 13.1 Efforts will be made to ensure that in delivering the commitments of the Diversity and Equality Action Plan the impact on the environment is kept to an absolute minimum. This includes the use of recycled paper in any documentation, and careful consideration of the methods used to engage with local communities, partners and staff.

14. RISK MANAGEMENT IMPLICATIONS

- 14.1 The Council is seeking to implement an ambitious diversity and equality agenda in the context of changes in national legislation and standards. Progress to date has been very positive, but there is still much to be done if all the Council's targets are to be achieved and all the new legislative requirements are fully complied with. Any slippage could potentially undermine this.
- 14.2 The Diversity and Equality Action Plan provides a focus for all the Council's equalities work, and a means by which Members can ensure that each of the progress milestones are achieved. The arrangements in place to review progress during the year through the Corporate Equalities Steering Group, Corporate Management Team and finally by the Overview and Scrutiny Committee are considered to be effective ways of keeping this work on track.
- 14.3 Diversity and equality performance indicators will help keep the focus firmly on delivery and outcomes. The emphasis on consultation will mean that the Council's performance in this area will be judged by the experiences of service users on the ground.

- 14.4 A greater emphasis will be given this year to communicating the progress that is being made to the wider community and to staff, including greater use of existing communications media such as East End Life and Pulling Together.
- 14.5 The Council will continue to work closely with the Improvement and Development Agency to ensure that local practice in implementing the Equality Standard and all equalities issues is informed by best practice taking place in other parts of the country.

APPENDICES

Appendix 1: Diversity and Equality Action Plan 2008/09 Six Month Monitoring Update

Appendix 2: Disability Equality Scheme 2008 Annual Monitoring Report

LOCAL GOVERNMENT ACT, 1972 SECTION 100D (AS AMENDED) LIST OF "BACKGROUND PAPERS" USED IN THE PREPARATION OF THIS REPORT

Brief description of background papers:	Name and telephone number of holder and address where open to inspection
Equality Action Plan 2008/09 agreed by Cabinet on 30 th July 2008.	Frances Jones, Diversity & Equality Coordinator, Scrutiny and Equalities 020 7364 4521

This page is intentionally left blank



London Borough of Tower Hamlets

Appendix One: Diversity and Equality Action Plan 2008/9 Six Month Monitoring

December 2008

Tackle worklessness and economic inactivity among target groups

Links to other plans	Objective	Key Activities	Progress Milestone	Mid-year comments	Activity status
CYPP	Increase numbers in education, employment and training post-16 including from specified target groups. Contact Officer: Mary Durkin, Service Head, Youth and Community Learning, Children's Services Directorate Lead Member: Cllr Clair Hawkins	Support the transition of young people into further education, training or employment by more effective tracking and work through personal advisers, including support for targeted individuals e.g. Somali young people; young people with disabilities; and young mothers.	30 young Somalis, 20 young people with learning difficulties and 20 young mothers supported with community person advisors by the end of September 2008.	Completed. The mid November figure is the lowest so far recorded in the borough.	G
CYPP	Increase level 2 and level 3 attainment by 19 Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate Lead Member: Cllr Clair Hawkins	Provide targeted support post-16 to young people at risk of underachievement.	Pilot the use of advanced skills personal advisors to support NEET prevention in schools and successful transition at 16 by the end of September 2008.	The pilot has taken place in schools.	G
SP00	Identify and remove barriers to employment for target groups and help people to get employment by ensuring there is support and training before and after they get a job Contact Officer: Sue Hinds, Access to Employment Manager, Development and Renewal Directorate Lead Member: Cllr Alibor Choudhury	Implement and commence delivery of City Strategy Single Point of Access pilot programme integrating Council-led employment activities and advice into current Council activities such as Extended Schools provision, Children's Centres, Community Hubs and Idea Stores	600 workless residents into employment, 100 from workless families by March 2009	This activity is on target and expected to achieve, over 300 residents have been employed through the programme so far this year.	G
			Evaluate the activities within the pilot to determine future priorities by March 2009	On target	G
			Strategy for community hubs development agreed by October 2008	On target	G
SP	Update evidence base and develop an economic development strategy to better inform key priorities for the borough Contact Officer: Sue Hinds, Access to Employment Manager, Development and Renewal Directorate	Develop employment strategy which addresses equalities profile of unemployment and worklessness in the borough.	Evaluate the activities within the pilot to determine future priorities by March 2009 Employment strategy paper drafted for consultation by July 2008	An EqIA will be produced towards the end of January 2009 which will test the activities within the pilot to ensure all communities benefit equally. Completed.	G

Lead Member: Cllr Alibor Choudhury		Wider economic development strategy paper drafted by Sept 2008	R
Develop joint partnership programmes of employability interventions to augment/improve mainstream provision of employment support	Develop the Working Neighbourhoods Fund commissioning strategy to include work with excluded groups with a clear focus on moving people into employment	Report of key interventions to CPAG in July 2008	G
Contact Officer: Sue Hinds, Access to Employment Manager, Development and Renewal Directorate Lead Member: Cllr Alibor Choudhury	Joint partnership programme plans developed	Quarterly updates provided for relevant CPAGs	G

<p>Increase access to employment for disabled people and people with mental health problems</p>	<p>Increase number of cases managed by Adult Social Care Services referred to employment projects</p>	<p>Employment strategy for vulnerable adults and for those with disabilities agreed by CMT by July 2008</p>	<p>A</p>
<p>Contact Officer: Deborah Cohen, Service Head Health and Disability, Adults Health and Wellbeing Directorate</p>	<p>Consultation with broad range of stakeholders by July 2008</p>	<p>A broad range of stakeholders have been involved in developing the WNF bids and this will be widened by taking the Strategy for comment to Prosperous Communities CPDG.</p>	<p>A</p>
<p>Lead Officer: Cllr Anwara Ali</p>	<p>Action plan to meet LAA targets agreed with TH Partnership for Learning Disabilities and Mental Health by October 2008 All new referrals consistently considered for employment options and referrals made to appropriate projects by March 2009. All existing care plans reviewed for employment choices and referrals made to appropriate projects: March 2009. Commissioning plans to support social enterprises to develop employment opportunities by December 2008.</p>	<p>Action plans in place but targets deferred until start of 2009-10 by GOL. Audit programme being put in place to review new referrals. As above The setting up of the Makaton Social Enterprise (in Learning Disabilities) continues. There are plans within the WNF bid for increasing employment of people with disabilities to use social enterprise to develop an "intermediate labour market" as a route into employment. The first enterprise that is being explored is for vehicle valeting service.</p>	<p>G A A G</p>
<p>Develop a strategic framework to promote sustainability and enterprise in our communities Contact Officer: Robin Beattie, Acting Head, Strategy and Performance, Communities, Localities and Culture Directorate</p>	<p>Further develop Muslim Women's Collective (MWC)</p>	<p>With key partners facilitate the development of a delivery plan for 2008/09 by May 2008 Assist Muslim Women's Collective with business planning process and negotiations with key funders by July 2008</p>	<p>G G</p>

<p>Lead Member: Cllr Rofique U. Ahmed</p> <p>Enhance our understanding of the experience and needs of women and disabled people in the local labour market</p> <p>Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate</p> <p>Lead Member: Cllr Sirajul Islam</p>	<p>Commission research on labour market experiences of women</p>	<p>Oversee the delivery of the above delivery plan by March 2009</p> <p>Research specification agreed by July 2008</p> <p>Research to commence by September 2008</p> <p>Lunch seminar to be held by March 2009</p>	<p>The Strategy Performance team is working closely with the MWC to deliver its new business plan.</p> <p>The specification has been drawn up and is due to be reported to the first meeting of the Prosperous Community CPDG employment sub-group in November.</p> <p>Please see above.</p> <p>On target</p>	<p style="text-align: center;">A</p>
<p>Increase the extent to which the PCT and the Council are viewed as desirable and accessible places to work</p>	<p>Promote awareness of employers' responsibilities under the Disability Discrimination Act (DDA) and the benefits of employing disabled people through the Council's Business Forum lunch seminars</p> <p>Communications in both the PCT and the Council to work to establish a compelling employer brand focusing on the local community and making them a place where local people want to work</p>	<p>Employer brand developed by August 2008</p>	<p>A joint branding team from both the council and PCT has been established. A later than anticipated sign off of the strategy and the need to identify resources for this element of the strategy has delayed implementation. However, this has not impeded other work on talent pool development and local attraction campaigns with joint branding in the interim</p>	<p style="text-align: center;">R</p>
<p>Contact Officer: Deborah Clarke, Joint Director of Human Resources and Tower Hamlets Primary Care Trust, Resources Directorate</p>	<p>Establish talent pool of potential applicants who are looking for jobs in the public sector, across both the council and the PCT and ensure that good but unsuccessful BME/disabled candidates are encouraged to apply for further jobs</p>	<p>Talent pool established by January 2009</p>	<p>A pilot talent pool site is already established and under trial – with over 200 applicants currently being assessed for entry-level roles through www.mytowerhamletsjob.com</p>	<p style="text-align: center;">G</p>

<p>Lead Member: Cllr Sirajul Islam</p>	<p>Establish local recruitment methods for entry level positions</p>	<p>Local recruitment methods for entry level positions established by June 2008</p>	<p>A number of entry level posts in to the organisation through Hamlets Youth, Local graduate scheme and the Talent Pool are running. Further work to establish a local scheme for the delivery of public sector apprenticeships is being developed to further strengthen entry level opportunities.</p>	<p>G</p>
<p>Develop career entry routes including apprenticeship, assistant and trainee positions</p>	<p>Develop new scheme in partnership with Tower Hamlets College and Children's Services to promote pathways for employment at the Council by October 2008</p>	<p>Develop new scheme in partnership with Tower Hamlets College and Children's Services to promote pathways for employment at the Council by October 2008</p>	<p>Further work, in partnership with Learning & Skills Council and Education Business Partnership, is coordinating the approach to opening up wider apprenticeship opportunities by June 2009 to meet the London-wide apprenticeship target.</p>	<p>G</p>
<p>Extend careers work with 14-19 year olds to raise awareness of career paths in the NHS and the local authority</p>	<p>Provide 30 Level One apprenticeship places for TH school leavers by October 2008</p>	<p>Extend careers work with 14-19 year olds by January 2009</p>	<p>Through Hamlets Youth, NVQ Level 2 recruitment for up to 20 places is being delivered in October 2008.</p>	<p>A</p>
<p>Incorporate monitoring of six equality strands into Commensura system and produce report on equalities profile of temporary staff to inform refresh of Workforce to Reflect the Community strategy</p>	<p>Extend careers work with 14-19 year olds to raise awareness of career paths in the NHS and the local authority</p>	<p>System reconfigured to capture equalities data by October 2008</p>	<p>The PCT Community Employment Team are arranging further work placements and Women at Work work experience placements in clinical placements.</p>	<p>G</p>
<p>Increase the extent to which the Council's temporary workforce reflects the community</p>	<p>First equalities monitoring report produced, March 2009</p>	<p>Completed</p>	<p>Completed</p>	<p>G</p>
<p>Contact Officer: Deborah Clarke, Joint Director of Human Resources and Tower Hamlets Primary Care Trust, Resources Directorate</p>	<p>First equalities monitoring report produced, March 2009</p>	<p>First equalities report expected in March 2009.</p>	<p>First equalities report expected in March 2009.</p>	<p>G</p>
<p>Lead Member: Cllr Sirajul Islam</p>				

Support participation and engagement of equality target groups in decision making and active citizenship activities

Links to other plans	Objective	Key Activities	Progress Milestone	Mid-year comments	Activity status
SP	Engage in Olympic legacy masterplan process to secure maximum benefits for Tower Hamlets from legacy	Consultation on Olympic Masterplan in October 2008	Consultation on Olympic Masterplan in October 2008	Initial options consultation is now completed. We will report back at year end on progress against preferred option consultation, planned for January and February 2009.	G
	Contact Officer: Nick Smales, Service Head, Olympics and Paralympic Games, Development and Renewal Directorate		Borough views incorporated with acceptable Master plan by March 2009		A
	Lead Member: Cllr Ohid Ahmed				
	Ensure that the needs and views of equality target groups are effectively reflected in local decision making and service review mechanisms	Review governance structures of the Tower Hamlets Partnership	Complete Strategic level EQIA of Tower Hamlets Partnership structures by September 2008	The Tower Hamlets Partnership strategic EqIA was completed as scheduled and first presented to the October CESG	G

<p>Contact Officer: Shazia Hussain, Interim Director of Tower Hamlets Partnership, Communities, Localities and Culture Directorate</p> <p>Lead Member: Cllr Ohid Ahmed</p>		<p>EQIA action plan agreed by CESG by December 2008</p>	<p>On target to be agreed December 2008</p>	<p>A</p>
<p>Improve standards of early years provision to give every child the best possible start in life</p>	<p>Provide opportunities for all young children to play learn and express themselves, including those with disabilities and complex health needs</p>	<p>Establish four local interfaith networks, linking up to Interfaith Forum, by March 2009</p> <p>Increase the capacity of the Council and its partners to engage with faith communities, disabled people and LGBT communities by embedding the Councils Equalities Forums within the wider structures of the Partnership</p> <p>Monitoring data shows an increase in the number of children with disabilities accessing Children's Centres services over the year by the end of December 2008.</p>	<p>On target. Meetings have already taken place in LAPs 5&6 and 3&4, which have then reported to the main Tower Hamlets Interfaith Forum.</p> <p>A paper has been presented to the Partnership Board proposing a structure of equalities-based challenges to Delivery Group themes and activities. The model of participation for the disabled community will be complete by March 2009. A review of how other forums could be developed will be carried out by March 2009.</p> <p>On track. More parents of children with disabilities are attending and staff have had additional training to support inclusive practice. The parents of children with disabilities report that they are enjoying the sessions and feel welcomed and included.</p>	<p>G</p>
<p>Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate</p> <p>Lead Member: Cllr Clair Hawkins</p> <p>Develop robust mechanisms for involvement of service users in Adults Health and Social Care Services</p> <p>Contact Officer: Deborah Cohen, Service Head Health and Disability, Adults Health and Wellbeing Directorate</p> <p>Lead Members: Cllr Anwara Ali</p>	<p>Develop Service User Involvement Plan</p>	<p>Evidence of daily planned outdoor play provision in all settings with outdoor areas by the end of December 2008</p> <p>Revised Service User Involvement Plan agreed by September 08</p>	<p>On track. Early years outdoor play conference was well attended and the new EYSF curriculum stresses the importance of a balanced curriculum.</p> <p>Slipped to end January 2009 with consultation during February 2009.</p>	<p>G</p> <p>A</p>

<p>Develop the Women into Public Life programme to increase the number of women taking up positions in local representation structures</p>	<p>Deliver Future Women Councillors training programme</p>	<p>Recruit candidates to participate in the programme by May 2008</p>	<p>Following a successful recruitment event 18 local women were invited to participate in the Future Councillors Initiative.</p>	<p>G</p>
<p>Contact Officer: John Williams, Service Head- Democratic Services, Democratic Renewal & Engagement, Chief Executive's Directorate</p>	<p>Undertake training needs assessment by June 2008</p>	<p>Training programme developed by July 2008</p>	<p>In May 2008 a workshop was held with the candidates to identify their training needs in respect of developing key skills and knowledge areas. An agreed programme was developed including external and internal learning and development interventions. As part of this event participants heard from Councillors – Denise Jones, Shiria Khatun and Rania Khan.</p>	<p>G</p>
<p>Lead Member: Cllr Sirajul Islam</p>	<p>15 women to attend modular training courses by December 2008</p>	<p>The programme comprises three elements – the political context, council services and processes and personal skills development. The programme is scheduled to be completed by February 2009.</p>	<p>There is a regular cohort of nine candidates who attend the future councillor development sessions. Feedback from participants about the programme is very positive and a number of the group are supporting 08/09 council Overview and Scrutiny reviews and are becoming more involved in LAP work. The initiative has attracted national interest and a presentation was made at London Council's Member Development Network. More recently Baroness Uddin has kindly agreed to host a visit and discussion for the group at the House of Lords.</p>	<p>G</p>

