

Cohesion Scrutiny Challenge Session Action Plan

Recommendation 1: The Council develops an approach and action plan to: mainstream cohesion across Council services and activities, explore external funding opportunities and develop a robust evaluation, review and reporting process for all cohesion activities and initiatives.

Comments from Service:

The cohesion strategy and SPP staffing restructure will provide a framework for cohesion activity which is mainstreamed across the Council. The remaining actions in this action plan will flow from these. It should be noted that we are expecting the strategy to incorporate our consideration of the Government's response to the Casey review which we are currently awaiting, and therefore delays to this announcement are likely to delay the strategy and thus, the actions that flow from it.

Actions	Responsible Officer	Deadline
Apply for the London Borough of Culture award (GLA scheme with £1.1 million) to deliver a culture programme in 2019 or 2020 acting as a vehicle for improved engagement in culture and greater cohesion.	Stephen Murray Head of Arts Parks and Events	December 2017
Work with internal and local external agencies to develop a Community Cohesion Strategy and action plan for the borough and look at funding streams which will support delivery	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	March 2018
Refresh community cohesion toolkit and disseminate this across different Council services.	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	March 2018
Enable the Cohesion Working Group to have a strategic oversight of all internal and external community cohesion activities and initiatives	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	October 2018
Monitor and evaluate the Council's own event programme in relation to cohesion agenda and inform marketing strategies. To introduce Boishakhi Mela and Fireworks display and smaller events including parks activities.	Stephen Murray Head of Arts Parks and Events	November 2018
Apply for funding from central government departments (e.g. BSBT funding from the Home Office and Controlling Migration Fund) to fund projects which enhance community cohesion	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	October 2018
Use learning and evaluation tools from Community Cohesion Services Programme and Community Cohesion Pilot Programme to inform and model evaluation of future	Emily Fieran-Reed (Service Manager,	December 201

cohesion activities	Cohesion, Engagement)
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Recommendation 2: Idea Store Learning to explore a common assessment process between internal and external providers of ESOL in the borough to ensure appropriate analysis of user needs and better matching to course places.

Comments from Service:
Idea Store learning is developing a partnership with SkillsMatch to map and plan delivery across providers in the borough. As part of this a project has been developed in line with the service provision in Hackney to provide a central referral system so that learners can access whichever provision is appropriate in the borough. This will underpin development of shared assessment as it develops. Providers currently will be sharing their assessment.

Actions	Responsible Officer	Deadline
1) In partnership with WorkPath develop job description for borough coordinator to map and coordinate ESOL provision across the Borough	Simon Leveaux/Clare Coombe	Complete
2) Appoint Coordinator and develop project	Clare Coombe and Leanne Chandler	Complete
3) Map Provision	Clare Coombe and Leanne Chandler and Coordinating Officer	December 2017
4) Through External partnership identify best practice to trial an assessment tool	Leanne Chandler and coordinating officer	March 2018

Recommendation 3: The Council should commission more projects which tackle isolation and encourage strong positive relations and friendship between different groups in the borough.

Comments from Service:
 In line with our intention, as endorsed by this scrutiny review, to mainstream cohesion activity, we would expect these actions to be largely taken forward across Council services. In particular, we are aware that Public Health and Adult Services have already been working on isolation. We would therefore expect the responsible officer to change to reflect this.

Actions	Responsible Officer	Deadline
Where appropriate, ensure commissioning of the projects under Community	Emily Fieran-Reed	March 2018

Cohesion Pilot Programme include tackling isolation and encouraging strong positive relations between different groups as objectives	(Service Manager, Cohesion, Engagement)	
Work with Public Health and Adult Services to build community cohesion priorities into their workplan to tackle loneliness and isolation	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	December 2018
Encourage the establishment of strong positive relations between people of different faiths and beliefs through the Tower Hamlets Inter Faith Forum and its activities	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	November 2018
Where appropriate, ensure commissioning of the projects for next round of projects as part of Community Cohesion Services Programme include tackling isolation and encouraging strong positive relations between different groups as objectives	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	October 2019

Recommendation 4: The Council reviews the grant and commissioning policies to ensure that there is a stronger focus on cohesion.

Comments from Service:

*Please provide any additional commentary/context in relation to the recommendation from the service point of view.
Please complete all columns below.*

Actions <i>(please provide 3 or 4 actions that will be taken to implement recommendation)</i>	Responsible Officer	Deadline
Work with the relevant services in the council to explore scope of embedding community cohesion priorities in the Council's grants and commissioning policies	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	August 2018
If appropriate, work with the relevant services in the council to embed community cohesion priorities in the Council's grants and commissioning policies	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	March 2019

Recommendation 5: Explore how leadership on cohesion can be developed by the Council through the delivery of specialised training for councillors, senior officers and community leaders.

Comments from Service:

We are expecting training to be one of the actions in the Cohesion Strategy Action Plan thus it will be developed and delivered once the strategy and action plan has been developed and agreed.

Actions <i>(please provide 3 or 4 actions that will be taken to implement recommendation)</i>	Responsible Officer	Deadline
Deliver bespoke training on community cohesion for Members	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	October 2018
Deliver bespoke training on community cohesion for Corporate Management Team	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	October 2018
Deliver bespoke training on community cohesion for community leaders	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	October 2018

Recommendation 6: Explore setting up a taskforce to consider the impact of gentrification on cohesion in the borough.

Comments from Service:

The impact of gentrification in the borough will be explored as part of the development of the cohesion strategy. We will consider whether to use a taskforce as one of a range of potential tools that we can use to impact upon it.

Actions <i>(please provide 3 or 4 actions that will be taken to implement recommendation)</i>	Responsible Officer	Deadline
Look at existing information available on the impact of gentrification on cohesion across the borough and consider whether further information or a taskforce is required to inform/improve local service delivery	Emily Fieran-Reed (Service Manager, Cohesion, Engagement)	October 2018