



# London Borough of Tower Hamlets

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

**December 2008**

Tackle <b>worklessness</b> 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.	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
	Contact Officer: Mary Durkin, Service Head, Youth and Community Learning, Children's Services Directorate				
	Lead Member: Cllr Clair Hawkins				
CYPP	Increase level 2 and level 3 attainment by 19	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
	Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate				
	Lead Member: Cllr Clair Hawkins				
SP	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	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
	Contact Officer: Sue Hinds, Access to Employment Manager, Development and Renewal Directorate		Evaluate the activities within the pilot to determine future priorities by March 2009	On target	G
	Lead Member: Cllr Alibor Choudhury		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	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	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.	G
	Contact Officer: Sue Hinds, Access to Employment Manager, Development and Renewal Directorate		Employment strategy paper drafted for consultation by July 2008	Completed.	G

	Lead Member: Cllr Alibor Choudhury		Wider economic development strategy paper drafted by Sept 2008	This milestone no longer stands as the Wider Economic Development Strategy Paper will be incorporated into the Wider Economic Assessment. The WEA has been steered by government. It would be ineffective to hit this milestone when we now have Government guidelines as to what we should draft and when as requested by Government. An Employment Strategy will go to Cabinet in Jan 2009 with an enterprise discussion paper. The wider economic assessment will be prepared by 2010 and this will incorporate economic development as part of the assessment. An EqlA will be produced towards the end of January 2009.	<b>R</b>
SP	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	Key interventions were reported to CPAG in July 2008. In line with the agreed process by Local Strategic Partnership the former Creating and Sharing Prosperity CPAG considered a range of interventions, offering additionality to mainstream services of Jobcentre plus and Learning and Skills Council for submission to the Working Neighbourhoods Fund allocation process. Agreement of the submitted proposals are currently being considered within the framework agreed by Cabinet.	<b>G</b>
	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	This is an on-going activity, quarterly updates have been provided to CPAG as scheduled.	<b>G</b>

	Increase access to employment for disabled people and people with mental health problems	Increase number of cases managed by Adult Social Care Services referred to employment projects	Employment strategy for vulnerable adults and for those with disabilities agreed by CMT by July 2008	It was agreed that this Strategy should go in the first instance to the new Prosperous Communities Community Plan Delivery Group (CPDG) and should reflect the outcome of the WNF bids which are key to the delivery of the Strategy. A date for this has not yet been confirmed but it will be within this financial year.	<b>A</b>
	Contact Officer: Deborah Cohen, Service Head Health and Disability, Adults Health and Wellbeing Directorate		Consultation with broad range of stakeholders by July 2008	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.	<b>A</b>
	Lead Officer: Cllr Anwara Ali		Action plan to meet LAA targets agreed with TH Partnership for Learning Disabilities and Mental Health by October 2008	Action plans in place but targets deferred until start of 2009-10 by GOL.	<b>G</b>
			All new referrals consistently considered for employment options and referrals made to appropriate projects by March 2009.	Audit programme being put in place to review new referrals.	<b>A</b>
			All existing care plans reviewed for employment choices and referrals made to appropriate projects: March 2009.	As above	<b>A</b>
			Commissioning plans to support social enterprises to develop employment opportunities by December 2008.	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.	<b>G</b>
CLC DP	Develop a strategic framework to promote sustainability and enterprise in our communities	Further develop Muslim Women's Collective (MWC)	With key partners facilitate the development of a delivery plan for 2008/09 by May 2008	This has been completed, with several MWC meetings undertaken to develop a business plan.	<b>G</b>
	Contact Officer: Robin Beattie, Acting Head, Strategy and Performance, Communities, Localities and Culture Directorate		Assist Muslim Women's Collective with business planning process and negotiations with key funders by July 2008	A WNF bid has been put forward to develop and implement functional business units for the MWC over the next two years.	<b>G</b>