<p>Increase the engagement of equality target groups in cultural activities and the extent to which these activities bring people together</p>	<p>LBTH Arts and Events programme reflects 'One Tower Hamlets' objectives</p>	<p>All entries on the LBTH Arts and Events forward plan incorporate methods to increase participation of specific equalities target groups by March 2009</p>	<p>A joint research report with UEL on the impact of festivals and events on Community Cohesion was completed. The service has a comprehensive and diverse festivals & events programme, with a dedicated officer focus on equalities strands The Arts and Events team is also undertaking an EqIA in 2008/09 which will identify specific activities and targets to address and gaps.</p>	<p>G</p>
<p>Contact Officer: Paul Martindill, Service Head, Cultural Services, Communities, Localities and Culture Lead Member: Cllr Rofique U. Ahmed</p>		<p>Community events incorporated within the 'One Tower Hamlets' Community Plan marketing campaign</p>	<p>The One Tower Hamlets Community Plan marketing campaign is currently under development.</p>	<p>A</p>
<p>Increase the involvement of LGBT parents in their children's education and well-being</p>	<p>Work with Rainbow Parents LGBT Parents Support Group to provide support to LGBT parents in Tower Hamlets</p>	<p>Council representative to routinely liaise with Rainbow Parents LGBT Support Group</p>	<p>The Head of Equalities and Parental Engagement within Children's Services is in contact with Rainbow Parents Support Group</p>	<p>G</p>
<p>Contact Officer: Sarah Gale, Head of Equalities and Parental Engagement, Children's Services Lead Member: Cllr Clair Hawkins</p>	<p>Develop and strengthen existing support networks for LGBT parents</p>	<p>Roll out No Outsiders Project (Project to raise awareness of the diversity of family life through children's literature) by March 2009</p>	<p>Ian Mikardo and Globe Primary School are piloting the No Outsiders project. Work started in September 2008.</p>	<p>G</p>
<p>Ensure local residents benefit from participation activities available through the Olympics</p>	<p>Develop an Education Olympic Strategy to contribute to the promotion & steering of sporting & cultural activities available for young people in the run up to the 2012 Olympic Games</p>	<p>Strategy in place by September 2008</p>	<p>There is a Children's services strategy, which is now being integrated with the borough strategy by Renaisi, contracted by the 2012 unit in CLC.</p>	<p>G</p>
<p>Contact Officer: Mary Durkin, Service Head, Youth Offending Team, Children's Services Directorate Lead Member: Cllr Clair Hawkins</p>		<p>Core legacy activities highlighted, including a Gifted and Talented programme for all sports, including disability sports by March 09</p>	<p>Funding has been identified for the bursaries for Gifted and Talented.</p>	<p>G</p>
<p>Contact Officer: Paul Martindill, Service Head, Cultural Services, Communities, Localities and Culture Directorate Lead Member: Cllr Ohid Ahmed</p>	<p>Contribute to the development and delivery of the Cultural Olympiad.</p>	<p>A cultural programme of activities, linked to the national four-year Cultural Olympiad by March 09</p>	<p>The Cultural Olympiad was launched in September. The proposed programme is currently undergoing funds bidding.</p>	<p>G</p>
		<p>Publication of 5 Borough Festival Brochure May 2008</p>	<p>Completed and published.</p>	<p>G</p>
		<p>Project scoped by September 2008</p>	<p>Project scoped.</p>	<p>G</p>
		<p>5 Borough Olympic Art Project commissioned September 2008</p>	<p>Completed, and will be launched in January.</p>	<p>G</p>

			Over 180 young people engaged in the Tower Hamlets Youth Partnership, through activities held in every LAP area by March 2009	On target. The total attendance at TH partnership has been 419 young people, which comprises the attendance of 145 young people on single or repeat visits. The target for the end of the year is 174, which means 83.3% of the annual target has been achieved.	G
			Consultation plan agreed by June 2008	Consultation has been undertaken with under-represented groups, and Equalities Guides for youth workers are being printed, ready for a February launch.	G
			Targeted consultation undertaken alongside census of youth service users	Youth service census will take place in February.	G
	Improve representation of equality target groups in Youth Participation activities	Undertake specific consultation with young people with learning disabilities, lesbian, gay and bisexual young people and young people from different faith communities on how we can ensure that they can access youth participation activities			
	Contact Officer: Mary Durkin, Service Head, Youth and Community Learning, Children's Services Directorate				
	Lead Member: Cllr Clair Hawkins				

Support and promote community cohesion , including: Embedding cohesion considerations into planning in key policy areas (Education, Community Safety and Housing); Support positive activities that bring people together and build bridges between communities; Support interaction between new and existing communities and; tackle all forms					
Links to other plans	Objective	Key Activities	Progress Milestone	Mid-year comments	Activity status
	Positively re-integrate young people who offend	Implement the Race Audit action plan agreed by the Police, CPS, YOT & the Court to monitor the ethnic composition of offenders.	Action Plan in place by May 2008	An Race Audit action plan is in place for Court Users, though there is now a need for greater consistency for partners to prioritise attendance at meetings, fully briefed on evaluating the progress of the plan.	G
	Contact Officer: Stuart Johnson, Youth Offending Team Manager, Children's Services Directorate Lead Member: Cllr Clair Hawkins		Quarterly monitoring meeting to take place from September 2008	On target.	G
	Promote and support community cohesion among children and young people.	"Tolerance in Diversity" - facilitate short term peer led projects themed on discrimination & hate crimes Deliver school, after-school and community based intergenerational projects which reduce mistrust and animosity between generations, building positive relationships and understanding between people of different generations, and often thus between cultures	Review plan by March 2009 Facilitate projects themed on discrimination & hate crimes, involving 32 projects with 168 young people successfully completing TiD led projects and receiving a recorded outcome. 18 peer workers to complete OCN level 2 - accredited outcome by March 2009	On target. On target. 35 sessions, 344 peer-worker attendance, 13 recorded outcomes.	G
	Contact Officer: Mary Durkin, Service Head, Youth and Community Services, Children's Services Directorate Lead Member: Cllr Clair Hawkins	Improve uptake of out of school activities by young people to ensure cross – community engagement	Design and run 6 intergenerational projects to include at least 2 secondary and 2 primary schools within 2008/09	On target. Two secondary school projects completed	G
	Reduce the risk of young people becoming victims of crime, and improve their perception of safety in the local area	Increase awareness of the impact of disability and disfigurement bullying, cyber bullying and homophobic bullying	Work with a target group of 50 older people 55+ and 60 children and young people by March 2009 Link out of school management information systems with youth service to monitor uptake by March 2009. A training session on cyber bullying for school governors to take place by December 2008	On target. On target, despite some difficulties with technology On target.	G
	Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate		A training session on homophobic bullying for school governors to take place by March 2008.	On target.	G

<p>Lead Member: Cllr Clair Hawkins</p>	<p>Set up a commission into the Public Safety of children and young people in Tower Hamlets to address the dual issues of violence by groups of young people and the safety of the local community, particularly of young people themselves</p>	<p>Audit of the anti-bullying policies of all schools by December 2008</p> <p>Model anti-bullying policy for youth providers in place by December 2008</p> <p>Commission to be set up by September 2008</p> <p>Commission concluded by December 2008</p> <p>Action plan agreed by March 2009</p>	<p>On track. This was included in the governor training programme.</p> <p>Draft policy to go to consultation. Anti-bullying toolkit published and circulated to schools.</p> <p>The Commission is established and has met five times.</p> <p>The Commission's last proper meeting will be in December.</p> <p>The action plan will be submitted to Cabinet in March 2009.</p>	<p>G</p>
<p>Develop a delivery plan to respond to the report of the Commission on Cohesion and Integration to include a cross-borough bridging activities</p> <p>Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate</p>	<p>'One Tower Hamlets' delivery plan developed by September 2008</p>	<p>Initial proposals developed by July 2008</p> <p>Draft delivery plan reviewed by Partnership Executive by September 2008</p>	<p>The new Community Plan theme of 'One Tower Hamlets' encompasses the issues raised by the Commission with a focus specific to the borough.</p> <p>A report on how this works in practice was reported to the TH Partnership Executive in November 2008. This seeks to address the delivery of specific cohesion and participation targets and proposes a framework for embedding this commitment in the delivery of the Community Plan.</p>	<p>G</p>
<p>Lead Member: Cllr Sirajul Islam</p>	<p>Local Community Cohesion Impact Assessment (CCIA) tool developed by September 2008</p>	<p>Finalised plan reviewed by Partnership Board by October 2008</p> <p>CCIA tool developed by September 2008</p>	<p>A summary of the One Tower Hamlets framework will be presented at the inaugural meeting of the Partnership Board in January 2009.</p> <p>Completed. Screening tool developed and embedded within One Tower Hamlets guidance for officers.</p>	<p>A</p>
<p>Implement Community Cohesion Impact Assessment procedures within service planning in priority areas</p> <p>Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate</p> <p>Lead Member: Cllr Sirajul Islam</p>	<p>CCIA tool piloted in at least three policy areas by March 2009</p>	<p>On target. CCIA of Preventing Violent Extremism programme completed September 2008. Two further assessments to be completed by March 2009.</p>	<p>On target. CCIA of Preventing Violent Extremism programme completed September 2008. Two further assessments to be completed by March 2009.</p>	<p>G</p>

<p>Enhance our understanding of the profile and needs of new communities through work with the Refugee and New Residents Forum</p>	<p>Develop a work programme for the Refugee and New Residents Forum</p>	<p>Work Programme for New Residents & Refugee Forum agreed by August 2008</p>	<p>A work programme has been developed focussing on the following key areas: -Improving knowledge and information about new residents -Improving information and communication to new residents -Promoting integration and cohesion.</p>	<p>G</p>
<p>Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate</p>	<p>Support the delivery of the New Migrants Integration Initiative</p>	<p>Welcome packs for new residents accessible across frontline council services by November 2008.</p>	<p>These packs have been produced by Praxis and are now available via their website in a range of languages- http://www.praxis.org.uk/index.php?page=5_20</p>	<p>G</p>
<p>Lead Member: Cllr Sirajul Islam</p>		<p>40 frontline staff trained on working with new residents by March 2008</p>	<p>Training of frontline staff is currently being delivered by the Customer Contact Centre and is on track</p>	<p>G</p>
<p>Develop the ability of the Council and its partners to monitor community tensions</p>	<p>Review the role of the Community Cohesion Contingency Planning and Tension Monitoring Group to ensure effective links to other partnership groups</p>	<p>CCCPTMG members take part in ICoCo/Metropolitan Police Service tension monitoring training by May 2008</p>	<p>Training completed.</p>	<p>G</p>
<p>Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate</p>		<p>Development session held for CCCPTMG members to support them in their role as project assurance group for PVE programme by September 2008</p>	<p>Development session held and revised methodology for collecting tension monitoring information in place. First tension monitoring return made to GOL in September.</p>	<p>G</p>
<p>Lead Member: Cllr Sirajul Islam</p>		<p>Advisory group established with representation from key partners, project scope and tender process agreed and tender let by June 2008</p>	<p>Advisory group was established with key partners, Tower Hamlets Victim Support Service, Map Squad, LBTH Equalities, LBTH Adult Protection Team, DITO and the CSU. The first meeting took place on 9th June 08 where the project scope and tender was agreed.</p>	<p>G</p>
<p>Contact Officer: Andy Bamber, Service Head, Community Safety, Communities, Localities and Culture</p>	<p>Commission Hate Crime Victim Needs Analysis</p>	<p>Primary research completed by September 2008</p>	<p>Michael Bell Associates selected to deliver project and research has started. Advisory groups have taken place. A stakeholder meeting is being arranged. Existing information is being reviewed and consultation group being established.</p>	<p>G</p>

<p>Lead Member: Cllr Abdal Ullah</p>		<p>Publish final report and disseminate findings through existing partnership networks by December 2008</p> <p>Recommendations reviewed by relevant services and action plan developed to address identified service improvements by March 2009</p>	<p>Awaiting completion of research.</p>	<p>A</p>
<p>Extend 'No Place for Hate' communications campaign to address all six hate crime strands</p>	<p>Incorporate 'No Place for Hate' messages in Community Plan marketing campaign</p>	<p>10 Youth hate crime champions identified and trained aged 16-19 to deliver HC awareness workshops with youth/educational and community groups by June 2008. Trainer development programme developed for 10 existing champions by September 2008</p>	<p>Champions recruited. The Project won the London Week of Peace Award (Diversity category) and was short-listed for National Training Award. Tolerance in Diversity selected to deliver Youth NPFH Project (10 youth champions selected). 8 new existing Champions recruited. 3 day training delivered to new Champions. 2 Day advanced training for existing champions including drama based techniques by Chinwag. Accreditation to be complete in October.</p>	<p>G</p>
<p>Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate</p>		<p>Hate crime champions to deliver 3 awareness sessions each, total 60 sessions by December 2008</p>	<p>2 Training sessions delivered by the Champions so far. NPFH Youth Champions were launched at LWOP Launch in September 2008.</p>	<p>A</p>
<p>Lead Members: Cllr Sirajul Islam and Cllr Ullah</p>		<p>End of year report of project outcomes by March 2009</p>	<p>On track.</p>	<p>G</p>
<p>Develop and deliver Preventing Violent Extremism delivery plan in line with national guidance, drawing on local research and policy development</p>	<p>Develop and deliver Preventing Violent Extremism programme in partnership with colleagues in the Police, criminal justice services and voluntary sector</p>	<p>Develop and agree PVE Partnership Delivery Plan by July 2008</p>	<p>PVE team delivery plan in place.</p>	<p>G</p>
<p>Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate</p>		<p>Commission PVE projects for 2008-11 by November 2008</p>	<p>PVE fund is now closed and all bids are currently being appraised ready to start in January 2009.</p>	<p>G</p>
<p>Lead Member: Cllr Abdal Ullah</p>		<p>Carry out a Young Muslim's Leadership Academy, for 24 young men and women drawn from across the borough, by September 2008.</p>	<p>During London Week of Peace, a consultation was held entitled 'Big Up Your Endz' which enabled young people from across the borough to come together to discuss issues such as cohesion, preventing violent extremism and their place within the 'One Tower Hamlets' ideal.</p>	<p>G</p>

			<p>Publish the PEACE guide to Islam and youth Work, by March 2009.</p>	<p>PEACE have submitted new PVE proposal. Awaiting Executive Board approval.</p>	<p>A</p>
--	--	--	--	--	----------

Access to services: Address evidence of differential access to services for equality target groups to ensure that services within the Council and the wider partnership meet the needs of our communities effectively					
Links to other plans	Objective	Key Activities	Progress Milestone	Mid-year comments	Activity status
	Support and improve access to open spaces Contact Officer: Nick Smiles, Service Head, Olympics and Paralympic Games, Development and Renewal Directorate Lead Member: Cllr Ohid Ahmed	Progress the High Street 2012 concept, including public realm improvements, improved provision for pedestrians, reductions in street clutter and accessibility improvements	Vision study completed by September 2008	Vision study was completed in November. The final project brief and study will be completed by end of 2008.	G
	Increase level of participation in leisure activities by under-represented groups Contact Officer: Paul Martindill, Service Head, Cultural Services, Communities, Localities and Culture Directorate Lead Member: Cllr Rofique U. Ahmed	Undertake a strategic review of indoor leisure facility provision to inform the building schools for the future programme and future developments within the Borough	Demand and supply mapping completed based on future population growth by June 2008	Completed. A leisure facilities strategy is now being developed, to be taken to Cabinet in the new year.	G
	Ensure that Council services are accessible to all equality target groups Contact Officer: Claire Symonds, Service Head, Customer Access, Resources Directorate Lead Member: Cllr Joshua Peck	Undertake Strategic level EQIA of Customer Access	Draft EQIA to be reviewed by CESG September 2008	Process completed and draft EQIA produced. Delay in submission to CESG but due to be reviewed by the Group in February 2009.	A
	Ensure the Council makes available high quality interpreting and translation services which meet the needs of all service users however they chose to access our services Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate Lead Member: Cllr Sirajul Islam	Complete Review of Interpreting and Translation services, drawing on national guidance with a particular focus on needs of disabled service users	Interpreting & Translation Review completed by August 2008	The review of Interpreting and Translation is now complete. This included a number of focus groups for staff as well as a Scrutiny Challenge Session involving Members and partner organisations.	G
			Revised interpreting and translation policy and guidance inclusive of disability communications guidelines and good practice produced by December 2008.	Guidance is in the process of being developed both electronically and in a user-friendly accessible format.	A

<p>Improve the emotional well-being and mental health of children and young people by increasing the focus on early intervention and improving access for mental health services for vulnerable groups.</p> <p>Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate</p> <p>Lead Member: Cllr Clair Hawkins</p>	<p>Support schools to ensure that the emotional well-being of pupils is addressed effectively through the curriculum by continuing to implement the Social and Emotional Aspects of Learning (SEAL) strategy effectively</p>	<p>SEAL implemented in all Primary schools by July 2008</p>	<p>Final school to implement SEAL by March 2009.</p>	<p>A</p>
<p>Continue to reduce teenage pregnancy in the borough, particularly in high incidence areas, and raise awareness of sexual health risks among children and young people under the age of 19.</p> <p>Contact Officer: Mary Durkin, Service Head Youth and Community Learning, Children's Services</p> <p>Lead Member: Cllr Clair Hawkins</p>	<p>Implement ASPIRE pilot project with year 9 & 10 to prevent unplanned pregnancy, doing targeted work with girls at risk, to improve educational achievement and boost self-esteem</p>	<p>Transition worker support programme extended to support 20% more young people by June 2008</p> <p>Extend amount of early intervention mental health support delivered through schools and Children's Centres by September 2008</p> <p>Work with 30 girls at risk by March 2009</p>	<p>Additional Transition Worker employed and in post.</p> <p>Support has been extended and is being delivered through schools and Children's Centres</p> <p>On target - report available from Youth and Community Learning.</p>	<p>G</p>
<p>Improve access to and quality of support to children and young people with disabilities and their families.</p>	<p>Consult with children with disabilities to inform the commissioning process for personal care providers.</p>	<p>Implement a positive parenting programme for parents of children with disabilities to assist in achieving sustainable care in the home, with SLA in place with CAMHS and Eva Armsby Centre by July 2008.</p>	<p>Service specification is finalised and the team is being recruited. Service will be operational within three months. SLA should be in place by the end of January 2009.</p>	<p>R</p>
<p>Contact Officer: Kamini Rambellas, Service Head Childrens Social Care, Childrens Services</p>	<p>Develop eligibility criteria for short breaks by July 2008.</p>	<p>Consultation on the eligibility criteria has been completed by the independent person. The outcome will be finalised by end of November, with a view to placing it on the Tower Hamlets website. There was a delay in organising the meeting with parent groups.</p>	<p>Consultation on the eligibility criteria has been completed by the independent person. The outcome will be finalised by end of November, with a view to placing it on the Tower Hamlets website. There was a delay in organising the meeting with parent groups.</p>	<p>A</p>

<p>Lead Member: Cllr Clair Hawkins</p>		<p>To produce and distribute leaflets to promote direct payments and complete staff training by September 2008</p>	<p>Completed. The leaflets were distributed via the Children's Information Service and the Lead Professional for Young People.</p>	<p>G</p>
<p>CYP Continue to protect children from risk of harm and neglect Contact Officer: Kamini Ramballas, Service Head, Social Care, Children's Services Directorate Lead Member: Cllr Clair Hawkins</p>	<p>Review the work carried out within faith, and other communities in Tower Hamlets, and to target input into the leaders of those communities, through training, coaching and other forms of support, to facilitate their direct involvement in preventative work with families</p>	<p>Recruit transition worker to develop person centred planning for transition to Adults Services by September 2008. In conjunction with the African Families Service Pastors Group develop Tower Hamlets Safeguarding Handbook for use in all black African/African Caribbean churches by December 2008. Overarching independent review of work with faith/ethnic communities in Tower Hamlets by January 2009. Specific training provided to six Imams to enhance their expertise and ability to support other Imams and community leaders in dealing effectively with domestic violence by March 2009.</p>	<p>Completed. Handbook completed and to be launched at the African Families Service Seminar with pastors in February 2009. The research has now commenced and will be completed by March 2009. This project is underway but a challenge exists in terms of recruiting Imams with the necessary skills and experience to deliver this. Therefore there may be some slippage in terms of achieving the deadline.</p>	<p>G A A A</p>
<p>CYP To develop a continuum of parenting support from early intervention through targeted and specialist multi-agency services to the use of enforcement measures Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate</p>	<p>Embed the Family Intervention Programme, focusing on the needs of families of offenders and those with complex and multiple problems. Ensure that children and families affected by domestic violence are identified, assessed and offered appropriate protection and support at the earliest opportunity.</p>	<p>Formal transfer of responsibility of senior parenting worker posts form Community Safety to FIP by end May 2008 Provide therapeutic support for 40 mothers and children whose lives have been seriously disrupted by domestic violence by end March 2009</p>	<p>Completed. New family and parenting structures and governance arrangements now in place. On track.</p>	<p>G G</p>
<p>CYP Through personalised learning accelerate improvements in attainment with a particular focus on key stages 1 and 3 and GCSE</p>	<p>Focus on improving the attainment of pupils with English as an additional language in schools, through guidance and advice on</p>	<p>Review commissioning therapeutic services family support services for mothers and children by end March 2009 Continue to support Primary National Strategy English as an additional language projects in 26 schools by July 2008</p>	<p>On track. Tier 1 coordinated support being planned through Children's Centres and Extended Services. Completed</p>	<p>G G</p>

<p>Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate</p> <p>Lead Member: Cllr Clair Hawkins</p>	<p>developing effective leadership & management and quality first teaching.</p>	<p>Evaluate Secondary National Strategy Minority Ethnic Achievement Project in 3 schools by June 2008</p>	<p>Completed</p>	<p>G</p>
<p>Improve transition at all key points, with a particular emphasis on the transition from primary to secondary, statutory to post 16 provision and from education to adult life.</p> <p>Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate</p> <p>Lead Member: Cllr Clair Hawkins</p>	<p>Improve post-16 transition support, particularly for vulnerable groups.</p>	<p>Hold termly training for Ethnic Minority Achievement subject leaders to develop skills</p> <p>Develop person centred approaches to Year 9 transition planning by end September 2008</p>	<p>Termly meetings are held regularly, advertised in the PDC brochure and fliers and email sent to school EMA coordinators to ensure as many schools as possible are represented at these meetings.</p> <p>Schools operating wider range of pathways to learning. Better advice and guidance. Increased support programmes for ethnic minorities.</p>	<p>G</p>
<p>Create an inclusive environment for disabled people</p>	<p>Review and update DDA audits of Council buildings to ensure action plans are in place to address outstanding issues in relation to the Disability Discrimination Act</p>	<p>Quarterly reports monitored by DES Monitoring Group</p>	<p>Quarterly reports produced.</p>	<p>G</p>
<p>Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate</p>	<p>Produce Communications Guidance for all Council publications to ensure they meet best practice guidelines</p>	<p>Guidance produced by July 2008 and adopted by September 2008</p>	<p>Project has been superseded by the development of a one stop disability information web page for staff on the Council's website which is due to be launched by end March 2009</p>	<p>R</p>
<p>Cllr Sirajul Islam</p>	<p>Increase the capacity of Councillors to respond to the needs and views of disabled constituents</p>	<p>Devise and roll out programme of training for members</p>	<p>Member's Diversity and Equality Working Group will look at the best method for engaging Member's on this issue and design a training programme by March 2009</p>	<p>G</p>
<p>Improve the representation of equality target groups accessing youth services</p>	<p>All Open Access Youth Provision contracts held by principal contractors to include five year</p>	<p>All contracts to include equality group targets by March 2009</p>	<p>All contracts include Equality targets. Representation is improving, though there is still under-representation from</p>	<p>G</p>

Contact Officer: Mary Durkin,
Service Head Youth and Community
Learning, Children's Services

Lead Member: Clair Hawkins

targets to increase participation in
relation to age, gender, disability
and race to match the profile of the
LAP area they are delivering in

girls and young women. The
participation rates of young people
with disabilities has improved
significantly.

G

Disability Equality Scheme: Progress at 24 months

Introduction

The Council's first Disability Equality Scheme (DES) was published on 4 December 2006. The Scheme sets out the objectives and key actions for the Council over the next three years to meet the Disability Equality Duty and the needs of local disabled residents and disabled staff.

The Scheme's action plan contains **9 objectives** that are aimed at promoting equality of opportunity and eliminating discrimination for disabled people. In addition, we also have a number of other actions that are aimed at embedding the Disability Equality Duty (DED) in the way we work with our partners and the voluntary sector, how we plan and deliver our services and support councillors in their role.

This report summarises the progress up to 28 November 2008 which Tower Hamlets (TH) Council has made to meet each of the 9 objectives and what progress we have made to embed the Disability Equality Duty.

The Scheme's report for 2008 is described from page 5.

Progress

Of all the actions, 34 are at green, 7 at amber with 3 at red. This shows that we are making good progress at implementing the action plan, although there are areas where we need to focus attention on to complete delivery by December 2009.

A summary of the actions by their status is as follows:

Green indicators – where the action is achieved or on track (may indicate further actions as a result of being on target), include:

- Revising and improving disability equality training to include a strong focus on disability etiquette and language.
- Undertake face to face surveys with customers at the new receptions of the Council and One Stop Shops to assess if the measures introduced by the Moving on Accommodation Strategy have met the needs of disabled customers and to inform future improvements.
- Embedding disability equality within our customer care processes and procedures through improvements in training and awareness.
- Reviewing the provision of housing related floating support services for disabled people with sensory and physical impairments, HIV and Acquired Brain Injury (ABI).
- Investigate the effectiveness of responses to disabled people's complaints about services.
- Re-launching the Children with Disabilities Register with merged data from Children's Services and the Primary Care Trust.

- Improving access to play for disabled children in Mile End Park.
- Reviewing the Council's Communications Framework and practice to reflect new disability guidelines and good practice. This will include guidance and agreeing monitoring to ensure compliance.
- Extending accessible formats for the Council's weekly newspaper and promote this to disabled people. This will include Bengali tapes for visually impaired residents.
- Meeting with disabled user groups to agree priority services and benefits to promote disabled people.
- Organising team entries from disabled people for the London Youth Games to be held in Mile End Leisure Complex.
- Updating the Disability Employment Strategy and Action Plan.
- Developing a personal development programme for disabled staff.
- Ensuring training courses are accessible to disabled staff by introducing a standard requirement form for all training.
- Ensuring that the approved list of providers is DDA compliant.
- Reviewing the effectiveness of the Council's involvement with disabled people through discussions with user groups, staff, residents and disabled led voluntary organisations.
- Increasing the number of disabled people in employment using Skillsmatch.
- Extending employment opportunities for people with mental health problems and learning disabilities.
- Promoting awareness of employers' responsibilities under the DDA and the benefits of employing disabled people through the Council's Business Forum lunch seminars.
- Reviewing the progress on meeting 40% clutter free target of the Council's Street Design Guidance with the Access Group.
- Consulting with the newly established Parks and Open Spaces Group to identify and agree action to address the major obstacles disabled people experience in the Borough's parks and open spaces.
- Incorporating the disabled hate crime research project recommendations into the Integrated Hate Crime Action Plan.
- Evaluating the Council's Local Implementation Transport Plan with the Accessible Transport Forum including Community Transport.
- Reviewing the promotion and distribution of the Blue Badge Scheme, Freedom Passes and Taxi Cards to disabled people.
- Developing more independent travel training for 11 – 19 year olds through a "Training the Trainer" pack, training for parents pack and peer group working.
- Provide support to councillors including information and a training session so they can promote disability equality with their constituents.
- Refreshing the Council's main corporate strategies to ensure they reflect the new Disability Equality Duty and the views of disabled people.
- Review the Corporate Monitoring Guidelines to include a breakdown of disability categories to obtain a better profile of community needs.

- Promote the new Disability Equality Duty – what it means for disabled people, the Council and other services.
- Sustain and extend the work undertaken to develop the Disability Equality Scheme including refreshing the corporate support available to services and disabled people.
- Reviewing the Council's Programme of Equality Impact Assessments.
- Supporting schools to prepare a Disability Equality Scheme by offering training and advice.
- Launch of Disability Equality Scheme for secondary schools.
- Taking a leadership role around disability within the Tower Hamlets Partnership.

Amber indicators – where there is slight slippage in achieving a target or milestones, but work is in progress, include:

- Reviewing our translation and interpreting service and guidance to ensure the needs of disabled people are embedded within it.
- Continuing to make improvements to the Council's buildings to meet Part M of the Building Regulations (Access for Disabled People).
- Improving services' knowledge of the needs of disabled people through THIS Borough and creating a statistical profile of disabled people to inform service planning.
- Involving local disabled user groups and disabled run voluntary organisations to review and prioritise the information to be made available in accessible formats.
- Continuing to increase the number of disabled people working for the Council.
- Ensuring our Consultation and Involvement Toolkit and Policy reflects national disability advice on consulting and involving disabled people.
- Considering how the Council can encourage, support and work with voluntary and community groups run by disabled people.

The red indicators – where we have missed a target or unlikely to meet it, are:

- The Supplementary Planning Document (SPD) on Landscape Design will not be revised but instead will be incorporate into a SPD on Good Design that will advise on all issues relating to design and access in the built environment.
- Piloting the use of "easy read" to improve communications with residents with learning disabilities.
- Reviewing the provision of equipment and adaptations across all housing tenures.

Interim progress reports will be carried out at quarterly intervals throughout 2009. A further progress report on the Scheme at 36 months will be prepared by 27 November 2009, ready for posting on 4 December 2009.