	Lead Member: Cllr Rofique U. Ahmed		Oversee the delivery of the above delivery plan by March 2009	The Strategy Performance team is working closely with the MWC to deliver its new business plan.	<b>A</b>
	Enhance our understanding of the experience and needs of women and disabled people in the local labour market	Commission research on labour market experiences of women	Research specification agreed by July 2008	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.	<b>A</b>
	Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate		Research to commence by September 2008	Please see above.	<b>A</b>
	Lead Member: Cllr Sirajul Islam	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	Lunch seminar to be held by March 2009	On target	<b>G</b>
WTRC	Increase the extent to which the PCT and the Council are viewed as desirable and accessible places to work	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	Employer brand developed by August 2008	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	<b>R</b>
	Contact Officer: Deborah Clarke, Joint Director of Human Resources and Tower Hamlets Primary Care Trust, Resources Directorate	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	Talent pool established by January 2009	A pilot talent pool site is already established and under trial – with over 200 applicants currently being assessed for entry-level roles through <a href="http://www.mytowerhamletsjob.com">www.mytowerhamletsjob.com</a>	<b>G</b>

	Lead Member: Cllr Sirajul Islam	Establish local recruitment methods for entry level positions	Local recruitment methods for entry level positions established by June 2008	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.	G
		Develop career entry routes including apprenticeship, assistant and trainee positions	Develop new scheme in partnership with Tower Hamlets College and Children's Services to promote pathways for employment at the Council by October 2008	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.	G
			Provide 30 Level One apprenticeship places for TH school leavers by October 2008	Through Hamlets Youth, NVQ Level 2 recruitment for up to 20 places is being delivered in October 2008.	A
		Extend careers work with 14-19 year olds to raise awareness of career paths in the NHS and the local authority	Extend careers work with 14-19 year olds by January 2009	The PCT Community Employment Team are arranging further work placements and Women at Work work experience placements in clinical placements.	G
WTRC	Increase the extent to which the Council's temporary workforce reflects the community	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	System reconfigured to capture equalities data by October 2008	Completed	G
	Contact Officer: Deborah Clarke, Joint Director of Human Resources and Tower Hamlets Primary Care Trust, Resources Directorate		First equalities monitoring report produced, March 2009	First equalities report expected in March 2009.	G
	Lead Member: Cllr Sirajul Islam				

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.	<b>G</b>
	Contact Officer: Nick Smales, Service Head, Olympics and Paralympic Games, Development and Renewal Directorate		Borough views incorporated with acceptable Master plan by March 2009	The Borough through its 2012 Unit and Development and Renewal Strategic Planning teams have fully engaged in the Legacy Master Plan process including engagement in the various topic theme groups. Public consultations have been taking place including at events such as LAP panel events. Consultations have now concluded for the current output B stage (initial options) resulting in the Possibility and Flexibility: A Framework for Development publication which was accompanied by a Summer of Consultation Report. From October work is progressing to a preferred option stage (3b) with further rounds of consultation planned for January and February 2009 on the output at stage 3b. The Borough has identified issues of peripherally / connectivity around the south –western boundary of the Olympic Park and is continuing to work with and lobby the LDA and the Master Planners to ensure our views are heard.	<b>A</b>
	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	<b>G</b>

	Contact Officer: Shazia Hussain, Interim Director of Tower Hamlets Partnership, Communities, Localities and Culture Directorate		EQIA action plan agreed by CESG by December 2008	On target to be agreed December 2008	A
	Lead Member: Cllr Ohid Ahmed		Establish four local interfaith networks, linking up to Interfaith Forum, by March 2009	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.	G
			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	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.	A
CYPP	Improve standards of early years provision to give every child the best possible start in life	Provide opportunities for all young children to play learn and express themselves, including those with disabilities and complex health needs	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.	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.	G
	Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate		Evidence of daily planned outdoor play provision in all settings with outdoor areas by the end of December 2008	On track. Early years outdoor play conference was well attended and the new EYSF curriculum stresses the importance of a balanced curriculum.	G
	Lead Member: Cllr Clair Hawkins				
	Develop robust mechanisms for involvement of service users in Adults Health and Social Care Services	Develop Service User Involvement Plan	Revised Service User Involvement Plan agreed by September 08	Slipped to end January 2009 with consultation during February 2009.	A
	Contact Officer: Deborah Cohen, Service Head Health and Disability, Adults Health and Wellbeing Directorate				
	Lead Members: Cllr Anwara Ali				