Disability Equality Scheme Action Plan 2007-2010

Objective 1- Improving customer care and physical access to Council services to meet the needs of disabled people

Action	Continuing to make improvements to the Council's buildings to meet Part M of the Building Regulations (Access for Disabled People) by producing an annual programme. We will involve Tower Hamlets Access Group to undertake Mystery Shopper Surveys to support and review the implementation of the programme.
Deadline	March 2007 and then annually
Outcome / Targets	More buildings are accessible to disabled people BVPI 156 Percentage of Authority buildings in which all public areas are suitable for and accessible to disabled people. Targets: 2006/07: 60% 2007/08: 70% 2008/09: 80%
Disability Equality Duty	(a) and (c)
Responsibility	Service Head, Customer Access (Resources Directorate).
Progress	<u>2007 -</u> A Quantity Surveyor was commissioned to complete surveys to evaluate compliance with Part M of the Building Regulations within Administrative Buildings. The first stage was to assess a sample of buildings under Part M. Potential sample sites were agreed for surveying. Full condition surveys were completed for each building by the end of April 2007 in order for LBTH to consider the detail and quality of reports etc prior to authorising the next stage of assessing the next round of buildings. In September 2007, discussions on the development of a programme and assessment of any necessary Capital Works funding took place. This is on track and included in the (draft) Asset Management Plan which is currently going through the committee process. Survey and work programme has been completed, capital bid submitted for funding. <u>2008 -</u> Works all identified and DDA budget agreed. Quantity Surveyor appointed, works programme has been finalised. Works programme now in place against identified high level works with a follow on programme

	<p>in years 2 and 3 for medium and low level rated works. Funding confirmed from Finance Team and we are awaiting actual cost codes in order to commence project. Access surveys have been completed with agreed works forming tender documents. Key date milestone report now in place. Tenders being sought for identified works. Type of high level works to commence once tenders are returned are lift adoptions; improvements to parking facilities; improved floor coverings; auto door access; signage; toilet improvements; and improved visual and hearing adoptions. Commitment of high level works will be as per the agreed 2008/09 milestones. Any planning and listed building consent is required by January 2009. Tender is out 9th February 2009 and return is due 2nd March 2009. Award contract and commit including construction design management issues. Years 2 and 3 to follow once funding confirmed in the next financial year.</p>
Status	Amber

Action	Revising and improving disability equality training to include a strong focus on disability etiquette and language.
Deadline	Revise by March 2007. Implement from April 2007. Review by March 2008.
Outcome / Targets	Improved customer satisfaction of disabled customers and staff.
Disability Equality Duty	(e)
Responsibility	Head of Organisational Development (Resources Directorate).
Progress	<p><u>2007 -</u> These improvements have been incorporated into disability equality learning interventions as part of the Corporate Learning and Development programme for 2007/08. Training will focus on the social model of disability, facts and figures and language and etiquette. The Corporate Learning and Development Programme also offers courses on Disability Awareness, a Personal Development Programme for Disabled Staff and targeted placements on Step Up Now 2 Programme. In addition there are a number of ongoing Deaf Awareness sessions running across the Council to support staff who have contact with deaf customers and staff.</p> <p><u>2008 -</u> A strong focus on disability etiquette and appropriate</p>

	<p>language and terminology will be maintained and reinforced for all 2008/09 disability learning and development interventions delivered through both the Corporate Learning and Development Programme and Directorate programmes.</p> <p>These have now been incorporated into two new corporate L&D courses: Supporting Disabled Staff and Developing Disability Confidence.</p>
Status	Green

Action	Undertake face to face surveys with customers at the new receptions of the Council and One Stop Shops to assess if the measures introduced by the Moving On Accommodation Strategy have met the needs of disabled customers and to inform future improvements.
Deadline	Annually.
Outcome / Targets	Improved customer satisfaction by disabled customers Annual Customer survey undertaken by One Stop Shops.
Disability Equality Duty	(c)
Responsibility	Service Head, Customer Access (Resources Directorate).
Progress	<p><u>2007 -</u> A customer satisfaction survey was completed by the One Stop Shops in December 2006 that asked customers if they considered themselves to be disabled. A further survey will be carried out this year which will specifically be designed to identify service improvements for disabled customers. We are also currently undertaking a major Service Review across both services. In September / October 2007, we commissioned further survey work both face to face and telephone. Mystery shopping of One Stop Shops is in progress, including specific disability access element.</p> <p><u>2008 -</u> Regular 6 monthly mystery shopping of One Stop Shops includes assessment of disability access and facilities at each location. Latest One Stop Shop mystery shop results received July 2008, next wave Jan-Mar 2009. Disability monitoring has been incorporated into satisfaction surveying from 03/11/08.</p>
Status	Green

Action	Embedding disability equality within our customer care processes and procedures through improvements in training and awareness.
--------	---

Deadline	March 2007.
Outcome / Targets	Improved customer satisfaction by disabled customers All training of staff within Customer Access to include awareness element.
Disability Equality Duty	(c) and (e)
Responsibility	Service Head, Customer Access (Resources Directorate).
Progress	<p><u>2007 -</u> Customer Access has embedded a programme of training within the Customer Contact Centre and One Stop Shops which covers all equality and diversity issues. We have also introduced a process for staff to be able to understand and therefore challenge inappropriate behaviour. Guidance on disability etiquette and language has been distributed to managers of One Stop Shops to circulate at team meetings and also a checklist designed by Corporate Equalities to help staff implement the disability equality duty. Disability awareness training is now embedded in all induction for new One Stop Shop / Tower Hamlets Contact Centre staff. Further on-going training will be provided through the internal Learning & Development programme.</p> <p><u>2008 -</u> Disability awareness training continues to be embedded in induction training for new staff. Mystery shopping, customer satisfaction surveys and Customer Access EQIA in 08/09 will continue to flag up customer care training needs for staff. A programme of dedicated Disability Awareness training has been scheduled for delivery for all staff from Oct to 9 Dec 2008. Customer Access EQIA first draft completed by end of September 2008. Disability monitoring built in to customer satisfaction surveys from 3 November 2008.</p>
Status	Green

Action	Improving services' knowledge of the needs of disabled people through and creating a statistical profile of disabled people to inform service planning.
Deadline	March 2007
Outcome / Targets	The needs of disabled people embedded within service planning.
Disability Equality Duty	(c)
Responsibility	Performance and Information Manager (Chief Executive's Directorate).
Progress	<p><u>2007 -</u> A statistical profile has been created covering the 6 equality strands to improve services' understanding of</p>

the diverse needs of their customers. It will be divided up into the key strategic priorities to help inform service planning and equality impact assessments. This was created using quantitative data from a range of sources. This includes the Annual Resident Satisfaction Survey, Hate Crime statistics, Housing Needs Survey, education results and leisure centre data. There have been limited sources of data on sexual orientation and religious belief. To supplement this, a diversity profile is being created on THIS Borough and should be available by the end of December 2007. This has been delayed due to an upgrade to the software over the summer. The information will be promoted further through the Team Planning Guidance due to be issued in February 2008.

2008 -

A diversity and equalities profile has been created on THIS Borough which provides simple access to data covering 5 of the 6 equality strands. An area based profile can be created which provides data on the total population, gender, age, ethnicity, number of residents claiming disability living allowance and religious beliefs of the population. We do not yet have data relating to sexual orientation. Over the next quarter the report should be developed further to ensure the most appropriate data is included in the report and that it can easily be accessed using the full functionality of the system. This could include drawing together the relevant datasets into a dashboard to visualize the data using maps, charts and tables.

Training has given to the Diversity and Equalities Team which covered how to use THIS Borough, the type and range of data that is available on the system, how they can make use of the system and how to link to the site. Following the training it was agreed that we will organise a further session to specify the reports that need to be created which will aim to be completed in time to coincide with the launch of the Community Plan and the refresh of the system.

THIS Borough has been refreshed to reflect the new Community Plan themes and sub-themes. As part of the refresh Diversity and Equalities have their own dedicated section which sits under the One Tower Hamlets Theme. All the data which covers the equality strands is attached to this section. The data will also include relevant performance indicators from the new National Indicator Dataset. In addition work has started on standardising the data used in Equality Impact

	Assessments. The refreshed site will officially be re-launched with the Community Plan early next year.
Status	Amber

Action	Investigate the effectiveness of responses to disabled people's complaints about services.
Deadline	November 2007.
Outcome / Targets	Improved response to complaints and comments Reduction in complaints between disabled and non-disabled customers.
Disability Equality Duty	(e)
Responsibility	Complaints Manager (Chief Executive's Directorate)
Progress	<p><u>2007 -</u> We are on schedule to complete an investigation of the effectiveness of responses to disabled people's complaints about services by November 2007. This is being achieved by improvements to the complaints software which was implemented in July 2007. This will allow the Complaints team to do a comparative analysis of disabled and non-disabled people's complaints. This data will help to inform service improvements to help reduce discrimination and promote equality of opportunity. However the above target needs to be revised to enable us to more accurately measure response to complaints and comments. This can be achieved by measuring percentage of disabled customers satisfied with the complaints process. Complaints software upgrade now due for implementation Jan 08, action deadline should be revised to March 2008.</p> <p><u>2008 -</u> The software was purchased in May 2008 and testing and training for the software will occur in November / December 2008 and full reporting will commence in December 2008. Currently ad-hoc monitoring is used to review access and service delivery issues.</p>
Status	Green

Action	Re-launching the Children with Disabilities Register with merged data from Children's Services and the Primary Care Trust.
Deadline	March 2007. Review December 2007.
Outcome / Targets	This will provide an improved planning tool for the Council to identify and meet the needs of disabled children.
Disability Equality Duty	(a)
Responsibility	Disabled Children's Integrated Services Manager

	(Children's Services Directorate).
Progress	<p><u>2007 -</u> The Register of Children with Disabilities has not been re-launched. There is an internal register/ data base that meets the information governance for integrated services that has information on the number of disabled children in Tower Hamlets. However, an interim project manager has been appointed to validate and eliminate any duplication of data from the PCT (Primary Care Trust) that makes up this register. The project manager is also undertaking benchmarking with other authorities. This is due to be completed in December 2007.</p> <p><u>2008 -</u> The benchmarking was completed some months ago and the internal register is in place showing 3045 disabled children in Tower Hamlets (of school age). The register of 3042 children is used as a planning tool. A list of children with learning difficulties or disabilities is collated as an annual snapshot figure. This is drawn from the January School Census; children supported by early year's inclusion by the Children with Disabilities Team, Connexions and the out of borough statement list. (The annual update of data will take place in January 2009 by the Children with Disabilities Team). It is an effective tool to plan and commission services.</p>
Status	Green

Action	Improving access to play for disabled children in Mile End Park (MEP).
Deadline	4 new inclusive play sessions by March 2007.
Outcome / Targets	Better play facilities available to disabled children.
Disability Equality Duty	(e)
Responsibility	Director of Mile End Park (Communities, Localities & Culture Directorate).
Progress	<p><u>2007 -</u> We have made improvements to access in Mile End Park (MEP). We commissioned play provision that is fully inclusive. This has led to two soft play sessions a week from Toyhouse Libraries. One inclusive play session a week is provided by Play Association Tower Hamlets. An inclusive play scheme targeting deaf children and their carers was set up in January and has had funding throughout 2007. In addition, a new Somali inclusive play session began on 29th April 2007.</p> <p><u>2008 -</u> All targets have been achieved, all new activities for</p>

	<p>2008/09 have not all been agreed. £45,000 Pathfinder funding has been awarded to assist in supporting new activities and orders are currently been placed. Some items not specifically designed for children with disability but will enhance the play experience of all children, i.e. the lighting of the tree, whilst others like the multi-swing will allow children who need an adult to support them on sitting on a swing access this form of play. The Park is also joining the 'Enabled Maps' scheme, which will increase accessibility to MEP for all visitors. MEP has also now commissioned audio-guide Enabled Maps, supported by the rest of the Council. Two enabled maps have been produced and a third is planned.</p>
Status	Green

Objective 2- We will improve the choice and provision of accessible information to disabled people

Action	<p>Reviewing the Council's Communications Framework and practice to reflect new disability guidelines and good practice. This will include guidance and agreeing monitoring to ensure compliance.</p>
Deadline	<p>Review from January 2007. Guidance issued April 2007. Monitoring system agreed and implemented July 2007.</p>

Outcome / Targets	All Council publications meet the corporate guidelines and are accessible to disabled people.
Disability Equality Duty	(a), (c) and (e)
Responsibility	Head of Communications / Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<p><u>2007 -</u> We have revised the Council's Communications Manual which now includes information on the Council's new provider of interpretation and translation services (Newham Language Shop), the new Disability Equality Duty and information about Easy Read for people with learning disabilities. Communications are undertaking a procurement exercise to develop a list of approved providers of design and print services who will need to sign up to the Communications Manual and therefore will be required to ensure any design or printing of a publication must meet the standards in the Manual. The Communications Group includes a standard agenda item to discuss monitoring and feedback on draft publications that meet/do not meet these standards.</p> <p><u>2008 -</u> Procurement exercise for design and print is progressing. This is a huge operation because of the very high number of companies who sent in bids.</p>
Status	Green

Action	Involving local disabled user groups and disabled run voluntary organisations to review and prioritise the information to be made available in accessible formats.
Deadline	Agree key information by March 2007. Priority information available by June 2007. Reviewed annually.
Outcome / Targets	Priority information is available to disabled people.
Disability Equality Duty	(c)
Responsibility	Head of Communications/ Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<p><u>2007 -</u> Workshops have taken place via the Residents Panel to discuss and prioritise with disabled residents what Council publications should be made readily available in accessible formats and not only upon request. Awaiting results of the workshops. Initial discussions took place with members of Adult Services Physical and Sensory Disability User Forum and Tower Hamlets Access Group. The findings of the workshops is now being analysed and will inform the development of a list that will advise officers what information they need to</p>

	<p>arrange to be made into accessible formats. This list will be made available via the Communications Manual, DELOs (Directorate Equalities Liaison Officer) and on the staff intranet.</p> <p>2008 - Awaiting the findings of the workshops.</p>
Status	Amber

Action	Extending accessible formats for the Council's weekly newspaper and promote this to disabled people. This will include Bengali tapes for visually impaired residents.
Deadline	Agree action plan by March 2007.
Outcome / Targets	Council newspaper more accessible to disabled people Readership survey shows increase readership by number of disabled people by 5% each year.
Disability Equality Duty	(c)
Responsibility	Head of Communications (Chief Executive's Directorate).
Progress	<p>2007 - Work was carried out in 2006 to identify appropriate providers of Bengali audio versions of East End Life. The tape project remains under review and now comes under East End Life Editor. The newspaper carries a message each week explaining the service is available to those who want it.</p> <p>2008 - No specific requests received for Bengali versions.</p>
Status	Green

Action	Piloting the use of "easy read" to improve communications with residents with learning disabilities.
Deadline	Pilot documents agreed by December 2006 Review effectiveness of "Easy Read" versions of documents by March 07.
Outcome / Targets	Improved information to people with learning disabilities.
Disability Equality Duty	(c)
Responsibility	Head of Communications (Chief Executive's Directorate).
Progress	<p>2007 - The results of the workshops with disabled residents on improving accessibility and choice of information will inform the direction of this project. It will be discussed in detail during November 2007's Council Wide Communications Group. As a result of a recent Equality Impact Assessment, a review of translation</p>

	and interpretation will be carried out in January 2008. This will have a specific focus on easy read communications. <u>2008 -</u> Still to be discussed at the Council-wide Communications Group. Tower Design is working on easy read templates.
Status	Red

Action	Reviewing our translation and interpreting service and guidance to ensure the needs of disabled people are embedded within it.
Deadline	Review completed by March 07 with improvement plan Review progress annually.
Outcome / Targets	Translation and interpreting service is fully accessible Benchmarking in 2006/07. 5% increase each year.
Disability Equality Duty	(a)
Responsibility	Service Head, Scrutiny & Equalities / Head of Communications (Chief Executive's Directorate).
Progress	<p><u>2007 -</u> An advice note has been produced to give information and advice to Officers of the key things to consider when they are arranging for a publication to be produced on audio and Braille. This is based on guidance by the RNIB (Royal National Institute for the Blind) and is therefore aimed at ensuring the Council's publications meet the information needs of visually impaired customers. The note compliments the advice provided in the Interpretation and Translation Guidelines about using Newham Language Shop. This is available on the Equalities section of the staff intranet. Monthly monitoring evaluates Newham Language Shop's performance. However this does not consider information in large print, Braille and audio. Therefore the monthly monitoring needs to be reviewed to assess whether it provides us with useful information on meeting needs of disabled customers. As a result of a recent Equality Impact Assessment, a review of translation and interpretation will be carried out in January 2008.</p> <p><u>2008 -</u> The review of interpreting and translation has been completed and the Council is shortly due to start a procurement exercise to ensure that we are using interpreting and translation providers that offer the most effective services to meet local needs. A specific aim of this procurement exercise is to identify a range of services that are available to make our services</p>

	accessible to disabled people in the most effective way. Interpreting and translation guidance and policy will be updated once the procurement exercise is complete, which is scheduled for March 2009.
Status	Amber

Objective 3- We will improve the promotion of services and benefits to disabled people.

Action	Meeting with disabled user groups to agree priority services and benefits to promote disabled people.
Deadline	Agree programme of service promotion including a map of services by March 2007. Implement from April 2007. Review programme annually as part of Disability Equality Scheme Action Plan review.
Outcome / Targets	Increased awareness and uptake of services and benefits by disabled people. Increase take up on agreed services by 10%.
Disability Equality Duty	(c)

Responsibility	Head of Participation & Engagement (Communities, Localities & Culture Directorate).
Progress	<u>2007 -</u> Workshops were organised with the Residents Panel and disabled residents were asked how the information that they have prioritised should be promoted in terms of publicity and distribution. The findings will inform a list of priority information about services and benefits and where this should be distributed.
Status	Green

Action	Organising team entries from disabled people for the London Youth Games to be held in Mile End Leisure Complex.
Deadline	By May 2007, with 6 teams entered in the Youth Games in summer 2007.
Outcome / Targets	Increased profile of disabled people in sport.
Disability Equality Duty	(e)
Responsibility	Head of Recreation (Communities, Localities & Culture Directorate).
Progress	<u>2007 -</u> A letter went to most secondary schools to attract disabled students to register team entries into this summer's Youth Games. Other work aimed at targeting young disabled people includes a poster campaign and working closely with PE teachers of secondary schools. In 2006/07 Tower Hamlets was awarded Best Sports Initiative for disabled people by the London Sports Forum for the Mile End Park Leisure Centre. In addition, information about team entries appeared in East End Life. Seven teams were entered in 4 sports for the London Youth Games, (Boccia, athletics, swimming, football (male only)). <u>2008 -</u> Borough's positions in disability events: Main Games - Athletics 3rd (57 Children), Swimming 22nd (4 Children), Boccia 3rd (9 Children), Football 3rd (10 Children). Mini Games - Boccia 5th (11 Children). Recruiting is now taking place for the 2008 event. Mid year 2008 - Borough's positions in disability events: Main Games - Athletics (F) 4th (M) 5th, Swimming 25th, Boccia 12th Football (M) 29th (F) 9 th The Sports Development team is awaiting the outcome of a funding bid to develop a new disability sport at next year's London Youth Games. The Active Communities Co-ordinator is currently working to produce a stand-alone disability sports leaflet for 2009. The Borough's leisure centres are all listed in the Greater London

	Disability Directory which was published July 2008.
Status	Green

Objective 4- We will improve access to independent living opportunities for disabled people

Action	Reviewing the provision of housing related floating support services for disabled people with sensory and physical impairments, HIV and Acquired Brain Injury (ABI).
Deadline	June 2007.
Outcome / Targets	Better service provided to disabled people.
Disability Equality Duty	(c)
Responsibility	Supporting People Manager (Adults Health & Wellbeing Directorate).
Progress	<u>2007 -</u> The timescales for this piece of work have been significantly extended to allow for all of the competing options to be thoroughly explored. The report is likely to

	<p>receive final sign off at Cabinet in May 2008 (although extensive work has been carried out and reports submitted to the key Supporting People (SP) Partnership group (the Commissioning Body), in November 2007.</p> <p>The lead in the SP team, has been specifically asked to review the needs and provision within any proposals to reconfigure linked to:</p> <ul style="list-style-type: none"> • HIV • Acquired Brain Injury • Sensory and Physical Impairments. <p><u>2008 -</u></p> <p>In 2007 the current housing related support provision to service users with HIV/AIDS and physical and sensory impairments, was remodelled and extended to meet the needs of service users with an Acquired Brain Injury. The remodelled service was successfully tendered and with effect from 1 August 2008 the new service implemented. To date the service has achieved capacity and is working with 20 service users across the client groups in a range of tenures. Consultation and feedback from stakeholders and service users has confirmed that positive outcomes are being achieved, service users are being successfully supported to access and maintain appropriate accommodation and achieve their personal goals.</p>
Status	Green

Action	Reviewing the provision of equipment and adaptations across all housing tenures.
Deadline	Review completed by June 2007. Implement Improvement Plan from July 2007.
Outcome / Targets	Consistency of approach across tenures achieved.
Disability Equality Duty	(c) and (d)
Responsibility	Head of Strategy and Development (Development & Renewal Directorate).
Progress	<p><u>2007 -</u></p> <p>Cross Tenure Review of Disabled Facilities Grants (DFGs) has been on hold. A new project team held their first meeting in September 2007. Additional funding has been allocated to the Council for adaptation work and control measures have been put into place to ensure that the Private Sector DFG budget is not substantially overspent.</p> <p>This project is still on hold due to the Comprehensive</p>

	<p>Spending Review and is now due for completion in June 2008.</p> <p><u>2008 -</u></p> <p>The review was completed at the end of April 2008. It has been decided to await the completion of the Government's review; this review is expected either late 2008/09 or early 2009/10. Once the Government guidance had been received we will amend our policies accordingly.</p>
Status	Red

Objective 5 - We will improve working conditions and support for disabled staff

Action	Updating the Disability Employment Strategy and Action Plan.
Deadline	Review completed March 2007. Action Plan agreed and monitored annually.
Outcome / Targets	<p>More targeted action at employing disabled people</p> <p>BVPI 16a Percentage of staff declaring that they meet the Disability Discrimination Act disability definition</p> <p>Target 2006/07: 4.8%</p> <p>Target 2007/08: 5%</p> <p>Target 2008/09: 5.2%</p> <p>BVPI 11c Percentage of the top paid 5% of staff who have a disability (excluding those in maintained schools).</p> <p>Target 2006/07: 3.5%</p> <p>Target 2007/08: 4.5%</p>

	Target 2008/09: 5.5%
Disability Equality Duty	(a) and (c)
Responsibility	Director of Human Resources (Resources Directorate).
Progress	<p><u>2007 -</u></p> <p>The Disability Employment Strategy Action Plan has been updated. Disability reporting methods and Workforce to Reflect the Community targets have been reviewed against recent audit reports. A staff equality audit has been undertaken to update disability, ethnicity and other equalities monitoring data held on employees. The data collected was used to determine performance against targets during 2006/07. The targets for employees with a disability were exceeded in 2006/7. The number of employees declaring themselves as disabled was 5.12% which exceeded the target of 4.80%, and the percentage of senior managers with a disability was 4.62% against a target of 3.5%. In addition a number of development courses for employees with disabilities have been held.</p> <p>EMPLOYERS FORUM ON DISABILITY STANDARD 2007 TOWER HAMLETS PERFORMANCE:</p> <ul style="list-style-type: none"> • Out of a total 116 participants from both the public and private sector, LBTH were ranked joint fifth. • LBTH scored an average of 85% on the three target areas (motivate, act and impact) this has put us in the gold award band (the benchmark average was 57% and public sector average 60%) • LBTH were ranked as strongest in the 'motivate' and the 'building strong foundations' themes. This means that we are taking steps to ensure that the organisation and its employees are prepared for and committed to making progress on disability equality; and that progress has been made to date in laying the foundations for long-term culture change in the area of disability. • Our top strengths lie in: <ul style="list-style-type: none"> - External communications - Accessible built environment (employees) - Accessible built environment (customers) - Consultation. <p>LBTH were ranked as weak in the 'impact' and 'employees' themes. This means that we need to carry out significant work on assessing the impact of the actions we have taken towards becoming disability confident. We need to use impact assessments to ensure that policies and procedures continue to work effectively and significant work also needs to be carried</p>

	<p>out to put in place policies and procedures that will lead to disability equality for employees. Next submission is due Aril 2009.</p> <p><u>2008 -</u> The Disability Employment Strategy Action Plan has been updated. Disability reporting methods and Workforce to Reflect the Community targets have been reviewed against recent audit reports. A staff equality audit has been undertaken to update disability, ethnicity and other equalities monitoring data held on employees. The data collected was used to determine performance against targets during 2008/09. The number of employees declaring themselves as disabled in September 2008 was 4.55% which is just under our target of 5.5%, and the percentage of senior managers with a disability was 3.31% against a target of 4.1%. In addition a number of development courses for employees with disabilities have been held.</p>
Status	Green

Action	Developing a personal development programme for disabled staff.
Deadline	Programme implemented by January 2007.
Outcome / Targets	Improved support to disabled staff.
Disability Equality Duty	(c)
Responsibility	Head of Organisational Development (Resources Directorate).
Progress	<p><u>2007 -</u> A 3 day personal development programme (PDP) was designed and developed for disabled staff in January 2007. The programme is aimed at improving the confidence of staff, providing advice and information about career opportunities, their rights and access to provision of adjustments in the workplace. The first programme was delivered in April 2007 and the second in November 2007. 12 disabled staff participated in each of the programmes. Initial validation and subsequent evaluation has been extremely positive.</p> <p><u>2008 -</u> This action was complete at the end of December 2007. Work will be undertaken by end of April 2008 to identify demand for further personal development programmes for disabled staff. The Personal Development Programme for Disabled Staff has been re-advertised as part of the 2008/09 Corporate Learning and Development Programme. To date, no interest has been shown. Will discuss options for re-</p>

	promoting at next Disabled Staff Forum in December 2008.
Status	Green
Action	Ensuring training courses are accessible to disabled staff by introducing a standard requirement form for all training.
Deadline	Revised procedure introduced by March 2007 Reviewed every six months.
Outcome / Targets	Improved training opportunities for disabled people.
Disability Equality Duty	(c)
Responsibility	Head of Organisational Development (Resources Directorate).
Progress	<p><u>2007 -</u> There is a compulsory section on access requirements that is contained in the corporate / directorate Learning and Development application forms. Learning and Development are working with Directorates to ensure that this standard requirement becomes common practice across the Council and they are also encouraging Officers who are arranging training to make sure they follow up any requests for adjustments. In addition to ensuring standard requirement details on training application forms an internal Disability Training Policy has been developed and introduced to reinforce good practice for ensuring accessibility to learning and development interventions for disabled staff. Also, the following targeted learning and development programmes which are accredited have also been developed for disabled staff:</p> <ul style="list-style-type: none"> - Aspiring Leaders Programme - 5 targeted places for disabled staff, 4 of which have been taken up. - Institute of Leadership and Management (ILM) Certificate in Team Leadership dedicated programme for disabled staff developed. Programme due to commence February 2008. <p><u>2008 -</u> It has been necessary to re-advertise the ILM Certificate in Team Leadership for disabled staff due to the initial low response. Six disabled staff have now applied to participate in the programme which was scheduled to commence on 21st April 2008. The next Aspiring Leaders programme which again has five targeted places for disabled staff commenced in September 2008. As above, six disabled staff joined the dedicated Certificate in Team Leading accredited Programme. Three have withdrawn due to personal and health problems. Alternative individual learning</p>

	options e.g. individual coaching has been offered to those withdrawing from the programme. As part of the programme a visit to the Tate Modern has been organised to explore how art can contribute to building confidence for disabled staff. The planned visit for December will be open to all disabled learners. We are currently investigating how we can mainstream support for disabled learners. Three disabled staff have enrolled on the accredited Step Up Now 2 management programme. Two of these staff have been provided with learning aids which will assist them in completing the assessed programme work.
Status	Green

Action	Continuing to increase the number of disabled people working for the Council.
Deadline	Review every six months.
Outcome / Targets	Increase the take up of employment by disabled people BVPI 16a Percentage of staff declaring that they meet the Disability Discrimination Act disability definition. BVPI 11c Percentage of the top paid 5% of staff who have a disability (excluding those in maintained schools).
Disability Equality Duty	(c)
Responsibility	Director of Human Resources (Resources Directorate).
Progress	<u>2007 -</u> The existing Disability Action Plan includes a range of employment focused initiatives that are designed to increase the % of disabled staff in the workforce as a whole and in the top 5% of earners. The initiatives also include developing a training programme for managers on supporting disabled staff; and ensuring that all development and training programmes are accessible to disabled staff. Whilst a review was scheduled to take place at the end of March 2007, further work has been undertaken on the Disability Action Plan. Consultation is underway to draw up a targeted action plan aimed at increasing the number of disabled senior managers. This is an action plan across the PCT (Primary care Trust) and the council which will be reported to the PCT board in January 2008 and the Council's Cabinet in February 2008. <u>2008 -</u> A Joint Assistant Director, Organisational Development and Workforce Equality and Strategy commenced work in April 2008 and has been re-evaluating the

	development and training programmes for managers supporting disabled staff in addition to reviewing the accessibility of all development and training programmes within the first three months of his commencement from which a targeted action plan will be produced. In respect of the target to increase the % of disabled staff in the workforce as a whole and in the top 5% of earners, an action plan has been produced with specific timescales for delivery. These targets, joint with the Primary Care Trust (PCT) were agreed by the Council's Cabinet in February 2008. The PCT Board has also agreed the targets and work is currently jointly being undertaken in respect of targets.
Status	Amber

Action	Ensuring that approved list of providers is DDA compliant.
Deadline	March 07.
Outcome / Targets	Improved feedback by disabled staff.
Disability Equality Duty	(a)
Responsibility	Head of Organisational Development (Resources Directorate).
Progress	<p><u>2007 -</u> DDA (Disability Discrimination Act) compliance is part of the essential selection criteria against which all external training providers are assessed. Improved feedback from disabled staff needs to be measured to evaluate the extent to which training providers are complying with the DDA.</p> <p>Approved list of learning and development providers to be in place for 2008/09. Currently, all training providers are required to demonstrate their knowledge and understanding across all equality strands, including how they will meet the needs of disabled staff attending training programmes. External training providers are also required to produce a copy of their own Equal Opportunities Policy.</p> <p><u>2008 -</u> Criteria for ensuring the 2008/09 list of approved trainers is DDA compliant has been further developed and will form part of selection process for inclusion on approved list. In January 2009 we expect to advertise for new learning and development providers who will form an approved list of trainers to supplement our existing learning and development provision. Criteria particularly in relation to diversity and quality requirements have been embedded into the procurement and selection process.</p>

Status	Green
--------	-------

Objective 6- We will improve consultation and involvement with disabled people and disabled staff

Action	Reviewing the effectiveness of the Council's involvement with disabled people through discussions with user groups, staff, residents and disabled led voluntary organisations.
Deadline	Plan review by March 2007. Conduct review from April 2007 to September 2007. Implement improvements from November 2007.
Outcome / Targets	Increased consultation and involvement of disabled people.
Disability Equality Duty	(f)
Responsibility	Head of Participation & Engagement Team (Communities, Localities & Culture Directorate) / Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<u>2007 -</u> Discussions have taken place with Sue Ritchie, Consultation and Involvement about using the Resident Panel to gather evidence on how effective current methods of engaging disabled people are. The TH Staff Disabled Forum meets quarterly and this year much focus has centred on enhancing the well being of staff by exploring adjustable working hours for

disabled staff. Staff requested better clarity in regards to working hours, particularly flexible working hours and rehabilitation leave. Following feedback from the Disabled Staff Forum, further consultation took place around the following areas:

- Flexible working hours
- Rehabilitation leave
- Carer's policy

Forum members have discussed forming a sub-group to focus on IT (information technology) issues. The aim being to compile an inventory of disabled IT users, their software and equipment requirements, adaptations, etc. The Equalities Team are supporting this proposal, with a view to having a working sub-group in place by January 2008.

The TH Accessible Consultative Forum meets bi-monthly, membership includes of members of the community, Councillors, reps from TfL (Transport for London), Council Officers, DAR (Dial-A-Ride), DAN (Disability Advocacy Network) and Age Concern. Discussions at this year's meetings have focussed on 'London Underground Towards An Accessible Tube'; changes to bus services and bus routes; and they have been consulted Blue badge and Freedom Pass applications.