	Develop the Women into Public Life programme to increase the number of women taking up positions in local representation structures	Deliver Future Women Councillors training programme	Recruit candidates to participate in the programme by May 2008	Following a successful recruitment event 18 local women were invited to participate in the Future Councillors Initiative.	<b>G</b>
	Contact Officer: John Williams, Service Head-Democratic Services, Democratic Renewal & Engagement, Chief Executive's Directorate		Undertake training needs assessment by June 2008	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.	<b>G</b>
	Lead Member: Cllr Sirajul Islam		Training programme developed by July 2008	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.	<b>G</b>
			15 women to attend modular training courses by December 2008	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.	<b>G</b>

<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 &amp; events programme, with a dedicated officer focus on equalities strands The Arts and Events team is also undertaking an EqlA in 2008/09 which will identify specific activities and targets to address and gaps.</p>	<p><b>G</b></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><b>A</b></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><b>G</b></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><b>G</b></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 &amp; steering of sporting &amp; 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>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><b>G</b></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><b>G</b></p>
<p>Lead Member: Cllr Ohid Ahmed</p>		<p>Publication of 5 Borough Festival Brochure May 2008</p>	<p>Completed and published.</p>	<p><b>G</b></p>
<p>Lead Member: Cllr Ohid Ahmed</p>		<p>Project scoped by September 2008</p>	<p>Project scoped.</p>	<p><b>G</b></p>
<p>Lead Member: Cllr Ohid Ahmed</p>		<p>5 Borough Olympic Art Project commissioned September 2008</p>	<p>Completed, and will be launched in January.</p>	<p><b>G</b></p>

			Draft Framework completed by March 2009	Framework on target to be completed.	<b>G</b>
	Ensure that the Local Involvement Networks (LINKS) are used to effectively engage all the equality target groups to better understand and meet their health needs	Host organisation specification recognises the need to engage with all six equality targets groups	Project scoped by September 2008	This is being progressed as part of the THP strategic EqIA. A map of the Hard to Hear communities in health and social care will be created, with accompanying preferred engagement methods by December 2008. Actual engagement carried out with the above groups by March 2009	<b>G</b>
	Contact Officer: Shazia Hussain, Interim Director of Tower Hamlets Partnership, Communities, Localities and Culture Directorate	Action Plan developed to engage with equalities target groups and ensure their involvement in the networks		Actual engagement carried out with the above groups by March 2009	<b>A</b>
	Lead Member : Cllr Ohid Ahmed				
	Improve consultation and engagement with young people across Council and partnership services	Produce Participation Toolkit to support services to involve young people in a meaningful way in service review and scrutiny	Youth Participation Toolkit completed and disseminated by March 2009	On target.	<b>G</b>
	Contact Officer: Mary Durkin, Service Head, Youth and Community Learning, Children's Services Directorate	Increase the participation of children & young people in decision making and community life	Redeveloped AMP website for children and young people launched by June 2008.	Completed. Three AMPLIFIED pages have been published in EEL between April - September 2008 and additional articles on young people's projects have been regularly featured. A revised format for the pages has been established with a new journalism training programme for young people in partnership with Headliners starting in November 2008. Content produced by young people through this training programme will be loaded to the newly relaunched AMP website	<b>G</b>
	Lead Member: Cllr Clair Hawkins		Over 5000 young people vote in the Young Mayor elections by February 2009	On target.	<b>G</b>

			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.	<b>G</b>
	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	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.	<b>G</b>
	Contact Officer: Mary Durkin, Service Head, Youth and Community Learning, Children's Services Directorate		Targeted consultation undertaken alongside census of youth service users	Youth service census will take place in February.	<b>G</b>
	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.	<b>G</b>
	Contact Officer: Stuart Johnson, Youth Offending Team Manager, Children's Services Directorate		Quarterly monitoring meeting to take place from September 2008	On target.	<b>G</b>
	Lead Member: Cllr Clair Hawkins		Review plan by March 2009	On target.	<b>G</b>
	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	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. 35 sessions, 344 peer-worker attendance, 13 recorded outcomes.	<b>G</b>
	Contact Officer: Mary Durkin, Service Head, Youth and Community Services, Children's Services Directorate		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	<b>G</b>
	Lead Member: Cllr Clair Hawkins	Improve uptake of out of school activities by young people to ensure cross – community engagement	Work with a target group of 50 older people 55+ and 60 children and young people by March 2009	On target.	<b>G</b>
			Link out of school management information systems with youth service to monitor uptake by March 2009.	On target, despite some difficulties with technology	<b>G</b>
	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	A training session on cyber bullying for school governors to take place by December 2008	On target.	<b>G</b>
	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.	<b>G</b>