Involvement and discussions of the Tower Hamlets Access Group has included:

- The Group commenting on plans for an accessible transport network in a meeting with the Access & Inclusion Officer of the Olympic Delivery Authority;
- Being involved in an interactive session with the Electoral Services Manager to feedback on access to polling stations;
- As service users they have given feedback to DisabledGO on their database of accessible venues and services in Tower Hamlets;
- They have been consulted on accessing services within council buildings, e.g. buildings used for the allocation of blue badges and freedom passes.
- Given feedback on the format of the Accessible Housing Register pages in East End Life;
- A sub-group being involved in supporting a Parks & Open Space project;
- Two members of the Group have attended the preliminary meeting of Wood Wharf Development and given their views on access issues;
- Two other members have been involved in a scrutiny review of Choice Based Lettings.

- The Group give regular feedback to the Access Manager of IDEA Stores; and
- The Group will be asked to comment of the refresh of the Community Plan.

We have sponsored DITO (Disability Information and Training Opportunities) to project manage and host the International day for Disabled People 2007.

As a disabled resident of Tower Hamlets, a member of the Access Group will describe how the DES has made a difference at a Disability Equality Conference in January 2008.

2008 -

By the end of 2008 the Disabled Staff Forum will have met on five occasions.

- IT Sub-Group have met early this to year to discuss IT issues for disabled staff.
- Two new co-Chairs have been elected.
- Terms of Reference have been refreshed and the final version is to be agreed at December's meeting.
- Through the Forum and via the DELOs disabled members of staff have been encouraged to have a Personal Emergency Evacuation Plan (PEEP) in place.
- TH Travel Awareness Officer discussed the Staff Travel Plan with Forum members. The plan is centred on promoting greener and more sustainable travel amongst staff.
- The Occupational Health Counsellor promoted the TH staff Health Fair which was held in July.
- Councillor Sirajul Islam attended a meeting in his role as Deputy Leader of the Council. He requested to attend in order to explain his role and responsibilities, particularly in relation to equalities and allow members to ask questions. He explained that his attendance at several events, including the Capita Conference on Disability, had made him aware of the experience of disabled staff working for the Council and the need for him to engage with them.
- The format of the Forum meetings has changed since September. Members now have a 30 minute slot at the beginning of each meeting, where Equalities and HR staff are not present, in order to allow staff to discuss personal matters. This is in line with the other staff equality forums
- Reps from Learning and Development and Human Resources attended meetings in order to discuss ways of raising managers' awareness of disability issues.
- An additional meeting had been arranged to discuss raising the profile of the Forum and developing a

structured work programme. A rep from the Participation and Engagement Team facilitated discussions.

Working with Facilities Management (FM):

- Works have taken place to improve the refuge areas provided in Mulberry Place for use by disabled staff in the event of a fire. These include wiring up intercoms which are linked to the control room and fold-up chairs have also been sited.
- Floor level signs outside lift areas in Mulberry Place have been replaced and are better visible for people with visual impairments.
- An on-site meeting between some DSF members, Facilities Management and the landlord's rep took place in Oct regarding parking issues for disabled staff and visitors. A number of issues were raised for both sites which FM will give feed back on to staff at the next Disabled Staff Forum meeting. They will also raise these with JB Associates who are currently carrying out an access audit of certain council buildings, Mulberry Place and Anchorage being two of them.

In general:

- We also submitted an entry into the Greater London Sports Directory promoting TH accessible leisure centres and swimming pools.
- A Council wide equality conference was delivered in May. The conference explored the role of focus groups, staff forums and all those with a responsibility for equalities in agreeing and implementing the Diversity and Equality Action Plan.
- Both Disabled Go and Direct Enquires delivered presentations at meetings to promote their services which rate facilities and support venues for disabled people in Tower Hamlets. The Corporate Equalities Steering Group (CESG), Disabled Staff Forum Members, the former TH Access Group and DELOs were all asked which organisation would be best suited to provide this service and all agreed that it should be Disabled Go. A three year renewal contract with Disabled Go will run from 2008-2011.
- We worked with the Linkage Plus Team to celebrate a very successfully International Day for Older People at the Museum in Docklands in October.
- We have worked with colleagues in Adults Health & Wellbeing to celebrate International Day For Disabled People at the Museum of Childhood on 3rd December.

	<p>- Deaf awareness training (including some basic BSL) for Members has been scheduled for January 2009, this will be delivered by the Learning & Development Team.</p> <p>- Staff from the Scrutiny & Equalities Service and reps of our Chief Exec & Resources Focus Group attended a Developing Disability Confidence Awareness training event.</p>
	Green

Action	Ensuring our Consultation and Involvement Toolkit and Policy reflects national disability advice on consulting and involving disabled people.
Deadline	Review toolkit by March 2007.
Outcome / Targets	Consultation and Involvement Standards that meet the needs of disabled people.
Disability Equality Duty	(f)
Responsibility	Head of Participation & Engagement Team (Communities, Localities & Culture Directorate)
Progress	<p><u>2007 -</u> The User Choice Voice and Co-Production review has been completed and an Improvement Plan is currently being implemented. The Consultation and Involvement Toolkit, was reviewed as part of this process, and the revision is included as part of the Improvement plan, and the corporate Intranet strategy. It is anticipated that this will be completed by January 2008.</p> <p><u>2008 -</u> The Tower Hamlets Partnership is undergoing a wide scale review which will culminate in new governance arrangements. The framework will need to reflect the new arrangements and incorporate a range of new participation strategies being developed across all service areas. In addition to the above review, the LBTH Access Group came to an end in Summer 2008, this is now been revised. A new model of participation has been created to reflect wider pan disability engagement and to reflect the Empowerment White Paper. The new model has been adopted by DisabledGo as good practice, and a partnership approach is being taken to implement the model. This should be completed by March/April 2009.</p>
Status	Amber

Objective 7- We will work with job agencies and businesses to assist disabled people to find work and increase local business awareness of their responsibilities under the Disability Discrimination Act (DDA)

Action	Increasing the number of disabled people in employment using Skills match.
Deadline	December 2008.
Outcome / Targets	Increased number of disabled people in employment: <ul style="list-style-type: none"> • 60-80 clients registered by 2008. • 35 people into employment by 2008. • 15 people into self-employment by 2008. • 16 people undertaking volunteering work by 2008.
Disability Equality Duty	(c)
Responsibility	Access to Employment Manager (Development & Renewal Directorate).
Progress	<p><u>2007 -</u> We have already achieved some and are making progress towards meeting all our targets to increase the number of disabled people in employment. We managed to exceed the number of clients registered before 2008 to 102 clients to date. In summary, 23 have gained employment, 9 are now in self-employment and 19 are undertaking volunteering work.</p> <p><u>2008 -</u> We have met our target to increase the number of disabled people in employment, the target for this was 20 which has been achieved. In summary, 28 people have been referred for training; 3 people are in self-employment; and 15 people are undertaking volunteering.</p>

Status	Green
--------	-------

Action	<p>Extending employment opportunities for people with mental health problems and learning disabilities by:</p> <ul style="list-style-type: none"> • Increasing the number of employers committed to providing employment to people with learning disabilities. • Developing vocational support services within the borough for people with mental health needs. • Increasing the number of disabled people with physical impairments accessing employment or training opportunities through the Day Opportunities Resource Centre.
Deadline	4 significant employers signed up by September 2006.
Outcome / Targets	More people with learning disabilities, mental health needs and physical disabilities in employment 5% increase (March 2006 baseline) on numbers of people employed with mental health problems and / or disabilities known to the Council by September 2006, and 15% increase by March 2007.
Disability Equality Duty	(c)
Responsibility	Director of Adult Services (Adults Health & Wellbeing Directorate).
Progress	<p><u>2007 -</u> In March 2006, there were 21 people with learning disabilities, physical disabilities and mental health problems registered with Adult Services that were in paid employment. This increased to 37 in September 2006 and 42 by March 2007. This increase has been achieved mainly through vocational support services commissioned by Adult Services to assist people with learning disabilities to find employment. A smaller number of people with physical disabilities and mental health problems have found employment through this support and the service's in-house Day Opportunities service. It is expected that the number of people with mental health problems entering employment should increase with the introduction of ReWork, a new neighbourhood renewal funded employment support project, in January 2007. In addition, all three client groups have accessed unpaid work placements and training which may lead to paid employment in the future.</p> <p>Further progress in 2007: -81 employment related assessments of people with mental health needs. Target was 100 and rates of referral are increasing again steadily. -36 people with mental health needs supported into or</p>

helped to retain paid employment. Target was 32 so this has been achieved.

-16 people with mental health needs supported into work experience/placement. Target was 30; progress was hampered by project worker vacancy as described above.

Target of 4 significant employers signed up by September 2006 has been achieved.

2008 -

-The total number of people with mental health needs supported into or helped to retain paid employment for the first year of the project was 49 - of which 19 were supported into jobs and 30 helped to retain their job after becoming unwell. 23 people with mental health needs were supported into a work experience placement which will be available on a long term basis to be used by future service users and 15 significant employers are actively supporting the scheme.

Between July to September 2008 ReWork, an employment project for people with mental health supported 64 people into meaningful occupations as follows: 4 people into employment; 3 to retain their paid employment; 7 people into work placements; 13 people into voluntary work; 25 people into training and 12 into mainstream education. In addition, a survey was carried out in the first half of 2008/09 for around 1350 clients (1190 working age) across CMHTs along with the Assertive Outreach & Early Intervention Service. In total 148 clients were highlighted as being engaged in meaningful occupation. As this is a survey of mental health patients known to the CMHTs, some of them are likely to be also supported by Rework; hence, some of the clients could have been counted twice.

- Physical and Learning Disability progress 2008: There were 20 people with a physical or learning disability supported into employment and 64 volunteer/work placement opportunities.

A pilot employment service for the deaf and hard of hearing was commissioned to start in April 08 and will run to March 09. The service will provide job brokerage, vocational support and engage local employers around employing deaf people. There were 22 people with physical and learning disabilities supported into employment, 81 volunteering/work placement opportunities (cumulative). Some Learning Disability providers are not included as they report annually.

Also a pilot employment service for visually impaired people was commissioned, started in August 08 and

	will run to July 09. The organisation will provide a range of accredited training, vocational support, job brokerage and employment services. There were 24 people with physical and learning disabilities supported into employment, 91 volunteering/work placement opportunities (cumulative). Some Learning Disability providers are not included as they report annually. Increased access to employment for vulnerable adults will be one of the Adults Health & Wellbeing priorities in 2008/09 business plan which will ensure that more services that offer more opportunities for all the 3 client groups to access employment and voluntary work are commissioned.
Status	Green

Action	Promoting awareness of employer's responsibilities under the DDA (Disability Discrimination Act) and the benefits of employing disabled people through the Council's Business Forum lunch seminars.
Deadline	One session each year.
Outcome / Targets	Increased awareness of local employers of the DDA.
Disability Equality Duty	(e)
Responsibility	Investment and Business Team Leader (Development & Renewal Directorate).
Progress	<u>2007 & 2008 -</u> A session at the Council's Business Forum Executive Board meeting on 4th May 2007 was delivered to raise awareness of the employers' responsibilities under the DDA. The Corporate Equalities Team with a local employer delivered a presentation at the Forum on the DDA and best practice in employing disabled people. As a result of discussions, the Equalities team has been included in the Council's Business Matters Guide that is distributed to many local businesses. We will offer signposting and best practice advice as an on-going service on measures to ensure a businesses employment and service provisions meet the needs of a diverse community.
Status	Green

Objective 8 - We will reduce obstacles and improve the safety of the borough's parks, open spaces and streets for disabled people

Action	Reviewing the progress of meeting 40% clutter free target of the Council's Street Design Guidance with the Access Group.
Deadline	Review annually in November.
Outcome / Targets	Improved access to streets for disabled people.
Disability Equality Duty	(a)
Responsibility	Head of Transportation and Highways (Communities, Localities & Culture Directorate).
Progress	<p><u>2007 -</u> Action to reduce street clutter is part of the Council's street scene improvement projects in order to take advantage of existing funding availability. Current activity is focused on Bethnal Green Road, Poplar High Street, and Brick Lane. Previous schemes have included Eric Street, Devons Road and Cable Street. To reduce street clutter, a major activity is to seek to rationalise signposts and guard railing wherever legally possible. This includes removing redundant posts or renewing essential but damaged posts. It was noted that meeting the 40% target is difficult because there is no actual measure of street clutter, hence the target need to be reviewed as there is no indicator to measure this against.</p> <p><u>2008 -</u> Poplar High Street, Cartwright Street, Langdon Park Station approaches have also been completed. Bethnal Green Road and Brick Lane projects are on-going. It should be noted that removal of perceived</p>

	'street clutter' such as railings does elicit safety concerns from teachers and parents.
Status	Green

Action	Ensuring the Supplementary Planning Document (SPD) on Landscape Design reflects CABE Access and Design Guidance.
Deadline	November 2007.
Outcome / Targets	Developers address access issues in the landscape design that meet CABE guidance. 100% of major planning applications submit Access Statements that meet the access principles outlined in the SPD Landscape Design.
Disability Equality Duty	(a)
Responsibility	Service Head, Major Project Development (Development & Renewal Directorate).
Progress	<p><u>2007 -</u> The Supplementary Planning Document (SPD) on Landscape Design will be replaced by Good Design SPD which will advise developers and planners on a range of issues relating to design and access that will include landscape design. Development of the guidance has not commenced and will therefore not be completed by November. This is because the Local Development Framework's (LDF) core strategies that include design and access will be subject to a public examination process this year by the Planning Inspectorate. This means that no guidance to supplement the core strategies can be developed until the LDF has been approved by the Inspectorate. Therefore the deadline has not been met.</p> <p><u>2008 -</u> Please see the explanation above. We are locked in to a statutory process with prescribed timescales and therefore we are unable to meet these timescales. The Core Strategy will go to Development Committee in January 09 and then out for 12 weeks statutory consultation. Once this has taken place we will review/revise Strategy and put timetable in place for completing SPD.</p>
Status	Red

Action	Consulting with the newly established Parks and Open Spaces Group to identify and agree action to address the major obstacles disabled people experience in the Borough's parks and open spaces.
Deadline	November 2007.