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

	Enhance our understanding of the profile and needs of new communities through work with the Refugee and New Residents Forum	Develop a work programme for the Refugee and New Residents Forum	Work Programme for New Residents & Refugee Forum agreed by August 2008	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.	G
	Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate	Support the delivery of the New Migrants Integration Initiative	Welcome packs for new residents accessible across frontline council services by November 2008.	These packs have been produced by Praxis and are now available via their website in a range of languages- <a href="http://www.praxis.org.uk/index.php?page=5_20">http://www.praxis.org.uk/index.php?page=5_20</a>	G
	Lead Member: Cllr Sirajul Islam		40 frontline staff trained on working with new residents by March 2008	Training of frontline staff is currently being delivered by the Customer Contact Centre and is on track	G
	Develop the ability of the Council and its partners to monitor community tensions	Review the role of the Community Cohesion Contingency Planning and Tension Monitoring Group to ensure effective links to other partnership groups	CCCPTMG members take part in ICoCo/Metropolitan Police Service tension monitoring training by May 2008	Training completed.	G
	Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate		Development session held for CCCPTMG members to support them in their role as project assurance group for PVE programme by September 2008	Development session held and revised methodology for collecting tension monitoring information in place. First tension monitoring return made to GOL in September.	G
	Lead Member: Cllr Sirajul Islam				
	Enhance our understanding of the needs of victims of hate crime	Commission Hate Crime Victim Needs Analysis	Advisory group established with representation from key partners, project scope and tender process agreed and tender let by June 2008	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.	G
	Contact Officer: Andy Bamber, Service Head, Community Safety, Communities, Localities and Culture		Primary research completed by September 2008	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.	G

Lead Member: Cllr Abdal Ullah		Publish final report and disseminate findings through existing partnership networks by December 2008	Awaiting completion of research.	A
		Recommendations reviewed by relevant services and action plan developed to address identified service improvements by March 2009	The recommendations and action points will be built into the Service's team plan for 2009/10.	A
Extend 'No Place for Hate' communications campaign to address all six hate crime strands	Incorporate 'No Place for Hate' messages in Community Plan marketing campaign	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	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.	G
Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate		Hate crime champions to deliver 3 awareness sessions each, total 60 sessions by December 2008	2 Training sessions delivered by the Champions so far. NPFH Youth Champions were launched at LWOP Launch in September 2008.	A
Lead Members: Cllr Sirajul Islam and Cllr Ullah		End of year report of project outcomes by March 2009	On track.	G
Develop and deliver Preventing Violent Extremism delivery plan in line with national guidance, drawing on local research and policy development	Develop and deliver Preventing Violent Extremism programme in partnership with colleagues in the Police, criminal justice services and voluntary sector	Develop and agree PVE Partnership Delivery Plan by July 2008	PVE team delivery plan in place.	G
Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate		Commission PVE projects for 2008-11 by November 2008	PVE fund is now closed and all bids are currently being appraised ready to start in January 2009.	G
Lead Member: Cllr Abdal Ullah		Carry out a Young Muslim's Leadership Academy, for 24 young men and women drawn from across the borough, by September 2008.	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.	G



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

**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 Smales, 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 CESC September 2008	Process completed and draft EQIA produced. Delay in submission to CESC 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  Revised interpreting and translation policy and guidance inclusive of disability communications guidelines and good practice produced by December 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.  Guidance is in the process of being developed both electronically and in a user-friendly accessible format.	G  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>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><b>A</b></p>
<p>Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate</p>	<p>Transition worker support programme extended to support 20% more young people by June 2008</p>		<p>Additional Transition Worker employed and in post.</p>	<p><b>G</b></p>	
<p>Lead Member: Cllr Clair Hawkins</p>	<p>Extend amount of early intervention mental health support delivered through schools and Children's Centres by September 2008</p>		<p>Support has been extended and is being delivered through schools and Children's Centres</p>	<p><b>G</b></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>Implement ASPIRE pilot project with year 9 &amp; 10 to prevent unplanned pregnancy, doing targeted work with girls at risk, to improve educational achievement and boost self-esteem</p>	<p>Work with 30 girls at risk by March 2009</p>	<p>On target - report available from Youth and Community Learning.</p>	<p><b>G</b></p>
<p>Contact Officer: Mary Durkin, Service Head Youth and Community Learning, Children's Services</p>					
<p>Lead Member: Cllr Clair Hawkins</p>					
CYPP	<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><b>R</b></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><b>A</b></p>	