Outcome / Targets	Improvement plan in place to address the key barriers for disabled people in parks and open spaces.
Disability Equality Duty Responsibility	(a) Director of Environment and Culture (Communities, Localities & Culture Directorate).
Progress	<p><u>2007 -</u> An analysis of a 2006/07 park user survey was undertaken to determine percentage of users who consider themselves to be disabled and it appeared that fewer disabled residents were using our parks and open spaces. The Parks Access Group has been established. A project based approach has been developed that will provide project and design guidance for parks landscape improvements. The Group is focusing on a refurbishment project at Gosling Gardens, with additional overview and review of the other improvement schemes across the borough. The project has included site visits, group meetings, and staff awareness training. Initial design proposals for Gosling Gardens have been presented to the group, and the Group will be involved in all stages of this project to completion in March 2008.</p> <p><u>2008 -</u> The service is currently undertaking an assessment of last year's project, to consider the lessons learnt. This may formulate guidelines and handy tips for joint working with similar community groups in the future. We will be organising a visit to the completed Gosling Gardens site, with members of the now-disbanded Access Group, to finalise their involvement. The aim is to schedule this for Dec-Jan 2009.</p>
Status	Green

Action	Incorporating the disabled hate crime research project recommendations into the Integrated Hate Crime Action Plan.
Deadline	March 2007.
Outcome / Targets	Action Plan in place to improve reporting and responses to disabled hate crime.
Disability Equality Duty Responsibility	(b) Service Head, Community Safety (Communities, Localities & Culture Directorate).
Progress	<p><u>2007 -</u> The Disability Hate Crime Research Project has been commissioned and evidence has been gathered on local disabled people's experiences. The final report was considered by the Race and Hate Inter-Agency Forum (RHIAF) in June 2007. An action plan has been</p>

	<p>drafted with provision for resources to support recommendations arising from the research. This has been circulated and agreed by RHIAF members in September 2007. The Plan is a multi-agency action plan and is being delivered and monitored. A Tackling Disability Hate Crime Day is taking place 7 February 2008 where an accessible Disability Hate Crime information pack will be launched.</p> <p><u>2008 -</u> Disablism? Event took place in February 2008. Disability Hate Crime Resource Pack was launched and is available in CD Rom, large print and Braille. The Action Plan activities have been delivered and are on target. A couple of the recommendations made within the report were not included in the Action Plan as these were not feasible in terms of funding i.e. the recommendation to have a specific Disability Hate Crime Officer.</p>
Status	Green

Objective 9- We will work with transport providers to improve the accessibility of local transport for disabled people

Action	Evaluating the Council's Local Implementation Transport Plan with the Accessible Transport Forum including Community Transport.
Deadline	Quarterly.
Outcome / Targets	Improved transport options for disabled people.
Disability Equality Duty	(c) and (f)
Responsibility	Head of Transportation and Highways (Communities, Localities & Culture Directorate).
Progress	<p><u>2007 -</u> Specific accessibility schemes developed from the Plan have been reviewed with the Accessible Transport Consultative Forum. This includes LUL's (London Underground Ltd) step-free station access programme; Cambridge Heath station access improvements and the bus stop accessibility programme. A representative from the ATCF (Accessible Transport Consultative Forum) also attends the Council's quarterly Public Transport Forum to participate in liaison with transport operators and members.</p> <p><u>2008 -</u> Liaison with the Forum on-going and preparation for input to LIPs 2 will be taking place later in the year. Forum is continuing but servicing by Democratic Services has been withdrawn resulting in extra demands on Public Realm admin. The service is initiating discussions with the Corporate Equalities Team on the future of the Accessible Transport Forum. Accessibility Day was successfully held in June and lessons learnt have been reviewed.</p>
Status	Green

Action	Reviewing the promotion and distribution of the Blue Badge Scheme, Freedom Passes and Taxi Cards to disabled people.
Deadline	March 2007.
Outcome / Targets	Improved take up and satisfaction with the Blue Badge Scheme, Freedom Passes and Taxi Cards Conduct monitoring and establish baseline for increased take up by November 2007.
Disability Equality Duty Responsibility	(c) and (f) Head of Parking Services (Communities, Localities & Culture Directorate).
Progress	<p><u>2007 -</u> A customer satisfaction survey was carried out with 1 in 5 users of Mobility Support Services during January and February 2007. The results showed a high level of satisfaction with all areas of the service. This included satisfaction with the clarity and access to information about concessionary travel. However, the survey also highlighted a number of recommendations that the service needs to examine and address.</p> <p><u>2008 -</u> The service is continuing to progress some of the recommendations in the Service Plan. In accordance with the findings of the Mobility Services consultation which took place at the end of 2006, the following actions have been taken: stage coaching' has been introduced for taxicards which enables the card holder to use more than one 'trip' on any particular journey: rides are now allocated on a yearly basis rather than a monthly one so that cardholders have greater flexibility in using their card; alternative locations are now being used for assessments, so that applicants can be seen at premises nearer to their home: and blue badges are now sent out by recorded delivery, in accordance with the wishes of 63% of those surveyed.</p>
Status	Green

Action	Developing more independent travel training for 11 – 19 year olds through a “Training the Trainer” pack, training for parents pack and peer group working.
Deadline	Recruit third trainer by March 2007.
Outcome / Targets	<p>Disabled young people can use public transport and become safe pedestrians. 50 students will receive training in 2006/07 to:</p> <ul style="list-style-type: none"> • Make the service available to more young people. • Enable parents to continue Independent Travel Training with their children. • Involve past students.

Disability Equality Duty	(c)
Responsibility	Performance Monitoring/Transport Client Officer – (Children’s Services Directorate).
Progress	<p><u>2007 -</u></p> <p>A 3rd independent travel trainer has been recruited and started on 2nd April 2007. 57 pupils received training during 2006/07 and with the 3rd trainer this will make the service available to more students. A training pack has been developed and will be piloted in 2007/08. There has been some slippage in terms of involving past students due to the work load of trainers. Peer group mentoring will start in 2007/08.</p> <p>The Independent Travel Training Team have just won the Changing Lives and Outstanding Public Service Team of the Year awards at the Public Servants of the Year Awards 2007, as well as the LBTH outstanding achievement award for Children’s Services;</p> <p>Established over two years ago, the team of four are a dedicated group of independent travel trainers who help students with special educational needs learn to get about on their own;</p> <p>The course is open to young people aged 11 to 19 who live in Tower Hamlets and have special educational needs. Referrals to the team are initially made by a student’s school or other professionals before meeting with their parents to discuss their individual needs and capabilities;</p> <p>The course begins in the classroom then moves on to teaching practical skills out and about in the local area. The programme includes learning skills such as telling the time, reading timetables and identifying hazards;</p> <p>The scheme, by its very nature, does not have ‘targets’ or ‘standards’ – a student does not ‘pass’ or ‘fail’ - rather, each student is given the best possible structured support and training to realise their full potential.</p> <p>Initially a trainer will accompany a student on their journey to and from school. The journey is then broken down into smaller sections which the young person completes independently until they are confident enough to make the journey alone;</p> <p>Once they have formally completed the programme students are observed to make sure they are coping with the journey, and if necessary, ‘top-up’ training is available. The skills students learn on the course are the first step on a wider journey into increased independence, which will hopefully open up increased training and employment opportunities once they leave</p>

	<p>school.</p> <p><u>2008 -</u></p> <p>Since April 2008, 54 students have completed, or are undertaking, training. Two new trainers, one to work with children and one to work with adults have been recruited and are awaiting start dates. The trainer working with adults will work with people aged 19 and beyond. This is to ensure there is seamless process for young people in transition from children's to adult services and for adults who have not had access to this service previously. The evaluation of the 'training the trainer' pack is ongoing.</p>
Status	Green

Progress to embed the Disability Equality Duty

Action	Provide support to councillors including information and a training session so they can promote disability equality with their constituents.
Deadline	March 2007.
Outcome / Targets	Councillors promote disability equality and can refer local people to services. Monitor level of take up of support and training by Councillors in 2007 and set targets for future years.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).

Progress	<p><u>2007 -</u> We produced a leaflet providing advice and information to assist councillors in responding to disability equality issues from disabled constituents and in discussions with services. A training session was held on the 27th February 2007 for councillors about the Disability Equality Scheme and to discuss how councillors can promote disability equality. The attendance rate was good (about 21 councillors). Future training will include sessions on developing elected members' expertise on diversity and equality issues. This will also encourage councillors to agree a clear role to help implement the Duty.</p> <ul style="list-style-type: none"> - The Leader of the Council, Denise Jones attended Disability Coalition's annual meeting on 17 November 2007 and spoke about the Council and Disabled People. - Councillor Islam, Lead Member for Equalities will launch the International Day for Disabled People event on 3rd December 2007 at St. Stephen's Church, Bow. - Councillor Islam, Lead Member for Equalities will be launching the national Disability Equality Conference in January 2008. <p><u>2008 -</u> A member's seminar was held on 12th February 2008 delivered by the Corporate Equalities Team which focused on developing the Members community leadership role through equalities. A key action point arising of this was to set-up a Members Equalities Working Group to look and provide all aspects of Equalities issues and also to pilot a work programme focussing on:</p> <ul style="list-style-type: none"> • Preventing Violent Extremism • Homophobic Hate Crime • Working with new communities Progress and next steps of this programme will be reviewed in May 2009.
Status	Green

Action	Refreshing the Council's main corporate strategies to ensure they reflect the new Disability Equality Duty and the views of disabled people.
Deadline	March 2007.
Outcome / Targets	The Disability Equality Duty is embedded across the Council. All the Council's main corporate strategies show how they address the Duty and the views of disabled people each year.

Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<p><u>2007 & 2008 -</u></p> <p>The Corporate Director responsible for diversity and equalities is our Assistant Chief Executive. The work of co-coordinating and facilitating work across the Council is undertaken by the Scrutiny and Equalities service area which comprises of the Service Head, Scrutiny and Equalities supported by three Diversity and Equality Co-ordinators. Within each of the service Directorates there is a Directorate Equality Liaison Officer (DELO). Each service, team and individual work plan is expected to include diversity and equality objectives to ensure that staff see issues as part of their day-to-day work. To support this, a range of training is offered by Corporate Learning and Development including disability equality and equality impact assessments.</p> <p>In order to maintain and develop good practice the Council has in place a number of standard organisational procedures. The Diversity and Equality Action Plan is agreed by Cabinet annually and monitored by the Overview and Scrutiny Committee six-monthly. The Corporate Equalities Steering Group (CESG) meets monthly with an alternation between business and workshop sessions. The group is chaired by the Chief Executive and membership includes the DELOs and the trade unions. Each DELO also chairs a monthly Directorate Equalities Focus Group.</p> <p>We report on the progress of our Disability Equality Scheme and internal and external disabled forums within the DEAP. Consulting with both staff and service users is a vital way of testing the effectiveness of service initiatives.</p>
Status	Green

Action	Taking a leadership role around disability within the Tower Hamlets Partnership. Initially we will sponsor a discussion at the Excellent Public Services CPAG (Community Plan Action Group) considering partners' Disability Equality Schemes and the scope for joint action and initiatives.
Deadline	Discussion by March 2007 with agreed actions during 2007
Outcome / Targets	Disability Equality Duty promoted across partners and Tower Hamlets Partnership
Disability Equality Duty	(c)

Responsibility	Head of Participation & Engagement (Communities, Localities & Culture Directorate).
Progress	<p><u>2007 -</u> Due to recent changes in the staff structure of the Tower Hamlets Partnership, there have been delays in developing this action by March 2007. However, it has now been agreed to look at this item at the next meeting, which is on 21st January 2008, with a view to completing a follow-up development session before the end of this financial year.</p> <p><u>2008 -</u> At the January 2008 Excellent Public Service (EPS) meeting, the Community Plan Action Group (CPAG) agreed to work towards becoming a Level 5 borough. Similarly the Diversity and Equality Network (DEN) was established in early 2008 with a commitment to work in partnership towards achieving a Level 5 Borough. The Network includes representatives from the Council, PCT, registered social landlords and academic institutions. Most recently the DEN have agreed to deliver annual 'Challenge Sessions' for each of the CPAG, which will be facilitated by DEN members according to their area of expertise (i.e. representatives from the PCT to attend the Healthy Communities group). In line with this proposal it has also been agreed to establish a peer support initiative for EqlAs by the Network.</p>
Status	Green

Action	Review the Corporate Monitoring Guidelines to include a breakdown of disability categories to obtain a better profile of community needs.
Deadline	Completed by March 2007.
Outcome / Targets	Improved monitoring arrangements of user needs.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<p><u>2007 -</u> The monitoring guidelines have now been revised and improved with real life examples of where equalities monitoring has informed decisions or service improvements. The monitoring form now also includes physical, sensory, mental impairments and other conditions such as HIV. The guidelines were considered and agreed by Corporate Equalities Steering Group.</p>

	<u>2008 -</u> An audit of monitoring systems across the Council has highlighted gaps in monitoring in certain services and action plans are being drawn up in each of these areas to bring them into line with corporate standards for equalities monitoring.
Status	Green

Action	Promote the new Disability Equality Duty – what it means for disabled people, the Council and other services.
Deadline	Promotion Campaign agreed January 2007 and delivered throughout 2007.
Outcome / Targets	Increased local awareness of the new Duty and its implications.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<u>2007 & 2008 -</u> A timetable has been drafted with Communications that contains a list of news worthy articles that relate to key milestones from the Disability Equality Scheme that will be publicised in East End Life at regular intervals. This includes our work to involve disabled people to compete in the London Youth Games and to provide training to disabled pupils on travelling on public transport independently. In addition, a presentation and checklist has been produced to raise awareness at team meetings about the Duty and help staff understand how they can make it part of their work. This has been piloted in Chief Executive's Directorate and work needs to be done to publicise this to the other Directorates. This will be via CESG (Corporate Equalities Steering group), DELOs (Directorate Equalities Liaison Officers), staff intranet and Core Diversity training. A letter has been sent to voluntary organisations with a copy of the Disability Equality Scheme publicising what the Council will be doing over the next three years and copies of the DES (Disability Equality Scheme) has been made available in accessible formats in all Idea Stores and libraries.
Status	Green

Action	Sustain and extend the work undertaken to develop the Disability Equality Scheme including refreshing the corporate support available to services and disabled people.
Deadline	Agree actions by March 2007.

Outcome / Targets	Improved support to services and disabled people to implement the Disability Equality Scheme.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<u>2007 & 2008 -</u> There is now a specific Diversity & Equality Co-ordinator in post who has lead responsibility for disability equality. This officer is supporting the work of the Council and is the first point of contact for colleagues, partners and the public for disability related work or enquiries.
Status	Green

Action	Reviewing the Council's Programme of Equality Impact Assessments (EIAs) as part of the annual review of equalities impact assessments to identify external factors that may affect our programme such as Olympic 2012 and new communities moving into the borough.
Deadline	Annually.
Outcome / Targets	A 3 year programme of Equality Impact Assessments by October 2007.
Disability Equality Duty	(b) and (c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<u>2007 -</u> The Programme of Equality Impact Assessments has been reviewed and a number of key functions and policies have been prioritised for 2007/08-2009/10 for disability equality impact assessments including Facilities Management and Democratic Engagement. This has been directly informed by the key issues raised by local disabled residents and staff. The three year statutory equalities test of relevance for all policies and functions is specifically considering disability equality. This will be completed in January 2008. <u>2008 -</u> A comprehensive test of relevance exercise was completed at the beginning of 2008 and a new three year programme of equality impact assessments was agreed in April 2008. The test of relevance required officers to think specifically about the relevance of their service to the disability equality duties. Services which had high relevance to the disability equality and where issues had been raised by staff and service providers were flagged up within the test of relevance and EQIA programme.
Status	Green

Action	Consider how the Council can encourage, support and work with voluntary and community groups run by disabled people.
Deadline	Agree actions by March 2007.
Outcome / Targets	Improved support to voluntary and community groups run by disabled people.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<p><u>2007 -</u> Over a number of years the Council has supported a number of organisations representing disabled people such as DAN (Disability Advocacy Network), DITO (Disability, Information and Training Opportunities), DisabledGO, the Tower Project and The Map Squad. We have representatives from DAN and DITO on our Access Group; DisabledGO have given a presentation at our October meeting about their database of services and venues in TH and asked the Group to give feedback; and we are in discussions with the Map Squad about featuring the achievements of our Access Group in their newspaper throughout 2008. A Third Sector representative was also included in the selection process following the restructuring of the corporate equalities function. Next year to strengthen this we will also carry out an audit of all organisations of disabled people, providing support and training in the areas of development need and facilitating the process of joint bidding and partnership fundraising.</p> <p><u>2008 -</u> - The former TH Access Group was invited to tour Canary Wharf with their Facilities Management Team to help identify access issues for disabled people.</p> <p>- Work is underway to develop a TH Pan-Disability Panel which can be used in both a consultative and strategic role and for service user feedback. There will also be a focus on how we can support and work with voluntary and community groups. The Participation and Engagement team are currently working with the Diversity & Equalities Team on this.</p> <p>- Work with TH Web Team to design a dedicated 'one-stop disability awareness/information' webpage on the staff Intranet. Also work with the Employers Forum on Disability about having their booklets, bulletins and guidance on this page and this is all supported by our own HR policies/guidance and disability information.</p>

- Learning Disabilities Initiative pilots– working with colleagues from Adults Health & Wellbeing, Communities, Localities & Culture and Human Resources; the Scrutiny & Equalities Team & HR have both taken on work placements from the Tower Project this year. The aim of these placements is to provide a stepping stone into full time employment for people with learning disabilities. We are also working with the Tower Project to pilot the same initiative this time to external partner organisations - GLL and Veolia. Both of these companies have positions which would be suitable for people with learning disabilities.
- We supported Bengali Disability Awareness Day.
- Both Disabled Go and Direct Enquires delivered presentations at meetings to promote their services which rate facilities and support venues for disabled people in Tower Hamlets. CESG, Disabled Staff Forum Members, the former TH Access Group and DELOs were all asked which organisation would be best suited to provide this service and all agreed that it should be Disabled Go. A three year renewal contract with Disabled Go will run from 2008-2011.
- We also worked with the Linkage Plus Team to celebrate a very successful International Day for Older People at the Museum in Docklands in October.
- We have worked with colleagues in Adults Health Wellbeing to celebrate International Day For Disabled People at the Museum of Childhood on 3rd December.
- The Map Squad were invited to promote their services during a lunchtime session delivered to staff from the Scrutiny & Equalities Team, members of the Disabled Staff Forum and Directorate Equalities Liaison Officers. The Service Head for Adults Health& Wellbeing and Councillor Sirajul Islam also attended.

Status	Amber
---------------	--------------

Action	Supporting schools to prepare a Disability Equality Scheme by offering training and advice.
Deadline	December 2007 (primary schools).
Outcome / Targets	All schools have a Disability Equality Scheme (DES) in place which embeds good practice. 100% of DES for primary schools meet Statutory Code of Practice and DRC Guidance for schools by December 2007.
Disability Equality Duty	(c)
Responsibility	Equalities and Partnership Development Manager, (Children’s Services Directorate).
Progress	<u>2007 -</u>

	<p>Disability Equality in Education hosted a conference with all primary schools on 19th June 2007 on their Disability Equality Schemes. They will receive feedback on their schemes as well as advice on how to address potential gaps in their schemes.</p> <p><u>2008 -</u></p> <p>Primary schools received feedback on their schemes to ensure that all aspects of the Duty have been covered. Participants were also given a newly produced course book on the Disability Equality Duty for primary schools with a useful template for writing up their DES. Advice and support was provided to 3 primary schools since January using the training materials as well as good practice from other schools. Since Sept 2007 a total of 16 schools have received individual advice and support on drawing up a DES.</p> <p>All teams within the Support for Learning Service (SLS) have received training on the DES and have access to templates and support materials. These teams are therefore in a position to support schools with their specialist aspects of the DES e.g. sensory impairment or behaviour. Schools where we are the SENCO (Special Educational Needs Co-ordinators) or where we support the SENCO through a service level agreement (this is approx six schools), have received enhanced support in drawing up a DES.</p> <p>All primary schools were invited to attend DES workshops arranged for 23rd and 24th October 2008 to provide feedback on their schemes. All primary schools are required to submit the latest version of their DES by 12th December 2008. Additional support from Disability Equality in Education has been offered to those schools that have not yet completed the final draft.</p>
Status	Green

Action	Launch of Disability Equality Scheme for secondary schools.
Deadline	December 2006.
Outcome / Targets	Launch DES by December 2006.
Disability Equality Duty	(c)
Responsibility	Equalities and Partnership Development Manager, (Children's Services Directorate).
Progress	<p><u>2007 -</u></p> <p>Disability Equality in Education hosted a large conference on 1st November 2006 aimed at secondary schools to launch their Disability Equality Schemes. They held a follow up event on Friday 23rd March 2007 and provided feedback on secondary school's Disability</p>

	<p>Equality Schemes. The event was interactive and schools received positive feedback as well as useful advice on gaps in their Schemes that needed to be addressed.</p> <p><u>2008 -</u></p> <p>In addition to the above individual support was offered to secondary schools and taken up by 7 out of 14. Secondary schools have had their DES in place for nearly two years (it became a requirement in Dec 2006). They are required to submit the revised version of their DES by 12th Dec 2008.</p>
Status	Green

This page is intentionally left blank

Agenda Item 9.1

Committee	Date	Classification	Report No.	Agenda Item No.
Overview and Scrutiny Committee	13 January 2009	Unrestricted		9.1
Report of: Assistant Chief Executive Originating Officer(s): Afazul Hoque, Acting Scrutiny Policy Manager		Title: Acute Stroke and Major Trauma – Establishment of Pan London Joint Overview and Scrutiny Committee Ward(s) affected: All		

1. Summary

- 1.1 This report provides the Committee with details of the consultation process for proposals to develop NHS services for acute stroke and major trauma services in London and to agree for Tower Hamlets participation in a Joint Overview and Scrutiny Committee to look at the report in detail.

2. Recommendations

- 2.1 Overview and Scrutiny Committee is asked to agree that Tower Hamlets participate in the proposed London-wide Joint Overview and Scrutiny Committee (JOSC) being established to respond to the consultation document issued by the Joint Committee of PCTs on proposed changes to NHS services for acute stroke and major trauma.
- 2.2 That the Committee appoint a Member and a deputy Member from the Overview and Scrutiny Committee and/or the Health Scrutiny Panel to represent the authority on the London-wide JOSC.
- 2.3 That the Service Head Scrutiny and Equalities be authorised to agree the detailed terms of reference for how JOSC will operate in consultation with the appointed Members.

3. Background

- 3.1 *Healthcare for London; A Framework for Action* was published in July 2007 by NHS London. It was written by Professor Lord Darzi and outlined a number of proposals which were needed to improve the health of Londoners. These specific proposals were outlined in the *Healthcare for London: Consulting the Capital* report which went out to consultation from November 2007. The consultation was led by a Joint Committee of London PCTs and, as part of this, a Joint Overview and Scrutiny Committee (JOSC) of local authorities affected by the proposals was set up to respond.
- 3.2 The JOSC took evidence from a range of stakeholders and made 34 recommendations which were considered by the Joint Committee of PCTs (JCPCTs) on 12th June 2008. The JOSC reconvened in October 2008 to receive the formal *Healthcare for London* response to their report. The JCPCT found the comments of the JOSC to be helpful and recognised the importance of engagement with Councils and their Overview and Scrutiny Committees to transform health and social care services.

4. Acute Stroke and Major Trauma Services.

- 4.1 Included within the initial consultation document were proposals for:

- The development of a stroke strategy and seven hyper-acute stroke centres;
- The development of trauma networks with three major acute centres.

- 4.2 The proposals were underpinned by a clinical case for change for stroke and major trauma services. Following the consultation, the JCPCTs accepted the clinical evidence and acknowledged the strong patient and public support (64% for specialised trauma centres, 67% for specialised stroke centres). The Joint Committee agreed:

- To develop some hospitals to provide more specialised care to treat the urgent care needs of trauma patients – probably between three and six hospitals. The number and location of these hospitals to be subject to further consultation by PCTs.
- To develop some hospitals to provide more specialised care to treat the urgent care needs of patients suffering a stroke (about seven hospitals in London providing 24/7 urgent care, with others providing urgent care during the day). The number and location of these hospitals to be subject to further consultation by PCTs.

Stroke Services

- 4.3 Stroke is the second most common cause of death and the single most important cause of disability in London. In 2007, stroke accounted for over 4,400 deaths in London, of which it is estimated nearly 25% may have been preventable. Around one percent of Londoners have suffered a stroke and many of these have suffered more than one. The impact on hospital services is considerable with over 11,000 admitted to hospital each year.
- 4.4 The majority of the strokes are age-related, with over 75% occurring in people over 65 years of age. The incidence is higher within black communities and tends to occur at a younger age and is approximately 60% higher than that of London's white population.
- 4.5 The poor quality of stroke services in England has been widely acknowledged. In 2006, figures for London showed that the two very best stroke units in London were meeting key targets only 90% of the time. The performance of some other unites fell well below

this level and many figures actually worsened between 2004 and 2006. This has led to inequalities in access and quality of services. Although a number of units in London have significantly improved since 2006, it is considered that pan-London services need substantial improvement if patients are to have equality of access to the highest standard of care.

Major Trauma Services

- 4.6 Approximately 3000 people per year suffer a major trauma in London. The standard of care delivered to the majority of trauma patients across the UK, including London, has been shown to be sub-standard in a number of crucial areas, including provision of suitably experienced staff and correct clinical decision making. It is felt that services are insufficiently co-ordinated to provide the best care for patients.
- 4.7 Currently two thirds of severely injured patients have to be transferred between hospitals as their local hospital does not provide the specialist care required. This increase in time to definitive care worsens outcomes for the severely injured. Patients transported directly to the most appropriate hospital have been shown to have a mortality of 12% whilst patients initially treated at a local hospital and subsequently transferred have an overall mortality of 19%. It is estimated by the NHS that a network of trauma centres could save over 500 lives a year.

Potential Benefits of Changes

Stroke

- 4.8 Measures of success are currently being developed for the following benefits:
- Awareness of stroke to increase, resulting in more people being treated urgently following a stroke;
 - Increase in the number of patients able to be thrombolysed by ensuring people get to a specialist hospital as quickly as possible;
 - More patients receiving high dependency care in the first 72 hours following a stroke;
 - More patients receiving thrombolysis following a stroke resulting in more patients having a good outcome (independent or minimal help required) at three months from onset;
 - More patients receiving their total hospital care in a stroke unit, resulting in a greater number of patients having a good outcome at three months from onset;
 - More patients assessed as high risk following a Transient Ischaemic Attack (TIA) (mini-stroke) to be assessed by specialist TIA clinic within 24 hours, thus reducing the risk of a major stroke; and
 - Stroke patients to receive earlier assessment from community rehabilitation providers so as to plan transfer into community more effectively.

Major Trauma

- 4.9 It is intended that a trauma system for London would:
- Reduce mortality and disability;
 - Improve communication and collaboration between hospitals providing care;
 - Provide a higher quality service which is faster, providing the right care, with better clinical outcomes, and improved patient satisfaction; and

- Improve equality of access.

4.10 A trauma system would minimise the time to definitive care by delivering patients straight to the most appropriate facility rather than taking them to the nearest hospital and transferring them. The benefits of introducing a regionalised trauma system reach beyond the improvement of patient outcomes. Whilst not part of this consultation, a system-wide prevention strategy would reduce the number of people suffering severe injury. The majority of injuries are preventable, consisting mainly of motor vehicle accidents and falls. A pan-London approach to prevention has the potential to save a significant number of lives and the burden of injury.

4.11 The establishment of a London-wide trauma system made up of networks would facilitate more effective educational programmes for all those involved in trauma care and therefore improve the skills of clinicians and other staff. Rotation of staff between centres would support the retention of skills across the network and encourage a culture of co-operation. The links and co-operation present in a trauma system would ease the activation and implementation of the Major Incident Plan with hospitals having recognised roles within it

Consultation on Proposed Changes

4.12 Consultation on the proposed changes will be run by all 31 London PCTs and PCTs in neighbouring strategic health authorities through the establishment of a Joint Committee of PCTs.

4.13 The consultation will cover:

- Services for acute stroke care and the location of hyper-acute services and acute services and coverage in London.
- Services for acute trauma care and the location and coverage of major trauma services In London.

4.14 The current plans are for public consultation on stroke and trauma services to take place for 12 weeks, from 5 January to 30 March 2009. The consultation will be run as if it is one consultation. A single JCPCT will again be established to lead the consultation and they will:

- Approve the pre-consultation business case and consultation documentation for improving the acute phase of adult services for stroke and major trauma;
- Relate formally to the Joint Overview and Scrutiny Committee which corresponding local authorities would be required to establish;
- Receive the report on the outcome of the consultation;
- Consider the impact assessments and any other relevant material;
- Take decisions on the issues being consulted upon, taking into account the outcome of consultation, the impact assessments and any other relevant material.

Establishment of JOSOC

4.15 Healthcare for London has invited all London Boroughs to consider establishing a JOSOC to respond to the consultation. Boroughs will only have the legal power to scrutinise the report as part of the JOSOC and not individually.

- 4.16 The large scale changes proposed will clearly constitute substantial variations or development to services for all London Boroughs and maybe some local authorities outside of London, as defined under Section 7 of the Health and Social Care Act 2001. It is therefore likely that there will be a statutory duty for all such local authorities affected to establish and participate in a JOSC. Preliminary discussions on the setting up of the JOSC have already taken place between NHS London and the London Scrutiny Network (LSN).
- 4.17 These reconfigurations are likely to have significant implications for Tower Hamlets residents. Furthermore, with the proposed development of London's leading trauma centre at the new Royal London Hospital site and a leading stroke centre at the Barts site this will have significant implications for local residents in ensuring the Trust can meet the high expectations of a leading London hospital with that of local needs. It is therefore recommended that we agree to participate through the nomination of one Member and one Deputy Member.
- 4.18 At an informal meeting of the JOSC on 17th December 2008 discussions took place around the practicalities of operating this JOSC and a decision will be made at the next London Scrutiny Network meeting. The Health Scrutiny Panel (HSP) at its review group meeting on 18th December 2008 were informed of the proposals and they expressed their willingness for Tower Hamlets be involved in the JOSC and asked that regular updates be provided to the Panel. .

5 Concurrent Report of the Assistant Chief Executive (Legal)

- 5.1 Sections 7 and 8 of the Health Care Act 2001 (the '2001 Act') provide a power for local authority overview and scrutiny committees to review and scrutinise health matters. This is confirmed by the Local Authority (Overview and Scrutiny Committees' Health Scrutiny Functions) Regulations 2002 (the '2002 Regs') which make provision in relation to the health scrutiny functions.
- 5.2 Regulation 4 deals with consultation of overview and scrutiny committees by local NHS bodies of proposals for substantial development of the health service or for any substantial variations in the provision of the health service.
- 5.3 The Secretary of State for Health State can exercise his powers under the Act 2001 and regulation 10 of the 2002 Regs, that where a local NHS body consults with more than one overview and scrutiny committee pursuant regulation 4 of the Regs, he can make a direction that the local authorities shall appoint a joint overview and scrutiny committee for the purposes of consultation and only that joint overview and scrutiny committee may comment on the proposals consulted on to the local NHS body. Such a Direction was made by the Secretary of State for Health on 17 July 2003.
- 5.4 Accordingly, in order to comply with the Direction this report seeks Members to be appointed to a joint overview and scrutiny committee for purposes of this consultation.

6 Comments of the Chief Financial Officer

- 6.1 There are no direct financial implications arising from this report.

7 One Tower Hamlets Considerations

- 7.1 The consultation report aims to address health inequalities that exist within London. The JOSC will, as part of its work, need to consider carefully the equalities implications of

the proposals within the report and in particular, the Equality impact Assessment undertaken by the Joint Committee of PCTs. The JOSC will also address consultation with hard to reach communities and ensure the proposed changes have a positive impact on all sections of the community.

8 Sustainable Action for a Greener Environment

8.1 There are no direct environmental implications arising from this report.

9 Risk Management

9.1 There is a risk that the operation of the JOSC may become overly bureaucratic and local issues may not be fully considered.

LOCAL GOVERNMENT ACT 1972 (AS AMENDED) SECTION 100D

LIST OF "BACKGROUND PAPERS" USED IN THE PREPARATION OF THIS REPORT

Background paper

Name and telephone number of and address where open to inspection

**Afazul Hoque
020 7364 4636**