	Lead Member: Cllr Clair Hawkins		To produce and distribute leaflets to promote direct payments and complete staff training by September 2008	Completed. The leaflets were distributed via the Children's Information Service and the Lead Professional for Young People.	<b>G</b>
			Recruit transition worker to develop person centred planning for transition to Adults Services by September 2008.	Completed.	<b>G</b>
CYPP	Continue to protect children from risk of harm and neglect	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	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.	Handbook completed and to be launched at the African Families Service Seminar with pastors in February 2009.	<b>A</b>
	Contact Officer: Kamini Ramballas, Service Head, Social Care, Children's Services Directorate		Overarching independent review of work with faith/ethnic communities in Tower Hamlets by January 2009.	The research has now commenced and will be completed by March 2009.	<b>A</b>
	Lead Member: Cllr Clair Hawkins		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.	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.	<b>A</b>
CYPP	To develop a continuum of parenting support from early intervention through targeted and specialist multi-agency services to the use of enforcement measures	Embed the Family Intervention Programme, focusing on the needs of families of offenders and those with complex and multiple problems.	Formal transfer of responsibility of senior parenting worker posts from Community Safety to FIP by end May 2008	Completed. New family and parenting structures and governance arrangements now in place.	<b>G</b>
	Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate	Ensure that children and families affected by domestic violence are identified, assessed and offered appropriate protection and support at the earliest opportunity.	Provide therapeutic support for 40 mothers and children whose lives have been seriously disrupted by domestic violence by end March 2009	On track.	<b>G</b>
	Lead Member: Cllr Clair Hawkins		Review commissioning therapeutic services family support services for mothers and children by end March 2009	On track. Tier 1 coordinated support being planned through Children's Centres and Extended Services.	<b>G</b>
CYPP	Through personalised learning accelerate improvements in attainment with a particular focus on key stages 1 and 3 and GCSE	Focus on improving the attainment of pupils with English as an additional language in schools, through guidance and advice on	Continue to support Primary National Strategy English as an additional language projects in 26 schools by July 2008	Completed	<b>G</b>

	Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate	developing effective leadership & management and quality first teaching.	Evaluate Secondary National Strategy Minority Ethnic Achievement Project in 3 schools by June 2008	Completed	G
	Lead Member: Cllr Clair Hawkins		Hold termly training for Ethnic Minority Achievement subject leaders to develop skills	Termly meetings are held regularly, advertised in the PDC brochure and flyers and email sent to school EMA coordinators to ensure as many schools as possible are represented at these meetings.	G
CYPP	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.	Improve post-16 transition support, particularly for vulnerable groups.	Develop person centred approaches to Year 9 transition planning by end September 2008	Schools operating wider range of pathways to learning. Better advice and guidance. Increased support programmes for ethnic minorities.	G
	Contact Officer: Helen Jenner, Service Head, Early Years Children and Learning, Children's Services Directorate				
	Lead Member: Cllr Clair Hawkins				
DES	Create an inclusive environment for disabled people	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	Quarterly reports monitored by DES Monitoring Group	Quarterly reports produced.	G
	Contact Officer: Michael Keating, Service Head Scrutiny and Equalities, Chief Executive's Directorate	Produce Communications Guidance for all Council publications to ensure they meet best practice guidelines	Guidance produced by July 2008 and adopted by September 2008	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	R
	Lead Member: Cllr Sirajul Islam	Increase the capacity of Councillors to respond to the needs and views of disabled constituents	Devise and roll out programme of training for members	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	G
CYPP	Improve the representation of equality target groups accessing youth services	All Open Access Youth Provision contracts held by principal contractors to include five year	All contracts to include equality group targets by March 2009	All contracts include Equality targets. Representation is improving, though there is still under-representation from	G

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.

